

**IMPACT OF OCCUPATIONAL HEALTH AND SAFETY ON WORKERS PRODUCTIVITY  
OF KOHINOOR TEXTILE MILLS, RAWALPINDI**



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**IMPACT OF OCCUPATIONAL HEALTH AND SAFETY ON WORKERS PRODUCTIVITY  
OF KOHINOOR TEXTILE MILLS, RAWALPINDI**

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Thesis Title

**Impact of Occupational Health and Safety on Workers Productivity of  
Kohinoor Textile Limited**

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*In the name of Allah, the most gracious and the merciful. I am thankful to Him that He bestowed his blessings upon me and gifted me with the abilities which made me able to experience His creation and opened doors of knowledge for me.*

*Praises for my supervisor, **Sir Khurram Ellahi** who guided me strongly and who trusted me to accomplish this task. Without his support I would never able to accomplish this task.*

*Along with this I would like to thank my friends for their guidance and support and the knowledge that I have received from them.*

Muhammad Usman Tauqeer

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## DECLARATION

I, **Muhammad Usman Tauqeer**, hereby solemnly declare and affirm that this project, neither as a whole nor as a part thereof has been copied out from any source. It is further declared that I have developed this report entirely on the basis of personal efforts made under the sincere guidance of my Supervisor **Sir Khurram Ellahi**

Muhammad Usman Tauqeer

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*I dedicate all my hard work and struggle to our beloved  
parents and friends, who guided me and tolerated me  
throughout the research. And to my teachers that have  
been a source of inspiration for me.*

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## ABSTARCT

*The research was carried out to examine the “Impact of occupational health and safety policies on employee’s performance in the Kohinoor textile Mills limited” and a case study approach was adopted for the study. The principle information accumulation instruments utilized were meetings and polls and also measurable devices, for example, Pearson connection was received to survey the relationship between interest in wellbeing and security and representative’s execution. The significance of administration for compelling wellbeing administration has been the center of examination consideration in industry for various years, particularly in vitality and fabricating divisions. In, next to no examination into authority and security has been done in restorative settings. A specific survey of the mechanical security writing for initiative examination with conceivable application in social insurance was embraced. Rising discoveries demonstrate the significance of participative, transformational styles for security execution at all levels of administration. Value-based styles with regard for checking and fortification of specialists' wellbeing practices have been appeared to be powerful at the supervisory level. From the discoveries, it was inferred that associations need to give careful consideration to their wellbeing and security measures subsequent to separate from the way that in different purviews it is sponsored by law and is required, it is delegated a presence requirement for which other motivational elements intended to enhance representatives' execution rotates.*

**Keywords:** occupational health and safety, performance, employee,

# CHAPTER 1

## 1 INTRODUCTION

Diseases and accidents in the work place are an appalling tragedy. The incidence of occupational diseases and injuries are very high in Pakistan because thousands of workers are routinely exposed to hazardous chemicals. It is well known that healthy workers are most productive. The introduction of hazards technologies in industry has resulted in high accident rates, occupational diseases, and unhealthy working environments.

Most workers are illiterate and do not know what protective measures should be adopted for their jobs. Most of the workforce is not prepared to cope with the hazards posed by manufacturing and industrial processes. The country lacks the basic infrastructure and qualified personal for providing occupational health and safety services to the workforce. Thus, a huge number of workers will be at risk if no future attempts are made to improve OH&S (Ahsan and Partanen, 2001).

The use of proper lighting system is very essential in stitching units. This will better prevent our workforce against many eye diseases. Workplace conditions are so unhygienic as a result workers suffer from allergies, skin rashes and other skin diseases. The ventilation system in these stitching units of textile factories is contracting to respiratory problems and diseases (Rana, 2005).

The use of chemicals in manufacturing and industrial processes has expanded considerably in recent years in both the industrialized and the developing countries. Massive occupational and environmental problems are being faced resulting from the production, use, storage, transport, handling and disposal of chemicals. Currently, there are more than eight million known chemicals. Electrical current exposes workers to a serious, widespread occupational hazard; practically all members of the workforce are exposed to electrical energy during the performance of their daily duties, and electrocutions occur to workers in various job categories.

