Abstract

Supervisors Safety Response (SSR) has been closely linked to workplace safety, and, as perceived by workers, it is considered to be one of the most influential issues with regard to employees compliance with safety behaviours. This study defines and tests a bifactorial and a monofactorial model of the SSR. Two facets of the SSR were measured: (a) supervisors response toward workers safe or unsafe behaviour and (b) supervisors safety attitudes and behaviours applied to their own work. In three samples of injured blue-collar workers (N1= 110, N2= 123, N3= 104), multisample confirmatory factor analyses, using maximum likelihood estimation, were conducted to test both the bifactorial and the monofactorial model. Both models provide an overall good fit, but parsimony and the high correlation between factors in the bifactorial model support the monofactorial model. Attention is drawn to the measurement of the SSR as a diagnostic tool useful in selecting intervention goals, specifically integrating supervisors safety behaviour.