

Review Article

Influence and Effect of Occupational Health and Safety on Employees Performance: A Study of Afghanistan International Bank

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Abstract - Occupational Health and safety manages all parts of wellbeing and security in the work environment and has a solid spotlight on essential counteractive risks. It will likely keep away mishaps and mischief to individuals from business-related exercises. Fire safety, building safety, occupational health, and machine safety issues remain the organization's highest risk issues. When we find issues of non-compliance in these high-risk areas, we respond immediately and work with contract factories to remediate. We divest from those organizations that fail to elevate performance. Keeping these things in view, data were collected from 205 employees through validated questionnaires by adopting the stratified sampling technique.

Further, collected data were analyzed using multiple regression through the latest SPSS software. The result of the study reveals that employee performance significantly depends on the groups of identified factors such as Perceived as Employee Assistance Program (EAP), Employee Wellness Programs (EWP), Health and Safety Policy (HSP), Health and Safety Inspections (HSI), Health and Safety Audits (HSA) and Health and Safety Training (HST). Moreover, the study provides a few valid recommendations while concluding the study.

Keywords - Occupational Health, safety, employee Performance, and Afghanistan

I.INTRODUCTION

Occupational Health and safety is very important in every organization worldwide, especially in the context of Afghanistan. One of the main concerns for every employee, especially in production and mining industries service sectors that directly affect employee performance. The health and safety of employees are very important to achieve the organizational goals and objectives. Health and safety programs and policies safeguard employees and other people

affected by the firm's products and services against the hazard. To reduce occupational injuries with limited resources, companies face challenges concentrating on these resources to achieve the greatest reduction for the minimum cost. Safety culture has been a crucial factor that sets the tone for the importance of safety in the organization (Carayon et al., 1999). Health and safety policies and programs mainly focus on safeguarding employees from hazards against the organization's products and what it does in the organization's work environment (Choudhry et al., 2007).

In personnel management history, there is a need for workers to facilitate a safe workstation. In beer et al.'s HRM model, work systems could impact obligation, capability, similarity, and cost effectiveness and affect employee welfare. Some studies show that the work system's design will affect the physical and mental health and durability of life itself. It shows the importance of health and safety programs for workers' safety (Eaton and Nocerino, 2000). Occupational Health and safety problem started from the emergence of human work in the eighteenth and nineteenth centuries. While the industrial revolution occurred in Europe, it was identified that the work is dangerous to life. Hence, health and safety is an issue in the workplace. The scope of occupational health and safety gradually expanded from illness and injuries to work to the job's nature, the broader work station, and employee's welfare. Occupational Health and safety are divided into a number of specializations according to problems and application within physiology, psychology, sociology, ergonomics, medicine, hygiene, work safety, toxicology, and epidemiology (Elgstrand and Petersson, 2009).

Now-day occupational health and safety have become a very higher priority for every employment sector due to growing evidence of great loss and suffering caused by occupational ill-health and disease; for managers, it is partly



due to the increasing number of accidents deaths take place at workstation. Occupational safety and health is a broader area that related widely with all aspects of business interest and concern. Currently, occupational health and safety are very critical in human resource management. Hence its role, influence, and importance have been overlooked (Muniz et al., 2009). The primary useful effect of occupational health and safety on productivity results in reducing absenteeism (Garcie-Herrero, 2012). In today's business, one of the organization's challenges is how to attract the mind and heart of all of its employees. In today's work environment, occupational exposure verse ergonomic, psychosocial, and emotional factors are found. These factors will threaten workers' health and safety individually or in complex combinations and decrease their productivity (Health and Safety Executive, 2008).

There should be some occupational health service created in or close to the workplace for:

- Safeguarding the employees against any health danger arising at the workstation.
- Taking care of an employee's physical and mental adjustment.
- Establishing and sustaining the highest possible level of physical and mental health safety of Employees. The employers are committed to safeguarding employees from all danger that may arise towards health and safety (International Labor Organization 1959).

