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**Impact of Occupational Health & Safety on Job Performance among Machine Operators: A Study of Group of Companies in Large Scale Apparel Sector in Sri Lanka**

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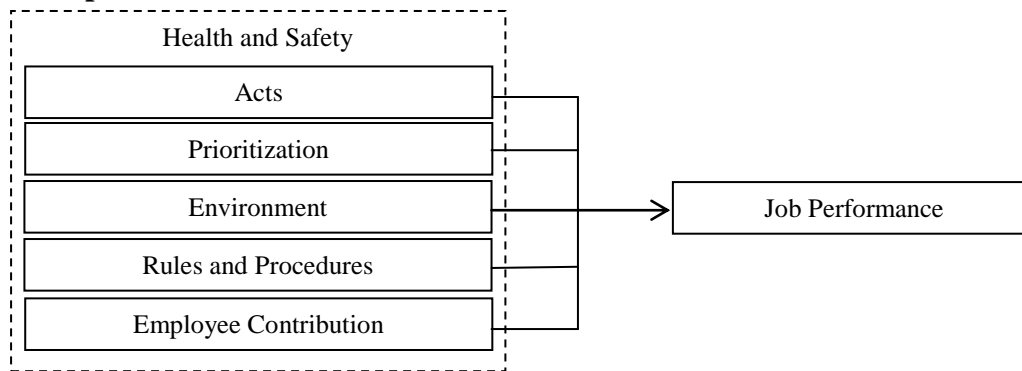
**Area of the Study**

Feelings of free safety issues and health issues in workplace bring advantages to enhance the employee performance. As a significant HR function, this study is aimed to discuss impact of occupational health and safety on job performance among machine operators.

**Problem**

The objective of the study is to find out the impact of occupational health & safety on job performance among the machine operators in large scale apparel sector in Sri Lanka.

**Conceptual Framework**



**Method**

The study was quantitative and the simple random sampling was used to gather the primary data for the study. The sample size was 375 machine operators in the large scale garment factories. Self developed questionnaire was used to gather the primary data and univariate and bivariate analyses were used to derive the findings.

**Reliability**

Table 1: Cronbach's Alpha Coefficients

|   | <b>Instrument</b>       | <b>Cronbach's Alpha</b> |
|---|-------------------------|-------------------------|
| 1 | Acts                    | 0.798                   |
| 2 | Prioritization          | 0.892                   |
| 3 | Environment             | 0.763                   |
| 4 | Rules and Regulations   | 0.801                   |
| 5 | Employees' Contribution | 0.804                   |
| 6 | Job performance         | 0.894                   |

**Data Analysis**

Table 02: Correlation Results

|   |                         | <b>Pearson Correlation</b> | <b>Sig (2-tailed)</b> |
|---|-------------------------|----------------------------|-----------------------|
| 1 | Acts                    | .846                       | .000                  |
| 2 | Prioritization          | .236                       | .000                  |
| 3 | Environment             | .686                       | .000                  |
| 4 | Rules and Regulations   | .598                       | .000                  |
| 5 | Employees' Contribution | .418                       | .000                  |

### **Findings**

1. There is a strong and positive relationship between occupational health and safety acts and job performance of machine operators in the apparel industry in Sri Lanka.
2. The occupational health and safety prioritization has a weak and positive relationship with job performance of machine operators in the apparel industry in Sri Lanka.
3. There is average and positive relationship between occupational health and safety environment and job performance of the machine operators in the apparel industry in Sri Lanka.
4. There is average and positive relationship between health and safety rules & procedures and job performance of the machine operators in the apparel industry in Sri Lanka.
5. There is average and positive relationship between health and safety contribution and job performance of the machine operators in the apparel industry in Sri Lanka.

### **Conclusion**

The main conclusion of the study is that safety and health management of the companies in large scale apparel sector in Sri Lanka is one of the important factors to determine the job performance of the employee. Among the dimensions of the safety and health, companies have to consider the act as important factor than other factors.



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