

SAFETY CLIMATE QUESTIONNAIRE

Beus, J. M., Payne, S. C., Arthur, W., Jr., & Muñoz, G. J. (in press). The development and validation of a cross-industry safety climate measure: Resolving conceptual and operational issues. *Journal of Management*.

Definition of a Workgroup and Supervisor: For the purposes of this survey, a workgroup is defined as a group of employees who report to a common supervisor. Your supervisor is the person you directly report to (supervisor, manager, etc.), even if he/she is not referred to as a “supervisor.” Related to this,

How many employees are in your current workgroup (including yourself, your supervisor, and the other workers who report to the same supervisor)?
 _____ employees

***Bolded items represent the 8-item shortened measure**

Thinking of your current workgroup, please read the statements listed below and mark the response that indicates the extent to which you agree with each statement.	Strongly Disagree	Disagree	Neither Agree nor Disagree	Agree	Strongly Agree
1. My supervisor strictly enforces the safe working procedures in my workgroup.	1	2	3	4	5
2. My supervisor takes a proactive stance when it comes to safety.	1	2	3	4	5
3. My supervisor demonstrates leadership by keeping people focused on safety.	1	2	3	4	5
4. My supervisor takes the lead on safety issues.	1	2	3	4	5
5. My supervisor is committed to improving safety.	1	2	3	4	5
6. My supervisor places a strong emphasis on workplace safety.	1	2	3	4	5
7. Safety issues are openly discussed between my supervisor and my workgroup.	1	2	3	4	5
8. My workgroup receives timely feedback on safety issues we have raised with our supervisor.	1	2	3	4	5
9. My supervisor keeps my workgroup informed of safety rules.	1	2	3	4	5
10. My supervisor informs my workgroup when procedure changes affect safety.	1	2	3	4	5
11. There is adequate safety training in my workgroup.	1	2	3	4	5
12. Employees receive safety training when they change work tasks.	1	2	3	4	5
13. Enough time is set aside for employee safety training.	1	2	3	4	5
14. My supervisor ensures employees have adequate safety training.	1	2	3	4	5

Thinking of your current workgroup, please read the statements listed below and mark the response that indicates the extent to which you agree with each statement.	Strongly Disagree	Disagree	Neither Agree nor Disagree	Agree	Strongly Agree
15. My co-workers always follow safety procedures.	1	2	3	4	5
16. My co-workers are quick to point out unsafe conditions.	1	2	3	4	5
17. My co-workers take safety very seriously.	1	2	3	4	5
18. My co-workers are committed to safety improvement.	1	2	3	4	5
19. Employees in my workgroup are given sufficient safety equipment.	1	2	3	4	5
20. Efforts are made in my workgroup to provide safe working conditions.	1	2	3	4	5
21. Equipment in my work area is checked to make sure it is free of faults.	1	2	3	4	5
22. Unsafe conditions are promptly corrected in my work area.	1	2	3	4	5
23. My supervisor consults with employees regularly about workplace safety issues.	1	2	3	4	5
24. My supervisor promotes employees' involvement in safety-related matters.	1	2	3	4	5
25. My supervisor values employees' ideas about improving safety.	1	2	3	4	5
26. My supervisor encourages employees to become involved in safety matters.	1	2	3	4	5
27. The reward system in my workgroup promotes high performance only when work is conducted safely.	1	2	3	4	5
28. My supervisor rewards safe behaviors.	1	2	3	4	5
29. My supervisor praises safe work behavior.	1	2	3	4	5
30. In my workgroup, employees who work safely receive recognition.	1	2	3	4	5