*Do Employee Attitudes about Online Training Correlate with Safety Records in a Large Manufacturing Corporation?*

## Questions

1. Are employee attitudes about online training correlated with the number of online courses in which employees enroll?
2. Do employees at “high safety” sites participate in more training courses than employees at “low safety” sites?
3. Are employee attitudes about online training correlated with the number of safety incidents?

## Methodology

To determine the employees’ attitudes about online safety training at Company X, a survey was distributed to a selected number, who were chosen by their online safety training enrollment during a set time period. The beginning population was 1039 employees who were enrolled in the safety training courses. After duplicate entries were eliminated, a sample set of 590 employees were selected for survey participation with 119 completing.

The respondents were surveyed by e-mail and given two weeks to respond. One reminder e-mail was sent. After the survey was completed, the data was collected for analysis. It involved three steps: (1) develop and administer the survey through e-mail, (2) content analysis of the incidents, and (3) application of Spearman’s Rho to correlate the date or application of Mann-Whitney to correlate the number of courses enrolled and type of safety site.

## Results

During 2009, the greatest number of employees enrolled in three online courses (21%) and least number enrolled in nine online courses (1.7%). There was a positive correlation between employees’ perceptions of improved job performance and the number of online courses enrolled. There was a significant negative correlation between the number of LWIRs, and the amount of “step-by-step” assistance required to complete the training.

## Conclusion

We concluded the employees in our study had a positive attitude about their online training. These results support previous research indicating that effective training would be reflected in positive attitude from the employees. The employees indicated the online courses are more convenient than instructor led courses and improve their job performance. Interestingly, the employees did not indicate a positive or negative attitude about completing the time spent completing the online courses.