

Title	Safety Behavior-Job Demands, Job Resources, and Perceived Management Commitment to Safety
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Abstract	<p>The job demands-resources model posits that job demands and resources influence outcomes through job strain and work engagement processes. We test whether the model can be extended to effort-related “routine” safety violations and “situational” safety violations provoked by the organization. In addition we test more directly the involvement of job strain than previous studies which have used burnout measures. Structural equation modeling provided, for the first time, evidence of predicted relationships between job strain and “routine” violations and work engagement with “routine” and “situational” violations, thereby supporting the extension of the job demands-resources model to safety behaviors. In addition our results showed that a key safetyspecific construct ‘perceived management commitment to safety’ added to the explanatory power of the job demands-resources model. A predicted path from job resources to perceived management commitment to safety was highly significant, supporting the view that job resources can influence safety behavior through both general motivational involvement in work (work engagement) and through safety-specific processes.</p>