

# **Safety Climate Assessment in the Aviation Industry in Kuwait**

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## **Abstract**

This study aims to develop a safety climate measurement tool that can be used to meet local market demand or tailored to the Kuwaiti aviation industry. Safety climate is an essential factor that reflects employees' perceptions of safety practices and all policies followed within the organization. It is directly related to safety aspects within the workplace and controls the rate of injuries, which is reflected in the workers' satisfaction and operational efficiency within the organization. The study addresses the current lack of standardized tools for assessing safety climate in Kuwait, both generally and specifically in the aviation sector, based on a survey of 150 employees in the aviation industry. The study design incorporates a customized questionnaire that evaluates both safety climate and organizational commitment, while also considering demographic factors of the participating subjects, such as age, gender, job position, and years of experience. Such demographic data is essential for understanding variations in the backgrounds of participants across different segments of the workforce. The study involves customizing the Multilevel Construct Validation combined with Systematic Item Development and Reduction methodologies to fit the local context of our case. The findings revealed a generally positive safety climate, as most dimensions scored more than three on our 5-point scale. The highest ratings were for safety training, with a score of 3.51, and also for communication, with a score of 3.49. However, the lowest rating was for safety rewards and recognition, with a score of only 2.88, indicating a need to acknowledge safe behavior better. The results showed that airline employees felt supported by their companies, particularly in terms of continuance commitment, which scored 4.58, and organizational support, with a similarly high score of 4.52. However, many employees did not strongly identify with the company's values or feel a personal duty to stay, as the Normative Commitment score was only 2.94, suggesting a need for a stronger emotional connection and engagement among those employees. Singles and administrative staff showed slightly higher commitment levels. Safety officers on the other side had the lowest scores of Organizational commitment, which is concerning given their critical role.

## **Keywords**

Safety Climate; Organizational Commitment; Aviation Industry; Occupational Safety and Health; Employee Perception

## **Biographies**

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