



**6<sup>th</sup> BOSH 2019**

INTERNATIONAL PARTNER

KOSHA

NIOSH  
National Institute for Occupational Safety and Health

iosh

INIOSH

Empower OSH:  
Industrial Transformations Through Innovative  
Tools For OSH Engagement & Leadership  
Empowerment  
- 15th October 2019

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# Content



RESULTS & DISCS.

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INTRO

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**OSH INTERNATIONAL PARTNER**

Ministry of Human Resources 

**Institution Of OSH (IOSH)**



The NIOSH, Centers for Disease Control & Prevention





Finnish Institute of OH (FIOH)

**NIOSH, Japan (JNIOH)**



**Korea OSH Agency (KOSHA)**



**Asian OSH Research Institute (AOSHRI)**



**World Wall Man**

**ASIAN OCCUPATIONAL SAFETY AND HEALTH RESEARCH INSTITUTES (AOSHRI) PROGRESS MEETING 2019**

Venue: NIOSH MALAYSIA  
Date: 20th August 2019

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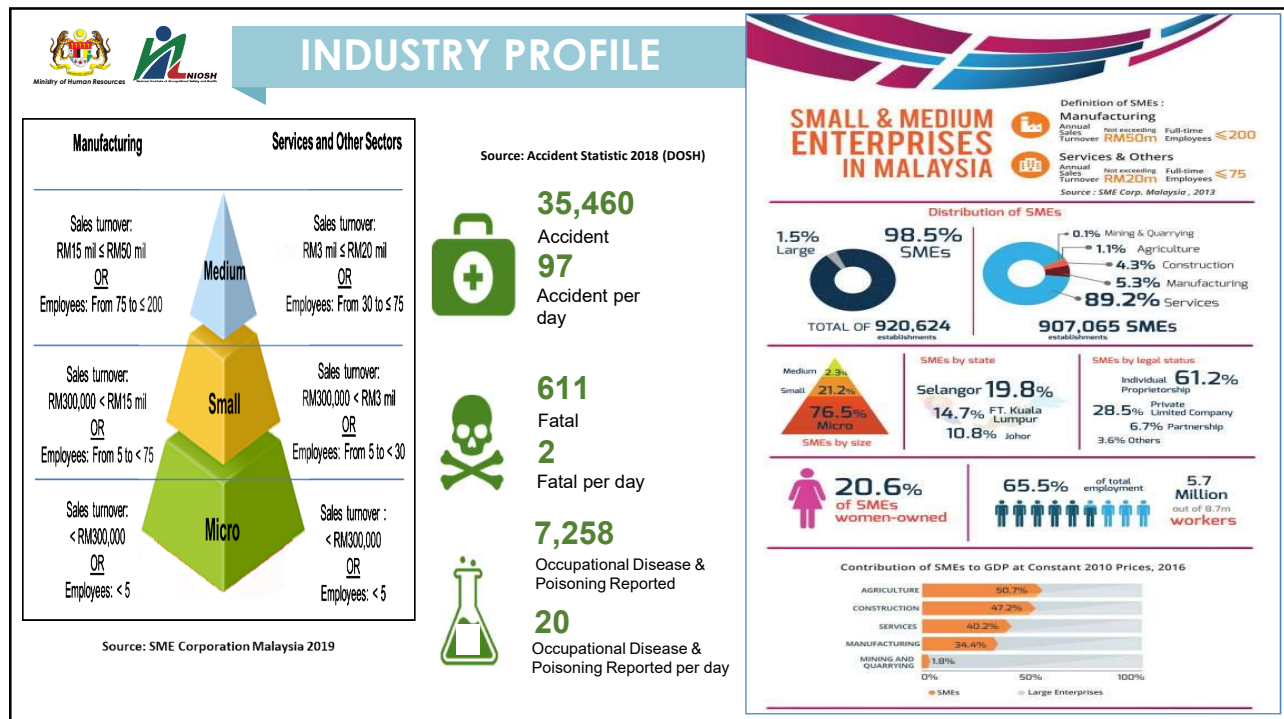
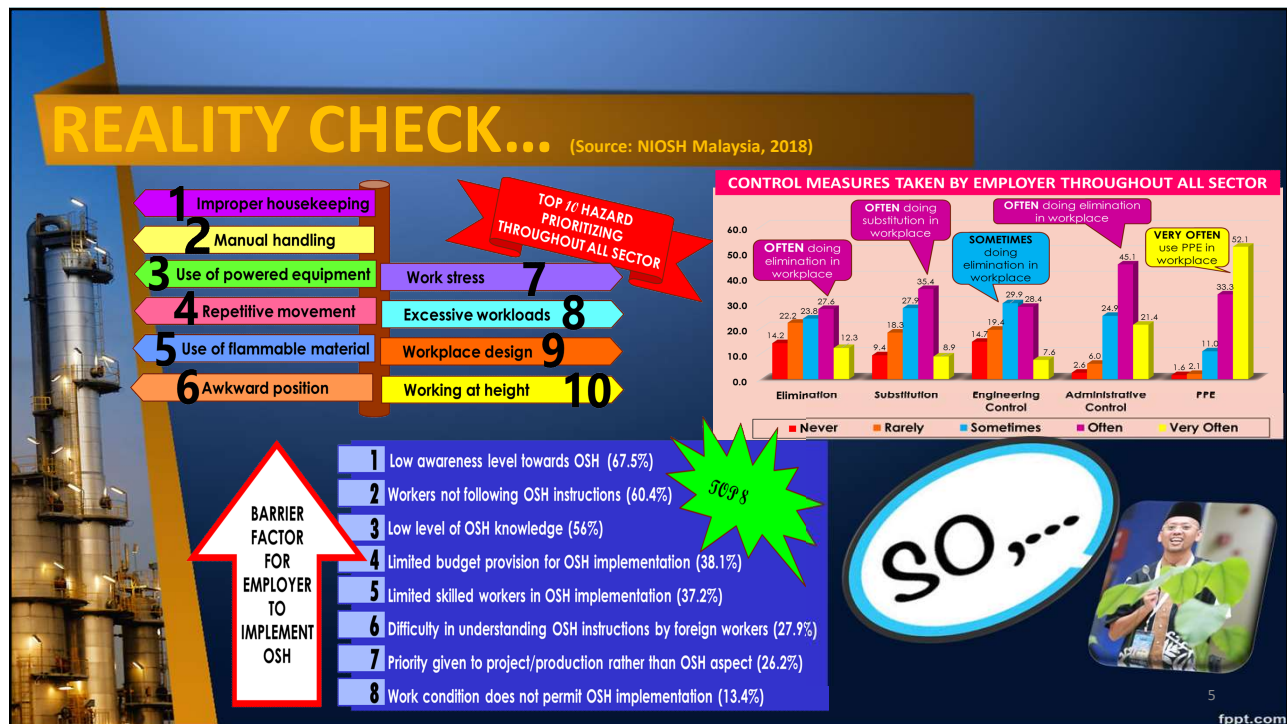
## INTRODUCTION

