

Ergonomic climate in organizations: Development of an assessment tool

The concept of safety climate has been widely studied over the past 30 years in response to Zohar's (1980) seminal article. It has been difficult to conceptualize safety climate because of its many factorial structures. Therefore, it is possible that ergonomics climate could break down safety climate into a more manageable climate measure. Ergonomics climate can be defined as the summary of employee perceptions regarding the way that their organization values ergonomic safety within the workplace. Ergonomics has become an important factor within organizations because of its ability to reduce injuries and illness as well as increase efficiency and productivity. The purpose of this study is to identify the existence, composition and utility of ergonomics climate as well as evaluate its relationship to safety climate. Results from this study could identify areas within an organization that need ergonomic improvements as well as provide a measure that is correlated with musculoskeletal symptoms. Future directions include refining and evaluating the measure based on direct and indirect costs related to musculoskeletal disorders in organizations as well as using the measure to evaluate ergonomic interventions over time.