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The Factors of Safety Ethics Issues among Construction Industry Personnel

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Abstract: The construction industry is one of Malaysia's largest industries and it has grown in recent years in coordination with rapid of growth of our modern world. The construction industry faces low safety ethics quality and safety concerns with unsafe, accidents, and death because of the main cause of dishonest behavior and conduct causes which can lead to other problems in workplace safety and health. Therefore, the objectives of this study are to identify the top safety ethics issues, to investigate the factors that cause safety ethics issues, and to study the strategies in controlling the safety issues in Public Work Department in Kapit, Sarawak. This study involves 70 construction personnel who works at Public Work Department in Kapit, Sarawak as the respondents. The research methodology adopted in this research is quantitative methods and the instrument that use to collect the data is questionnaires survey. The data collected was then analyse by using the Statistical Package for the Social Science (SPSS) software. The result of this study shows that the top safety ethics issues is non-compliance of specification and detail design when handling a construction project. The factors that cause safety ethics issues is the leader completely ignore the contribution of some team members and favour others instead. Besides, the results show the strategies in controlling the safety ethics issues is all personnel must receive the necessary workplace health and safety training when starting a job, changing jobs or using new techniques or technology. In conclusion, the research is aims to provide awareness to governments as well as organizations about the importance of safety ethics in the workplace.

Keywords: Construction industry, Construction personnel, Safety ethics

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1. Introduction

Construction industry and privately-owned industry have played an important role in wealth generation and improvement by socioeconomic government policy in social, economic, and building infrastructure (Taofeeq, 2019). Both types of structural modifications are performed by a civil engineering specialist building industry, such as the construction of a bridge, a road, a memorial, the structure of timber, property, etc. (Naumova, 2020). It is important to note that safety ethical practices in the workplace can promote beneficial employee attitudes leading to corporate advancement, as unethical behavior can contribute to damaging titles that lead to corporate demise. In addition to avoiding reputation risk, there are benefits of an ethical conduct on the job. The research of Finn (2020) claimed that ethical awareness can improve employee engagement, work productivity, organizational loyalty, confidence, and corporate citizenship. Organized citizenship action encompasses altruism, awareness, city-based virtue, sport, and kindness. In general, the success achieved in the construction industry is closely related to the safety ethics practiced by construction workers in the construction industry. Unethical practices can contribute to credibility damage that affects future jobs. It can be expensive, and contractor fights have taken long and heavy monetary penalties for unethical conduct. It could also mean that vendors are not allowed to work with those customers.

2. Literature Review

2.1 Definition of Safety

Safety can be defined as an environment in which risks and circumstances that cause physical, psychological, or environmental damage are regulated in order to protect the health and well-being of people and the society, this definition provided by Barnett (2020). Safety and compliance are not synonymous, but they are often conflated on the front lines (Feth *et al.*, 2017). Risk and safety are so reliant on equipment and facilities that it is easy to overlook the fact that human is still involved (Nnaji *et al.*, 2020).

2.2 Definition of Ethics

The established tradition of pure ethics (moral) doctrines begins with ancient Greek philosophers (Sophists, Socratic college, Socrates, Plato, Aristotle, Epicurus, and Stoics) and after being recovered by early English positivists, became the major subject of debate in Europe during the Middle Ages (Pettit, 2018). According to Ward (2019), ethics may be a psychological analysis of the ideas of moral good, right, and wrong, good and bad moral and all metaphysical theories of good and bad morality or good and evil morally, and some scheme or code of morals, beliefs or ideals. By being moral, it could improve individual lifestyles especially important for those around us to live a moral life at a young age, since it is beneficial to exercise and practice these principles before being challenged with more complicated problems (Moehler, 2018).

2.3 Construction Personnel

According to Wu *et al.* (2019), any person engaged in the construction sector and performing construction work is entitled to be called a construction employee such as construction project manager, construction site supervisor, skilled construction workers, semi-skilled construction workers, and general construction workers. According to Loosemore *et al.* (2017), claimed that the construction personnel have an important role and should be actively involved in managing hazards to health and security such as employees must in particular perform building work if they have the necessary skills, knowledge, education and experience or are given the training and monitoring to accomplish this safe and health free.