As a result of work-related ill-health and injury every year, the international labor organization forecasts that 2.2 million workers die. Of that, 350 thousand deaths are due to accidents, and the rest due to occupational illness and accidents. On the top of international labor organization estimates that there are 264million non-fatal accidents occur every year. Due to more than three days of absence from work and work-related diseases, 160 million people suffer. From an economic point of view, 4% of the world's annual GDP is lost due to occupational disease and accidents (ILO, 2013). In the United Kingdom, 2 million people are reported to be affected by illness and believed that caused or made worse by their current and past work .compare to other European countries such as Germany, France, Italy, Spain, Poland, and UK performance is better the key areas of injuries facilities and self-reported work-related ill-health (British safety council, 2014).

II.OCCUPATIONAL SAFETY AND HEALTH

Occupational Health and safety is a complex area. The main objective of health and safety programs is to provide a safe and better work environment for those involved (Amazon, 2006). Since occupational safety is to avoid accidents and decrease those aspects of workstation, it will lead to immediate violent harm to personnel (Geldart et al., 2012). These conditions lead to unsafe workplaces and a lack of quality in the work environment (Jackson et al., 2009).

III.OCCUPATIONAL HEALTH SURVEILLANCE

Method to know about the health problem and occupational exposure, including biological monitoring, curative surveillance environmental assessment, and epidemiological approaches (Haines et al., 2007). For a healthy working environment, there should be monitoring at the workstation. It includes organized surveillance of the factors in work station and working practices, affecting the employees' health. Surveillance program should include the monitoring of employees to exposure.

HEALTH AND SAFETY POLICIES

Every company needs to prepare and keep up to date, and a written statement of health and safety policy, usually for five years except in very small firms. In the policy, the prevention and control of occupational danger in the work environment should be clear, implementable, and well-defined policy in the organization (Foot and Hook, 2008). The occupational safety and health policy represent the base for which occupational health and safety goals, performance measures, and other ingredients are developed. It shows the organization's commitment towards health and safety at work, and for health and safety issues, we should indicate the standard behavior (Storey, 2006).

IV.HEALTH AND SAFETY AUDITS

Human resource specialists and safety advisors should conduct it, but it will be better to involve managers, workers, and representatives from different levels. It reviews all aspects of safety and health program procedures and practices (Ismail et al., 2012). The health and safety committee often conducts audits also, managers can be held responsible for carrying out the audits within their section, even individual members of these departments, and be trained to conduct the audit in a particular area (Cole, 2004).

V.EMPLOYEE'S WELLNESS PROGRAM

It's essential for health and safety. It's a process to be aware and choose more about making the existing program better and successful (Jonathan and Mbogo, 2016). The organization has invested in this program at a record rate they are paying in terms of morale, performance, absentee rates, and health care costs (Jorgensen et al., 2006). Organizations are more interested in investing and protection programs, identifying that they can affect their workers' behavior. Moral companies motivate workers to have healthier lives while reducing health care costs through the formal worker's wellness program (Mejia et al., 2010). A wellness program can be simple and cheap. It facilitates providing information about stop-smoking and lose weight programs and can be expensive and complex, such as professional health screening and need a huge amount of money for witness facilities.

VI.HEALTH AND SAFETY TRAINING

It's a crucial element of sustaining a healthy and safe of the work environment and its an important part of occupation

health and safety management for protection program .training help an individual to have a basic theoretical and practical knowledge and practice towards the protection of employees at work environment (Millmore et al., 2007). Health and safety training is a basic element of occupational health and safety policy, it gives information for employees how to handle with potential danger and prevent them, for this purpose a proper training in occupational health and safety to the worker is required on the other hand training have to meet employees need. Employees such as managers, managerial staff, and the workforce need to be trained to keep them safe from the hazard (Armstrong, 2006).

VII.EMPLOYEES ASSISTANCE PROGRAM

This program helps workers whose job performance is distracting due to physical, mental, or emotional difficulty. The employee assistance program is crucial in recent years for practical and emotional support (Beardwell, 2005). Employee's assistance program tells about the different range of problems such as drug abuse and conjugal problems. Many organizations have employee assistance programs that identify their ethical and legal commitment to protect their physical and mental Health (Mejia et al., 2010).

