

*The Hong Kong Polytechnic University
Department of Logistics and Maritime Studies
Research Seminar*

Determinants of Employees' Safety Behaviours in Container Terminal Operators in Taiwan: The Roles of Leader-Member Exchange and Safety Climate

by

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Time: 3:00pm - 4:00pm
Venue: Y402, Lee Shau Kee Building
The Hong Kong Polytechnic University**

(Conducted in English)

Abstract:

Container terminal plays an important interface between sea and land transportation. However, container terminal operations involve different types of dangerous and risky activities such as container loading and discharging, lashing, yard operations, tally and truck operations. Safety and accident prevention are always concerning by container terminal operators. Despite previous studies have demonstrated the importance of an organizational safety climate and how it affects employees' safety behaviours in shipping and container terminal operations, it seems limited research considering the impact of leader-member exchange (LMX) on employees' safety behaviours.

Drawing on the social exchange theory, LMX refers to the reciprocal exchanges between a leader and a member built on obligations, respect, and trust. This research proposes the relationship between employees and supervisors and safety climate will affect employee's organizational citizenship behaviour (OCB) and safety behaviour in container terminal operations. In addition, this study considers individual factors such as emotional intelligence (EI) and job stress in the model of determinants of safety behaviour. Hence, the objective of this study is to examine the relationships between LMX, safety climate, emotional intelligence, job stress, OCB, and safety behaviour in the context of container terminal operations. Exploratory and confirmatory approaches with a structural equation modelling were conducted. Using data collected from a survey of 324 respondents of container terminal operators in Taiwan. The research findings indicate that LMX and OCB positively affected employees' safety behaviour, whereas LMX also had a positive influence on OCB. In addition, results indicated that safety climate positively affected LMX and EI, and job stress negatively affected employees' safety behaviour. Specifically, this research evidenced the mediating effects of LMX, EI, OCB, and job stress on the relationships between safety climate and employees' behaviours in container terminal operator. This study has several implications for theory and practice in safety research and LMX. First, this study highlights the importance of LMX, safety climate, emotional intelligence, and job stress on employees' OCB and safety behaviours. Second, study findings demonstrate the value of LMX, which has been found to be positively associated with safety climate. Third, this study found that safety climate plays an important role in influencing employees' OCB, and that this role must be taken into consideration by terminal operators.

Bio:

Hsiang-Kai, Weng received his EMBA, Shipping and Transportation Management in National Taiwan Ocean University. He is pursuing his Doctor of Philosophy under the supervision of Professor Chin-Shan LU and Professor Mike LAI. His research interests include Maritime Logistics and Port and Terminal Operations.

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All are welcome!