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Behavior Based Safety BPS 2323

Behavioral Safety Analysis

by

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Chapter Description

At the end of this chapter, student should be able to conduct behaviour safety analysis that focus on the factors that support behavioural discrepancies.

Expected Outcomes

Students able to explain:

- What is behavioural discrepancies
- The factors of behavior based problems
- How to conduct behavior safety analysis

References:

1. Geller, E.S. (2001). "Working Safe, 2nd ed". Lewis Publishers.
2. Geller, E.S. (2005). Behavior-Based Safety and Occupational Risk Management. *Behavior Modification*. 29(3):539-561.



Content

- ❑ Introduction of Behavioral Discrepancy
- ❑ Factors of Behavior Based Problems
- ❑ Things to Consider During Behavior Analysis



Behavioral Discrepancy

- System in workplace and environmental contingencies may be the factors that support behavioural discrepancies.
- Conflict may occur between **what people do** and **what we want them to do**.

Behavioral discrepancies



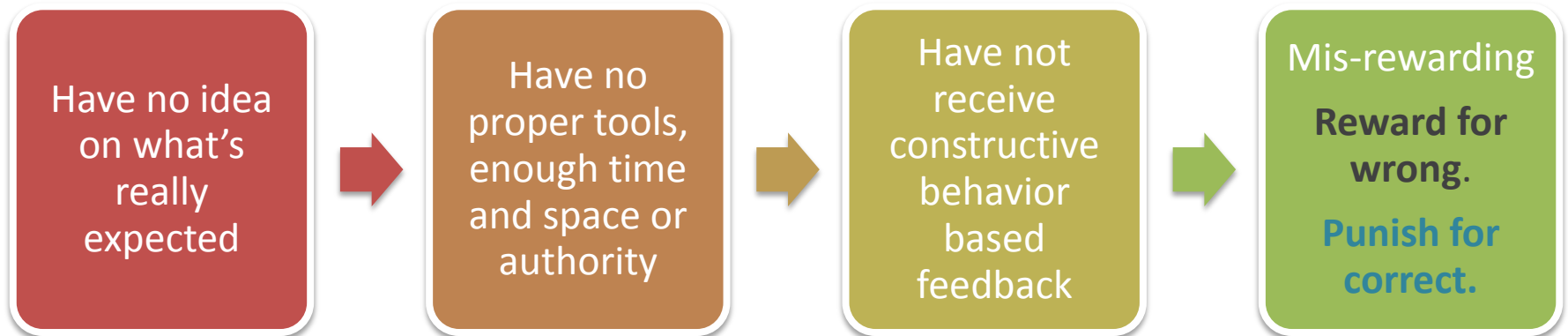
occur for many reasons

1st Assess the **potential factors** contributing to a behavior-based problem .

2nd Decide and plan **intervention** program.



A Discrepancy Between Ideal and Actual Behaviour may occur due to..

