

## **Safety Culture of Approved Training Organizations: Basis for An Emergency Response Plan Manual**

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### **Abstract**

Every Approved Training Organization (ATO) follows the safety standards imposed by the Civil Aviation Authority of the Philippines (CAAP). As per the FAA (2018), safety culture is essential to the effectiveness of safety performance, and it will inevitably be a requisite to the general output of the organization. However, here in the Philippines, there are little to no studies relating to such a topic. In this regard, the paper aims to find out the level of engagement and implementation of the Approved Training Organization (ATO) in the Philippines. Moreover, to look into the relationship of the ATO safety Management System process engagement and implementation towards safety motivation, safety compliance, safety participation, and safety reporting behavior. Lastly, to find out the differences and also the variations in safety culture perception. The paper made use of a concurrent-embedded mixed method approach, in which the researcher presented both quantitative and qualitative data collected. In summary of the findings, all the ATOs exhibit a strong commitment to transformational safety leadership, safety reporting behavior, safety compliance, and safety participation. While the high R-squared values for Safety Reporting Behavior and Safety Participation signified strong model fits. Moreover, there are no significant differences in perceptions among demographic variables as to gender and functional group for safety reporting behavior, safety compliance, and safety participation across all three aviation schools. There is a positive agreement resulting in a positive practice of safety culture within the surveyed aviation schools, with a strong commitment to safety policies, reporting, compliance, and participation. The variations or differences in perceptions among demographic variables were generally not significant, signifying a consistent safety culture regardless of gender or functional position. The results served as a basis for proposing an SMS policy implementation for the selected aviation schools in the Philippines.

*Keywords: Approved Training Organizations (ATO), Safety Management System (SMS), SMS process engagement, SMS policy implementation, Safety compliance, Safety participation reporting behavior*