Leadership Style as a Predictor of Employee Safety Performance in the Oil and Gas Industry

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Abstract

The specific problem of this research was it was unknown if/to what extent safety-specific leadership style predicted employee safety performance in the oil and gas industry. The purpose of this research was to examine if/to what extent the safety-specific transformational leadership style of managers predicted employee safety performance in the oil and gas industry in southeast Saskatchewan, Canada. This research’s methodology was quantitative, and the research design was simple linear regression. The researcher employed a convenience sampling method and invited 41 business organizations that provided products and services to the oil and gas industry and the business organizations which actively explored, extracted, produced, refined, and transported the oil and gas energy in southeast Saskatchewan, Canada. This research used 89 valid anonymous responses from 32 business organizations in the data analysis. The statistical test of the simple linear regression showed that managers’ safety-specific transformational leadership styles in the oil and gas industry in southeast Saskatchewan, Canada, could significantly predict employees’ safety performance. This research has broad implications since 32 business organizations offered multiple products and services to the local oil and gas industry, including construction, transportation, welding, equipment maintenance, and services. Also, this research has broad generalizability, significant Cronbach’s alpha values for measuring instruments, a medium to large effect size, and higher confidence in the findings. This research encourages the oilfield industry to promote and grow more safety-specific transformational leaders for higher employee safety performance excellence.

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