



PERCEIVED STRESSORS IN INDUSTRIAL SECTOR

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Abstract

Industrial sectors' injury rates are still stagnant despite a 3.1% reduction in the latest OSHA and US Dept. Of Labor reports. Of those stagnant results, how many are due to workplace pressure? 32% of reported incidents came from first year workers due to the pressure to perform may cause skipping safety steps or avoid reporting injuries. In the construction industry, 44% of first year accidents claims gave a reason that the workers felt pressure to prove themselves. In another OSHA report, reports of heat-related injuries due to work-related pressure and fear of retaliation. This investigation's purpose is to see how organizational culture is shaped by workplace pressure whether it undermines safety compliance or strengthens it. Various papers were examined from OSHA data trends, Construction industry WellBQ report, insurance survey, maritime industry and to the electrical field. The relationship is still being researched, but the shared results are needed for the specific industry-related stresses. This is to address and reduce the worker's mental load. A common trend that was seen, throughout multiple papers, as leadership promotes safety; their workers are more inclined towards practicing positive safety practices.

Background

How does perceived workplace pressure influence safety compliance in mechanical or industrial environments?

Perceived workplace varies person to person where one thrives in the work-related stress while another breaks down under pressure.

Perceived pressure influences behavior due to authority, cultural, and time pressure.

Higher pressure decreases compliance due to organizational culture. While organizations with strong safety culture show the opposite.

I have been investigating how organizational culture shapes workplace pressure by either undermining safety compliance or strengthening it.

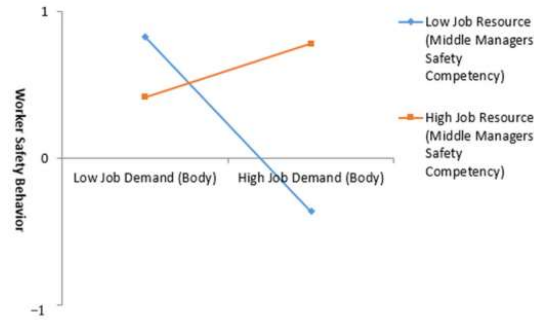


Figure 1. Relationship between managerial safety competency and workers' safety behavior with physical demands. Source: Seo et al. (2025).

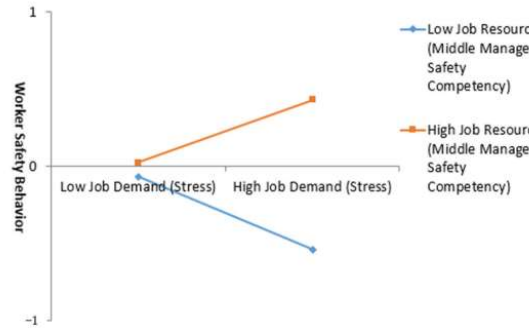


Figure 2. Relationship between managerial safety competency and workers' safety behavior with mental stress. Source: Seo et al. (2025).

Methods/Analysis

I reviewed OSHA data and Labor statistics, comparing the various industries, identified patterns in safety behavior and how leadership played a key factor in safety climate.

Key Sources

Seo et al. (2025) analyzed that middle managers who promote safety culture had the most influence on the worker's safety behavior by being on-site and address risks immediately.

Christian et al. (2009) found that workers who are supported through a positive safety environment leads to safe behaviors, less injuries and accidents.

For electrical accidents, a third of electricians felt time pressure, a fifth chose not to use the required tools, speculations were made of if there is no perceived risk, can ignore personal safety (Radman et al., 2016).

Corrigan et al. (2020) examined maritime workers, in the interviews for reporting incidents, operational staff were afraid repercussions, role would be worsened, lack of trust towards upper management, concerns fell on deaf ears, and reporting would cause them to be negative towards the company.

Fang et al. (2020) determined, in construction, that having the project owner improve on safety behavior lead to contractors and supervisors be more safety focus which resulted in the workers safety behavior being improved.

It was also found that stopping these practices caused a considerable rebound.

Conclusion

Workplace pressure can both decrease and increase safety compliance depending on organizational culture. The key factors affecting this are leadership and safety culture. More research is required on how perceived workplace pressure influences safety compliance in the workplace.

Work Cited



Scan QR Code: Links to Google Docs for a list of citations.

Acknowledgements

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