

# Development and Validation of Instruments for Measuring Principal Employer Roles and Responsibilities in Occupational Safety and Health (OSH) Implementation in Malaysia

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**ABSTRACT:** *Roles of principal employer is very important in enhancing and empowering Occupational Safety and Health (OSH) implementation. This study have indeed identified four elements (i.e., high commitment, effective communication, full compliance and good behavior) as among the crucial elements required to be possessed by the principal employers in three sectors, namely manufacturing, public services and construction. In relation to this, this paper will describe the development and validation of instruments prior to the measurement of principal employers' roles and responsibilities in the implementation of OSH. Three assessment tools were developed, namely the Benchmarking Interview, Questionnaire and Workplace Inspection. Fifteen companies were selected for the benchmarking interview, 50 employers conveniently selected for the survey interview (covering three sectors) and 90 employers selected for the workplace inspection (30 respondents for each sector). The development of benchmarking interview and workplace inspection scores are briefly discussed while the main focus is on the validation of the survey constructs (or items). The reliability check on 53 items representing four elements (i.e., Commitment, Communication, Compliance, Behaviour) of employers' roles and responsibilities in the implementation of OSH showed that the Cronbach's Alpha coefficient is more than 0.90 which indicates that the internal consistency is extremely reliable. It also indicates that the set of items in each element are closely related and well understood by the respondents. Validity check on the items based on the Rasch measurement infit and outfit mean square statistics and standardized z-score found that nine items had misfitting values and finally corrected for further analysis. This study had shown that a valid and reliable instruments are important in ensuring that accurate and precise findings are obtained in measuring the roles and responsibilities of principal employer in the implementation of OSH.*

**Keywords:** *Behaviour, Commitment, Communication, Compliance, Employer, Occupational Safety and Health*