































- Lind, S., Nenonen, S. and Kivistö-Rahnasto, J.(2008). Safety risk assessment in industrial maintenance, *Journal of Quality in Maintenance Engineering*, 14 (2): 205-217.
- Ling, F. Y. Y., Dulaimymi, M. F. and Ho. P. J. (2012). Strategies to Overcome Challenges Faced in Managing Construction Projects in The United Arab Emirates, *World Construction Conference 2012–Global Challenges in Construction Industry*, Colombo, Sri Lanka, 229-236.
- Lingard, H., Cooke, T. and Blismas, N. (2011). Coworkers' response to occupational health and safety- an overlooked dimension of group-level safety climate in the construction industry? *Engineering, Construction and Architectural Management*, 18 (2): 159-175.
- Lipshitz, R., Klein, G. and Orasanu, J. (2001). Taking stock of naturalistic decision making. *Journal of Behavioural Decision Making*, 14: 331–352.
- Lipstein, S. H. and Kellermann, A. L. (2016). Workforce for 21st-Century Health and Health Care. *Journal of American Medical Association (JAMA)*, 316(16): 1665-1666.
- Lu, M., Cheung, C. M., Li, H. and Hsu, S. C. (2016). Understanding the relationship between safety investment and safety performance of construction projects through agent-based modeling. *Accident Analysis and Prevention*, 94: 8-17.
- Maano, N. E. and Lindiwe, Z. (2017). Occupational accidents and injuries among workers in the construction industry of Windhoek, Namibia. *International Journal of Health*, 5 (1): 55-59.
- Macey, W. H. and Schneider, B. (2008). The meaning of employee engagement. *Industrial and Organizational Psychology*, 1: 3–30.
- Mahmoudi, S., Ghasemi, .F, Mohammadfam, I. and Soleimani, E. (2014). Framework for Continuous Assessment and Improvement of Occupational Health and Safety Issues in Construction Companies. *Safety and Health at Work*, 5 (3): 125–130.
- Marín, L. S., Lipscomb, H., Cifuentes, M. and Punnett, L. (2017). Associations between safety climate and safety management practices in the construction industry. *American Journal of Industrial Medicine*, 60 (6): 557–568.
- Mashi, M. S., Subramaniam, C. and Johari, J. (2016). The Effect of Safety Training and Workers Involvement on Healthcare Workers Safety Behaviour: The Moderating Role of Consideration of Future Safety Consequences. *International Journal of Business Management (IJBM)*, 1 (2): 46-81.
- McCabe, B. Y., Alderman, E., Chen, Y., Hyatt, D. E. and Shahi, A. Safety Performance in the Construction Industry: Quasi-Longitudinal Study. *Journal of Construction Engineering and Management*, 143 (4). Article number 04016113.
- McLain, D. L. and Jarrell, K. A. (2007). The perceived compatibility of safety and production expectations in hazardous occupations. *Journal of Safety Research*, 38(3): 299-309.
- Mearns, K., Whitaker, S. M. and Flin, R. (2003). Safety climate, safety management practice and safety performance in offshore environments. *Safety Science*, 41 (8): 641–680.
- Michael, J. H., Evans, D. D, Jansen, K. J. and. Haight, J. M. (2005). Management commitment to safety as organizational support: Relationships with non-safety outcomes in wood manufacturing employees. *Journal of Safety Research*, 36: 171 – 179.
- Mohamed, S. (2002). Safety climate in construction site environments. *Journal of Construction Engineering and Management*, 128 (5): 375-384.
- Mosly, I. (2015). Safety Performance in the Construction Industry of Saudi Arabia. *International Journal of Construction Engineering and Management*, 4 (6): 238-247.

