ORGANIZATIONAL SOCIAL CAPITAL: THE MISSING LINK BETWEEN ORGANIZATIONAL CULTURE AND SAFETY AWARENESS
ORGANIZATIONAL SOCIAL CAPITAL: THE MISSING LINK

VAN DE WALLE D¹, KISS P¹,², DE MEESTER M¹,²

¹SECUREX, OCCUPATIONAL HEALTH SERVICE, GHENT, BELGIUM, ²DEPARTMENT OF PUBLIC HEALTH, GHENT UNIVERSITY, GHENT, BELGIUM

DIRK.VAN.DE.WALLE@SECUREX.BE

EMPLOYABILITY21, LEUVEN, BELGIUM, 12 – 13 SEPTEMBER 2018
INTRODUCTION
HEALTH & SAFETY WAVES
1. TECHNICAL
2. ORGANIZATIONAL
3. INDIVIDUAL (I CAN)
4. BEHAVIOUR (I WILL)
ORGANIZATIONAL SOCIAL CAPITAL
EQUALITY
AIM
17400 SUBJECTS (79.0 % RESPONSE)

EMPLOYED IN 128 ORGANIZATIONS:
- 31 PUBLIC
- 97 PRIVATE
IMPORTANCE OF SAFETY IN ORGANIZATION

ORGANIZATIONAL SOCIAL CAPITAL

RECOGNITION FOR SAFE WORKING PRACTICES

PRESENCE OF CLEAR SAFETY RULES

KNOWING WHOM TO TURN TO
DIVIDED ACCORDING TO SIZE

113 ORGANIZATIONS INTO 10 SIMILAR ACTIVITY GROUPS
STATISTICAL ANALYSIS

PREVALENCE RATE CALCULATED BY ORGANIZATION SIZE AND ACTIVITY GROUP

RELATIONSHIPS EXPLORED IN SAME ACTIVITY GROUPS BY CORRELATION
RESULTS
% of employees who think safety is considered important in the organization

- 100-199 employees (n=37): 82%
- <50 employees (n=22): 82%
- 50-99 employees (n=33): 77%
- >=200 employees (n=36): 75%
% OF EMPLOYEES WHO ARE RECOGNIZED FOR SAFE WORKING PRACTICES

COMPANY SIZE

- <50 employees (n=22): 38%
- 100-199 employees (n=37): 34%
- 50-99 employees (n=33): 29%
- >=200 employees (n=36): 27%
58% of employees who think safety is considered important in the organization.

- Construction (n=3)
- Industrial (n=28)
- Health care (n=5)
- Financial and administrative services (n=10)
- Local administrations (n=19)
- Education (n=4)
- Wholesale and retail trade (n=21)
- Scientific and technical activities (n=7)
- Police (n=8)
- Information and communication (n=8)
% OF EMPLOYEES WHO ARE RECOGNIZED FOR SAFE WORKING PRACTICES

- construction (n=3)
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- wholesale and retail trade (n=21)
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- information and communication (n=8)
In activity groups where safety is important, strong relationships OSC/Safety KPI's.
CONCLUSIONS
CLEAR LINK
OSC/SAFETY AWARENESS

ACCORDING TO COMPANY SIZE REGARDLESS ACTIVITY GROUP
OSC HAS PREDOMINANT ROLE IN PREVENTIVE APPROACH WITHIN SAFETY MANAGEMENT
Dirk Van de Walle
Manager
Health & Safety

0472/283.192
Dirk.van.de.walle@securex.be
http://www.linkedin.com/in/dirkvandewalle

www.securex.be