

Older workers and commitment to workplace safety policy

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Abstract:

In the literature review, the field of organizational commitment is considered to be the result of situational conditions that change employees' general attitudes towards safety at work. Replicated in this present descriptive qualitative study on a sample of 35 workers in the construction sector and aged (+45yrs) in a situation of declining resources contracted with age made it possible to address it. The findings are clear. Workers engaged in a context of forced submission, having strongly internalized the negative stereotype associated with the characteristics of the group of older workers and suffering from age-related resource declines, remain insensitive to safety at work. This leads to a reduced capacity of this active population in certain jobs from the mid- to end-of-career transition phase (+45 years), hence the importance of raising the question of the attitudinal change model specific to applications of commitment theory on older workers with a view to facilitating the implementation of a safety approach in the organizational context.

Key words: older worker, age-related declines, organizational commitment, age group stereotype, work submission.

-Introduction:

The demographic evolution of human resources and the transition from mid-career to end-of-career are now viewed through the lens of psychosocial risks that could compromise safety and health in the organizational context. This shift in research focus is partly linked to the end of early retirement policies and the observed trend in recent years of an increase in the retirement age (62 years in Algeria). In a global context of changing work dynamics (job precariousness, tertiarization of work), the challenge of extending the working lifespan and the aging of the active population amidst declining resources (physical, psychological, and social) is truly about maintaining sustainable health through a policy of workplace hygiene and safety.

According to the literature review, the issue of the health and safety of workers in the mid- to late-career transition phase (+45 years) essentially falls within the domain of human resources management in its own right. Great importance must be given to lifelong learning, flexibility in working hours, autonomy, part-time development, social support at work, encouragement of group work, revaluation of the image of seniors in the workplace, reconsideration of career stages, adaptation of task characteristics and human resource practices to the decline in resources acquired with age...

The quest for overall performance and keeping older people in work for as long as possible without disability depends on it.

The implementation of these managerial measures depends on a thorough understanding of the working conditions, which can be described by the content of the work and its effects on the health and personal and social life of this category of workers. The elements covered by this concept are firstly physical (physical working conditions, ambient environment, workstation facilities, duration and pace of work, ...).

However, the elderly are a difficult-to-control factor of production, with their emotions, motivations, and new needs constantly changing, and as they age, they experience various systemic declines, their stereotypes, and their reliance on organizational commitment. Perceptions of management policies, particularly regarding various safety protocols in the workplace.

If we recognize this need for employee commitment to the various company policies in general and to safety policy in particular, the company must approach it as an objective, an area for action.

Because when the commitment of such workers to comply with safety standards is undermined by the situational conditions mentioned above, it leads to discomfort, tension and discomfort, which can more or less directly become risk factors for occupational accidents or occupational diseases. In the long run.

It is therefore time to look at how the organization can encourage the emergence and development of a positive and lasting organizational commitment by implementing relevant procedures to reinforce preventive attitudes in the workplace and, as a result, facilitate the implementation and management of a sustainable safety approach. This is what we will try to verify in this research by applying the proposals of the literature review in this specific field.

1-Problematic:

In this problem, we plan to study the conditions that create commitment to compliance with workplace safety protocols. In other words, the determinants of the preventive attitudes of workers in the mid- to late-career transition phase with regard to safety policy in the construction sector as related to the structure of each individual's organizational commitment. We consider, here, that the commitment profile of an employee aged (+45) towards his organization is one of the main causes of his attitudes towards compliance with safety standards against the spread of occupational hazards.

On the basis of this hypothesis, and on the basis of the indications provided by the literature review specializing in this field, it seems appropriate to us to put three theoretical models into perspective in order to apprehend and mobilize the strategies necessary for the development of preventive attitudes and/or the qualitative change in the actions of older workers in a situation of declining resources (psychological, physical and social) with regard to safety at work. To mobilize strategies of this kind, company managers can rely on two strategies, which differ from each other in the way they are conceived of. The first strategy is based on persuasive communication. In this case, it is assumed that people act according to their ideas. All you have to do is develop a good argument to change people's ideas. The second is a commitment strategy. We consider that the actions taken are the essential drivers of cognitive and behavioral dynamics. It is by getting older employees to carry out engaging actions that we will succeed in changing the desired attitudes.