2.4 Safety Ethics Problems in Construction Industry

According to Bal *et al.* (2019), posited that to guarantee the health and safety of its employees, all firms are required by law to comply with occupational health and safety regulation. Yap *et al.* (2019) claimed that the construction sector is plagued with issues such as pricing for quality products while utilizing subpar materials, padding time sheets, sacrificing employee and customer safety, failing to follow environmental rules, and treating workers unjustly. Companies can do a safety stand-down by taking a moment to do a toolbox talk or similar safety activity such as inspecting safety equipment, devising rescue plans, or reviewing job-specific hazards (Yang *et al.*, 2020).

2.5 Types of Safety Ethics Issues

In the basis of ethical principles, safety appeals to the ethical values that inspire a company's strongest executives at all levels of accountability including value for human life, justice, and integrity (Buljan *et al.*, 2021).

2.5.1 Harassment

According to Blackwell *et al.* (2017), harassment is defined as unwanted behaviour based on nationality, colour, ethnicity, sex (including sexual orientation, gender identification, or pregnancy), national origin, advanced age (starting at the age of 40), disability, or genetic information (including family medical history). In a particular circumstance, a harasser can either be a victim's co-worker or boss in the event that the victim, like a customer or a supplier, does not work directly with the victim (Johnson *et al.*, 2018).

2.5.2 Discrimination

According to Jones *et al.* (2017), claimed that discriminating on employment occurs if an employee or job candidate's age, handicap, genetic records, national origin, pregnancy, skin colour or race, religion or gender is unfavourable. Findings from Parker *et al.* (2017) Women in Construction Report it shows that over two-thirds of women polled (60%) had had discrimination against women of at least once, and more than one-third (37%) have had improper behaviour on behalf of a male colleague. One in five (22 percent) women have moreover said that they think that they have not been accepted as a reflection of their talents for advancement or senior leadership due to their gender. Thus, Triana *et al.* (2019), claimed that 185 businesses were sued in court within the first six months of 2019 for numerous violations of the Occupational Safety and Health Act (OSHA) 1994, and they were fined a total of RM2 millions.

2.5.3 Changing for Superior Material but Using Sub- Par Materials

Many project designers do not cut corners and utilize the highest feasible material quality and sometimes ignore the material selection needed to finish a building project (Rusim *et al.*, 2019). For example, the contractor may use thinner plywood than those contained in the contract, which may reduce the strength of the region, however, since thinner plywood is normally cheaper (Maqsoom *et al.* 2018). Quality materials provide stronger durability and resilience to weather and time, which ensures greater security (Yan *et al.*, 2020). In other words, poor building materials produce difficulties such leakages, concrete splinters, abrupt ceilings drop and structures that are not working properly, as well as leaked drainage pipes result in the building's poisonous moulds (Bajjou *et al.*, 2018).

2.6 Factors That Cause Safety Ethics Issues

The construction sector is an essential sector of the country's economy that makes a significant contribution to a country's economic growth (Mohammadi *et al.*, 2018). The construction sector is also a major source of job creation, employing millions of unskilled, semi-skilled, and skilled workers (Panuwatwanich *et al.*, 2017). Many studies show that the connection with the immediate supervisor or manager shows that most employees quit their company or that physical environments are not suitable anymore (Sunindijo *et al.*, 2017).

2.6.1 Decisions of Stakeholders

According to Cheng *et al.* (2019), claimed that businessmen, developers, and property owners disregard their ethical duties and for convenience's sake scrimp on security procedures. According to Kumar *et al.* (2021), when it comes to safety issues vs productivity and quality concerns, most firms mean it when they claim their people are their most asset. It is possible to expect that cross-country differences in the market structure of construction industries affect the dynamics of construction activities, according to Wang et al. (2000). Much construction information, by necessity, resides in the thoughts of those who perform in the domain; this clearly demonstrates the significant connection with the human aspect in the construction sector and emphasizes the relevance of tacit knowledge (Pathirage *et al.*, 2007). While several studies showed that the economic expansion causes growth in construction output (Wang and Zhou, 2000).

2.6.2 Leadership Skills

Good leadership must understand the strength, weakness, opportunity, and threat of the projects to effectively finish the project (Henley *et al.*, 2017). According to Thompsom *et al.* (2018), stated that a personnel fall hazard is a scenario on the job site that might cause a construction worker or office employee to lose their balance or bodily support and fall from a height, potentially causing significant harm.