- ☐ Employer plays an important role in ensuring OSH at the workplace.
- ☐ As stated in the OSHA 1994, one of the general duties of employers are to provide information, instruction, training & supervision to the employees in ensuring safety, health and welfare at work.
- ☐ However, there are still issues pertaining to employers' leadership in the organization.
- ☐ In order to assist the employers to deliver their responsibilities in this new digital era, this study focus to develop an innovative tool.

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## OSH VS ORGANISATION'S SUCCESS



Proactive learning critical for SMEs' success

**SME**

Knowledge isn't power,  
applied knowledge is power.

Eric Thomas

To move forward it is necessary  
to close the data gap, because  
... the key to

International  
Labour  
Organization

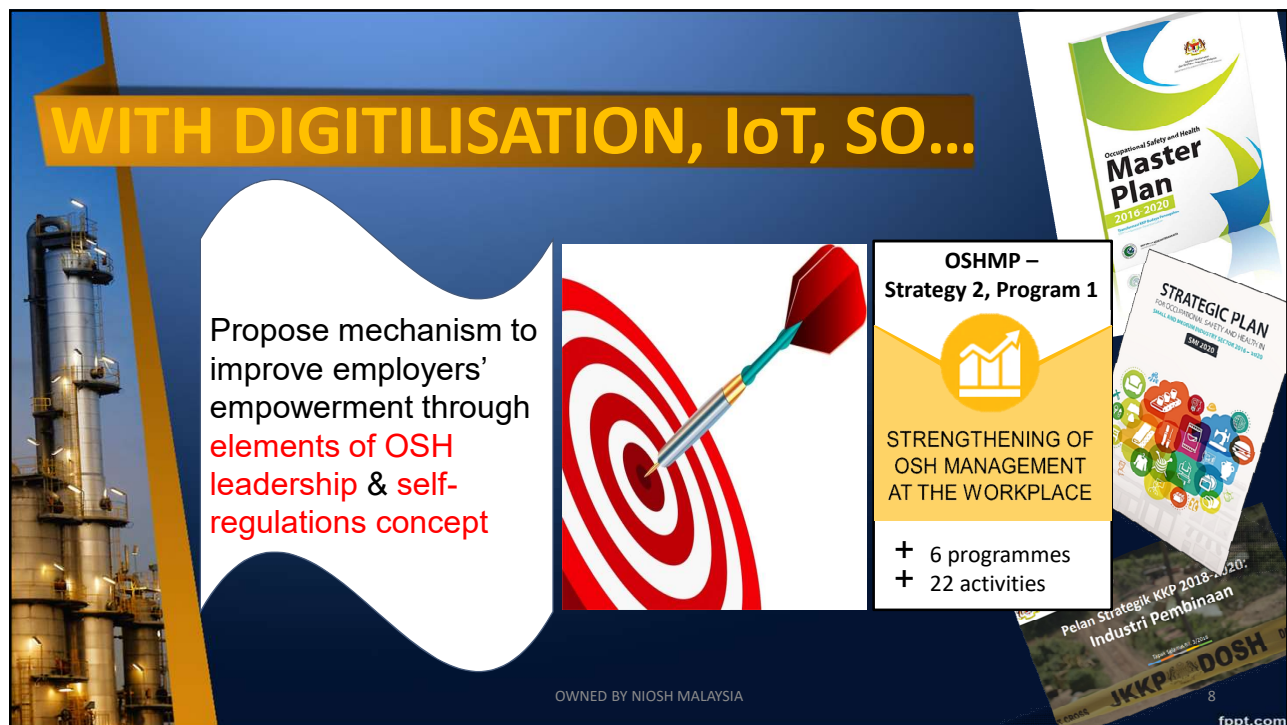
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## WITH DIGITILISATION, IoT, SO...



Propose mechanism to  
improve employers'  
empowerment through  
**elements of OSH  
leadership & self-  
regulations concept**

OSHMP –  
Strategy 2, Program 1

STRENGTHENING OF  
OSH MANAGEMENT  
AT THE WORKPLACE

+ 6 programmes  
+ 22 activities

OSH Master Plan  
2018-2020

STRATEGIC PLAN  
FOR OCCUPATIONAL SAFETY AND HEALTH IN  
SMALL AND MEDIUM ENTERPRISES (SMEs) 2018-2020

Pelan Strategik KKP 2018-2020:  
Industri Pembinaan

DOSH

JKKP

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# #METHODRGY

## DATA COLLECTION

- Random stratified sampling method for 3 sectors.
- Manufacturing, public service and construction in Malaysia.
- A set of validated questionnaire were distributed to 445 employers.
- 14 benchmarking interviews.
- 97 workplace inspections.
- R2p approach - research product to improve practicability at workplace.

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# #METHODRGY

Respondent Code:

Questionnaire Date:

 QUESTIONNAIRE FORM/ 

**DEVELOPMENT OF OSH IMPROVEMENT PLAN TO EMPOWER THE ROLE OF PRINCIPAL EMPLOYER IN IMPLEMENTATION OF OSH IN MALAYSIA**

One of the roles of principal employer at workplace is to provide safe and healthy working environment based on Occupational Safety and Health (OSH) legislation requirement. Based on the literature survey, among the important elements that should be shown by employers in the implementation of OSH are commitment, communication, OSH compliance and behaviour.

The question is, to what extent does the principal employer able to implement their roles and responsibility in planning and maintaining OSH at workplace? What improvement mechanisms that can be implemented to strengthen the role of the principal employees in the implementation of OSH at the workplace?

Therefore, this study is undertaken with the aim to strengthen the roles of the principal employees in the development of OSH improvement plans at the workplace.

In order to achieve the objectives of this study, we seek your cooperation in completing this questionnaire by providing your answers in the spaces provided. Your sincere and honest opinion is extremely important in increasing OSH level in Malaysia.

**PRIVACY NOTICE:** THIS IS A RESEARCH OF ANONYMOUS. FEEDBACK TO THIS RESEARCH IS CONSIDERED CONFIDENTIAL. THEREFORE INDIVIDUAL FEEDBACK WILL BE REMOVED OR PUBLISHED. THE DATA COLLECTION IS FOR THE PURPOSE OF THIS SURVEY ONLY.

