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Training program for occupational safety behavior in workplace of production company in Hanoi: Basis for Accident prevention and Reduction.

A Dissertation Presented To The Faculty of Graduate School

SOUTHERN LUZON STATE UNIVERSITY LUCBAN, QUEZON, PHILIPPINES

THAI NGUYEN UNIVERSITY S.R. VIETNAM

IN PARTIAL FULFILLMENT OF THE REQUIREMENTS FOR THE DEGREE

DOCTOR IN BUSINESS ADMINISTRATION

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August, 2013

ACKNOWLEDGMENTS

I would like to express our most sincere thanks to the Management Board of the Southern Luzon State University, Thai Nguyen University, the teacher, the teacher of the school has helped me facilitate the learning process throughout.

I would like to express sincere gratitude and profound Professor Melchor Milo Placino , enthusiastic teacher who have dedicated guidance, encouragement,

spend time and exchange orientation for me during this research.

I would like to express my sincere thanks to the Department of Employment - Ministry of Labor - Invalids and Social Affairs, the LILAMA 69-2 company has helped me research material, through a questionnaire survey.

I sincerely thank the Board of the University of Labor and Social affair (ULSA), colleagues in ULSA*, classmates DBA1 facilitated enthusiastic help and share my experience to help complete the thesis.*

Finally, I would like to send the gift to the heart of my family has passed enthusiasm and encouragement to complete my thesis.

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ABSTRACT

Safety issue in workplace is an urgent problem nowadays, because of unsafe conditions are occurring daily work in the company especially in the manufacturing sector. Studies show that about 90% of accidents occur because of unsafe behavior and human errors. Even if workers do not have the right knowledge, attitude and behavior toward safety measures in a safe workplace, all efforts for an accident-free workplace will be in vain. This study aims is to determine the effectiveness of current safety program and recommend to built up safety training program on behavioral safety, the basis for accident reduction in one typical local big company in manufacturing and erection sector.

This descriptive cross- sectional study was carried out on workers/ managers in LILAMA 69-2 company. A sample size of 394 was randomly selected. Data collection tool was a researcher –made questionnaire. Data was analyzed using Excel.

With the findings from the study about the causes leading to accident, safety attitude and safety climate, workplace safety behaviors, the researcher believe to help the company management and also other local similar enterprises to improve safety program especially with launching Behavior Based Safety training program and finally to improve accident rate in workplace.

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APPROVAL SHEET

This Dessertation , entitled "**TRAINING PROGRAM FOR OCCUPATIONAL SAFETY BEHAVIOR IN WORKPLACE IN PRODUTION IN HANOI: BASIS FOR PREVENTION AND REDUTION**", prepared and submitted by Pham Thi Ninh in partial fulfillment of the requirements for the degree of Doctor in Business Administration, has been examined and recommended for acceptance and approval for FINAL EXAMINATION.

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Chapter 1

INTRODUCTION

1.1 **Background:**

Safety behavior presents a paradox to practitioners and researchers alike because contrary to the assumption that self- preservation overrides other motives (Maslow, 1970), careless behavior prevails during many routine jobs, making safe behavior an ongoing managerial challenge. Studies in Industrial countries showed that about 90% of accidents occur because of unsafe behavior and human errors and only 10% of those belong to unsuitable workplace and equipment (FGhofranipour, Iranian J Publ Health, Vol. 38, No 2,2009,pp125). Even if workers do not have the right knowledge, attitude and behavior toward safety measures in a safe workplace, all efforts for an accident-free workplace will be in vain.. Clearly, therefore, safe behavior in routine work poses managerial challenges.

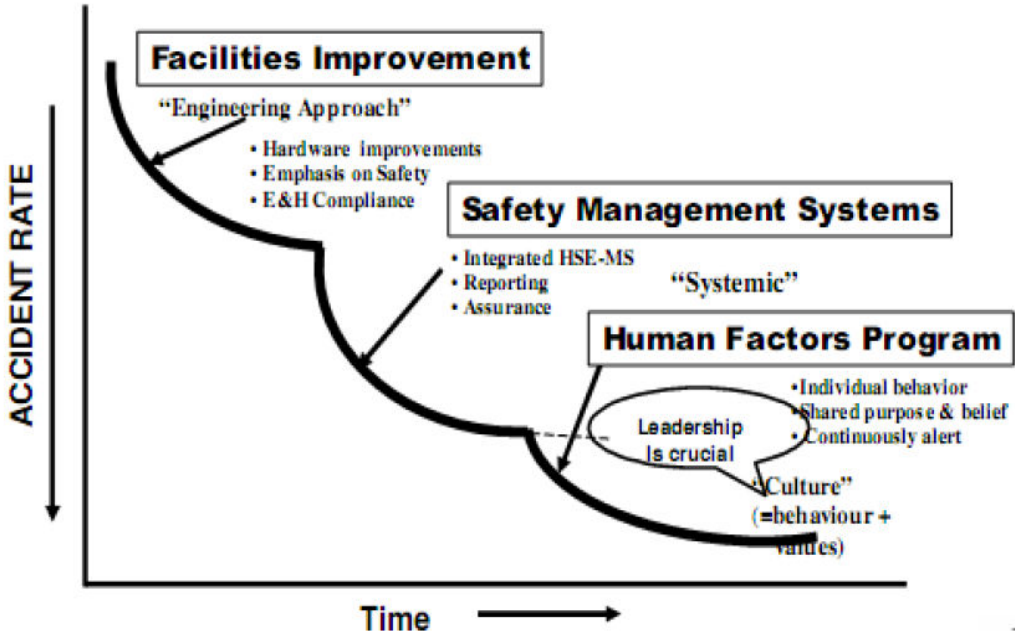

Figure 1.1

From the graph, we can see that the causes lead to the accident has been changed follows the time, from high rate on engineering approach to system it's self and now a day human factor is the most contribution to accident causes. Changing the behavior of employee is challenge of manager.

In case of Vietnam, occupational accident is a very important issue in industries, especially in recent years the number of occupational accidents occurring more and more as Industry is growing.

Also, according to the report of the MOLISA (Ministry of labor, invalid and social affair), the material damage caused by occupational accidents occurring in the first 6 months of 2011 (expenses relating to medicine, funeral, compensations for families of deaths and injury, ...) was 143.331.800.000 vnd (2.62 times increase over the same period in 2010), damage to property was 17.609.900.000 vnd (7.89 times increase over the same period in 2010).

Also, according this report the causes of workplace accidents due to no training in occupational safety for employees (7.8%), equipment is not safe (3.15%), not equipped with personal protective equipment for workers (1.39%), no procedures, safety measures (3.49%). Thus more then 80% of accidents occur which are attributable to human factors. That is the attitude, knowledge, behavior of workers for safe work

With the purpose of this study, the author considers to have the research on one typical local big company on the field of production and erection in Hanoi area. The result of the study and recommendations could apply to others on the same field and area.