VII. HEALTH AND SAFETY INSPECTIONS

It's a program to examine a specific area in the company, especially in the operational department or manufacturing process, locate and designed the equipment, plant, machines in such a way to minimize risks and other operational error that lead to danger to health and could be the source of accidents. This program should be conducted regularly by managers supervisors with safety experts' help (Joubert, 2002).

IX.OCCUPATIONAL SAFETY AND HEALTH PROGRAMS

The main objective of occupational health and safety policies includes all activities and actions held by the organization to reduce hazardous conditions and dangerous acts in the work environment. The first-line defense of organization for accident avoidance is to reduce hazardous condition, and he also stated that in designing safe and healthy condition, the organization needs to concentrate more on weak workers in workstation either due to lack of instruction, improper personnel defensive equipment, physical limitation or cultural reasons (Kombo and Tromp, 2008). Its responsibility of every worker and those under contract in the organization is to eliminate the maximum extent of the possible hazard to safety and health and achieve a healthy and safe work environment. Occupational health and safety aim to reduce the impact of work-related illness and hazards at the company's workplace (Desseler, 2008).

X.HEALTH AND SAFETY PROGRAM

Occupational Health Surveillance is a method for identifying occupational hazards and health problems

associated with them. It can be broadly listed as environmental assessment, biological monitoring, medical surveillance, and epidemiological approaches (Logasakthi and Rajagopal, 2013). To ensure a healthy working environment, there must be monitoring at the workplace. This involves Systematic surveillance of the factors in the working environment and working practices that may affect the worker's health. Surveillance programs should, therefore, include the monitoring of workers to hazards.

XI.ORGANIZATION AND OCCUPATIONAL HEALTH AND SAFETY ACT

To implement effective and efficient task performance, various union organizations, workers, and government, especially in America and the European continents, have made significant efforts to promote its occupational health and safety. The extensive concern regarding workers' health and safety in the United States led 1970 to a very widespread law regarding employee safety 1970. this act is called the occupational health and safety Act of 1970. When the laws were passed, approximately 15000 deaths occurred every year in the United States of America (Makin and Winder, 2008). Controlling accidents at work effort of occupational health and safety act: The organization needs to take numerous protection efforts to establish a safe workplace, especially related to the accident at work. One important approach to carefully study the workstation is to recognize and isolate hazardous situations and recommend dealing with those situations. The other step is protective clothes and devices such as helmets, face masks, ear protector, hand gloves, boots, safety shoes,elbow supports and screen filters, and appropriate setup as well appropriate chairs and desks (Denisi and Griffin, 2005).

X.EMPLOYEE PERFORMANCE

Employee performance is the outcome achieved from specific activities and specific tasks in a certain period. It's a set of activities that are related to the organization that an employee works. Nowadays, active managers and directors identify employees' performance as the backbone of every organization to achieve organizational goals; hence it's also equally important to work on productivity improvement and have a proper improvement of productivity we have to measure it.

XI.STATEMENT OF PROBLEM

One of the most valuable assets of any organization, communities, companies, and countries are health and safety at the work station. Occupational Health and safety is not only a crucial policy to keep employees safe but also participate in inefficiency, employees' promotion, and also the overall quality of life of persons and community. In a competitive environment, occupational health and safety are one of the requirements that employers need to meet the expectation of employees and keep them safe from hazards and illness in the work environment. Hence it will enhance

the productivity of employees and prevent a hazard and ill health that will happen due to dangerous equipment, machine, tools, and chemical in the work environment.

Afghanistan International Bank (AIB) also have some policies and program to keep them safe, as we know in Afghanistan context the organization doesn't care much about the health and safety of employees as compare to other country but Afghanistan International Bank (AIB) is one of the reputed organization in the service sector. So, the purpose of the current study is to find out whether occupational health and safety has any impact on employee's performance positively or negatively, and hence, the following objectives and corresponding Hypotheses were framed.

