Corrections Table

Comments	Correction page	Remark
Repetition has been addressed to a certain extent. However, it is still there both within and across chapters. The final chapter is still quite repetitive in relation to other chapters. This needs to be addressed in the final revision.	Many pages throughout the thesis	Repetition has been removed on numerous pages.
Policy issues in terms of soft policy (such as standardisation and certification) have not been addressed adequately. A few clearer sentences are needed on whether the companies from where the sample was drawn are certified and operating OSH management systems. This should be discussed both in the first chapters and in the Discussion. The thesis should also make legislation in the UAE clearer and refer to whether they have ratified ILO Conventions on occupational health and safety.	16,17, 18, 254	Added
Although the distinction between safety climate and psychosocial safety climate has been clarified, the candidate has not justified well the reason for sticking to the former. There are statements in the thesis like “The investigation of safety climate is important since it is a key predictor of an organisation’s psychosocial conditions” (p.23). Same on p. 182, for example. However this is not true. Psychosocial safety climate has been found to predict psychosocial working conditions.	29 24 and whenever mentioned in the thesis	Corrected Corrected
The thesis still refers to prediction in different ways when the study is cross-sectional. E.g. pp. 105 (predictors), 183 (influence in all the inferential research questions), 213 (effects), 220 (predicted), 228 (effect).	Removed in several locations in the thesis	Where cross-sectional findings are referred to reference is made only to associations or relationships. Words that might imply a causal relationship (e.g., effect) have been replaced.
p. 64. Why do you refer to high job demands and control as workload?	66	Revised
P. 137. The title of Figure 5-1 is not appropriate	140	Revised
p.224. You only refer to the single-item measure used for health. What about the other single-item measures you have used?	225	This section has been expanded to include

		reference to the single-item measure of job satisfaction and accident involvement that was used in the study.
p.240. Leka and Houdmont (2010) is not a study!	--	This citation has been removed.
There are still serious language issues in terms of grammar, spelling, and typos. The thesis requires extensive proof-reading and corrections. Similarly, there are issues with formatting and referencing throughout the thesis and both in the main text and the reference list. The student should adopt APA referencing style as had been discussed at the viva. We expected that these issues would have been resolved in the new submission and we advise the student to ensure they are addressed in the final thesis revision.	The entire thesis has now been proof read by a professional provider of such services.	