2.7 Strategies in Controlling Safety Ethics Issues

Most people in the safety profession are able to understand the concept of a "code of ethics" and "ethical guidelines" because these codes and standards are the formal expression of the basic beliefs and ideals under which persons and organizations strive to behave (Merry, 2018). According to Guo *et al.* (2018), claimed that a safety management program that promotes a culture of safety also has additional benefits, including improvements in quality and productivity, as well as decreasing health risk and savings for your organization's money, Increased staff moral standards, increased staff recruitment and retention, and better customer, supplier, and community reputation.

2.7.1 Modern Technology

The technology prevents deaths and injuries of employees for years, but the development of more complex tools and devices provides a new viewpoint on how to further improve workplace safety (Agenbag *et al.*, 2021). Almost every industry in the world has seen an improvement in productivity as a result of technological advancements (Abramyam *et al.*, 2020). For example, construction site quality and safety management software are developed for the site, which facilities the involvement of site personnel in compliance with building safety standards and quality requirements (Khoso *et al.*, 2021).

2.7.2 Construction Act Standard

Regulation are rules or directives that describe certain types of conduct, which may be statutory, created by the regulatory bodies, and specifies ways of interpreting and enforcing legislation (in the form of laws) or may be created for the purpose of regulating their own actions of their members by independent organizations (Van *et al.*, 2019). A code of ethics is a set of principles aimed to assist professionals conduct business honestly and with integrity and also known as a ethical code, it may include topics such as corporate ethics, a code of professional practice, and an employee code of conduct (Horvath *et al.*, 2021).

2.7.2.1 Occupational Safety and Health (OSHA)

United States Department of Labour posited that the Occupational Safety and Health Administration (OSHA) was established by Congress in 1970 to promote safe and healthy working conditions for workers by establishing and enforcing standards as well as providing training, outreach, information, and support. According to Connolly *et al.* (2017), OSHA's objective is to safeguard personnel health, prevent injuries, maintain a reporting and record-keeping system to monitor injuries and diseases related to their employment and provide training programs to promote awareness of occupational health and safety.

2.7.2.2 Construction Industry Development Board (CIDB)

The Construction Industry Development Board (CIDB) was founded under the Construction Industry Development Act (Act 520) to improve the quality and productivity of the construction industry by focusing on professionalism, innovation, and knowledge (Choudhry, 2017). According to Hussain et. al (2019), CIDB Holdings (CIDBH) was recognized as a Certification and Testing Officer according to ISO/ IEC 17065 (Certification Officer) and ISO/IEC 17025 according to the Malaysian Standards (Testing Body).

2.7.2.3 Department of Occupational Safety and Health (DOSH)

According to Yiu *et al.* (2019), the Department of Occupational Safety and Health (DOSH) is the Ministry of Human Resources department responsible for ensuring the safety, health and well being of the working population and protecting other people against the health and safety risks associated with the manufacturing, mining and quarry activities, agriculture, forests and fishing, construction, hotels and restaurants, public services and regulatory agencies, services – gas, electricity, water and medicinal supplies, finance, insurance, property and business services, and wholesalers and retail trades; transportation, storage and communication.

3. Research Methodology

The research methodology explained and briefed on the research class to collect and complete the information. The research methodology describes the process of data and information collection in order to address the purpose of study. The research methodology section describes all the necessary information that is required to obtain the results of the study. In order to build a research technique to a greater extent, research questions must be specified in order to develop the research technique. This comprises the population target as well as the difficulties in gaining access to it. The key decision will have an impact on the research and the research process.

3.1 Research Design

The research design has a significant impact on the dependability of the results obtained. As a result, it provides as a firm foundation for the entire study. It is required because it enables the seamless running of several research processes. The framework for the planning and implementation of a specific design is referred to as the research design in general. A data collecting plan is essential after the choice to continue with the study is made. This study used a quantitative strategy to collect data through use of questionnaires from a chosen sample group. In qualitative research, data can be collected using a range of approaches, including observations, textual or visual analysis for example from books or movies, and interviews either in individual or group (Isobel *et al.*, 2021). The approach is used to examine and identify the importance of safety ethics among construction personnel in construction industry. Besides, the data collected also including the effects of non-ethical practices among construction personnel in construction industry. From the data, it is easy to identify the proposed strategies to improve the ethics of construction personnel in construction industry. The sampling frame in this research is the safety ethical practices among construction personnel in construction industry in Malaysia. The respondents of this research conducted among construction personnel in construction industry in Public Work Department (PWD) in Kapit, Sarawak.