Many workers are unaware of the potential electrical hazards present in their work environment, which makes them more vulnerable to the danger of electrocution. Some health problems are also caused by noise or high temperature. Noise induced hearing loss is a frequent finding among workers in noisy workplaces.

Heat stress may be dangerous in it and may also predispose workers to other conditions. In hot environments it may be impossible to wear protective clothing, and consequently exposure to other hazards may occur. Under-diagnosis and under-reporting of occupational diseases lead to the belief that these are minor problems. Hazards in the workplace are often caused by the use of materials, tools, machinery and chemicals.

The present study is oriented to explore problems, needs and the factors which are responsible to maintain occupational health and safety of the workers in textile industry. It can be helpful in formulating program and policy to solve the problems related to the health and safety of textile workers.

## **1.1 BACKGROUND OF THE STUDY**

Workers represent 50% of the world's population and contribute significantly to socio-economic development. Their health is largely determined by the standard of occupational health services available to them at their place of work

Environment literally means surroundings and all those things that impact human being during the life time are collectively known as environment. A working environment is the environment where people work together for achieving organization objectives. It means systems, processes, structures and tools and all those things which interact with employees and affect in positive or negative ways on employees performance.

It can also be defined as the location where a task is completed. When studying place of employment, the work environment involves the physical geographical location as well as the immediate surroundings of the workplace such as a construction site or office building. It typically involves other factors relating to the place of employment such as the quality of the air,

noise level and additional perks and benefits of employment such as free child care or unlimited coffee, or adequate parking.

Occupational health means provision of comprehensive health care (personal & impersonal) to workers through a mix of primitive, preventive, curative & rehabilitative interventions so as to raise their quality of life.<sup>2</sup> It is also defined as effect of working environment and work on the health of the In Pakistan millions of factory workers are routinely exposed to different hazards in their working environment whereas most of them are not prepared to cope with these. Healthy workers are considered as most productive community. Workers in textile industries are involved in repetitive tasks throughout the day in various sections of the factory.

They face physical, chemical, biological, mechanical & psychosocial hazards and diseases like accidents, stresses, cardiovascular problems, pulmonary problems and cancers. Recent globalization and industrialization has exposed occupational workers to increasing occupational hazards. The health status of global workforce and their exposure to occupational risks represents large gaps between and within countries.

Only a small minority (5-10%) of the global workers has access to occupational health services. There is a need to confront the common challenges to occupational health & safety (OHS) including illiteracy, lack of the basic infrastructure, deficient qualified human resource in occupational health and safety, poor sanitation, inadequate nutrition, lack of research and decreased interdisciplinary cooperation between the social sciences and medicine.

Ailments and d Mishances in the work spot are a shocking disaster. The frequency of word related Diseases and wounds are high in Pakistan since a large number of laborers are routinely uncovered. It is surely understood that wellbeing specialists are generally profitable. The presentation o perils advancements in industry has brought about high mishap rates, word related ailments, and horrible workplaces. Most specialists are ignorant and don't recognize what defensive measures ought to be received for their employments.

The majority of the workforce is not arranged to adapt to the risks postured producing and mechanical procedures. The nation does not have the fundamental framework and qualified individual for giving word related wellbeing and security administration to the workforce.

Therefore, an enormous number of laborers will be at danger if no future endeavors are made to enhance OH&S (Ahsan and Partanen, 2001).

The utilization of appropriate lighting framework is extremely fundamental in sewing units. This will better keep our workforce against numerous eye maladies. Working environment conditions are so unhygienic accordingly laborers experience the ill effects of hypersensitivities, skin rashes and other skin infections. The ventilation framework in these sewing units of material processing plants is contracting to respiratory issues and illnesses (Rana, 2005).

The utilization of chemicals in assembling and modern procedures has extended impressively lately in both the industrialized and the creating nations. Monstrous word related and ecological issues are being confronted coming about because of the generation, use, stockpiling, transport, taking care of and transfer of chemicals. At present, there are more than eight million known chemicals.

Electrical current opens specialists to a genuine, across the board word related peril; for all intents and purposes all individuals from the workforce are presented to electrical vitality amid the execution of their day by day obligations, and electric shocks jump out at laborers in different occupation classifications. Numerous laborers are ignorant of the potential electrical risks present in their workplace, which makes them more powerless against the peril of electric shock.

