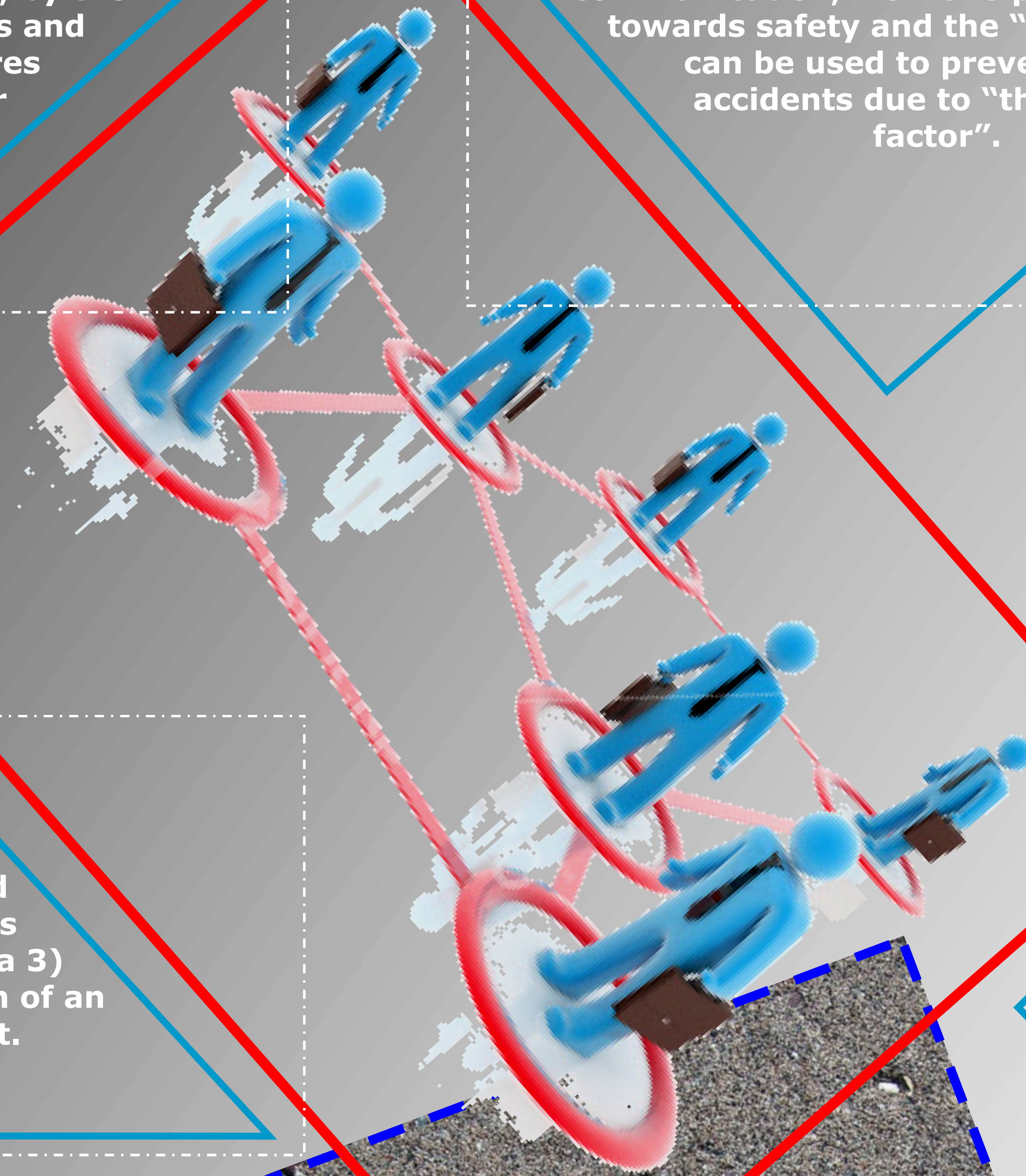


Correlation between psychosocial factors and work accidents

Workers' mistakes or (sometimes) intentional risk-seeking behaviours are determined by their degree of knowledge about individual safety devices and, even more, by their opinions and ethical values and by the distinctive features and behaviour of their working team.

We want to explore if the evaluation of some psychosocial factors such as: job commitment, cohesion inside working groups, self efficacy, quality of communication, worker's personal attitude towards safety and the "line manager" can be used to prevent labour accidents due to "the human factor".