3.2 Data Collection

The research process is an important element in carrying out a comprehensive research or study. These include determining the area of study, selecting a topic, developing a research strategy, gathering, and analysing data, and eventually writing up the study. These steps are divided into three stages: planning, research, and to create a research design. The researcher will be using questionnaire survey to collect the data from respondents. Questionnaire design is a multistage procedure that necessitates attention to several aspects at the same time. The first stage in constructing a survey questionnaire is determining what subjects will be included in the survey. Questionnaire will be provided to collect the

data and the question also based on the topic of research. This research divide to four (4) sections which is section A, section B, section C, and section D. Each section will come out with a different question. Each section also must answer the questions based on the Five likert scale measurement. The variation of likert scale used in questionnaire are frequency, agreement, and quality likert scale for survey. Other method is from the secondary data. Secondary data sources include books, personal sources, journals, newspapers, websites, and government records. Secondary data analysis may reduce time spent gathering data and, especially for quantitative data, can produce bigger and higher-quality databases that would be impossible for any individual researcher to acquire on their own.

3.3 Data Analysis

Data analysis is described as the act of cleansing, transforming, and modelling data to uncover usable information for business decisions. In this data analysis, the data sampling been presented in pie chart and tables for a better understanding. Sampling is a statistical analysis technique in which a preset number of observations are drawn from a larger population (Mishra, 2021). The goal of data analysis is to extract usable information from data and make decisions based on that knowledge. First and foremost, when doing the analysis, it is critical to properly identify the purpose of this research. The most common approach employed in a quantitative technique is descriptive analysis. In research, descriptive analysis was utilized to characterize the fundamental characteristics of the data.

Furthermore, data analysis and results contain the analysis, presentation, and interpretation of the study's findings. The ultimate goals of this research are to make sense of the data collected to examine the factors of safety ethics among construction personnel in construction industry. All the results and figures were tabulated whether in graph or tablets through the Statistical Package for the Social Sciences (SPSS) Software.

4. Results and Discussion

Data analysis and results contains the analysis, presentation, and interpretation of the study's findings. The ultimate goals of this chapter is to make sense of the data collected to examine the factors of safety ethics issues among personnel in construction industry. All the results and figures were tabulated whether in graph or tablets through the Statistical Social Science (SPSS) Software.

4.1 Descriptive Statistic Analysis

A descriptive statistic is a summary statistic that quantitatively explains or summarises elements of a set of data, whereas descriptive statistics is the process of applying and analysing those statistics. According to Shugar (2020), the data must be analysed to give valuable insights and important patterns that will allow the next batch of content to be created in accordance with the general public's like or dislike. The ultimate goals of this research are to make sense of the data collected to examine the factors of safety ethics among construction personnel in construction industry. All the results and figures were tabulated whether in graph or tablets.

4.1.1 Respondents Background

The respondents of this study are included construction personnel who works at Public Work Department in Kapit, Sarawak both working at the office and construction site. This study involves responses from 70 respondents (88% of response rate) which is acceptable (Fincham, 2008). According to Fincham (2008), the normal response rate for questionnaires is within 60%. Table 1 summarise the finding related to respondent's background.

Table 1: Background of Respondents

No		Background of Respondents	Frequency	Percentage (%)
1	Age	20 - 25 years old	27	39

		26 - 30 years old	23	33
		31 - 35 years old	12	17
		36 years old and above	8	11
2	Working experience	Less than 5 years	44	63
		5 - 10 years	19	27
		More than 10 years	7	10
3	Department	Divisional Engineer	5	7
		Fleet Management	5	7
		Account	6	9
		Safety and Health Department	2	3
		Building and Official Function	9	13
		Contract Service	5	7
		Minor Rural Project	9	14
		Road, Bridges and Civil Works	20	29
		Administration	7	10
		Rural Transformation Project	1	1

The result in Table 1 shows the gender of respondent responses on this research study. Based on the data, the highest gender responses are male which is 56% male's personnel at Public Work Department (PWD) Kapit, Sarawak have participated in this research study. Besides, there are 44% female's personnel also response to the research study. Besides, the result shows the age of respondent responses on this research study. Based on the data, there are 39% of respondents are aged 20-25 years old, 33% of respondents are aged 26-30 years old, 17% of respondents are aged 31-35 years old, and only 11% of respondents are aged 36 years old and above.