THANK YOU VERY MUCH FOR YOUR INFORMATION SHARING AND COOPERATION.

**Demography – respondent & company profile**

**Intercepting factors of employers' roles in OSH implementation (hazards, control of hazards & barriers)**

**Commitment (18), Communication (9), Compliance (18) & Behaviour (8)**

**Other information (3), Method/ product suitability (6)**

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# #METHOD

**DEVELOPMENT PHASE**

- 36 industrial respondents + 22 OSH practitioners + 5 content application experts + 5 OSH policy makers were involved in:
  - installation,
  - tutorial,
  - pilot project,
  - user acceptance test (UAT), and
  - final acceptance test (FAT).

**SOLAR ENERGY**









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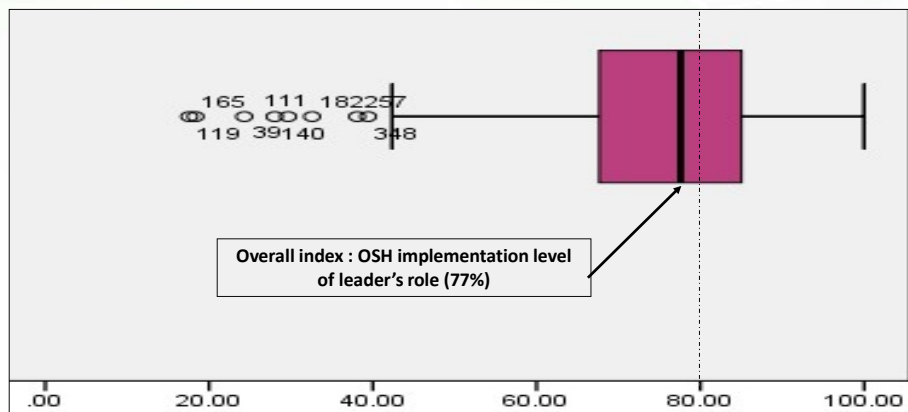
# RESULTS & DISCUSSIONS

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## ACHIEVEMENT?

### Index of OSH Implementation Level by Leader

(Suggested index value for excellent leader is at 80) (Source: NIOSH Malaysia, 2018)



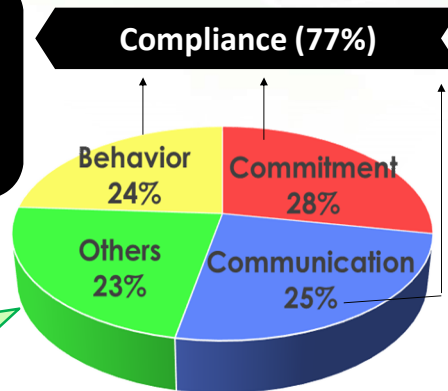


# LEADER?

## OSH Implementation Level By Leader

High in management commitment, effective OSH communication and good behaviour portrayed by leaders will contribute to **77%** of OSH compliance

There are other OSH leadership elements that not being studied in this research



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# LEADER'S ROLE

## Correlation Among 3C 1B 1SC of Leader's Role in OSH Implementation in Malaysia

		Correlations				
		Indeks_KomitmenPengurusan	Indeks_KomunikasiKKP	Indeks_PematuhanKKP	Indeks_TingkahLaku	Indeks_BudayaKeselamatan
Indeks_KomitmenPengurusan	Pearson Correlation Sig. (2-tailed) N	1	.832 .000 453	.816 .000 453	.747 .000 451	.908 .000 453
Indeks_KomunikasiKKP	Pearson Correlation Sig. (2-tailed) N		1	.809 .000 453	.758 .000 451	.869 .000 453
Indeks_PematuhanKKP	Pearson Correlation Sig. (2-tailed) N			1	.790 .000 451	.925 <del>.808</del> 453
Indeks_TingkahLaku	Pearson Correlation Sig. (2-tailed) N				1	.833 .000 451
Indeks_BudayaKeselamatan	Pearson Correlation					1

- 1) Compliance and safety culture element showed the **highest** correlation of 0.925.
- 2) This shows a **strong** relationship among the leadership elements towards safety culture.