In this descriptive qualitative study, we therefore propose to review the theoretical models used in this study and to present their application to three property developments in Oued-Ghir, in the wilaya of Bejaia. The choice of the building and public works sector was motivated by the increase in work-related accidents among older workers, even though most of these workers had received training or awareness-raising on preventive measures and safety at work. Although there are many applications of commitment theories, in our present problem we are confining ourselves to questioning the situational conditions favorable or unfavorable to the commitment of older workers in a situation of declining resources with regard to compliance with workplace safety protocols. To do this, we first recall that commitment is not an internal psychological variable: it cannot be equated with involvement or 'professional attachment', which is the focus of research in organizational psychology. In our research, commitment is considered to be the product of situational conditions. To show that commitment depends on characteristics external to the individual, (Joule and Beauvois, 1998, p.189) propose another definition: "commitment corresponds, in a given situation, to the conditions in which the performance of an act can only be attributed to the person who performed it".

In the context of this definition, the external conditions that create commitment in our study are grouped into three main categories: acts carried out in a context of freedom or submission without pressure are particularly engaging; the context of freedom is a decisive factor here (Joule and Beauvois, 1998). The context of freedom is a decisive factor here (Joule and Beauvois, 1998), while commitment depends on the positive stereotype associated with the characteristics of the group of older workers (Faurie and al, 2008). Finally, commitment is better and more sustainable when the characteristics of the task and human resource practices are adapted to the different declines in resources that occur with age perform (Truxillo and al, 2012).

Studies carried out in this field confirm these assumptions. An example can be cited from the research conducted by Bravo G, and al. (2020, pp. 13-17), in which they confirm that workers aged 45 and above tend to be insensitive to occupational risks due to their physical and psychological changes, which pose significant discomfort at work. Consequently, they are more likely to suffer from serious or fatal accidents than younger workers. Another example is the research carried out by Geller and al (1987) on road safety, and more specifically on the use of seat belts at the wheel. The results of this experiment show that the commitment strategies "effective participation in work planning" and "signing a group commitment document" have the strongest effects and are more marked in the long term (more than one year) (Girandola and Roussiau, 2003, 87). In the same vein, Doutré and Kouabenan (1998) have shown that the commitment of older employees to the implementation of a quality at work approach is much more effective when they themselves carry out a self-diagnosis.

Joule and Beauvois (1998, 201) found that only 29% of "EDF" employees did not comply with safety instructions at work, based on several situational factors of commitment (the method of submission freely consented to by employees). In the light of these theoretical propositions and the research work mentioned below, we will pose our initial question and our hypotheses as follows:

- How does the age of workers in the mid-to-late career transition phase (+45 years) influence their organizational commitment to the occupational safety policy?

In other words:

- Do workers aged (+45) who strongly internalize the negative stereotype associated with the group of older workers influence their commitment to occupational safety measures?
- Does the decline in age-related resources of workers aged 45 and over influence their commitment to occupational safety measures?
- Do the working conditions of older workers (+45) influence their commitment to safety measures?

2-The research hypotheses:

H1- Workers aged 45 and over who strongly internalize the negative stereotype associated with the characteristics of their age group are all the less committed to safety measures.

H2- Workers aged (+45) who contracted major systematic declines at this age are even less committed to safety measures.

H3- Older workers (+45 years) are less committed to safety measures the more they perform their work in conditions of forced submission.

3-The objectives of the study:

Aware that the situational conditions of organizational commitment could be responsible for the development of more committed attitudes towards safety at work, particularly among workers in the mid- to late-career transition phase, we retained two levels of concomitant objectives:

At the research level: This study draws on organizational commitment theory and prior work in the field to make predictions and question their short- and long-term importance in strengthening and sustaining older workers' preventive attitudes toward workplace safety and prevention. In this way, this study will identify gaps in current knowledge on this topic and identify future research directions.

At a practical level: It is necessary to understand the relationship between organizational commitment and the attitudes of older workers towards safety policy, in order to steer occupational safety policies in general and prevent occupational risks in particular. To analyze the evolution of work capacity with age, from the perspective of a safety policy and the sustainable development of organizational commitment. To formulate recommendations for better care of the elderly, and consequently, the prediction and improvement of their attitudes towards compliance with workplace safety rules.

4- Theoretical framework of the study and conceptual analysis:

4.1-Elderly workers:

For the purposes of this study, we consider the qualifiers "ageing worker", "older worker" and "workers in mid- to late-career transition" as synonymous and applied to any worker over the age of 45.

