Abstract:
The majority of workplace safety models focus solely on physical elements of safety. Evidence in the literature suggests the need for psychosocial safety to be considered in conjunction with physical safety. Previous models have identified certain job demands and resources as valuable indicators of safety behaviour. This research focuses on developing a comprehensive approach to workplace safety through a proposed physical and psychosocial workplace safety (PPWS) model, where self-regulatory processes mediate the relationship of job demands and resources to safety behaviours. The aim is to provide a parsimonious, comprehensive approach to safety. Four studies were conducted to establish model fit using correlation and Structural Equation Modelling (SEM) techniques. Data was collected across two time points ($n_1 = 941$, $n_2 = 483$) and analyses revealed adequate fit for parts of the model and weak fit for the overall at both time points. Longitudinal analyses were conducted to identify changes across time. These findings support the need to continue exploring a new approach to workplace safety where both physical and psychosocial safety are integrated when considering safety behaviours. Future directions for this research are considering other job demands and resources, extending the sample to improve generalizability, and take an exploratory approach to changing paths in the model to improve fit. Limitations were predominately around data collection.

Biography:
Cat Yaris has a Master’s in Industrial Organizational Psychology from East Carolina University and a Bachelor degree in Industrial Organizational Psychology from Old Dominion University. She has presented posters at SIOP in 2017, and will be presenting poster in the upcoming panel and symposium at SIOP in 2020. She also has a paper under review at Safety Science. She started her PhD in Australia in 2015 and relocated to Washington DC in 2018 where she is currently working as a consultant focusing on developing leadership measures and assessment centres for high-risk occupations.

Meeting the presenter:
To arrange a meeting with the presenter, please contact the host.