

Presentation Title	Place in Schedule
<p>Safety Risk and Occupational Rewards Perception and Trade-off: A Study in Construction</p>	<p>Poster Session <i>Day 2 – Wednesday – May 9th, 2018</i> <i>8:30am-9:30am</i></p>
Description of Presentation	Presenter Name(s) And Credentials
<p>While psychological and medical studies have indicated the existence of a relationship between risk and reward perception, most recent situational awareness studies and safety risk studies have not investigated the rewards perception effect on worker perception abilities. This study aims to address this knowledge gap by examining survey responses from over 200 construction workers located across the United States. The Qualtrics online survey platform was utilized to disseminate and collect responses to targeted questions through voluntary participation of construction workers from 36 different states. The survey questions were categorized into four groups: a) sociodemographic, b) work-related, c) safety risk perception and hazard identification, and d) reward perception.</p> <p>For safety risk, a literature review conducted to understand the measures of safety risk perception that are utilized in construction. Afterwards, nine attributes of safety risk measure were selected and combined with a hazard identification case study. With these two measures, a better understanding of worker perception and comprehension is achieved.</p> <p>As for occupational rewards, a comprehensive literature review was conducted regarding what is considered to be a reward, and what has been previously studied on this topic. The total reward approach was chosen for its inclusive and clear definition of each of the categories that it includes. Under the total reward construct, rewards are separated into two main categories: extrinsic and intrinsic.</p> <p>Extrinsic rewards are sub-branched into three types: financial, developmental, and social. Financial extrinsic rewards or compensation that includes base pay, performance related pay, and cash benefits.</p> <p>Base pay is the fixed component of the compensation, whereas performance related pay depends on the worker’s performance in a particular arrangement. Cash benefits include the direct benefits given by the</p>	<p>Mohammed Azeez <i>Oregon State University</i></p>

employer to the employee, such as contributions to pension funds or health insurance, and childcare. Developmental rewards include: learning, training, and development; succession planning; career progression; and other career growth rewards. Social rewards are non-monetary, indirect benefits that employees receive from their organization that relates to the entity culture, climate, and performance support, or that which promote work group affinity and work-life balance. Other examples of social rewards can include: flexible timing arrangement, and fitness and wellness programs. As for intrinsic rewards, these are job-contextual, and physically external to the work of the employee. Such as: job challenge, responsibility, task variety, and autonomy. Participants in this study were asked to indicate which of the aforementioned rewards they receive in their work, and what their perceived satisfaction of the rewards is.

For analysis, various statistical methods were utilized to understand worker perceptions at a more detailed and reflective level. Preliminary analyses indicate that workers understand the relationship between safety risk and rewards differently, which might lead to unnecessary risk taking for some workers or lack of motivation for others. The result of the study illustrates how safety risk and rewards are connected and how both function simultaneously, not to mention the target function overlap between the total reward approach and the issues relevant to advancing worker well-being through Total Worker Health®.