

PhD research project

Changing PSC at workplaces: Developing a PSC intervention

The role of Psychosocial Safety Climate (PSC) is demonstrated as an important ingredient in organisational intervention. It is crucial to understand how employers and the organisation could nurture and improve better PSC at their workplaces and the appropriate strategies to translate the theory into practice. This PhD project aims to examine the mechanism of how PSC could be increased within an individual, a team and an organisation. We propose three possible mechanisms of this changes on PSC, by suggesting that PSC could be increased through (a) a natural changing process of positive spiral of resources, (b) by enacting the job resources through frontline supervisors and (c) by a carefully designed intervention targeting on the main elements of PSC. The study will be conducted in Australia and Malaysia involving employees from the frontline healthcare settings and public organisation.

If there are any further questions, please do not hesitate to contact the PhD candidate, May Young Loh, at may_young.loh@mymail.unisa.edu.au at the University of South Australia, Asia Pacific Centre for Work Health and Safety, A WHO Collaborating Centre in Occupational Health.