

FACTORS RELATED TO ACCIDENTS AMONG INDUSTRIAL WORKERS

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Dedicated to my Parents

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ABSTRACT

This investigation was designed to test relationship between five sets of independent variables and the dependent variable of accident behaviour. Independent variables were consisted of background, job related, personality, environmental and physiological variables. The impact of independent variables on dependent variable was examined to determine the causal relationships between these variables. Theoretical perspectives of Greenwood and Woods (1919), Kerr (1957), Paterson (1950), and empirical findings of other researchers and Kurt Lewin's field theory were utilised to formulate specific hypotheses.

Subjects were 260 manual workers drawn from the weaving, winding and sizing departments of two textile factories of North India. Data were collected through a set of inventories and analysed using univariate, bivariate and multivariate statistical techniques.

The analysis of data revealed that accident behaviour has significant negative relationships with background variables such as age and income, job related variables such as search for other job(s) and boredom at work place, personality variables like outgoing, more intelligence, emotional stability, happy-go-lucky, venturesomeness, tender mindedness, imaginativeness and controlled self conflict and variables related to social and

psychological work environment like involvement, autonomy, task orientation and innovation.

The analysis of data also revealed that accident behaviour has positive but significant relationships with personality variables like suspiciousness, apprehensiveness, tenseness, hysteria, hypochondriasis and depression and physiological variables like diseases related to ear, nose and throat, diseases related to stomach and intestine and diseases related to emotion and nervous system.

The stepwise multiple regression analysis showed that age, income, tough minded vs. tender minded, placid vs. apprehensive, less intelligent vs. more intelligent, relaxed vs. tense, depression and work autonomy variables have significant impact on accident behaviour.

A discussion of findings and summary of results is given, limitations of the study and suggestions for future research have also been made.

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