Some wellbeing issues are likewise created by commotion or high temperature. Commotion affected listening to misfortune is a continuous finding among specialists in uproarious work environments. Heat anxiety might be hazardous in it and might likewise incline specialists to different conditions. In hot situations it might be difficult to wear defensive attire, and subsequently presentation to different perils might happen. Under finding and under-reporting of word related infections it prompts the conviction that these are minor issues. Perils in the working environment are regularly brought about by the utilization of materials, devices, hardware and chemicals.

A hefty portion of this outcome in noteworthy human misfortunes, misfortune in profitability and a monetary weight on the casualty as well as on the country everywhere recognize the real reasons for mechanical Mischances. All around, 4 percent of Gross Domestic Product (GDP) is

lost as a consequence of weakness and wellbeing measures which are only the immediate expense connected with hazardous and undesirable workplace. Circuitous expense is observationally accepted to be around a few times the immediate expense connected with these risky and solid work rehearses which could raise the worldwide rate of GDP lost (ILO, 2003).

The wellbeing and security of a representative ought not to be disregarded in the determination of how gainful specialists are, since human capital is the key in firms' efficiency. Accordingly it must be noticed that wellbeing and wellbeing enactment, change in disposition (both manager and representative) towards security and wellbeing issues in an association when set as a need will enhance efficiency, since "safe work implies safe business" (ILO, 2003).

Some particular ergonomic issues likewise exist in a large portion of the commercial ventures which incorporates preparing, mindfulness, inspiration, and word related wellbeing and security programs as to administration. Hand apparatuses, machines, manual materials taking care of and workstations with respect to the work and working environment plan. Abdominal area and neck throbs, inconvenience, weakness, spinal pains, wrist and hand torment, disappointment and stress concerning workforce and issues of commotion, warmth, moistness and dust with respect to nature (Shikdar 2003).

Subsequently the workplace opens laborers to numerous wellbeing perils and adds to respiratory infections, wounds, musculoskeletal disarranges, tumor, regenerative clutters, cardiovascular maladies, eye harm and listening to misfortune, mental and neurological sickness and in addition other transferable illnesses (Kortum 2005). Working conditions are extremely poor in perilous commercial enterprises, so the laborers are influenced most in those businesses and face infections like lung growth, skin and eye hypersensitivities, deafness. So wellbeing and security chamber must be set up by the legislature at national, common and plant levels to guarantee that lives and soundness of laborers are ensured (Awan 2001). Muchemedzi and Charamba (2006) characterize word related wellbeing as a science worried with wellbeing in its connection to work or working environment.

By burgh et al. (2004), the wellbeing and security of all representatives is firmly connected to the organization's profitability in all work environments. Much of the time, word related wellbeing

security (OHS) is to a great extent measured by negative results, for example, work environment harm and sickness however these measures have a deficiency, for occurrence, a low frequency of damage does not as a matter of course imply that satisfactory wellbeing frameworks and controls are set up (Health and Safety Executives, 2006). At some nourishment industrial facilities, consideration is for the most part on negative results. For whatever length of time that there are no genuine mischances, work related wellbeing and security arrangements and practices are not done completely.

Thus, dangers to representatives' security are not dispensed with in time since clumsy ranges are not perceived and dealt with before mishaps happen. Muchemedzi and Charamba (2006) clarify that mischances don't emerge from a solitary cause however from a blend of components which act at the same time. A possibly dangerous circumstance does not on account of a mischance until somebody is presented to it. Mishaps are brought about by the consequence of hazardous acts or rehearses (the human component that outcomes from poor states of mind, physical conditions and absence of learning or aptitudes to empower one to work securely). They are likewise brought about by the aftereffect of hazardous states of hardware or materials.. When it results in lasting inability, the outcomes are lamentable for both the casualty and the organization. The casualty loses his procuring limit and capacity to appreciate an ordinary dynamic life, and the general public and organization are denied of his/her ability and commitment to generation.