- Mouleeswaran, K. (2014). Evaluation of Safety Performance Level of Construction Firms In And Around Erode Zone. *International Journal of Innovative Research in Science, Engineering and Technology*, 3: 1587-1596.
- Mullen, J., Kelloway, E. K. and Teed, M. (2017). Employer safety obligations, transformational leadership and their interactive effects on employee safety performance. *Safety Science*, 91: 405-412.
- Nadhim, E. A., Hon, C. and Xia, B., Stewart, I. and Fang, D. (2016). Falls from Height in the Construction Industry: A Critical Review of the Scientific Literature. *International Journal of Environmental Research and Public Health*, 13(7): 638-658.
- Nahrgang, J.D., Morgeson, F.P. and Hofmann, D.A. (2011). Safety at work: a meta-analytic investigation of the link between job demands, job resources, burnout, engagement, & safety outcomes. *Journal of Applied Psychology*, 96 (1): 71-94.
- National Bureau of Statistics (2015). Labour Force Survey. Statistical News Labour Force Statistics. Paper presentation of Labour Statistics based on revised Concepts and Methodology for Computing Labour Statistics in Nigeria, by Mr. Isiaka Olarewaju, Head (Real Sector & Household Statistics).
- Neal, A. and Griffin, M. A. (1997). Linking theories of work performance and safety climate, *12th Annual conference of the Society for Industrial Psychology*, St. Louis, Missouri. April, 1997.
- Neal, A. and Griffin, M. A. (2006). A study of the lagged relationships among safety climate, safety motivation, safety behaviour, and accidents at the individual and group levels. *Journal of Applied Psychology*, 91 (4): 946-953.
- Neal, A., Griffin, M. A., Hart, P. M. (2000). The impact of organizational climate on safety climate & individual behaviour. *Safety Science*, 34 (1-3): 99-109.
- Okoye, P. (2016). Optimising the Capacity of Nigeria Construction Sector for Socio-economic Sustainability. *British Journal of Applied Science & Technology*, 16(6): 1-16.
- Okoye, P. U. (2016). Optimising the Capacity of Nigeria Construction Sector for Socio-economic Sustainability. *British Journal of Applied Science & Technology*, 16(6): 1-16.
- Oyan, T. (2000). Putting optimism into your safety program. *Occupational Hazards*, 62 (1): 66-69.
- Phoya, S. (2012). The Practice of Risk Assessment, Communication and Control health and safety risk management in building construction sites. *Degree thesis*. Chalmers University of technology. Gothenburg, Sweden.
- Pousette, A., Larsson, S. and Törner, M. (2008). Safety climate cross-validation, strength and prediction of safety behaviour. *Safety Science*, 46 (3): 398-404.
- Raheem A. A. and Issa, R. A. (2016). Safety implementation framework for Pakistani construction industry. *Safety Science*, 82: 301-314.
- Randles, B., Jones, B., Welcher, J., Szabo, T., Elliott, D. and MacAdams, C. (2010). The Accuracy of Photogrammetry vs. Hands-On Measurement Techniques Used in Accident Reconstruction, *SAE 2010 World Congress & Exhibition*, 2010.
- Raviv, G., Shapira, A. and Fishbain, B. (2017). AHP-based analysis of the risk potential of safety incidents: Case study of cranes in the construction industry. *Safety Science*, 91: 298-309.
- Reason, J. (2002). Managing the risk of organizational accidents. Burlington, USA: Ashgate Publishing Ltd.
- Rémi-Kouabenan, D., Nguetsa, R. and Mbaye, S. (2015). Safety climate, perceived risk, and involvement in safety management. *Safety Science*, 77: 72-9.



- Rodriguez, M., Bell, J., Brown, M. and Carter, D. (2017). Integrating behavioural science with human factors to address process safety. *Journal of Organizational Behaviour Management*, 37(3-4): 301-315.
- Santos, G., Barros, S., Mendes, F. and Lopes, N. (2013). The Main Benefits Associated with Health and Safety Management Systems Certification in Portuguese Small and Medium Enterprises Post Quality Management System Certification. *Safety Science*, 51: 29-36.
- Saunders, M., Lewis, P. and Thornhill, A. (2003). *Research method for business students*, 3rd edition. New York: Prentice Hal
- Schaufeli, W. B., Bakker, A. B. and Salanova, M. (2006). The measurement of work engagement with a short questionnaire: a cross-national study. *Educational and Psychological Measurement*, 66: 701-716.
- Schaufeli, W. B., Salanova, M., Gonzalez-Roma, V. and Bakker, A. B. (2002). The measurement of engagement and burnout: a confirmative analytic approach. *Journal of Happiness Studies*, 3: 71-92.
- Schwatka, N. V. and Rosecrance, J. C. (2016). Safety climate and safety behaviors in the construction industry: The importance of co-workers commitment to safety. *Work*, 54(2): 401-13.
- Sekaran, U. and Bougie, R. (2010). Research Methods for Business: A Skill Building Approach: John Wiley & Sons.
- Shaheen, S., Bashir, S., Shahid, S. A., Yasin, G., Tariq, M. N. and Qidwai, S. A. (2014). Impact of safety climate on safety performance: Evidence from textile dyeing industries of Pakistan. *Int. J. Chem. Biochem. Sci.*, 6: 50-55.
- Shattuck, L. and Miller, N. T. (2006). Extending naturalistic decision making to complex organizations: a dynamic model of situated cognition. *Organization Studies*, 27: 989-1009.
- Shin, M., Lee, H. S., Park, M., Moon, M. and Han, S. (2014). A system dynamics approach for modeling construction workers' safety attitudes and behaviors. *Accident Analysis & Prevention*, 68: 95-105.
- Silva, S., Lima, M. L. and Baptista, C. (2004). OSCI: An organisational and safety climate inventory. *Safety Science*, 42: 205-220.
- Sinelnikov, S., Inouye, J., and Kerper, S. (2015). Using leading indicators to measure occupational health and safety performance. *Safety Science*, 72: 240-248.
- Siu, O., Phillips, D. R. and Leung, T. (2004). Safety climate and safety performance among construction workers in Hong Kong: the role of psychological strains as mediators. *Accident Analysis & Prevention*, 36 (3): 359-366.
- Sousa, V., Almeida, N. M. and Dias, L. A. (2014). Risk-based management of occupational safety and health in the construction industry – Part 1: Background knowledge. *Safety Science*, 66: 75-86.
- Sousa, V., Almeida, N. M. and Dias, L. A. (2014). Risk-based management of occupational safety and health in the construction industry – Part 1: Background knowledge. *Safety Science*, 66: 75-86.
- Stave, C., Pousette, A. and Torner, M. (2008). Risk and safety communication in small enterprises-How to support a lasting change towards work safety priority. *Journal of Risk Research*, 11(1-2): 195-206.
- Stock, G. and Mcfadden, K. L. (2017). Improving service operations: linking safety culture to hospital performance. *Journal of Service Management*, 28(1): 57-84.
- Strickoff, R. S. (2000). Safety performance measurement: Identifying prospective indicators with high validity. *Professional Safety*, 45: 36-39.
- Tholen, S. L., Pousette, A. and Törner, M. (2013). Causal relations between psychosocial conditions, safety climate and safety behaviour – a multi-level investigation. *Safety Science*, 55: 62-69.

