

HÖGSKOLAN VÄST

Säkerhetsklimat i en militär organisation

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Abstract

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The purpose of the thesis is to develop an instrument for measuring safety climate in a military organization and investigate how communication and learning effect safety in the workplace. The thesis uses a mixed methods approach combining quantitative and qualitative methods. Study 1 is a pilot study adjusting the existing instrument Nordic Safety Climate Questionnaire together with some additional items. Study 2 validates the results from the pilot study and identifies new dimensions of the military safety climate. Study 3 consists of participatory observations and shadowing during a two-sided military exercise (wargame). During the wargame four principles are used to win the exercise influencing participants ability to perform work tasks safely. The thesis identifies several issues one being the design of safety climate instruments which in general excludes how employees perform their work tasks. By using activity theory, it becomes possible to study practical work in several areas and understand how organizational perceptions of safety influence the ability to work safely. Another result is that the double-sided exercise mixes different types of learning. The planned situated learning takes place in combination with the authentic learning. The construction with an opponent also creates a desire to win the exercise Which affects the participants' thinking. The effect creates an exercise integrated learning (EiL) which prepares participants for the next exercise but not the next war. The thesis has some limitations, one being that it does not measure obedience in relation to safety climate which is an important component of military activity. Another limitation is that it does not include data from real combat. How the safety climate is shaped and affected by combat remains unknown. The dissertation contributes with a new approach when evaluating military units' ability and emphasizes the problem that wargames and maneuvers can create a false sense of competence. In the changing security situation in Europe, the dissertation will be an important contribution to the armed forces and law enforcement ability to prepare for the next war or crisis without exposing their personnel to unnecessary safety risks.