XII.OBJECTIVE OF THE STUDY

The objective of the study is to know the effects of occupational safety and health programs on employee performance

HYPOTHESIS

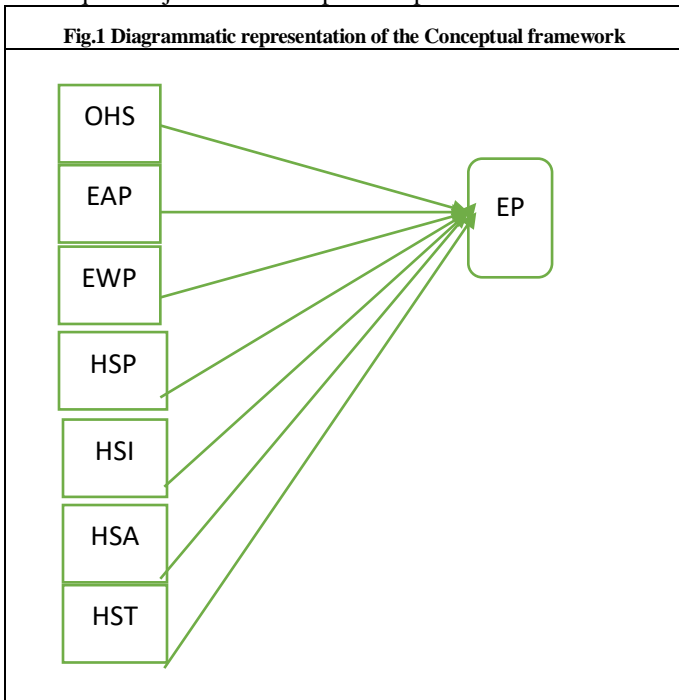
To work out the objectives framed for the study, the following Hypothesis was framed for testing.

Hypothesis

H1: There is no effect of occupational health and safety on employee's performance

XIII.CONCEPTUAL FRAMEWORK

The details of the conceptual framework taken up for the present work are shown in Figure-1, where the details like components of occupational health and safety and employee performance were shown in a schematic representation. This was framed, taking into consideration the nature of the topic and subsequent objectives taken up for the present work.



Research Methodology

The outline is prepared considering the nature of the problem identified and succeeding objectives taken up for the work. Hence, a descriptive research design with a questionnaire for the primary data collection is employed in this work following the standard guidelines. The present study is to know the effects of occupational health and safety on employee's performance. More specifically, Employees assistance program, Employees wellness program, Health, and safety policy, Health and safety inspection, Health and safety audits, health and safety training on employees performance. Hence, a descriptive research design was followed in the present work, and the survey was conducted among employees of AIB for the purpose of collecting primary data constituting the present work.

XIV.INSTRUMENT USED FOR PRIMARY DATA COLLECTION

This work was carried out based on the primary data collected through the survey instrument. The survey instrument used for this work is a standardized well-structured questionnaire. The questionnaires were employed to collect the primary data and relevant information from the employees of the service sector. This survey instrument was designed and tested as a part of this work and proved reliable.

Pre-testing

A pilot study was conducted to obtain the preliminary assessment of the internal validity of the research survey instrument questionnaire; for this purpose, primary data were collected from 10 employees. The results of the pilot study confirmed the internal reliability of the instrument deployed, and hence, the same instrument was used in the identified sampling areas to collect the primary data needed for the present study.

Survey Instrument Reliability

The survey instrument was tested with appropriate reliability analysis comprising the computed value of Cronbach alpha, and the alpha value for all the study variable taken up in the survey instrument is found to be well above the suggested value of 0.6 (Nunnally, 1978). The specific, details of alpha value for each of the study variable constituting the present work is shown in the Exhibit-1.