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# LEADER'S ROLE

## Regression Model for Index of Leader's Role

Model Summary<sup>b</sup>

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Change Statistics				
					R Square Change	F Change	df1	df2	Sig. F Change
1	.878 <sup>a</sup>	.771	.770	7.06686	.771	501.807	3	447	.000

a. Predictors: (Constant), Indeks\_TingkahLaku, Indeks\_KomitmenPengurusan, Indeks\_KomunikasiKKP

b. Dependent Variable: Indeks\_PematuhanKKP

- 1) There was a **high correlation** between the elements of OSH compliance, management commitment, communications and the leader's behaviour which were **0.878**.
- 2) **77%** of the variations in the OSH compliance were due to the high variation in the elements of management commitment, OSH communication and the leader's behaviour.

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# LEADER'S ROLE

## Regression Model for Index of Leader's Role

Coefficients<sup>a</sup>

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
		B	Std. Error	Beta			Tolerance	VIF
1	(Constant)	2.255	1.982		1.138	.256		
	Indeks_KomitmenPengurusan	.374	.046	.349	8.096	.000	.276	3.624
	Indeks_KomunikasiKKP	.321	.047	.298	6.801	.000	.266	3.761
	Indeks_TingkahLaku	.284	.034	.303	8.279	.000	.382	2.620

a. Dependent Variable: Indeks\_PematuhanKKP

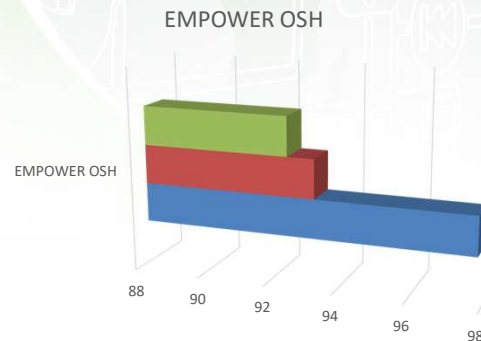
- 1) There is a **significant** influence on the elements of management commitment, OSH communication and behavior towards the OSH compliance where all p values below the significant level of 0.05.
- 2) The **highest** influence comes from the management commitment ( $\beta = 0.349$ ) followed by the leader's behavior ( $\beta = 0.303$ ) and OSH communication ( $\beta = 0.298$ ).

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## SUITABILITY OF METHOD/PRODUCT NEEDED

Majority of the respondents agreed to include in **Empower OSH apps/portal**:

- 1) OSH guidebook (97.8%),
- 2) OSH leadership assessment (93.2%), and
- 3) OSH leadership training (92.4%).



	EMPOWER OSH
L/SHIP TRAINING	92.4
L/SHIP ASSESSMENT	93.2
G/BOOK	97.8

■ L/SHIP TRAINING ■ L/SHIP ASSESSMENT ■ G/BOOK

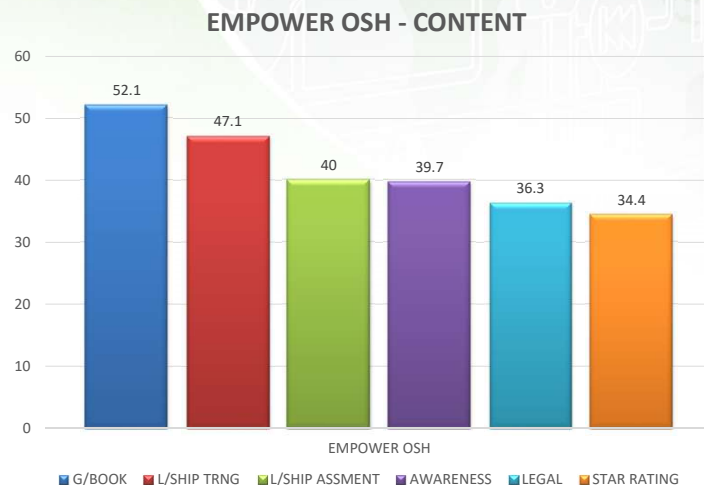
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## SUITABILITY OF METHOD/PRODUCT NEEDED

It was also found that the most suitable **module** for employers were:

- 1) OSH guidebook (52.1%),
- 2) OSH leadership training (47.1%),
- 3) OSH leadership assessment (40%),
- 4) OSH awareness (39.7%),
- 5) OSH legislation (36.3%), and
- 6) OSH star rating (34.4%).