The 1969 Frank Bird Accident Ratio study on reasons for mischances discovered that 88% of mishaps are brought about by perilous demonstrations of persons, 10% are created by risky mechanical or physical conditions and the remaining 2% are inevitable. Muchemedzi and Charamba (2006) broke down the above insights and set up that the greater part of mishaps (98%) don't simply happen. rather, individuals who perform perilous acts and make hazardous conditions cause them and hence mischances are preventable. A nearby National Social Security Association (NSSA) release set up that most sustenance processing plants don't comply with set OHS regulations. Most mishaps are minor to the point that they have no noticeable harm or harm.

## **1.2 GAP ANALYSIS**

The Occupational Health & Safety related research in developing countries is limited. For example, only 1.5 percent of all health research takes place in developing countries, a serious inequity considering their share of the world's population and the harshness of health problems in these countries (Partanen et al, 1999). This imbalance also exists all likelihood with respect to occupational health and safety research. This research topic needs more consideration because of two reasons; firstly this paper offers a stage toward a planned, interdisciplinary perspective on key workplace wellbeing and effectiveness issues. As a start, it is important to rapidly review back and forth movement thinking in the three relevant zones of investigation – working environment wellbeing, strong affiliations, and working environment benefit – recognizing Workplace. Secondly there are such a large number of explorations directed on this subject by analysts in numerous development nations. There are just about 15 research led on effect of word related wellbeing and security on specialists' profitability. The late research is led by these creators to fill the hole.

## **1.3 PROBLEM STATEMENT**

With relevance to our study, our research will analyze that "how to measure the impact of occupational health and safety policies on employee performance in the Kohinoor textile mills limited?"

## **1.4 SCOPE OF THE STUDY**

The International Labor Organization (ILO, 2003) characterizes word related wellbeing and security (OHS) as the result of satisfactory insurance of a specialist from infection, damage and illness emerging from work. The ILO grasps the thought that laborers' perspectives should be regarded and given equivalent status with those of different partners in the working environment in guaranteeing sound business advancement. Wellbeing and security in the working environment is key for guaranteeing that individuals are not hurt amid work, and that torment, enduring and death toll are kept away from.



Guaranteeing that individuals are not harmed can expand the profitable working existences of subjects and add to financial development and the expense of word related damage, disease, and casualty is an issue of worry that the Labor Act requirements to address. This worry is a general wellbeing issue that goes past the harmed representative to influence the whole society.

The present study is situated to investigate issues, needs and the components which are dependable to keep up word related wellbeing and security of the laborers in material industry. It can be useful in defining modified and arrangement to take care of the issues identified with the wellbeing and security of material specialists. Based upon the above exchange and certainties, the accompanying destinations have been detailed for the present exploration: (1) to identify the work dangers identified with the workplace, (2) to examine the elements affecting word related wellbeing and security in material industry and (3) to About 6,300 individuals pass on consistently, more than 2.3 million passing's for every year happen and 317 million mishaps happen at work every year because of weakness and wellbeing strategies at work (ILO, 2003).

#### **1.4.1 STUDY OBJECTIVES**

The following outlined objectives will permit us to address the above mentioned research questions:

- To assess the levels of Knowledge, Attitude and Practice about occupational health & safety (OHS) among textile factory workers
- To detect the work hazards related to the working environment,
- To investigate the factors effecting occupational health and safety in textile industry
- To identify the major causes of industrial accidents.

### **1.4.2 LIMITATIONS OF THE STUDY**

This paper is showing two variables, occupational health and safety. There are some other variables too, which effect workers productivity in Kohinoor textile mills limited, like occupational health and safety, but not taken in this paper.

This study limits on workers' productivity and paper doesn't show other events and their impact on other factors which influence workers productivity. A potential restriction of the study was the imperative identified with the accessible yearly monetary development and other financial variables' information. A yearly measure would have given 10 years to the study, which are viewed as lacking for econometric examination.

## CHAPTER 2

### 2 LITERATURE REVIEW

#### 2.1 GENERAL

**Theory of Labor:** Karl Marks consider that Labor is a creator of useful value, a necessary state, free of all forms of society, for the survival of the human being race. (Marx, 1867/1967: 42-43).Marx saw labor in capitalist society as taking on some distinct and altered types instead of being an end in itself, an expression of human competences, and labor in entrepreneurship is reduced to a means to end-earning money.

**Management theories of Motivation:** They are important to the safety professional because, if accepted, they can influence the direction in which management seeks to develop and implement a safety program.

