

CHAPTER 1

1.1 Introduction

The competitive market is a growing concern for a construction industry. Naoum (2016) mentioned that the efficiency and performance interpretation of such industry is a significant factor supporting financial progress of a country. This industry provides a remarkable vision to view dynamic nature (Kapleko *et al.*, 2015). Construction industry is an indicator of economic growth of country. It has rapidly grown in last few years in Indonesia. Construction sector contributes third largest among other sectors according to Central Bureau of Statistics, Indonesia BPS, 2018. This sector provides USD 117 million GDP in 2018 contributing a share of 11.1% of total GDP of Indonesian Economy. This sector is not so far developed as compared to industry and trading which covers 19.8% and 13% of GDP respectively. The accidents and injuries at work place were more frequent in construction sites (31.9 percent) recorded by Ministry of Manpower and Transmigration, Indonesia. The risk of health injury and safety problems at workplace is very high. Such problems are caused by hazardous constituents such as biochemical and other harmful substances, widely used in production processes. The phenomenon of incidents negatively impact productivity of construction industry. Hence, it is very immediate to figure out safety practices supporting employees to make them safe, which ultimately provide better result (Gurmu, 2019).

According to Central Bureau of Statistics, Indonesia BPS, 2018, construction sector grows up to 7% - 8% annually. It is predicted to grow construction market by 6.6% during 2017- 2022. Jarkas & Bitar (2011) mentioned that construction industry spends 30% to 50 % on workers in many countries. In every project, there are some trouble in construction such as money, material, tools and local contractor's construction cost (Hafez *et al.*, 2014). However, the major challenge in construction sector is health accidents and safety issues. It is difficult to produce desire output for workers unless they feel safe on such sector. Thus, construction sector is related with many accidents like death and injuries.

Over the last three decades, different studies mentioned about safety concern which increases the productivity in construction projects (Gurmu, 2018). Therefore, in construction sector, safety issues become a major concern for all kind of project mostly in building, mining and so on. The construction related issues raised much more attention on serious health and safety concerns. The incidents are among governments, safety shareholders, experts and researchers over the past decades (Rowlinson, 2004). The certain practices like safety training, safety communication turn on upgraded safer achievement shown in previous study. Therefore, such practices are important to make aware the construction workers. Moreover, safety management practices require this kind of safety practices on construction sites in some countries.

Barling (2002) mentioned, there could be different prospective that addresses work place incidents inversely by nurturing the protection level in an organization. Hsu *et al.*, (2007) explained the possible reasons for workplace incidents are mainly

due to human mistakes. Such types of research enhances idea broadly in the view of management group. Furthermore, it is duty of manager and top management for creating safe working environment. Goetsch (2011) mentioned about suitable working environment. This environment improves the workplace incidents and injury.

In the construction site, occupational injuries and accidents taking is of consequential nature. These incidents become safety concern at workplace. Further, there are various factors affecting injuries and accidents. To reduce it, safety compliance with safety behavior become so essentials. The accidents take place because of human errors and more than 80% of injuries happen at workplaces (Goetsch, 2011). Clarke (2006) mentioned that to protect from precaution against hazards, mainly construction sector failed to adhere rules and regulation. Griffin (2000) added safety compliance is about mindset and a commitment for incorporating safety activity. It refers to activities to maintain workplace safe for the workers. Neal (2006) mentioned about working behavior and maintaining the standard of work procedure like safety related equipments. Inness (2010) mentioned about the main efforts which uplift the organization. These efforts include; organization safety based procedure, rules and regulations.

The more an environment is manufacturing oriented, the more heavy machinery and large equipment exists. It means more potential accidents can lead to serious injuries or even death, which lead to a huge loss in working hour. For the workers of construction, safety management practices is an important criteria to safeguard the life. Subramaniam (2016) promoted behaviors of safety compliance

that have broadly researched in safety management practices. Similarly, Vinodkumar (2010) promoted that safety program definitely effects the attitudes and behavior of employees. However, it also advances condition of employment. Thus, it reduces hazards at firm. Shamsuddin (2015) found that good administration is established for achieving superiority in construction. On other hand, safety program effects on safety compliance which is conducted in organization.

In addition, workers have an individual responsibility towards the health of each individual. Hence, it is predominant for managers confirming that workers who do not care about construction safety are motivated by any means possibly to become safety conscious. Barg (2014) suggested that motivation for workers can stimulate the productivity in construction industry. He further added that motivation is an imaginary construct for explaining human behavior. Safety motivation similarly satisfies the needs of workers. Mat (2012) point out that employer needs to adopt holistic tactics and approaches. It will improve physical working environment and employee's behaviors, attitudes and beliefs which support safety behavior and safety shaping compliance. Additionally, Safety compliance may accomplish by performing quality safety procedures at work. As a result, it could eliminate workplace accidents. Safety compliance helps to leverage construction productivity. Thus, a significant conclusion preferred that safety management practices, safety motivation and safety compliance are bonded with each other.

The intention of this research is to determine best approach towards encouraging safety management practices and safety compliance. Thus, it positively influences construction workers by motivating them to adopt safety

measures. This research is important because the findings will provide a tool for establishing health safety awareness for workers in Indonesia. As a matter of fact, Indonesia has very less research in construction sector conducted. This research found research gap. Therefore this study find out main factors that affect safety issues of workers in Indonesian construction industry. The effective solution to decrease the health hazard, management must have safety management procedure. Therefore, safety management practice will motivate employee safety at workplace. The study has been done at construction industry in Indonesia. In regard to safety compliance factors that particularly to management level role towards health issues and health safety. Similarly, it focuses on factors of employer's behavior as the main improvement. This study significantly encourage employee's behavior towards safety compliance to improve health hazards and safe work environment in construction industry.

1.2 Research Questions

1. What does safety management practices effects safety compliance?
2. What does safety management practices effect safety motivation?
3. What does safety motivation effect safety compliance?
4. What does safety motivation mediate the relationship between safety management practices and safety compliance?

1.3 Research Objectives

1. To analyze about the safety management practices that influences the safety compliance.
2. To identify the character of safety motivation mediating amongst safety management practices and safety compliance.

1.4 Research Benefits

Throughout this study is expected to provide following benefits:

1. This study can provide best knowledge about safety management practices, safety compliance and safety motivation to Construction Industry in Indonesia and other countries.
2. Throughout this study, academics researcher, scholars and students can able to study and grab the knowledge for their research related work.