

CHAPTER V

CONCLUSION AND SUGGESTION

5.1 Conclusion

1. Based on this research, the category of safety leadership manifestations by the project leaders in construction projects are either “sometimes”, “often”, or “always” implemented. With the average score of Supervision manifestation is 72.92%, Training 69.30%, Accountability 80.93%, Resources 72.33%, and Support 62.89%.
2. From the Rank Analysis result on the safety leadership implementation, it is found that the Accountability manifestations received the highest implementation score of 80.33% in construction projects. Meanwhile, the Support manifestations received the lowest implementation of 62.13%. This indicates that while safety systems are well-applied, but the actions of the project leaders in influencing safe behaviors to the project team directly is not commonly performed.
3. From the analysis result, generally, General Managers and Project Managers “often” implement safety leadership manifestations in the construction project, with each of their average scores is 77.38% and 64.40%.
4. From the analysis results, it is found that the 7-5-9 STARS Safety Leadership theory is important to create the measuring tool for safety leadership implementation and to raise the awareness of the Project Leaders in construction safety involvement.
5. The Analysis of Variance (ANOVA) hypothesis result shows that the model is statistically significant and each category of manifestation has a strong relationship with the others.
6. The findings of this study elaborate the importance of leaders within the organizations to implement safety leadership skills and pay greater attention on safety concerns.

5.2 Suggestion

5.2.1 Suggestions for the student

1. In the process of completing the research, it is suggested for the writer to conduct a proper study about data processing methods and analysis to make a smooth advance of the research progress and prevent writer's block from happening.
2. A survey to the construction site would be the ideal case so that the writer could see and analyze the practice of safety leadership as well as the interaction between the project leaders and the project team directly.

5.2.2 Suggestions for the government

The government needs to probe more into the importance of safety leadership aspect in the construction industry and how the project leaders affect the team. The writer suggests official standards of competency from the government regarding the employee who will take the position as the Project Leader. Such as the minimum years of experience in the construction industry, the minimum training and coaching course taken related to construction projects, and work ethics which should be applied, etc.

5.2.3 Suggestions for the construction industry

1. The construction industry should not only focus on the technical calculation and engineering aspect to create a safe condition for the project but should also take notice on the well-being of their organizational and managerial aspect. Creating a harmonic environment and giving appreciations for succeeding the work safely are ones of the ways to enhance the team's performance.
2. Even now, the construction industry is considered as the most dangerous industry in the world, with a vast number of construction employee's death every year around the world. It is crucial to instil the habit of safe behaviors on/offsite. The project leaders are expected to

promote and become the role model for conducting safe behaviors; thus, the rest of the team members will follow the example without any kind of coercion.