**Theory X and Theory Y:** McGregor has evolved the notion that there are two basic ways in which management can view the worker.

**Theory X:** According to McGregor, assumes that the workers are essentially uninterested and unmotivated to work. In order to resolve this condition, motivation must be instilled into the workers by the adoption of a variety of external motivation agents. In effect, the workers become motivated to work by virtue of the external rewards and punishments, which are offered to him. Thus under the Theory X policy, management uses control and direction as the means of work motivation.

**Theory Y:** According to McGregor, assumes that the workers are basically interested and motivated to work. In fact work is assumed to be as natural and desirable as other forms of human activity, such as sleep and recreation. Under such circumstances management is confronted with the role of organizing work so that the worker's job coincides with the goals and the objectives of the organization thus a theory Y manager views self-control and self-direction as the instrumentality for accomplishing the work to be done.

By emphasizing responsibility and goal orientation, management capitalizes upon the inherent motivation already present within the worker. If conflicts occur between the worker's goals and management's goals, they are resolved through mutual exploration and discussion. Always under Theory Y policy, it is assumed that the worker's inherent motivation is necessary to the completion of the organization's objectives.

The theory X and theory Y approaches to human motivation can both be amenable to enhancing a worker's motivation to safe behavior.

**Job-enrichment theory:** Herzberg has developed another analysis of human motivation in occupational environments. His concept of job enrichment, in many ways an extension of Theory Y, is a major current force in management theory. He told that there is no conflict between the classic (environmental) approach to motivation and his approach to motivation through work itself. He regards both as important. The classic approach is called hygiene whereas Herzberg's approach is called job enrichment. The hygiene approach may be understood by the following analogy- a person is provided with pure drinking water and waste disposal; both are necessary to keep a man healthy, but neither makes him any healthier. By extension, environmental factors always need replenishment.

Although there may be inherent hazards in a work environment, such as coal mining or bridge building, the worker has a right to expect controls to prevent the environment from becoming unreasonably unsafe, for example testing and removal of explosive gasses, or safety nets and life lines, such protection, might not motivate him because it makes the job safer, but he might be very unhappy if he knew no effort was made to protect him.

Herzberg's theme that work itself can be a motivator, symbolizes a significant behavioral science breakthrough. Conventionally, work has been considered as a disagreeable necessity but it has not been thought of as potential motivator. Herzberg further theorizes, must be given the opportunity to do work that they think is meaningful. Merely telling a man who is doing a routine job that he is happy and that he is doing something meaningful accomplishes nothing. But job rotation is not the answer, either; it does not enrich a job it only makes it bigger.

Even though a company may provide the hygiene factors, they must also provide a task that has challenge, meaning, and significance. If an unchallenged man does not quit, he stays on-but with poor morale. That, says Herzberg, is the price a company pays for not motivating people.

In summary, seven principle of job enrichment can be itemized.

- Organize the job to give each worker a complete natural unit of work.
- Provide new and more difficult tasks to each worker.
- Allow the worker to perform specialized tasks in order a unique contribution.
- Increase the authority of the worker in his job.
- Eliminate unneeded controls on the worker while maintaining accountability.
- Require increased accountability of the worker for his own work.
- Provide direct feedback through periodic reports to the worker himself.

## **2.2 EMPIRICAL ANALYSIS**

Numerous research studies have been conducted on Occupational Health and Safety (OHS) aspects in Textile and other industries such as Chemical, Mining, and Agriculture etc. in various parts of the world. In this chapter, under the various sections, different studies are reviewed which were conducted on Occupational health and safety all over the world with respect to our research objectives. The various sections such as the factors effecting OHS, the work place hazards, causes of industrial accidents, existing medical protection and facilities and life style, behavior and attitude of the workers as well as management. We reviewed the different studies conducted on OHS all over the world.

The various factors such as education, age, physical health socio economic conditions, and role of management compensation plans, occupational health and safety management and admin standards, labor behavior were responsible to create awareness and knowledge about occupational health and safety. These factors were identified in the different parts of the world which we discuss as below.

