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A Munc
Clemson University

K Jennings
Clemson University

R.R. Sinclair
Clemson University

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EXPLORING THE RELATIONSHIP BETWEEN STIGMA AND CLIMATE RELATED TO EMPLOYEE SAFETY

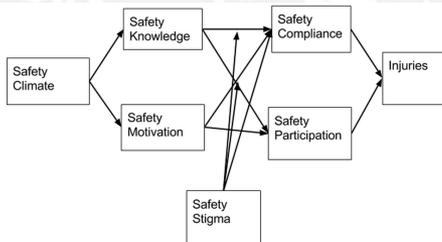
MUNC, A., JENNINGS, K. & SINCLAIR, R. R.

INTRODUCTION:

SAFETY CLIMATE IS A WELL-RESEARCHED CONSTRUCT (ZOHAR, 2013). THE MAIN FINDINGS INDICATE THAT EMPLOYEES WHO PERCEIVE THAT THEIR ORGANIZATION SUPPORTS SAFE BEHAVIOR ARE LESS LIKELY TO BE INVOLVED IN AN ACCIDENT (CLARKE, 2006). ONE POSSIBLE CONCERN IS THAT THIS CLIMATE MAY CREATE NORMS IN THE WORKPLACE WHERE INDIVIDUALS ARE FEARFUL OF BEING INVOLVED IN A WORKPLACE ACCIDENT.

ACCORDING TO LINK AND PHELAN (2001) STIGMA CAN BE DEFINED BY FOUR MAIN COMPONENTS: 1) IT IS FUNDAMENTALLY A LABEL OF AN OUT-GROUP, 2) THE LABELED DIFFERENCES ARE NEGATIVE, 3) THE DIFFERENCES SEPARATE "US" FROM "THEM", AND 4) LABEL AND SEPARATION LEAD TO STATUS LOSS AND DISCRIMINATION. IN OCCUPATIONAL HEALTH RESEARCH, STIGMA HAS GENERALLY BEEN EXAMINED IN THE CONTEXT OF MENTAL HEALTH PROBLEMS (CORRIGAN, DRUSS, & PERLICK, 2014) AND WEIGHT (HUNGER & MAJOR, 2015).

THIS STUDY ATTEMPTED TO EXPLORE THE RELATIONSHIP BETWEEN STIGMA TOWARDS SAFETY INCIDENTS AND PSYCHOLOGICAL CLIMATE BY FITTING STIGMA WITHIN THE ESTABLISHED LINKING MECHANISMS OF SAFETY CLIMATE (NEAL & GRIFFIN, 2004). IN ADDITION, WE HYPOTHEZIZE THAT STIGMA TOWARDS SAFETY INCIDENTS WILL BE ASSOCIATED WITH POORER PSYCHOLOGICAL HEALTH.



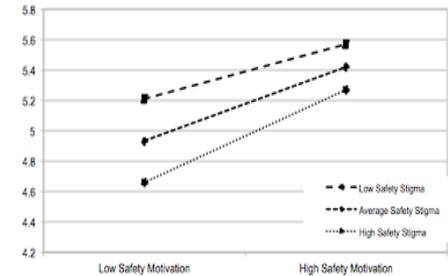
METHOD/RESULTS:

PARTICIPANTS WERE RECRUITED THROUGH AMAZON'S MECHANICAL TURK. DATA WAS COLLECTED THROUGH TWO SEPARATE WAVES SEPARATED BY A 3-MONTH INTERVAL (N = 650). ALL PARTICIPANTS WERE RESIDENTS OF THE US AND EMPLOYED AT LEAST 20 HOURS A WEEK.

MEASURES:

SAFETY CLIMATE, SAFETY KNOWLEDGE, AND SAFETY BEHAVIOR WERE ALL MEASURED AT TIME 1 USING NEAL & GRIFFIN'S (2004) MEASURES. SAFETY COMPLIANCE, SAFETY PARTICIPATION, AND INJURIES WERE ALSO MEASURED USING NEAL & GRIFFIN'S (2004) MEASURES AT TIME 2.

SAFETY STIGMA WAS ASSESSED WITH TWO ITEMS AT TIME 1. THEY WERE "IF I GOT HURT ON THE JOB I WOULD BE CONCERNED ABOUT BEING TREATED NEGATIVELY BY MY SUPERVISOR" AND "IF I WAS INJURED ON THE JOB I WOULD BE CONCERNED ABOUT BEING TREATED NEGATIVELY BY MY CO-WORKERS"



MAIN FINDINGS

- HIGH LEVELS OF STIGMA ARE ASSOCIATED WITH REDUCED SAFETY COMPLIANCE
- STIGMA IS ASSOCIATED WITH INCREASED WORKPLACE ACCIDENTS
- STIGMA MODERATES THE RELATIONSHIP BETWEEN SAFETY COMPLIANCE SUCH THAT HIGH LEVELS OF SAFETY STIGMA INCREASES THE RELATIONSHIP BETWEEN SAFETY KNOWLEDGE/MOTIVATION AND SAFETY COMPLIANCE
- SAFETY STIGMA IS ASSOCIATED WITH POORER PSYCHOLOGICAL HEALTH

	1	2	3	4	5	6	7	8	9	10	11
1. Safety Climate	.91										
2. Safety Stigma	-.18**	.85									
3. Safety Knowledge	.62**	-.25**	.79								
4. Safety Motivation	.59**	-.04	.58**	.78							
5. Safety Compliance	.29**	-.21**	.38**	.34**	.93						
6. Safety Participation	.41**	-.08*	.350**	.47**	.43**	.90					
7. Injuries	.01	.11**	-.02	.02	-.18**	.00	N/A				
8. Psych well-being	.26**	-.27**	.26**	.24**	.28**	.23**	-.12**	.90			
9. DSM cross-cutting	-.18**	.21**	-.14**	-.07	-.14**	-.09*	.24**	-.57**	.90		
10. Age	.00	-.03	.03	.02	-.01	.03	.01	.04	-.10*	N/A	
11. Gender	-.03	-.05*	.00	.04	.01	.03	-.06	-.03	.05	.08**	N/A
12. Education	-.01	-.04	-.10**	-.07**	-.06	-.06	.01	.06	-.08	.05*	.01

Criteria	Predictors	β	ΔR^2	β	ΔR^2	
Safety Compliance	Age	-.01		Age	-.02	
	Gender	.01		Gender	.00	
	Education	-.01		Education	-.02	
	Knowledge	.17**		Motivation	.20**	
	Stigma	-.68**	.160**	Stigma	-.59**	.158**
	Interaction	.55**	.011**	Interaction	.41*	.008*