

Abstract

Organizational and Social psychology has been contributing for the understanding of workplace accidents and safety behaviors with research focusing on its individual and organizational antecedents. However there are few studies in the molds industry and especially about the SME (i.e. the majority of Portuguese companies).

Our purpose was to analyse the role of some individual and psychosocial factors on safety behaviors development.

We proposed a theoretical model based that suggest the influence of work accident experience and safety climate in safety behaviors, mediated by three factors: risk perception, safety motivation and safety knowledge. We conducted a correlational study with data collected in three Portuguese companies (SME), belonging to the molds design and manufacturing sector, comprising 84 workers, and a representative sample from production and design areas.

Data was collected using a self-reported questionnaire developed from validated instruments identified in our literature review that revealed good internal consistency.

Some measures were used in a new and original form as the workplace accidents experience (i.e. self reported rates and four different kinds of workplace accidents experience) and risk perception (i.e. cognitive and emotional) measures.

Results reveal safety climate, risk perception and safety knowledge as good predictors of safety behaviors. Furthermore, we found that the new variables measures' and safety behaviors variable should be considered as multidimensional variables.

Results confirmed our correlational hypothesis, however we didn't establish the mediation hypothesis.

Key-Words: Workplace Accidents; Safety Climate; Risk Perception; Safety Behavior.

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