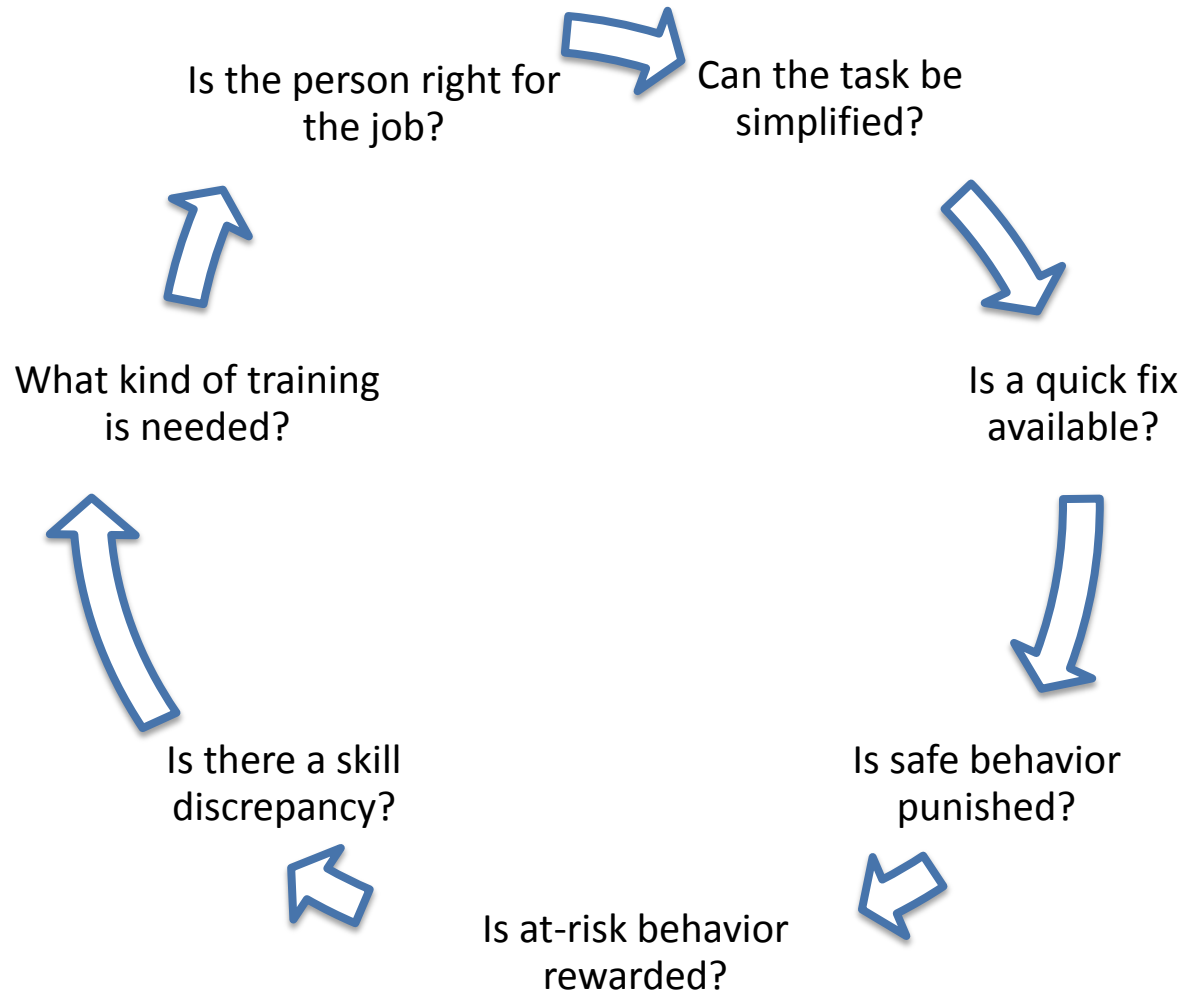


Factors of Behavior-Based Problem

**How to identify the factors of
behavior - based problem?**



Work Contexts that need to be considered



Is Safe Behavior Punished?

Key Principle

Behavior is motivated by its consequences

Problem in safety is :



Safe
Behavior

usually

Less
convenient

This situation is called
as “**upside-down
consequences**”

Wearing
PPE

Ridiculed
by
coworkers

Only a
chicken
would
wear that
PPE

The desired behavior is
punished



Is Safe Behavior Punished?

The best performers?

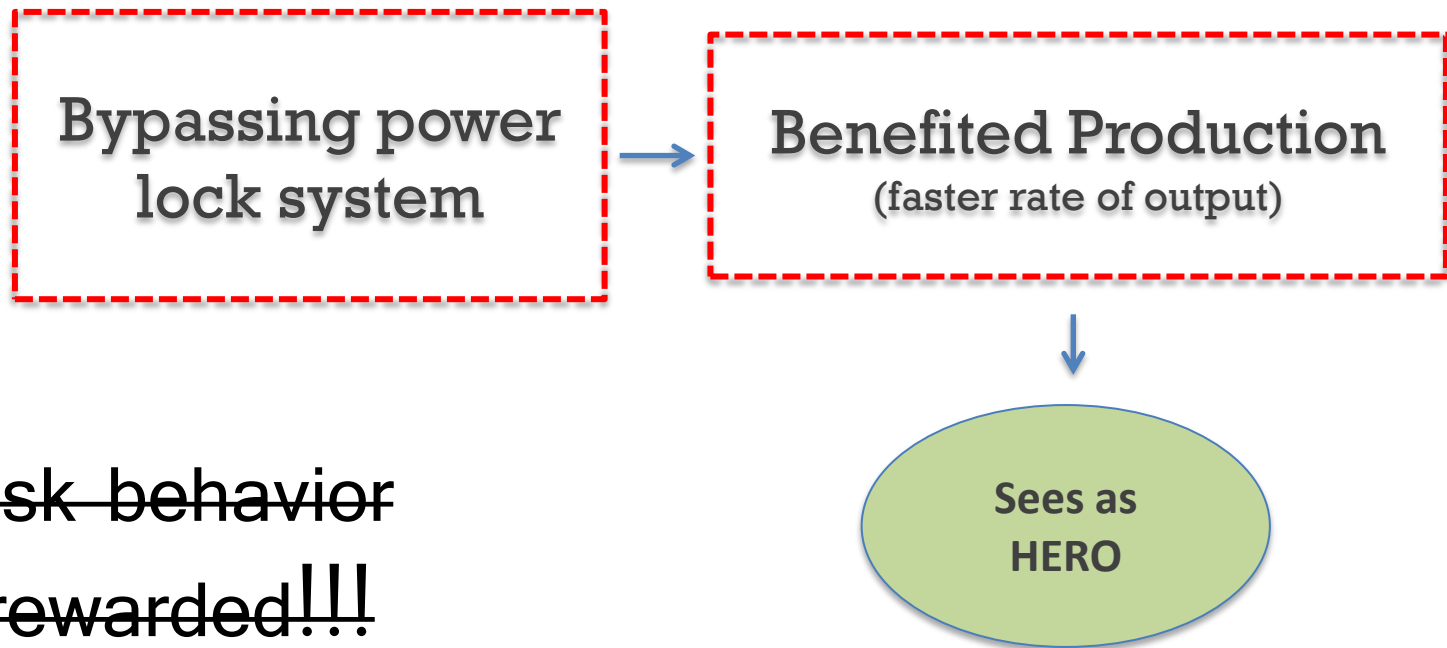
Will be rewarded with..

