

Research Agenda of Psychological Safety and Psychosocial Safety Climate in Workplace Safety: A Bibliometric Analysis and Systematic Review

Abstract

Workplace safety research has reached fast-growing scholarly attention. However, comprehensive research focus on workplace safety from physical accidents and injuries to offer insights. This lack of conceptual clarity regarding workplace safety from the psychological aspect and its pertinent impact on organizations is problematic. Organizational psychosocial safety climate and employees' psychological safety could jeopardize work engagement and performance productivity. Repositioning the value of workplace safety from the perspective of psychology contributes to strengthening the well-being of employees and organizational resilience.

In this paper, we synthesize theoretical arguments and empirical findings from 990 research articles published between 2000 and 2023 to map the knowledge of psychological safety and psychosocial safety climate, the theoretical underpinnings, and mechanisms, to offer a state-of-the-art overview of the workplace safety research field. Opening this black box through bibliometric and systematic literature review, our findings allow promising researchers to advance an area of safety literature that has been neglected. The managerial implications of this study contribute to offering managerial implications on workplace safety policymakers and human resource managers, enhancing employees' psychological safety, and eliminating workplace psychosocial hazards.

Keywords: psychological safety, psychosocial safety climate, Bibliometric analysis, Systematic review