Furthermore, the data in Table 1 shows the working experienced of respondent responses on this research study. Based on the data, the highest data of working experienced are less than 5 years which is 63% of Public Work Department (PWD) Kapit, Sarawak personnel have working experienced less than 5 years. Besides, there are 27% PWD's personnel have working experienced 5-10 years and only 10% have experienced more than 10 years in construction industry.

Lastly, the result shows the department of respondent in Public Work Department (PWD) Kapit, Sarawak responses in this research study. Based on the data, the highest department participated on this research study are from department Road, Bridges and Civil Works which is 29% respondent responses to the questionnaire. Besides, there are also have others department participated in this research study which is 13% respondent from Building and Official Function department, 14% respondent from Minor Rural Project department, 10% respondent from Administration department, 9% respondent from Account department, 3% respondent from Safety and Health department, and only 1% respondent from Rural Transformation Project. Other than that, there are three department have same percentage which is 7% respondent responses from each department which is Divisional Engineer department, Contract Service department, and Fleet Management department.

4.1.2 Top Safety Ethics Issues That Happened in Public Work Department Kapit, Sarawak

Table 2 shows the results of the respondent responses towards the top safety issues that happened in Public Work Department Kapit, Sarawak. The result computed into mean value in order to analyse the results of findings by ranking.

Table 2: Top safety ethics issues that happened in Public Work Department in Kapit, Sarawak

No	Items	Mean	Rank

1	Agency specification and/or design details are sometimes not compliance when handling a construction project.	4.13	1
2	Technical review of construction materials is late submitted before the construction.	4.09	2
3	Personnel ignore the level of detail expressed in a procurement document (RFQ/RFP) when handling a construction project.	3.91	3
4	Quality control testing is always delay before the construction project start.	3.73	4
5	Toxic workplace culture such as gossiping, bullying, and low morale always happens in workplace.	3.67	5
6	Personal Protective Equipment (PPE) only provided for construction personnel working on construction site only.	3.51	6
7	Special facilities are not provided for disabled employees such as parking load.	3.41	7
8	Personnel deliberately submit items or supplying product that are not confirmed with the project specifications.	3.33	8
9	Marginalized workers like women, aboriginal, immigrant, and workers with disabilities experience more workplace discrimination than workers from socially advantages group.	3.27	9
10	Complete Personal Protective Equipment (PPE) are only provided for senior level employees.	3.07	10

Based on the data obtained, the top safety ethics issues that happened in PWD Kapit, Sarawak shows that agency specification and/or design details are sometimes not compliance when handling a construction project has given the highest mean score value 4.13 as compared to technical review of construction materials is late submitted before the construction mean score value 4.09. The results also find that the third rank is personnel ignore the level of detail expressed in a procurement document (RFQ/RFP) when handling a construction project has given the mean score value 3.91. The fourth rank of safety ethics issues is quality control testing is always delay before the construction project start which is the mean score 3.73. The top five rank with mean score 3.67 is toxic workplace culture such as gossiping, bullying, and low morale always happens in workplace.

Besides, the top six rank of safety ethics issues that happened in PWD Kapit, Sarawak is Personal Protective Equipment (PPE) only provided for construction personnel working on construction site only which is the mean score 3.51. The next rank shows the mean score 3.41 which is special facilities are not provided for disable employees such as parking load get the highest rank compare to personnel deliberately submit items or supplying product that are nit confirmed with the project specification which is the mean score 3.33. Furthermore, the item for complete Personal Protective Equipment (PPE) are only provided for level senior employees has given the lowest rank mean score 3.07 as compared to marginalized workers that is women, LGBTTI, Aboriginal and immigrant workers, and workers with disabilities experience more workplace discrimination than workers from socially advantages group mean score value 3.27. The lowest rank for mean score shows the respondent strongly disagree with PPE are only provided for senior level employees, it means that the PPE are provided for all personnel in PWD Kapit, Sarawak.

4.1.3 Factors that Cause Safety Ethics Issues in Public Work Department Kapit Sarawak

Table 3 shows the results of the respondent responses towards the factors that cause safety ethics issues in Public Work Department Kapit, Sarawak. The result computed into mean value to analyse the results of findings by ranking.