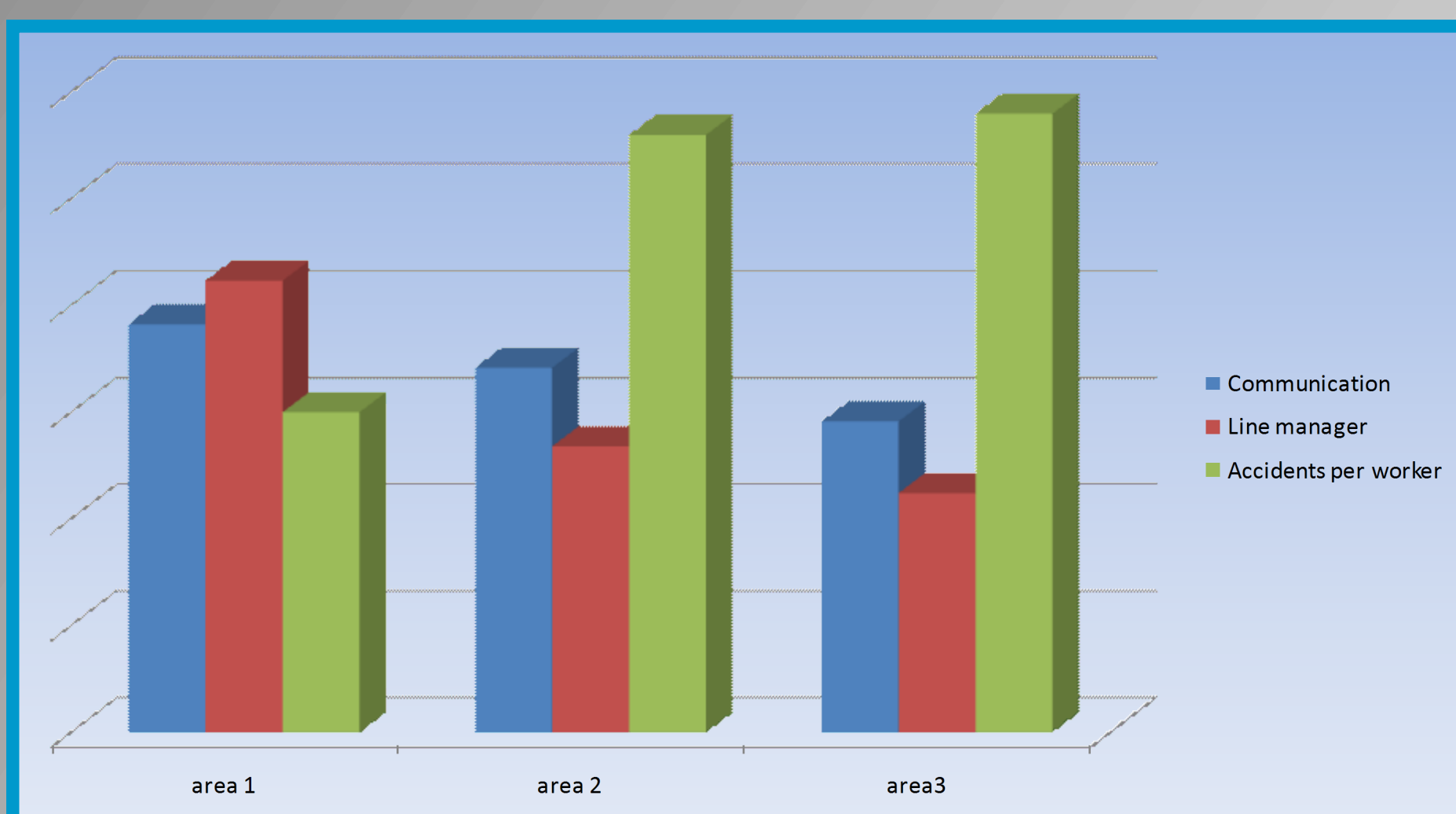
Sample:

139 workers divided into three main areas (area 1, area 2 and area 3) of the production division of an Italian industrial unit.

We have tested the workers with the **SINPE L Questionnaire** (Erba. A.M., Picchi M.P.C., Olivetti Belardinelli M.): 78 items on Likert scale from 1 to 5. We have also calculated the frequency of the accidents (number of accidents/number of workers) and the severity of them (number of days of absence) in each area, within a period of 1,5 years.

SINPE L Questionnaire Main factors

Job commitment
Cohesion inside working group
Self efficacy
Communication
Attitude towards safety
Line manager



Workers in area 1 have better scores in both factors and show lower frequency of accidents and fewer days of absence as a consequence of them

Conclusions

Communication and competence of the leadership are the most important means for any organization to manage all its working groups. A working group with a high level of communication and an efficient supervision can probably operate in a safer way. The evaluation of psychosocial factors can not only be used to estimate "psychosocial risks" as stress, bossing and violence at work, but can also represent an important approach to first level prevention of occupational accidents and injuries.