According to the World Labor Organization, certain functional capacities required to perform specific tasks diminish from the age of 45, and aptitude jobs - but not all - also diminishes around the age of 50-55(OMS, 1993). This being the case, the category of 'older workers' in this study could be considered to begin at 45 and over.

4.2-Declines with age :

At the beginning of the mid- to late-career transition phase, i.e. at the age of 45 and over, the worker's condition is generally associated with a decline in muscular strength, balance, bone density, motor capacity, visual and auditory acuity, and certain cognitive, psychological and social functions, namely : a decline in immediate memory, a slowdown in the process of selecting information, low resistance to stress, negative interpretation biases towards others, emotional instability, psychological disengagement, social isolation, etc. This leads to a reduced capacity for certain jobs from the age of (+45) according to the literature review in this field (Bernaud, Desrumaux and Guidon, 2016).

In this study, changes in work capacity with age therefore cover physical, mental and social functional capacities. The more or less perfect match between work capacity and the requirements of the work performed not only influences performance, but can also be a cause of occupational illness, work-related accidents and work-related disability (Sekiou and al, 2007).

4.3-The age group stereotype:

Our representation of members of other groups is formed by our beliefs about them. When these beliefs are shared and relate to personal characteristics, generally personality traits, but also behaviours, specific to a group of people, they are called stereotypes.

Many people have stereotypes about their own group. These are referred to as self-stereotypes (Bédar, Déziel and Lamarche, 1999), which may be positive or negative depending on the situational conditions. In this research, the negative stereotype associated with the group of older workers was reinforced when the workers (over 45) displayed a weak identity and a negative conception of their role which diverged from the expectations of the managers and/or younger employees in the group. For example, they perceived themselves as having physical, mental and cognitive difficulties in carrying out their work properly, difficulties in keeping up with changes in working methods (new technologies), difficulties in dealing with young people, learning and training difficulties...

As a result, their abilities are called into question and working relationships with managers and/or young employees can become conflictual. Given these situational conditions, the challenge of maintaining their commitment to compliance with workplace safety measures seems problematic. This is what we will try to show through this study.

4.4- Submission to work:

According to Joules and Beauvois, (1998) an act performed under engaging situational conditions "freely consented submission to work" i.e. : Participation in decision-making, self-management of group affairs, delegation of powers and responsibilities, room for manoeuvre (regulation of cooperation procedures within the group and work execution), freedom in the reorganization of

work which allows employees to determine the pace of the machines and plan the execution of their tasks, ... and more engaging than the act performed in conditions of forced submission.

This freedom at work implies a change in the content of the job in order to allow a higher level of adaptation to the requirements of the position and its conditions, eliminate factors harmful to health, reduce the horizontal workload, use skills wisely and in the right place, the longer the commitment to safety at work and the greater the chances of avoiding occupational risks. On the other hand, actions carried out under conditions of "forced submission" lead to a weakening of the level of commitment to the company's various policies in general and the safety approach in particular.

For these reasons, Louche and Laneau (2004) consider that preventive attitudes towards safety at work are linked to the structure of each individual's organizational commitment. For this reason, we consider in this study that the commitment profile of an employee aged (+45) to his organization is one of the main causes of his attitudes towards compliance with safety standards against the spread of occupational risks

4.5 Organizational commitment:

The model adopted in this research to assess the engagement modes of workers aged 45 and above regarding compliance with preventive measures and safety at work in the construction sector is the one developed by (Allen and Meyer, 1991), which still predominates in both theoretical and empirical research to this day. These authors define organizational commitment as the force which binds an individual to a target (e.g. the safety policy). To show that commitment depends on characteristics external to the individual, Joule and Beauvois (1998, p. 190) propose the following definition: "in a given situation, commitment corresponds to the conditions in which the performance of an act can only be attributed to the person who performed it".

Allen and Meyer also propose to distinguish three dimensions within the concept of organizational commitment: ongoing or continuity commitment, affective commitment and normative commitment. Based on the above theoretical definition of commitment, this study attempts to understand the possible link between the age of employees (over 45) and their commitment to compliance or non-compliance with workplace safety measures.

To better comprehend the contribution of the various dimensions of the concept of organizational commitment proposed by Allen and Meyer (Allen and Meyer, 1991) and used in this study, it is pertinent to elaborate on each of them:

-Affective commitment: Representing the employee's emotional and voluntary commitment to compliance with workplace safety measures.