Table 3: Factors that cause safety ethics issues in Public Work Department Kapit, Sarawak

No	Items	Mean	Rank
1	The leader completely ignores the contribution of some team members and favour others instead.	3.04	1
2	Leader do not support and receive ideas among the team during discussion.	2.94	2
3	Leaders are not willing to take responsibility when a team member fails to deliver up to an expectation.	2.94	2
4	Leader do not handle and give instructions to personnel in a professional manner.	2.91	3
5	The Public Work Department does not communicate with expert for advice to solve a problem in a good way.	2.84	4
6	The Public Work Department does not assess effectiveness and result of the safety ethics issues.	2.81	5
7	The Public Work Department is always slow in taking action to identify issues and resolve the problems.	2.81	5
8	The Public Work Department does not help the personnel to perform well and always asking for something in return.	2.66	6
9	The Public Work Department does not have a clear mission, vision, and goals to protect the personnel.	2.46	7
10	Leader has poor communication skills to communicate effectively with variety of people.	2.29	8

Result in Table 3 shows from the respondent responses in this research. The data is computed into average mean value to analyse the results of findings by ranking. Based on the data obtained, the factors that cause safety ethics issues in PWD Kapit, Sarawak shows that the leader completely ignore the contribution of some team members and favour others instead has given the highest mean score value 3.04. There are two items has given the second highest mean score value 2.94 which is leader do not support and received the idea among the team during discussion and leaders are not willing to take responsibility when a team member fails to deliver up to an expectation. Besides, the top third factors that cause safety ethics issues in PWD Kapit, Sarawak shows that leader do not conduct the personnel in a professional manner mean score value 2.91. The fourth rank of factors that cause safety ethics with mean score 2.84 is the Public Work Department does not communicate with expert for advice to solve a problem in a good way. The results show that there are two items in top fifth rank with mean score 2.81 for each item which is the Public Work Department is always slow in taking action to identify issues and resolve the problems, and the Public Work Department does not assess effectiveness and result of safety ethics issues.

Besides, the top six of factors that cause safety ethics issues with mean score 2.66 is the Public Work Department does not help the personnel to perform well and always asking for something in return. Next, the top seven is the Public Work Department does not have a clear mission, vision, and goals to protect the personnel which is mean score 2.46. The lowest rank of factors that cause safety ethics issues is leader have poor communication skills to communicate effectively with variety of people which is mean score 2.29.

4.1.4 Strategies in Controlling the Safety Ethics Issues in Public Work Department Kapit, Sarawak

The Table 4 shows the results of the respondent responses towards the strategies in controlling the safety ethics issues in Public Work Department Kapit, Sarawak. The result computed into mean value to analyse the results of findings by ranking.

Table 4: Strategies in controlling the safety ethics issues in Public Work Department Kapit, Sarawak

No	Items	Mean	Rank
1	All personnel must receive the necessary workplace health and safety training when starting a job, changing jobs or using new techniques or technology.	4.44	1
2	Machine and equipment guards must in place and secure.	4.43	2
3	Employees must receive adequate instruction and training to enable them to carry out duties safely.	4.43	2
4	Safety rules must clearly define and explained to everyone working at construction site.	4.41	3
5	Communication on workplace health and safety procedures must be done in a way that employee can understand effectively.	4.37	4
6	There must be a regular communication between employees and management about safety issues especially during Monthly Management.	4.37	4
7	There must be an active and effective health and safety committee and/or worker health and safety representative.	4.37	4
8	Personnel who fail to follow the rules will be strictly taken action upon.	4.37	4
8	Incidents and accidents must be investigated quickly to improve workplace health and safety.	4.34	5
10	Every personnel at construction site must have the correct tools or equipment in completing their work safely.	4.31	6
11	Safety committee that includes employees from all levels should be involved in reviewing and updating the company's safety program.	4.31	6
12	Safety system such as CCTV and signal are in place to identify, prevent and deal with hazard at workplace.	4.27	7
13	Workplace health and safety issues are considered to be at least as important as production and quality issues.	4.24	8
14	Daily site inspections must be conducted before work begin each day to go over scheduled tasks and related safety procedures.	4.20	9
15	Public Work Department must have a translator or system to ensure Contractor's employees who cannot communicate in English or local language understand the safety training, rules, and procedures.	4.19	10

