Safety Commitment Theory -- Definition, Measurement and Influencing Factors

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Abstract: The rapid development of Chinese enterprises, the competition environment is more and more tight, which is more and more demanding on the management of enterprises. In the operation of the enterprise, safety is always the first, so the safety commitment is an important influencing factor, which determines the future development of the enterprise. This thesis focuses on the definition, measurement and influencing factors in safety commitment theory.

1. Introduction

Globalization has become a representative trend of economic development, promoting the world economy to prosperity. Although the enterprise has ushered in the development opportunity, also faces the more intense competition. Current market environment Complexity, and there are many Uncertain The factors will lead to increased competition, which requires enterprises to seek development, but also to improve security awareness, to face a variety of issues flexible treatment. In the management environment of the enterprise, the mobility of the staff is large, which is boundless to shape the safe enterprise environment, and the mobility within the organization and among the different organizations means that the age of boundless occupation has arrived, which is very unfavorable to the safe and stable operation of the enterprise. At this point, the employee holds the attitude remains in the work behavior will appear the new characteristic. In order to improve the loyalty of the employees and reduce the phenomenon of separation, the managers of the enterprise need to adopt the necessary retention mechanism to improve the attraction of the enterprise to the talents and keep the talents of the enterprise, so that the employees have a higher satisfaction with the working environment. The working environment of the enterprise has been improved, not only to make the work of the staff more comfortable, but also to provide the guarantee for the safety of the staff, for the enterprise, the level of safety management is also improved accordingly.

2. Definition of Security Commitments

American sociologist For security Organizational commitment Proceeding research, propose safety Commitment A state of mind that creates a sense of security in the work environment. In a good security environment there is a sense of retention, which is Employees Formed with security officers Psychology Level Contracts. Once this contract is formed, it will work in this working environment for a long time. There are many researches on safety commitment, experts and scholars study from different angles, and the definitions are different. The most common definition of safety commitment is the research results from the perspective of safety behavior, safety attitude and comprehensive perspective. The safety commitment is studied from the behavior angle, the safety commitment implementation for the staff to provide the safety environment is recognized by the staff, stimulates the staff dedication spirit, has the higher loyalty to the enterprise, also is willing to develop for the enterprise. The study of safety commitment from the perspective of safety attitude is mainly based on psychological dependence and emotional dependence, which are related to the behavior of employees. The research on safety commitment from a comprehensive perspective is mainly to study the attitude of employees to safety lock and the embodiment of their behavior. The employees not only accept it psychologically, but also put safety into place, and are willing to devote themselves actively to safety[1]. The higher the security commitment, the higher

the employee's identity, the easier it is to generate a sense of dependence, and the higher the loyalty, so it will stay in the unit.(Figure 1: Role of security officers)

Figure 1 The role of security officers

3. Measurement of Safety Commitments

Measurements of safety commitments are different and the results are different. Most of the safety commitment measurements are taken Research Questionnaire The measurement operation is simpler.

The three-factor safety commitment scale is used to measure and serve as a guide to the concept of multi-dimensional security structures, which most researchers use. There is a necessary link between the components of safety commitment within the scope of all studies and the attitude and behavior of employees, including emotional commitment, normative commitment and sustained commitment can exist independently, play their respective roles, and each other is mutually reinforcing. Set up 18 questions in the Organizational Commitment Scale, with 6 questions under each dimension. Later professionals analyzed the improvement of the scale for emotional commitment, normative commitment, and sustained commitment in security commitments, each designing six items, a total of 18.From Three dimensions Conduct security questions Testing, comparing the test results, can be verified from the empirical point of view Reliability and validity.

From a cultural perspective Atmosphere and security Commitment The existence of Relationships Conduct research. Use this Scale Measurements obtained Data Proceeding analysis, analysis Results Research can be made clear, security commitments and Emotional commitment There is a correlation between Normative commitments is also closely related and is determined Sustainability commitment, these three measurements A value over 0.9 means safety Reliability It's very high. From this point it is clear that security Commitment Scale There is a higher Stability and higher internal consistency level.

