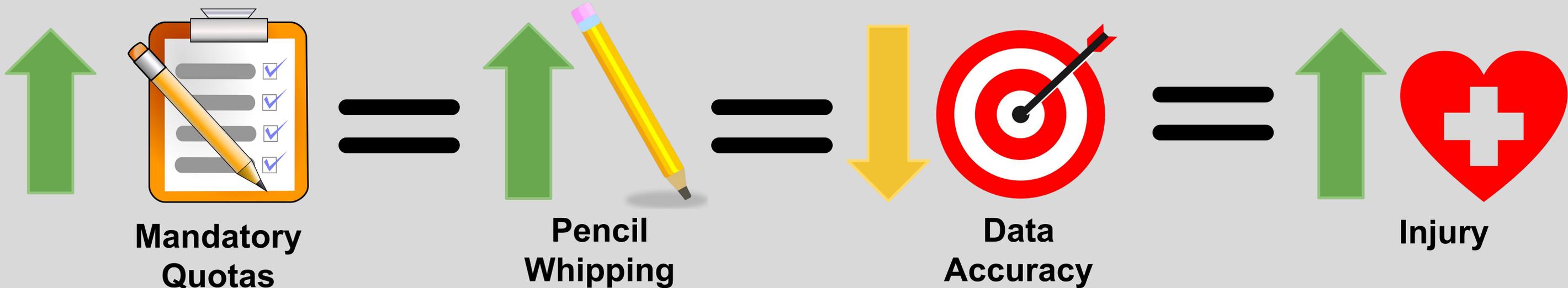


# Does a Quota a Day Keep the (Safety) Doctor Away?

## The Effect of Mandatory Observation Quotas on Safety Outcomes

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**Quota:** A targeted number of observations employees must conduct during a certain period of time (Nordqvist, 2019)

- Organizations believe increased quotas lead to less accidents

**Pencil whipping:** When an employee completes an observation document without having performed the implied work (Ludwig, 2014)

**Behavior-based safety (BBS):**

- Identifying and operationalizing target behavior
- Gathering data by observation
- Delivering feedback
- Committing to improvements in company safety practices (Krause, 1997)



**Methods**

- Use R to find variability of at-risk identifications from Quotas
- Compare variability between Mandatory Quotas and Non-Mandatory Quotas

**Predicted Outcomes**  
Mandatory Quotas will have less variability because Pencil Whipping will keep from the accurate recording of at-risk behaviors

**Benefits of this Research**

- Learning how to best prevent on-the-job accidents
- Understanding the link between accurate data and preventing accidents
- Building better intervention techniques
- Decreased levels of employee injuries