

SOURCE

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Development and Test of a Model Linking Safety-Specific Transformational Leadership and Occupational Safety

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Abstract

The authors developed, tested, and replicated a model in which safety-specific transformational leadership predicted occupational injuries in 2 separate studies. Data from 174 restaurant workers (M age = 26.75 years, range = 15–64) were analyzed using structural equation modeling (LISREL 8; K. G. Jöreskog & D. Sörbom, 1993) and provided strong support for a model whereby safety-specific transformational leadership predicted occupational injuries through the effects of perceived safety climate, safety consciousness, and safety-related events. Study 2 replicated and extended this model with data from 164 young workers from diverse jobs (M age = 19.54 years, range = 14–24). Safety-specific transformational leadership and role overload were related to occupational injuries through the effects of perceived safety climate, safety consciousness, and safety-related events.

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