Security Organizational commitment scale from the application Value From an employee's perspective Efforts The angle of degree and staff Separation can be used for research Seven o'clock To security Commitment To measure. Using the method of questionnaire survey, we can design the topic of employee's occupational safety input, and the results obtained by measurement can reflect the employee's understanding of safety and loyalty and identity to the unit. Because the measurement works well, it is used by many experts. Using the mathematical model to study the problem of employee turnover, the problem of continuous commitment can be analyzed, and the safety commitment can be analyzed from the perspective of value commitment, from the perspective of effort commitment and from the perspective of continuous commitment.

Using the safety commitment scale to measure employee safety issues, the obtained cronbach ' s

a value is clear and the reliability is high if the value is between 0.78 and 0.92. in this study draws on the questionnaire, combined with the use of safety commitment scale to measure, thus can verify that the credibility of the questionnaire is relatively high, using the method of empirical research, the value of cronbach's a obtained is 0.884.

Adoption of safety Commitment questionnaire The function of the original questionnaire is expanded, and the new model of questionnaire is formulated from the point of view of reality. Emotional commitment Model of Influencing Factors, Ideal Commitment Model of Influencing Factors, Economic Commitment Model of influencing factors, normative commitment Model of Influencing Factors and opportunity commitments Model of Influencing Factors[2]. According to the work attitude of the employees and the psychological safety situation of the unit, the commitment questionnaire is formulated, and the questionnaire is revised according to the specific situation, and the questionnaire is constantly optimized, which makes the questionnaire play a practical role in the safety commitment survey. The reliability and validity of the questionnaire is good, and many experts and scholars now use this method to measure the safety commitment. Using the method of questionnaire to study the safety commitment characteristics of employees, it can be clear that the level of opportunity commitment and economic commitment of employees is relatively high, and the level of emotional commitment is relatively low. From the whole From an angle, using this scale, internal consistency is relatively high.

4. Impact of Security Commitments

4.1. Security Commitments Work Impact Factors

The work impact of security commitments is pervasive. Work needs to be done in cooperation, the more cooperative, and the more feedback information, the higher the safety of the work environment. On the contrary, if there is no good cooperation between employees and the level of safety commitment is not high, it will lead to the existence of hidden safety problems and affect the safe operation of the work[3]. Some jobs are challenging, and it is extremely important to create a safe environment for employees at this time, otherwise it will affect the employee's work emotion, and the job satisfaction will be reduced. The employee's job satisfaction plays a role in promoting the safety commitment, and the employee is satisfied with the work, and the safety consciousness will be enhanced, which is an important condition to maintain the good working condition. Employees pay more attention to the performance of personal duties in their work, while individuals pay more attention to the performance of personal duties. The enterprise size is different, the working environment will also be different, and the safety environment for employees will be different. Employees are more secure about the larger working environment, because the safety management system is relatively sound, which also plays a certain role in their work attitude and behavior, and will also have a certain impact on the role of work factors on safety commitment.(Photo 2: I go to the high management system)

Figure 2 I'll go to the management system

4.2. Security Commitments Individual Impact Factors

Security commitment Individual Impact Factors Mental, physical, and safety education all have an impact on safety commitments, especially in terms of education levels Positive correlation Sex[4]。 Experts in the study of safety commitments found that employees often receive safety education, safety awareness in the work will be enhanced, if not pay attention to staff safety education work, there is a publicity effect of education, some employees will have a fluke mentality in the work, safety problems often occur. Therefore, it is very important to do a good job of safety education. (Figure 3: Safety education)
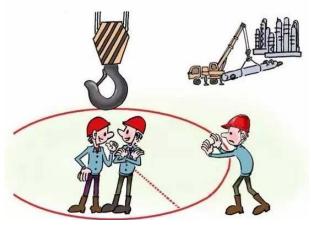

Figure 3 Safety education

5. Conclusion

Through the above research, it can be clear that some researchers study and define the safety commitment, suggesting that the safety commitment is a promise to provide employees with a safe environment, make employees recognize the work environment and produce emotional dependence. The relationship between employees and organizations can be fully reflected through security commitments.The role of various security factors in the Organization's commitment cannot be ignored. The researchers consider the relevant factors, recognizing that security commitment is related to the organizational environment, but also to the individual employees, security commitment must be based on a good organizational atmosphere, the main purpose is to achieve organizational goals.And security at the same time Commitment And employees The desire to remain a member is better recognized at work as security Responsibilities that enable security Commitment Converted to Emotional commitment, not only normative, but also persistent.

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