Details of the Scale	Cronbach Alpha
Occupational Health Surveillance	0.746
Employees assistance program	0.812
Employees wellness program	0.966
Health and safety policy	0.942
Health and safety inspection	0.767
Health and safety audits	0.692
Health and safety training	0.712

XV.SAMPLING DETAILS

This research was conducted on Afghanistan International Bank employees to gather data with the help of validating instrument structured questionnaire for hypothesis testing. To meet research objectives, 240 questionnaires were distributed among employees, and out of it, 205 employees responded, adopting stratified random sampling to ensure all departments categorize into strata to ensure employees from different departments and levels are included. The statistical tools employed for the present work comprise the basic descriptive details of the study variables. Further, Multiple Regression analyses were tested through SPSS software as part of the analysis. Based on the research models assumed and the corresponding statistical tools, hypotheses formulated in this work are tested and corresponding results provided in the next sections

XVI.EFFECT OF OCCUPATIONAL HEALTH AND SAFETY ON EMPLOYEE'S PERFORMANCE.

From the results of table-1, it can be inferred that the F value of 14.642 is found to be significant at the 5 percent level, and hence, hypothesis-1 is rejected. These results suggest that employee performance depends on the group of factors of occupational health and safety. Further, the adjusted R square value of 0.654 from the table-1 indicates that 72 percent of employee performance significantly depends on these groups of factors. Also, the 't' values of 4.291, 4.291, 2.860, 3.513, 2.030, 1.034, and 4.124 corresponding to different factors such Perceived as Employee Assistance Program (EAP), Employee Wellness Programs (EWP), Health and Safety Policy (HSP), Health and Safety Inspections (HSI), Health and Safety Audits(HSA) and Health and Safety Training (HST) are found to be having significant effects on the model conceived.

Employee Assistance Program (EAP), Employee Wellness Programs (EWP), Health and Safety Policy (HSP), Health and Safety Inspections (HSI) 2.030, Health and Safety Audits (HSA) and Health and Safety Training (HST)

More specifically Employee Assistance Program among employees is found to be having a significantly superior effect on their performance with the highest 't' value of 4.291. This confirms that It helps to reduce the health care cost. Also, there is a decrease in drug abuse and marital issue

Similarly, the factor Health and Safety Training (HST) among the employee causes a significantly good effect on their performance with the next higher t value of 4.124. This confirms that employees are provided with adequate training to understand proper working methods, and the company educates employees about a healthy work-style.

The' value of 3.513 obtained for the factor Health and Safety Policy significantly causes a considerable effect on employee performance in an organization. This confirms that this organization has a safety and health policy in place to promote a safety culture, and the policy has a proper procedure to handle the complaints about safety and health. Also, in the policy, the role and responsibilities of the employer and employees are well defined.

The' value of 2.860 obtained for the Employee Wellness Programs' significantly causes a considerable effect on employee performance. This confirms that the Wellness program reduces worker's illness and health hazards, and the organization has a wellness program in place. Further, this program has increased employee's productivity.

The't' value of 2.030 obtained for the Health and Safety Inspections significantly causes a considerable effect on employee performance. This confirms that the organization conducts the regular examination at the work environment and the inspections help in developing health and safety strategies and initiatives that are tailored to the organization-specific needs. Further, Inspections identify dangerous substances, and Employees are included in the inspection process.

Similarly, the factor Health and Safety Audits among the employee causes a significant effect on their performance with the t value of 1.034. This confirms that the Health Safety audit has been conducted by safety advisors, Human resource specialists, managers, and employee representatives. Further, Health and Safety audits are conducted regularly, and Audit reports are shared with all the employees.

The remaining 't' value of 0.867 correspondings to the factor Occupational Health Surveillance (OHS) is not found to be significant at the 5 percent level. Hence, it can be inferred that employee performance does not depend significantly on the factor of Occupational Health Surveillance.