- Tinmannsvik, R. K. and Hovden, J. (2003). Safety diagnosis criteria—development and testing. *Safety Science*, 41: 575-590.
- Topf, M. D. (2000). General next? *Occupational Hazards*, 62, 49 – 50.
- Vecchio-sadus, A. M. (2007). Enhancing Safety Culture through Effective Communication. *Safety Science Monitor*, 11(3): 1–9.
- Vinodkumar, M. N. and Bhasi, M. (2010). Safety management practices and safety behaviour: assessing the mediating role of safety knowledge and motivation. *Accident Analysis and Prevention*, 42(6): 2082–93.
- Vredenburg, A. G. (2002). Organizational safety: which management practices are most effective in reducing employee injury rates? *Journal of Safety Research*, 33 (2): 259-276.
- Vroom, V. H. (1964). Work and motivation. New York: Wiley.
- Wachter, J. K. and Yorio, P. L. (2014). A system of safety management practices and worker engagement for reducing and preventing accidents: an empirical and theoretical investigation. *Accident Analysis and Prevention*, 68: 117-30.
- Wallace, J. C., Popp, E. and Mondore, S. (2006). Safety climate as a mediator between foundation climates and occupational accidents: a group-level investigation. *Journal of Applied Psychology*, 91 (3): 681–688.
- Williamson, A. M., Feyer, A., Cairns, D. and Biancotti, D. (1997). The development of a measure of safety climate: the role of safety perceptions and attitudes. *Safety Science*, 25: 15–27.
- Wu, T. C., Chen, C. H. and Li, C. C. (2008). A correlation among safety leadership, safety climate and safety performance. *Journal of Loss Prevention in the Process Industries*, 21: 307–318.
- Yule, S. Flin, R. and Murdy, A. (2007). The Role of Management and Safety Climate in Preventing Risk Taking at Work. *International Journal of Risk Assessment and Management*, 7(2): 137-151.
- Zohar D. (2014). Safety climate: conceptualization, measurement, and improvement. See Schneider & Barbera 2014, pp. 317–34.
- Zohar, D. (1980). Safety climate in industrial organizations: theoretical and applied implications. *Journal of Applied Psychology*, 65: 96–102.
- Zohar, D. (2000). A group-level model of safety climate: testing the effect of group climate on micro-accidents in manufacturing jobs. *Journal of Applied Psychology*, 85: 587–596.
- Zohar, D. (2008). Safety climate and beyond: a multi-level multi-climate framework. *Safety Science*, 46(3): 376–87.
- Zohar, D. (2010). Thirty years of safety climate research: Reflections and future directions. *Accident Analysis and Prevention*, 42 (5): 1517-1522.
- Zohar, D. and Hofmann, D. (2012). Organizational culture and climate. In S. Kozlowski (Ed.), *Handbook of industrial and organizational psychology* (pp. 643–666). New York: Oxford University Press.
- Zohar, D. and Luria, G. (2005). A multilevel model of safety climate: cross-level relationships between organization and group-level climates. *Journal of Applied Psychology*, 90: 616–628.
- Zohar, D. and Polachek, T. (2014). Discourse-based intervention for modifying supervisory communication as leverage for safety climate and performance improvement: a randomized field study. *Journal of Applied Psychology*, 99(1):113–24.

- Zohar, D., Huang, Y. H., Lee, J. and Robertson, M. (2014). A mediation model linking dispatcher leadership and work ownership with safety climate as predictors of truck driver safety performance. *Accident Analysis and Prevention*,62:17–25.
- Zohar, D., Huang, Y. H., Robertson, M. and Lee, J. (2011). Organizational climate for lone workers: antecedents and consequences of safety climate for long-haul truck drivers. Hopkinton, MA: LM Research Institute for Safety.

© GSJ