-Normative commitment: Representing the employee's moral obligation to comply with workplace safety measures.

-Continuity commitment "For lack of alternatives": Representing the absence of alternatives for the employee other than complying with workplace safety measures.

- Continuing commitment "By great sacrifice": Represents great personal effort and sacrifice on the part of the employee to comply with workplace safety measures.

5-The research context and methodology:

5.1-The research context:

The research was carried out among employees aged 45 and over, who were in the mid- to end-of-career transition phase at three property developments in Oued Ghir, in the wilaya of Bejaia. Faced with a sharp rise in the number of accidents in the workplace, the managers in question decided to implement a safety approach based essentially on training and raising the awareness of their employees, with the aim of developing a positive and lasting commitment to safety protocols. The implementation of this last action was led by the site managers. It is in this context that we are carrying out this study to confirm that the role of this action "training and awareness-raising on occupational risks" if it is not followed by the improvement of the situational conditions generating long-term commitment, i.e. voluntary submission to work, the upgrading of the image of seniors and the implementation of new support strategies for older employees in a situation of declining resources towards this approach, will be doomed to failure according to the literature review mobilized here.

5.2-Research methodology:

As our objective in this qualitative descriptive research is understanding rather than quantified measurement, the study of a few individuals is appropriate. For the purposes of this research, we conducted 35 semi-structured interviews. The size of this sample was set at this threshold, given the saturation of information. The sample we are talking about is a non-probabilistic sample, the respondents of which were selected on the basis of their age (+45 years) and having suffered repeated accidents at work, even after having received practical training on occupational risks. We chose the interview method because it enabled us to have a genuine exchange with the employees we met outside working hours, between 12 noon and 1pm. This method allows us to gather testimonies while respecting the interviewees' own frame of reference: language, level of education, etc.

To prevent these people from straying from our research subject, we prepared an interview guide. This was developed on the basis of the different dimensions under study. It is made up of (16) semi-directive questions formulated in such a way that the employees can answer certain questions with a great deal of freedom and for others are obliged to choose the answer or answers according to the proposals offered within the framework of our theoretical approach. They are distributed as follows: (6) questions preliminary to the study dealing with the work constraints encountered. Submission to work (3) questions, the type of stereotype associated with the age group (2) questions, the mode of commitment to compliance with workplace safety measures (1) question, the attitudes adopted towards the safety policy (4) questions. Factual questions concerning age, level of education, qualifications, position held, types of occupational hazards experienced, and limitations due to physical, psychological and social changes were inserted at the beginning of the interview guide. Finally, the analysis technique used was content analysis. This technique is arguably the most commonly used method in the treatment of discourse content and qualitative data analysis.

6- Research results:

6.1-Presentation of the socio-professional results:

Our sample was made up of 35 workers in the mid- to late-career transition phase, spread across six main trades in the construction sector, namely: (10) ironworkers, (5) Metalsmith, (8) bricklayers, (5) skilled laborers, (4) painters and (3) site managers. The age of the participants varies between (46 and 56) years. Their average level of education was the third year of secondary school, and most were skilled workers who had been in the trade for more than (17) years. All the respondents suffer from declines in physical resources contracted with age, namely: acute pain due to low back pain, reduced muscle strength, balance, dexterity, memory and reduced visual and auditory acuity, 14 of whom simultaneously have a low level of resilience (low resistance to stress) leading to burnout, and difficulties integrating socially into the group, due to their tendency to social isolation (declines in social resources). Finally, the results on the types of socio-occupational risks suffered at work show the following: (13) victims of repeated sprains due to falls and stumbling or slipping, (9) trapped fingers in materials causing fractures, (7) were subject to deep lesions. As for the other six (6) respondents, they were very tense with the young employees in the group, making social integration difficult.

6.2- Presentation of the results of the first hypothesis:

In this first hypothesis, we were interested in evaluating the respondents' stereotypes regarding the characteristics of their group of older workers. These characteristics could influence the longevity of their commitment to the occupational safety policy, as assumed by the literature review in this field (Faurie, Fraccaroli, and Le Blanc 2008) and Faurie, Guibert and Morin, (2012).

