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خلاصه مقاله:

Background: Employees' awareness about safety is a required element to develop a safe behavior so that it allows designing programs to improve safety performance at work. Therefore, the present study attempts to examine the effects of organizational culture on personal safety level with employees' satisfaction as a mediation variable. Methods: This descriptive-analytical and cross-sectional study was conducted with ۲۲۹ steel industry workers using a standard questionnaire. The questionnaire had ۴۷ items arranged in two sections, including demographics and job information as section one and organizational culture, personnel safety awareness, and employees' satisfaction as section two. Data analyses were done using SPSS and LISREL, and the relationships between the variables were determined using a structural equations model. Results: The mean score of satisfaction and personnel safety awareness was equal to ۵۴.۵۸ and ۸.۶۵, respectively. The highest mean score of organizational culture dimensions was obtained for patriarchy vs. matriarchy (۳۳.۲), and the lowest mean score was obtained for individualism vs. collectivism (۱۶.۰۸). Organizational culture was notably and positively affected by individualism vs. collectivism, avoiding uncertainty, and distance from power. In addition, there was a significant relationship between the total mean score of the dimensions of the organizational culture questionnaire and work wards (P<۰.۰۰۱). Conclusion: The study showed that organizational culture has a direct relationship with personnel safety awareness and job satisfaction. These results point out that the human factor has the most important role in preventing occupational accidents. Accordingly, businesses and employers should establish and disseminate organizational culture in their organizations.

کلمات کلیدی:

Organizational culture, Safety-conscious, Job satisfaction, Steel industry,

فرهنگ سازمانی, آگاهی ایمنی, رضایت شغلی, صنعت فولاد

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