عنوان فارسی مقاله:
تأثیر انعطاف پذیری فردی و چو ایمنی بر عملکرد ایمنی و فشار روانی کارگران ساختمانی: مطالعه موردی صنعت ساخت و ساز اونتاریو

عنوان انگلیسی مقاله:
Impact of individual resilience and safety climate on safety performance and psychological stress of construction workers: A case study of the Ontario construction industry
5. Conclusions

This study demonstrated that, in addition to injuries and unsafe events, job related stress is very common in the construction industry. Safety climate was confirmed to be associated with fewer physical safety outcomes and with fewer job related stresses. Results also suggest that individual resilience affects one’s ability to manage job-related stress. These findings highlight the role of organizational factors as well as individual factors in affecting individual safety performance and psychological well-being. Given these findings, construction organizations need to not only monitor employees' safety performance but also their psychological well-being. Promoting a positive safety climate together with developing training programs focusing on improving employees' psychological health, especially post-trauma psychological health, can improve the organizations' safety performance.