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## Impact of Work Place Safety Climate on Job Satisfaction among Non-Executive Construction Workers in Large Scale Private Construction Company in Sri Lanka

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### Abstract

Job satisfaction of the construction workers is determined on many factors and job work place safety climate is one of the significant factors. Therefore this study is aimed to discuss the impact of work place safety practices on job performance of construction workers. Job satisfaction of the workers becomes a popular research area in the world. However, it is difficult to find out empirical findings of the work place safety climate and its impact on job satisfaction of the workers. Therefore, the problem of the study is derived as "Does work place safety climate affect to the job satisfaction of non-executive construction workers in the selected large scale private construction company in Sri Lanka?" The data were collected from a randomly selected sample of 100 non-executive employees in selected large scale private construction company by administering a structured questionnaire, which consisted of 77 questions/ statements with 5 point scale. Test-retest coefficient and the Cronbach's alpha for the perceived work place safety climate were 0.827 and 0.747 respectively. Test-retest coefficient and the Cronbach's alpha for job satisfaction were 0.873 and 0.939 respectively. The data analyses were done using univariate and bivariate analysis. The main finding of the study was that work place safety climate positively correlated with the job satisfaction ( $r=0.687$ ). Positive correlation between co-worker safety and job satisfaction ( $r=0.972$ ), positive correlation between supervisor safety and job satisfaction ( $r=0.751$ ), positive correlation between management safety practices and job satisfaction ( $r=0.856$ ) and weakly positive correlation between safety program and job satisfaction ( $r=0.287$ ) were the additional findings of the study. As per the multiple regression analysis, 46% of the variance in the job satisfaction of non-executive service employees has been accounted for perceived work safety climate. It is concluded that perceived work place safety climate influences the job satisfaction of construction workers.

**Keywords:** Work Place Safety Climate, Co-Worker Safety, Supervisor Safety, Management Safety Practices, Job Satisfaction.