

Locus of Control, Supervisory Support and Unsafe Behavior : The Case of Construction Industry in Taiwan

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There is a popular notion that workers' unsafe behaviors are the primary causes of workplace accidents, and a number of researchers suggest a perspective that highlights the influences from individual characteristics and situation factors. Thus, the aim of this study was to examine the effects of locus of control and supervisory support on unsafe behavior in the workplace. Particularly, we were interesting in individual differences in the impact of perceived supervisory support on unsafe behavior between workers with an internal versus an external locus of control. Data were collected from 1208 workers in construction industry in Taiwan. The results indicated that locus of control were significantly associated with unsafe behaviors. Workers with higher external locus of control appeared higher levels of unsafe behaviors; those with higher

internal locus of control appeared lower level of unsafe behavior. In addition, supervisory support was negatively related to unsafe behavior. It seems that when workers perceived their supervisor's support, an implied obligation for job safety develops. Thus, supervisory support had the function to reduce workers' unsafe behavior. Furthermore, supervisory support was found to moderate the relationship between external locus of control and unsafe behavior. For internal locus of control, no moderating effect of supervisory support was found. Finally, theoretical and practical implication of job safety and the possible direction of future research were also discussed.

Keywords: locus of control, supervisory support, unsafe behavior