VXII.FINDINGS AND SUGGESTIONS

The major finding of the present study is that employee performance depends on the group of factors (such Perceived as Employee Assistance Program (EAP), Employee Wellness

Table 1. Result of regression for hypothesis-1					
Model	Unstandardized Coefficients		Stand Coeff.	t	F
	B	Std. Error	Beta		
(Constant)	12.046	3.147		4.096	14.642*
OHS	0.142	0.169	0.111	0.867	
EAP	0.742	0.131	0.693	4.291	
EWP	0.420	0.135	0.316	2.860	
HSP	0.332	0.135	0.439	3.513	
HSI	0.367	0.126	0.546	2.030	
HSA	0.742	0.110	0.420	1.034	
HST	0.131	0.107	0.332	4.124	
Adjusted R square					
Source: Computed from Primary data Significance: * (5%)					

Programs (EWP), Health and Safety Policy (HSP), Health and Safety Inspections (HSI), Health and Safety Audits (HSA) and Health and Safety Training (HST) of occupation and health safety. Also, results reveal that the Employee Assistance Program among employees is found to be having a significantly superior effect on their performance. This confirms that it helps to reduce the health care cost; also, there is a decrease in drug abuse and marital issues. Further, results show that Health and Safety Training (HST) among the employee causes a significantly good effect on their performance. This confirms that employees are provided with adequate training to understand proper working methods, and the company educates employees about a healthy work-style. Moreover, the Health and Safety Policy significantly causes a considerable effect on employee performance in an organization. This confirms that this organization has a safety and health policy in place to promote a safety culture, and the policy has a proper procedure to handle the complaints about safety and health. Also, in the policy, the role and responsibilities of the employer and employees are well defined. Also, Employee Wellness Programs significantly cause a considerable effect on employee performance. This confirms that the Wellness program reduces the worker's illness and health hazards, and the organization has a wellness program in place. Further, this program has increased employee's productivity. The results also mention that Health and Safety Inspections significantly cause a considerable effect on employee performance. This confirms that the organization conducts the regular examination at the work environment and the inspections help in developing health and safety strategies and initiatives that are tailored to the organization-specific needs. Further, Inspections identify dangerous substances, and Employees are included in the inspection process, and Health and Safety Audits among the employee causes a significant effect on their performance. This confirms that the Health Safety audit has been conducted by safety advisors, Human resource specialists, managers, and employee representatives. Further, Health and Safety audits are conducted regularly, and Audit reports are shared with all the employees. Further, the result pointed out that the majority of the respondents belong to the age group 21 – 30 years, and the majority of the respondents belong to the gender group male. Also, the majority of the respondents belong to the middle-level category, and the majority of the respondents belong to the bachelor status of education, and the majority of the respondents belong to the marital status married.

Occupational Health and safety of employees are very important factors to both employers and employees; it's recommended that all companies and organizations must ensure to implement health and safety programs that will result in a positive impact on employees performance and request government specially authorized authorities and entities to have proper rules and regulation for health and safety programs and also implement the existed health and

safety policies as it has to be implemented and required. In order to get the safety and policy programs implemented so that they have a positive impact on employees, a group of professional specialists and experts should be sent by AIB to monitor and inspect to decrease the level of hazard and keep the workforce safe.

It is not much considered in Afghanistan that occupational health and safety programs lead to increase performance and efficiency of employees; meanwhile, it is completely positive. It is recommended to other researchers to take similar research in different sectors, and also a large sample size should be obtained to find out the effects of occupational health and safety in their respective work environments. There are some more suggestions that employers need to know:

Training and education: Education and training are very important elements of a healthy and safe workplace. Both should be aware of the importance of creating a safe working procedure and how to do it.

Information: it is very important for better and effective implementation of occupational health and safety programs, so the employees should collect data about the effect of hazards and hazardous materials in the work environment.

CONCLUSION

Occupational Health and safety of employees are very important factors to both employers and employees; hence it will lead toward the development of any organization. Based on the data collection and analysis, the relationship between variables which were reflected in the model and mentioned in Hypothesis, it was found that there is a strong relationship among variables. The findings show that occupational health and safety surveillance, employees assistance program, employees wellness program, Health and safety policy, Health and safety inspections, health and safety audits, and health and safety training have a positive effect on employees performance, hence the commitment of management towards the implementation of OSH program in the work environment plays a major role in order to have a healthy and safe workstation .the overall result shows the hypotheses 1 is rejected, it means the alternative hypotheses are accepted. Therefore, there is always a positive relationship between occupational health and safety and employees' performance in the work environment.

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