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The Psychological Aspect of Safety Culture: Application of the Theory of Generations for the Formation of Safety Culture Among Personnel

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Synopsis

The formation of safety culture is an attempt of constructive influence on the socio-psychological atmosphere of the team and the behavior of employees. By way of creating specific settings, the value system for the organization staff as part of the organizational culture, it is possible to forecast, plan and promote the desired behavior. However, it is necessary to take into account the corporate culture spontaneously established in this organization. The leaders often try to establish a safety culture, where the progressive values, norms are declared, and the results obtained are not those expected. This is partly because the organizational norms and values implemented come into conflict with the reality and, therefore, are actively rejected by many members of the organization. The theory of generations developed by the American scientists (N. Howe, W. Strauss) helps in the analysis and consideration of the staff values formed under the influence of many factors, depending on the age of employees, in the course of safety culture formation.

Country or International Agency

Russian Federation

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