

To monitor motivation for work place improvements

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Knowledge about hazards in working life and ways to measure, eliminate and minimize them is growing. However, there are obstacles between this knowledge and actions to reduce workers' exposure to hazards. A common problem is that the workers not are motivated to use available technology and knowledge. It is assumed that the workers' motivation to actively take part in improvements to the work environment is important for the efficiency of investments for that purpose. With this as a background has a questionnaire that measure motivation for improvements to the work environment been developed.

The objective of the article is to present the internal consistency and test-retest reliability of the questionnaire. A second objective is to explore the factorial structure of the instrument comprising different aspects of motivation for work environment improvements.

The questionnaire has been stepwise developed and tested within refined versions. The final version of the questionnaire was tested with a test-retest design at one company. Answers of 113 employees at a municipal agency with multiple departments were collected in a two-week time period.

The results are that both the internal consistency (0.94), and the correlation for the total score (0.84) are high. Three factors are identified accounting for 61.6% of the total variance. The factor with the highest accounting of the variance (41.59%) describes the perception of degrees of participation, compliance and leadership in work environmental improvements. It is labelled "Perceptions of safety behavior". The next factor, accounting for 11.83% of the variance, describes the importance of work environment improvements and good work environment. This factor is labelled "Intrinsic safety motivation". The third factor is accounting for 8.22% of the variance and describes the perception of to which degree the organization sets goals and works systematically with work environment improvements. The third factor is labelled "Perceptions of safety goal setting".

Each of the identified factors' content has theoretical foundation. Theories about motivation support the judgment that the division is reasonable. The questionnaire is supposed to be a useful tool in improving intervention methods. One option is to measure potential changes of motivation as a result of methods with motivation-increasing properties, e.g. PIMEX. The expectation is that the tool can be useful, particularly with the aim of improving efficiency of companies' investments for work environment improvements.

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