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**Yueng-  
hsiang  
(Emily)  
Huang,  
Ph.D.**



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**Brief Biography:**

Dr. Emily (Yueng-hsiang) Huang has been a senior research scientist/occupational safety consultant at Liberty Mutual Research Institute for Safety/Risk Control Services Group since May 2001 and has published over 80 peer-reviewed journal articles, 6 book chapters, more than 100 conference presentations/proceedings and has provided recommendations to numerous occupational safety practitioners. Her h Index is 22, and her work has been broadly influential, with more than 1200 citations of published articles (as indicated by Scopus, 01/18). She received her Ph.D. in Industrial-Organizational Psychology/Systems Science, with a minor in Human Resources Management. She conducts both laboratory and field research in areas such as occupational injury and accident prevention, and organizational culture and climate. She has played an important role as a leader and collaborator in multidisciplinary efforts to investigate safety perceptions, and to develop and evaluate safety climate measures for a variety of industries. Additionally, she has provided guidance on field safety practices for more than a decade. She is a Fellow of the American Psychological Association (APA) and the Society for Industrial-Organizational Psychology (SIOP). She has held a position as Associate Editor for the journal of Accident Analysis and Prevention (Impact Factor: 2.07 (2017); (5-Year Impact Factor: 2.70) since 2009 and serves as a frequent reviewer for 7 other peer-reviewed journals. She has been a frequent grant proposal reviewer of study sections for National Institute for Occupational Safety and Health (NIOSH) in the US. In 2016, she received the Liberty Mutual CI President's Award for her research and contributions on safety climate.

**Presentation Title:**

**Occupational Safety: Safety climate as a leading indicator of workplace safety**

The goals of my research are to improve the quality of individual well-being, and to build healthy and safe workplaces that enhance the safety and health of workers and their families. Over the years, I have taken an interdisciplinary approach in exploring different ways of maximizing organizational productivity, especially safety performance, and optimizing individual potentials to pursue healthier and safer work lives.

Safety climate is an organizational factor commonly cited as an important antecedent of safety in the workplace. Specifically, safety climate refers to the workers' shared perceptions of the organization's policies, procedures, and practices as they relate to the value, importance, and actual priority of safety within the organization. The most important

component of safety climate is management commitment to safety. The practical and theoretical significance of safety climate as a construct derives from its ability to predict safety behavior and safety-related outcomes in a wide variety of settings, and across cultures. Dov Zohar was one of the first scholars to introduce the concept of safety climate in the 80s as a way to describe employees' perceptions of the value and role of safety within their organizations.

In this presentation, I will discuss several safety climate projects which Dr. Zohar and I have worked on over the years. Four valid and reliable instruments to measure safety climate will be introduced. The new scales use perceived safety priority as the basis for safety climate through a multilevel framework, specifically exploring both company-level and supervisor-level safety climates via two sub-scales. My current and future safety climate projects will also be discussed.