

THEORETICAL PATHWAYS INVOLVING WORK PERFORMANCE, ORGANIZATIONAL CULTURE, AND SAFETY OUTCOMES

Independent Variables
(Work Performance)

Moderating Variable
(Organizational Culture)

Dependent Variables
(Safety Outcomes)

- Leadership Values & Actions
- Personal Accountability
- Effective Communications
- Respectful Work Environment
- Environment for Reporting Concerns
- Continuous Learning
- Work Processes
- Decision-making
- Questioning Attitude
- Problem Identification & Resolution



Confounding Variables