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**emPower OSH**

USER FRIENDLY | INTERACTIVE | SELF-ASSESSMENT

LEGISLATION & ENFORCEMENT

TRAINING CENTRE

STAR RATING

OSH LEADERSHIP CHECKLIST

OSH AWARENESS PROGRAMME

OSH GUIDEBOOK

**NATIONAL INSTITUTE OF OCCUPATIONAL SAFETY AND HEALTH (NIOSH)**  
 Tel: 03-87692100 / 03-89113800  
 Fax: 03-89262900  
<https://www.facebook.com/nioshmalaysia/>

Available on the App Store | GET IT ON Google Play

# RESULTS

- Feedback from employers through seminars, workshops & focus group discussion stated that the objectives of the Empower OSH were achieved.
- To empower duties and responsibilities of employers:
  - ☐ Mobile apps & portal,
  - ☐ Freely downloaded,
  - ☐ Convenience,
  - ☐ Simple,
  - ☐ Fast,
  - ☐ as OSH reference platform, and
  - ☐ 1<sup>st</sup> in Malaysia
- The tools also introduced the self-regulation approach to employers in evaluating & implementing OSH at workplace.

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# CONCLUSION & WAY FORWARD

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# LEADERSHIP SKILL/ FOCUS/ CONCEPT/ STYLES?







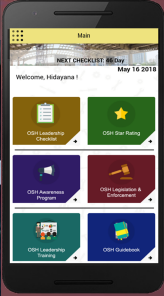





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# OUTPUT

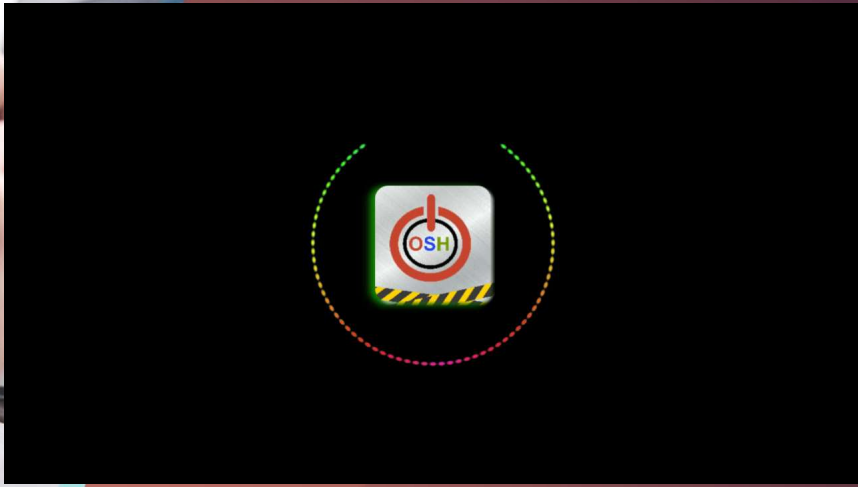

## EMPOWER OSH APPS & PORTAL

[www.empowerosh.com.my](http://www.empowerosh.com.my)

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# OUTPUT

- OSH SELF LEADERSHIP CHECKLIST
  - Introduction
  - OSH Leadership Checklist & Recommendation
- OSH LEADERSHIP STAR RATING
  - Introduction
  - OSH Management Checklist
  - OSH Workplace Checklist
- OSH AWARENESS PROGRAM
  - Introduction
  - Safety Briefing
  - Osh Promotion
  - OSH Signage
- OSH LEGISLATION & ENFORCEMENT
  - Introduction
  - Legislation & Enforcement
  - List of Malaysia Website
- OSH LEADERSHIP TRAINING
  - Training Info
- OSH GUIDEBOOK
  - General
  - Manufacturing
  - Construction
  - Chemical
  - Ergonomic

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# OUTPUT




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# NIOOSH OSH LEADERSHIP TRAINING MODULE



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# LAUNCHING OF SUPERB OSH LEADER



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## ATTRIBUTES To The Late of Ir. Hj. Hussien Rahmat (Expert/ Sifu/ Master/ Idol)



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## WHAT'S NEXT?

Further studies in the near future are suggested as follows:

- i. Effectiveness study on implementation of:
  - a) Plan for improvement mechanisms through suggested improvement action programs framework from this study;
  - b) Portals & apps in empowering OSH at the workplace for the manufacturing (M), public services (P), construction (C) or other high risk sectors; and
  - c) OSH Leadership Module on the role of employers in empowering the OSH at workplace for MPC or other sectors, especially those at high risk sectors.
- ii. A study on the development of the OSH improvement plans for other high-risk sectors; and
- iii. A study on foreign workers engagement program to enhance OSH awareness, compliance to legislation & find out the most effective communication medium at place of work.

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