

The Influence of Leadership Traits and Safety Culture on Safety Performance in a military aircraft maintenance organization - One of Northern Taiwan Air Force Base

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ABSTRACT

The “Safety Performance” is a critical index to evaluate the whole operation function of an organization, and the “Leadership Traits” and “Safety Culture” are two core factors to achieve good Performance. Taiwanese military personnel have been well known to follow strict discipline and follow orders well. However, due to the trend of reorganizing and downsizing, the military has been forced to make great changes in organization. This change of thought and culture has forced the military leadership to reevaluate safety and leadership issues and study how to keep quality control constant.

This research aims to inquire about the leadership traits and the safety culture of a military aircraft maintenance organization by surveying 500 technicians. The questionnaire will adopt the description covariance method, related and regression analysis, relativity and influence of each variable to gain the following results:

1. Leaders inspire to encourage, promote vision and reprimand accordingly. Audit security implantation culture, safe behavior, and award system. Maintain safety management, organization management and event investigation. These expectations are related to the study case.

2. The relation among Leadership Traits, Safety Culture, Safety Performance is obvious and positive in the organization.

3. This study assumes safety culture as the variable, however the influence to leadership traits and safety performance is not always obvious although can be positive.

Above all, the recommendation of this study to the military aircraft maintenance organization will be for the leader to establish a clear organization safety concept, based on an active attitude and put into action. Thus, the safety concept dissolves into the organization culture and operation. A correction index will be used in the evaluation of safety to achieve the best support when flying sorties.

Keyword: Safety Performance Leadership Traits Safety Culture