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## Safety Science

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# The impact of organizational climate on safety climate and individual behavior

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## Abstract

Relatively little previous research has investigated the mechanisms by which safety climate affects safety behavior. The current study examined the effects of general organizational climate on safety climate and safety performance. As expected, general organizational climate exerted a significant impact on safety climate, and safety climate in turn was related to self-reports of compliance with safety regulations and procedures as well as participation in safety-related activities within the workplace. The effect of general organizational climate on safety performance was mediated by safety climate, while the effect of safety climate on safety performance was partially mediated by safety knowledge and motivation.



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## Keywords

Organizational climate; Safety climate; Safety performance

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