



Bus drivers' perceptions of organisational justice & safety

Prepared by

Craig Johnson

476251

Supervised by

Dr Fiona Donald

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Declaration

I declare that this research project is my own, unaided work. It has not been submitted before for any other degree or examination at this or any other university.

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Abstract

The number of safety incidents that occur on South African roads every day is a cause for great concern. The question of who is responsible for these incidents often arises, with blame often falling on the perceived 'perpetrator' of the safety incident. This may, however, not be the most appropriate approach to safety. This research identified bus drivers' perceptions of organisational justice and analysed how these impacted on their safety attitudes and behaviours, using Reason's Swiss Cheese Model and a Systems Theory model. Fourteen bus drivers participated in semi-structured interviews. Various themes arose from the research. These include Attitude towards safety, Relationship between drivers and management, Drivers satisfaction with the organisation, and Justice and Fairness. The results revealed that bus drivers' perceptions of organisational justice are linked to their attitudes and behaviours towards safety.

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