The result in Table 4 shows the respondent responses in this research. The data is computed into average mean value to analyse the results of findings by ranking. Based on the data obtained, the strategies in controlling the safety ethics issues in PWD Kapit, Sarawak shows that all personnel must receive the necessary workplace health and safety training when starting a job, changing jobs or using new techniques or technology has given the highest mean score value 4.44 as compared to machine and equipment guards must in place and secure mean score value 4.43. The result shows the safety rules must clearly defined and explained to everyone working at construction site in the third rank with mean score 4.41. There are four items have the same rank in fourth rank with mean score 4.37 which is communication about workplace health and safety procedures is done in a way that employee can understand effectively, there is regular communication between employees and management about safety issues especially during Monthly Management, there must be an active and effective health and safety committee and/or worker health and safety representative, and the last one is the personnel who failing to follow the rules will be strictly taken action upon. The top five rank show that incidents and accidents must be investigated quickly to improve workplace health and safety which is mean score 4.34.

Furthermore, the top six of strategies in controlling the safety ethics issues is every personnel at construction site must have the correct tools or equipment in completing their work safely which is mean score 4.31. Other than that, safety system such as CCTV and signal are in place to identify, prevent and deal with hazard at workplace got the highest mean score 4.27 compared to workplace health and

safety issues are considered to be at least as important as production and quality issues which is mean score 4.24. Besides, the second lowest rank with mean 4.20 is daily site inspections must be conducted before work begin each day to go over scheduled tasks and related safety procedures. The lowest rank of strategies in controlling the safety ethics issues is Public Work Department must have a translator or system to ensure Contractor's employees who cannot communicate in English or local language understand the safety training, rules, and procedures which is mean score 4.19.

4.2 Discussions

Based on the findings of this research, the results demonstrated that the most critical safety ethics issues that happened in Public Work Department (PWD) Kapit, Sarawak is non-compliance of agency specification and when handling a construction project. The results show the mean score is the highest rank from 70 respondents. It means many of the personnel at PWD Kapit, Sarawak strongly agree with the issues that happened in their workplace. A specification is a document that specifies in words what cannot be shown or expressed on a drawing or model. The same principles apply to all industries, from aerospace to oil and gas to automobiles and manufacturing. The specification in construction can include everything such as site establishment, contract type, asset performance criteria, systems and product quality, applicable standards, and specific products to be used. According to Zhao *et al.* (2017), the specification is about data transfer and information sharing between the customer, designer, and contractor.

Besides, the results demonstrated that the most critical factors that cause safety ethics issues is the leader completely ignores the contribution of some team members and favor others instead. A poor leader does not listen to his or her subordinates. They don't care what their staff have to say. Poor leaders will also frequently fail to explain their personnel about the regulations and procedures that they must follow and will then blame or punish them when they do not. In every organization, team chemistry is important; poor leadership may lead to a breakdown of the team benefit of the entire, with some personnel even quitting the organisation. This results in decreased production and a weaker bottom line. According to LaMarco (2019), employee retention suffers as a result of weak leadership, and surviving personnel become demotivated, resulting in lower productivity than would otherwise be the case.

Furthermore, the results demonstrated that the most critical strategies in controlling the safety ethics issues is all personnel must receive the necessary workplace health and safety training when starting a job, changing jobs or using new techniques or technology. Preventing workplace accidents and illnesses should be a top responsibility for everyone on the job. Providing health and safety information and training contributes to the development of a strong health and safety culture in which safe and healthy working becomes second nature to everyone. According to Xioping *et al.* (2018), a strategic safety plan with proactive measures in place is the best strategy to avoid workplace accidents which is leaders and employees should develop a culture of safety and a focused accident prevention strategy by implementing a strategic safety plan with proactive measures in place.

5. Conclusion

As a conclusion, the research study finds that non-compliance of agency specification and detail design when handling a construction project is the top safety ethics issues always happens among construction personnel in construction industry. However, the most critical factors that cause safety ethics issues is the leader completely ignores the contribution of some team members and favour others instead. Besides, result from the findings find that majority of respondents agree with the strategies in controlling the safety ethics issues which is all personal must receive the necessary workplace health and safety training when starting a job, changing job or using new techniques or technology. Moreover, it can be concluded that all the objectives of this research is achieved. This research expectation is to provide awareness to governments as well as organizations about the importance of safety ethics in the workplace. Many death and injury in workplace every years being reported so it better for government to taking actions to prevent the incident and accident in the workplace.

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