The results of the thirty-five interviews conducted enabled us to correctly identify the respondents' perceptions of the characteristics of their age group. In their view, these perceptions constitute a considerable obstacle to their long-term commitment to compliance with safety measures against occupational hazards. Twenty-eight out of thirty-five respondents said they had a negative perception of the characteristics of their age group, compared with seven who did not. One respondent commented on the physical characteristics of his age group: "My colleagues of the same age are very slow at work. In the same vein, three respondents commented on the mental and cognitive difficulties of their age cohort: " We don't handle emergencies well ", while another said " My colleagues of the same generation make a lot of mistakes and, above all, we have a lot of difficulty planning our work because we lack concentration". In the same vein, one respondent said, "my age group takes a long time to learn about new operations, and above all, we're not interested in changes in working methods".

On a different note, two respondents aged (54) stated that team members of their generation "hate working under a younger person, and especially that we are too critical of them". As for the representation of the learning and training capacities of older workers, one respondent aged (55) said "we're too old to be trained and we don't want to be trained at this age". Asked whether they are much more prone to accidents at work and (occupational) illnesses, one respondent said: «We have more accidents and occupational illnesses than young people. On another point, an employee aged (56) said "my age group has no ambitions and is waiting for retirement age".

To the question of how these perceptions with age could influence their organizational commitment and its sustainability with regard to compliance with company safety measures? A significant number of respondents (twenty-eight out of thirty-five) confirmed that their negative perceptions of

their age category contributed to the decline in the importance they should attach to safety at work. This was reinforced by two factors, according to the respondents. Firstly, by " the deterioration in their working relations with line managers and young employees ", and by the fact that " they are perceived by young employees as being less efficient, less creative, less flexible and not interested in safety training", so they maintain a commitment to safety protocols that is calculated by default or out of fear of being punished, and which is short-lived. In the light of these results, the first hypothesis is confirmed.

6.3-Presentation of the results of the second hypothesis:

In this second hypothesis, we were interested in assessing the four main systematic declines with age (physical, cognitive, psychological and social), which would constitute elements of occupational risk and obstacles to the sustainability of their commitment to safety at work, as hypothesised by the literature review in this field (Faurie, Fraccaroli, and Le Blanc 2008; Molinie, Gaudart and Pueyo,2012; Bravo and al, 2020).

From these interviews, we first highlighted the employees' four main assessments of the effect of the declines they had experienced on their exposure to occupational risks. Let's start with a description of the physical changes which, according to the respondents, are the major factor in these risks. For example, (6) respondents with reduced muscle strength and balance were frequently exposed to falls, tripping, slipping and sprains. According to the same respondents, these falls are generally the main cause of their exposure to frequent injuries at work. On this subject, one respondent said " most of my time off work is due to injuries sustained after falls or slips ". Another agreed, " loss of balance in certain work postures is the cause of my falls and sprains at work", followed by (5) respondents, whose comments made it clear that, overall, their work injuries were due to a lack of dexterity, resulting in their fingers getting stuck in the materials. A (56)-year-old scrap metal worker said: "The reduction in my dexterity with age, particularly in winter, frequently causes my fingers to get stuck between the segments of scrap metal". With regard to the other declines due to this age period, respectively emotional instability and low resistance to stress (psychological declines), the decline in immediate memory and the slowing down of the information selection process (cognitive declines) and difficulties in integrating into the work group as a result of intergenerational conflicts (social decline), it was generally noted that they contribute to the amplification of occupational risks. Four (4) respondents are suffering from emotional instability, followed by the same number suffering from a low level of resilience, declared that they had been victims of accidents at work requiring sick leave of (21) days, (3) of which were renewed. As for the respondents whose integration is extremely difficult with younger employees because of conflicting intergenerational relations, according to (3) respondents aged between (48 and 56). The latter said that they had contracted musculoskeletal disorders (MSDs) at work because of this type of relationship. One respondent explained the cause as "...the difficulty of getting younger employees in the group to help each other when lifting and moving loads". Another said, "Despite the effort I put into my work, I'm not inclined to ask younger employees for help". This was explained by these same respondents by the existence of major differences in personal values, attitudes, objectives, etc., which contributed to the weakening of their intergenerational relations at work.

All these comments highlight the fact that the physical, psychological, cognitive and social decline of workers in this phase of career transition (<45 years) constitutes a serious constraint on their safety at work and the sustainability of their commitment to compliance with the various preventive measures advocated by the company. In this respect, all the respondents stressed that these transformations or declines contracted with advancing age seriously expose them to various occupational risks (injuries, falls, integration problems, MSD, etc.).

