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# Impact of change processes on relationships between safety culture and organizational climate within air traffic control

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Air traffic control is an activity where safety has highest priority but is subject to pressure in the form of increasing demands on efficiency, technical development and other changing conditions in air traffic. In order to adapt to these demands the Swedish air navigation services (ANS) are undergoing major changes concerning e.g. establishment of commercialized spheres, new leadership structures, new work organizations and new work practices i.e. transition to a more computerized air traffic control system.

These kinds of changes may have impact on the safety culture and, in extension on aviation safety. In a joint research project between the LFV Group - Swedish Airports and Air Navigation Services and Lund University, one of the aims is to study and monitor the safety culture and organizational climate during the course of these change processes. Study locations are the two main air traffic control centres in Sweden and parts of the ANS division's head office. Three measurement rounds have been conducted using questionnaires.

The aim of the current presentation is to discuss aspects of safety culture and dimensions of organizational climate and their relationships, given the baseline values from the first measurement round and the follow-up values (20 and 42 months later) from the second and third measurement round after major changes. In round one, it was found (in operative units) that a higher level of *Support for ideas* and a lower level of *Conflicts* were significantly positively related to many safety culture aspects. The relationship between the two concepts will be compared concerning stability over time or possible dissimilarity caused by organizational and technical changes.