Extra Work

Is at-risk behavior rewarded?

Key Principle

Behavior is motivated by its consequences



~~At-risk behavior
is rewarded!!!~~

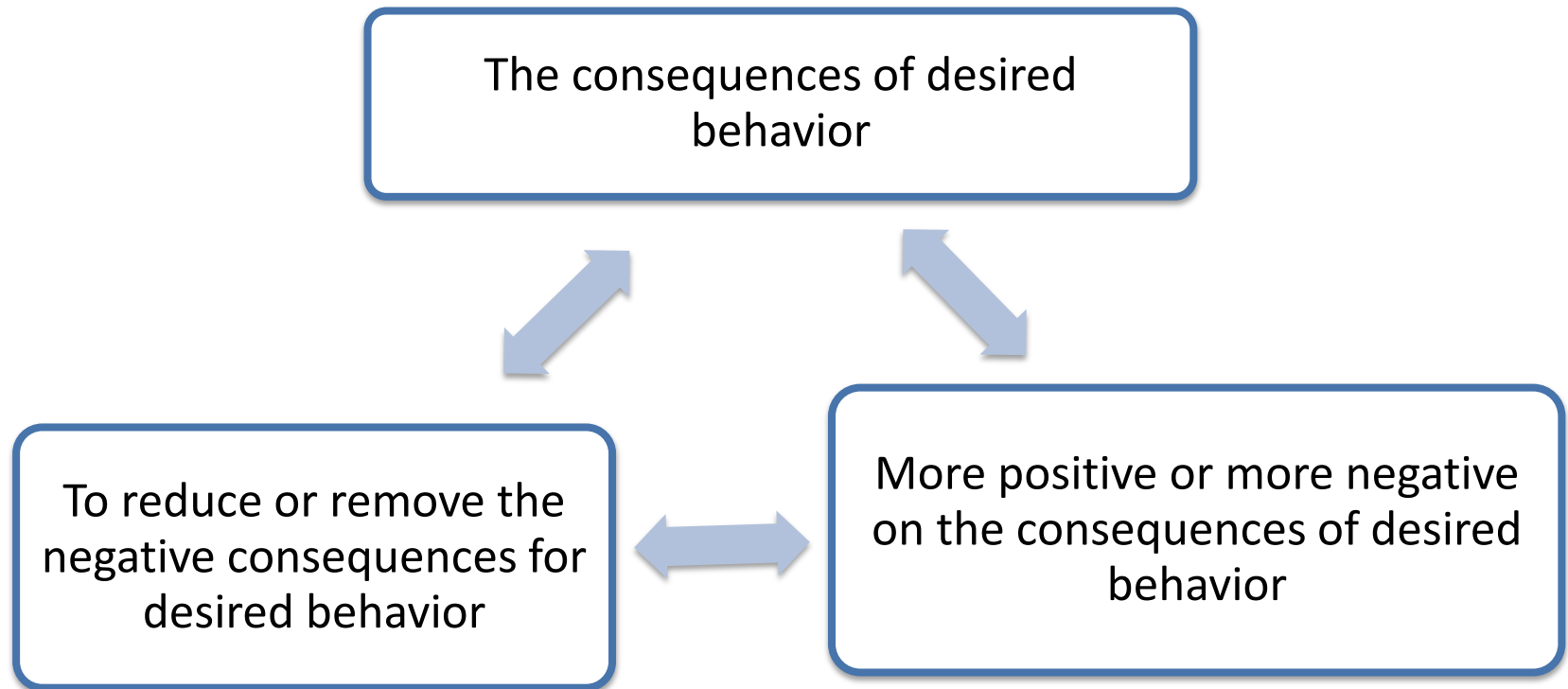
So, what to do?



Mis-rewarding

“Reward for wrong. Punish for correct”

During behavior analysis...focus on:



Mis-rewarding

“Reward for wrong. Punish for correct”

During behavior analysis...focus on..

What are the positive consequences of at-risk behavior?



Does the performers of at-risk behavior receive attention , prestige from co-workers?



What rewarding consequences of at-risk behavior can be reduced or removed?

Discuss on Environmental and Engineering Issue

Can the repetitive jobs be swapped?

Can the complex task be shared?

How about?

Redesigned Task – to reduce physical demands?

Engineering intervention – job more user friendly?

Behavior facilitator ...?

. **Improve response differentiation**

. Increase reliability

. Reduce memory load



Other Factors to Consider

Skill Discrepancy

Is the person
right for the job?

Lastly

Identify...

What kind of training is needed?

Conclusion

Carefully conduct an analysis on discrepancy behavior , before decide on intervention program

Various intervention approaches are available before jump into “training” or “discipline”.

Training only can be considered after thoroughly analyse and correct critical contextual and task variables.

Training module will be developed based on specific objective.

Each training situation needs behavior-based feedback (protocol for delivering the feedback is unique for each case)



Thank You