When asked how these systematic declines with age might influence their organizational commitment to compliance with workplace safety protocols, they all confirmed that they contribute to a decline in their vigilance and in the importance they should attach to workplace safety. This was reinforced by two factors, according to the respondents. Firstly, by "the daily workload made too heavy by these various declines for an operator to concern himself with safety at work", and by the fact that they "show a resistance to learning or training at this age". As a result, they maintain a default and ephemeral commitment to safety protocols. In light of these results, the second hypothesis is confirmed.

6.4-Presentation of the results of the third hypothesis:

In this last hypothesis, we looked at the evaluation of the conditions of submission at work, i.e. freely consented submission versus forced submission, which constitute the situational conditions of engaging attitudes at work as assumed by the theory of (Joules and Beauvois, 1998) and the work of (Louche and Lanneau, 2004).

Through the thirty-five interviews we conducted, we were able to determine the respondents' opinions of the conditions under which they work, given the management style adopted by their company. In their view, these conditions constitute a major obstacle to their long-term commitment to respecting safety protocols against occupational hazards. The description of the way in which decisions at work are taken by managers shows that thirty-two respondents confirm that the latter hardly involve them in decision-making, particularly concerning the improvement of working conditions, against just three who say quite the opposite. One respondent gave indicators of the lack of freedom of participation in decision-making at work. He said: "Our managers are not open to ideas that differ from their own before making a decision".

On a different note, the respondents said that the staff management and work organization methods adopted by managers hardly allow for "delegation of powers and responsibilities". Above all, "they don't give us any room for maneuver when it comes to reorganizing our work, which would allow us to adapt the pace of our work to our own rhythm and to plan the execution of our tasks". According to a 56-year-old worker, the rigidity of the personnel management system "does not imply a change in the content of the job in order to allow a higher level of adjustment to the requirements of the position and its conditions", and above all "it does not facilitate the elimination of factors harmful to health". Another said on this subject: "the company's management style does not contribute to reducing our horizontal workload or to using our resources wisely and in the right place, hence our exposure to various occupational hazards". In addition, a respondent aged (53) deplored the fact that "the management style of those in charge does not encourage the members of his group to help each other at work, given their physical and psychological limitations at this age. This increases the risk of exposure to accidents at work".

In response to the question of what consequences these conditions of forced submission to work might have on their long-term mode of commitment, and consequently, on their preventive attitudes towards safety protocols, it emerges that twenty-five respondents develop a mode of continuity commitment for lack of alternatives or out of obligation towards the safety approach advocated by the company. Seven, on the other hand, declared that they had adopted a mode of commitment out of great sacrifice. This is justified by the majority of the participants in this study by the fact that the conditions of freely consented submission which create affective and lasting commitment are completely absent in the company, namely: autonomy at work, freedom to rethink the content and method of work, participation in the collective decision-making process, delegation of powers and responsibilities, encouragement of mutual aid within the group, authorization of self-management of group affairs, socio-emotional support for the individual and support for the professional sphere.

Finally, most of the participants in this study confirmed that the absence of these conditions had negative effects on their preventive attitudes at work. In other words, forced submission to work caused the majority of respondents to develop anti-safety attitudes and/or behavior at work. For example, thirty-two respondents stated that "the daily workload is too heavy for an older operator to look after safety at work", compared with three respondents who did not share this view. With the exception of the latter, all the participants stated that "in general, personal protective equipment is useless for older people (gloves, earplugs, glasses, helmets,...)"; "above all, it is impossible to improve safety at the workplace"; and "even impossible to comply with safety instructions against occupational hazards in our society". Thirty-two respondents said that safety at work "is a matter for the safety officer", compared with just three who said the opposite.

In short, all the respondents stated that "tidying up the workstation is a waste of time and effort that is useless for our work". In the opinion of the participants in this study, these different non-preventive attitudes towards safety measures at the survey site are the result of the absence of voluntary submission to work, a major condition of organizational commitment. Our third hypothesis is thus confirmed.

