

# **DETERMINANTS OF INDIVIDUAL SAFETY PERFORMANCE IN PETROLEUM TRANSPORTATION BY ROAD IN GHANA: THE MODERATING ROLES OF SAFETY TRAINING MONETARY INCENTIVES.**

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## **Abstract**

Poor safety performance in the transportation of petroleum products has become an area of interest for many researchers to unveil the factors that militate against safe transportation of petroleum products. The conversation surrounding transportation of petroleum products has been centered around two major opinions, namely practitioners who support the continuous usage of road transportation because of its flexibility to move huge petroleum products to any location; and advocates in support of total transition from road transportation to the use of pipeline or river barges due to frequent road accidents, threat to human lives and the environment.

This paper has outlined the critical factors that affect individual safety performance in the transportation of petroleum products by road in Ghana through a conceptual framework of moderating model to address the phenomenon. Ghana has experienced several road accidents, which has claimed many lives and rendered many towns and communities homeless through transportation of petroleum products by road. Using a quantitative approach in solving the phenomenon, 316 respondents out of 340 sample size of drivers were examined through a survey.

This paper found that monetary incentives are statistically significant in enhancing the relationship between job satisfaction and safety performance in the industry while safety training is also significant in enhancing the relationship between peer pressure and safety performance. This study strongly associates itself with the Herzberg motivation theory and the knowledge base view theory. The implication of this study to practitioners and the industry is that employees' job satisfaction, monetary incentives such as bonuses, reward schemes and safety training for individual drivers are significant factors that influence safety performance.

**Keywords:** Individual safety performance, transportation, petroleum products.