

# **Employees' Behavioral Safety Compliance Factors toward Occupational, Safety and Health Improvement in the Energy sector**

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## **Abstract**

Huge amount of pain and suffering is experienced by people who simply go to work to earn a living. When health and safety is not managed properly, people get killed and injured in gruesome ways or suffer terrible that have a massive impact not only on them, but also their dependents, families, friends and colleagues. Society as a whole considers these events to be morally unacceptable, and injury or ill-health should not be a price that has to be paid in order for the worker to feed their family. Of critical importance to health and safety management is individual worker behavior. One worker may behave in an ideal manner, but other may not, and this unsafe behavior may endanger themselves and others. Human factors have a part to play in effective health and safety management. This doctorate research aimed to improve safety culture within an organization by improving worker behaviors relating to health and safety and to have good performance whilst having less or 0 accidents. Human behavior is a major contributor of all industrial accidents revealed by many occupational safety literatures. The presence of good safety behavior does reflect good safety compliance. Safety issue cannot be tackled effectively without interference of employers with a particular pattern of behaviors as important criteria needed to change employee's behaviors. Thus, the primary objective of this study is to identify employees' behavioral safety compliance factors that contribute to encourage employees' towards behavioral safety compliance. The energy industry in Morocco is one of the most contributors to create wealth for the country's economic growth. Improving safety remains a priority in every country around the world because it is one of the main contributors which ranks high in the rates of severe and fatal occupational injuries compared to other industries. The major occupational accidents and disease contributor which is human behavior will obstruct attempts to achieve Morocco vision 2020. So, the employer needs to adopt more holistic tactics and approaches which focus not only on improving the physical working environment but also on shaping employee's behaviors, attitudes and beliefs which lead to safety behavior and ultimately safety compliance. The Occupational Safety and Health Act (OSHA), 1994 are identified as an approach providing a legislative framework to enforce human behavior towards safety compliance by practicing high standards of safety and health at work to eliminate workplace accidents. However, ignorant behavior and

attitude from the employers and employees contribute to rise of issue on behavioral safety noncompliance to OSH requirements such as Occupational Safety and Health Act (OSHA) 1994.

**Keywords**

Safety behavior, employee's behaviors, attitudes and beliefs, Human factors, effective health and safety management, safety compliance