7-Discussion of the results:

The results of our study reveal some clear conclusions: They confirm that systematic declines in resources with age (physical, cognitive, psychological and social) are potential occupational risk factors for the category of older workers. This was explained by the fact that these declines contribute to a reduction in their vigilance and in the importance, they should attach to safety at work. As a result, all of the respondents who had experienced significant declines, particularly on the physical level, developed an organizational commitment to occupational safety measures by default or by obligation. This result corroborates the proposals of (Bravo G, et al, 2020; Truxillo, Cadix, and Rineer, 2012; VENDRAMIN P, G. VALENDUC G.,2012 ; Perretti,J.M., et Marabot, E., 2006 and Schlossberg, 2005)

In the same vein, the respondents' comments on this subject show that psychological and cognitive decline make it difficult for them to adapt to group life and the pace of work. As for the social decline at this age (comparing oneself only with one's own age group, preferring to work with colleagues of the same age), this is experienced by the respondents as a serious problem of

integration that is extremely difficult with young workers. This was explained by the existence of major differences in personal values, attitudes, objectives, etc., which contributed to the weakening of intergenerational relations at work. This weakening of relationships has a negative impact on the value of mutual support at work, leading to an increase in workload and, consequently, exposure to occupational risks. This result confirms the propositions of the theoretical models of (Rousseau and Aubé, 2007) and the Selection-Optimization-Compensation model of Freund and Baltes, (2003) (Bernaud ,J.,L,Desrumaux,P., and Guédon ,D., 2016).

The results of this study also confirm that workers in the mid- to late-career transition phase (+ 45) are less committed in the long term to prevention and safety measures, the more they perform their work in conditions of forced submission. And that the weakening of their commitment has a negative impact on their preventive attitudes towards these measures. This result confirms in a very significant way the propositions of the theory of organizational commitment of (Joule and Beauvois, 1998). In this respect, this study reveals several conditions relating to forced submission to work, namely the absence of: autonomy at work, freedom to rethink the content and method of work, participation in the collective decision-making process, delegation of powers and responsibilities, encouragement of mutual aid at work, self-management of group affairs, socio-emotional support for the individual and support for the professional sphere.

Similarly, the results of this study have been able to highlight that workers aged 45 and older who strongly internalize the negative stereotype associated with the older worker group develop a calculated organizational engagement (Engagement due to lack of alternatives) that is ephemeral regarding compliance with safety measures. Thus, the fact of perceiving themselves as having difficulties in: carrying out their work correctly, pursuing changes in work methods (new technologies), developing relationships with youth, learning and training, etc. negatively influence this population's commitment to compliance with safety standards. This result corroborates the work of Faurie, Guibert and Morin (2012) who show that workers aged (50) who strongly internalise the negative stereotype associated with the group of older workers develop a calculated organisational commitment or a lack of alternatives with regard to the company's various policies(Bernaud, Desrumaux and Guidon, 2016).

8-Conclusion:

In conclusion, it is important to emphasize that the objective of this study is to evaluate the role of situational conditions fostering long-term engagement among workers aged 45 and older towards safety in the construction and public works sector in the wilaya of Bejaia. For the purposes of this study, we have identified the following engagement conditions: the decline of resources acquired with age, the internalization of negative stereotypes associated with older workers, and finally, the conditions of submission to work in this sector, including personnel management mode and adopted managerial practices.

Overall, the results show that this category of the working population is all the less committed in the long term to respecting these protocols as they carry out their work in conditions of forced submission. And that this type of submission is made more complicated by the systematic declines contracted with age. The same results also showed that workers of this age who strongly internalize the negative stereotype associated with the group of older workers develop a mode of organizational

commitment "by default and/or for lack of alternatives" and, as a result, non-preventive attitudes towards occupational risks.

To remedy this situation, this study recommends improving and/or introducing the following working conditions: firstly, adapting task characteristics (variety, identity, and meaning of work, autonomy, feedback) and HR practices to the various declines that occur as employee's age. Secondly, the development of approaches targeting the psychosocial aspects of mental and social well-being in this phase of career transition. Finally, enhancing the image of seniors in the workplace by reconsidering career stages. These are all management levers that could help company managers to reinterpret certain behaviors of seniors, in particular their disengagement from safety at work.

Finally, it should be emphasized that this study has its limitations, mainly linked to the small size of the sample, which may cause a bias in the results and limit the generalizability of the conclusions put forward. Only more elaborate research will be able to improve our knowledge of the role of organizational commitment in the development and maintenance of favorable attitudes towards safety at work. We therefore propose to replicate this research again, using larger samples and including the study of certain control variables, in particular gender, sector of employment and level of education.

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