Karagüven (1999) discovered association among work accident, stress level and educational background of textile workers. The study was carried out in two different parts. In the first part

of questionnaire, for the Turkish population, the Glazer Stress control Life-Style scale was used. The results indicated that accidents on workplace are directly linked with the worker's stress level and educational background. The stress level also linked with sex and national differences of textile workers. In the Turkish male group population, less educated textile workers had lower stress than more educated 8 textile workers. The result showed that Turkish workers had lower educational level than English workers. Furthermore, less educated workers had low stress level and less accidents during their work. Therefore, the workers who have a tendency to had accidents also showed the lower level of education and less stress it was concluded that poor education is the prime reason of work accidents. So to reduce the accident rate; educational level of workers must be high.

Ilmarinen (1997) described that the mean age of labor force in many European was increasing; with the result problems were caused by ageing of workforce. Activities to maintain workers' ability to work have become a priority in OH&S. Work ability may be considered to include physical health, psychosocial well-being and professional competence of individuals, but also an appropriate work environment and work organizations which improve the performance of the individuals at work.

Taylor et al (1970) conducted a research on the physical health of workers. His research based on the chronic disability, to discover about the records of disable people working in industry, excluding for those who were registered with the Department of Employment and Productivity. A combined survey conducted by six factory doctors consisting of 11,399 men of aged 16- 64 from seven companies is illustrated. In which 10.8 per cent of the population (1233 men) were recognized as having chronic medical impairments, which could affect working capability. The frequency increased from 3% under the age of 25years to 28% per cent over the age of 60. The only 1/3 of these men was formally registered and they were not true representative of the entire disabled either in terms of severity or of diagnosis. The most occurring reason of disablement were chronic bronchitis and asthma, disorders of the backbone, coronary heart disease and severe visual loss.

Claire (1987) High injury rates tend to occur in lower socio- economic groups whose perception of causation and work experience place them at odds with management. At the same time

injuries are treated, investigated and compensated at an individual Further, patterns of behavior, injuries and overt conflict may be related to the levels of control experienced at work A case study results demonstrated that a conflict of interest was recognized by both workers and management and resulted in tacit acceptance of 'restrictive labor practices', as survival mechanisms. This recognition of inherent danger, 9 injury-avoidance withdrawal and the contradictory nature of control for safety and production, by both sides, is de facto legitimating of occupational injuries being embedded in the social relations of production - rather than being 'accidental'.

Amador (2005) discovered that the Pan American Health Organization (PAHO) introduced a new Tool Kit with the collaboration of CERSSO which was obtainable in May 2002. The purpose of this tool kit was enabling managers and line workers in garment factories to self-diagnose plant and workstation hazards. Furthermore it provided the way to estimate the costs and benefits of spending in occupational health and safety (OHS) for the improvement of production and competitiveness. The instrument was comprehensively developed in such way that any user may collect the data easily. It incorporated clinical, epidemiological, engineering, risk assessment, and liability issues. The data shows that since July 2002, approx. 2400 officials and employees of 736 garment industrial units; Ministries of Labor Health, Social Security organizations, and Technical Training Institutions of Central America and the Dominican Republic had used this tool. Employers were now conscious of the economic benefits to invest in OHS.

Moazzam (2000) described about the injury benefits are paid to secure a worker who was unable to attend his duty due to employment injury at the rate of 100% of his wages to a maximum of 180 days. Disablement gratuity is paid to a secured worker who has received an employment injury and his degree of disablement has been assessed up to 20%.

Strasser (2003) explained in the environmental health and safety management and auditing programs that numerous standards and regulations serve as a basis for both occupational health and safety programmers and for auditing programme. For instance, Occupational Safety and Health Administration (OSHA) is one source of US workplace, standards. Other countries had

standards and regulations similar to OSHA's standards. Many companies had their own internal health and safety standards that extend beyond government standards and guidelines.

Ellis (2002) explained in his research paper on the challenging world of work and implications for labor inspectors. The social and political expectation at work has changed significantly. The workers are now less tolerant with respect to their working conditions which have directed to an increase in the statistics of complaint and 10 enormous pressure on the labor inspectorates which in turn has led to more investigations at the workplace and for more punishment of individuals and enterprises which do not comply with the rules and regulations. There are different factors, which directly or indirectly create effect on OHS. Worker (labor) education, age, income, awareness, knowledge, personal or physical health, injury and disease benefits, environment health and safety management system and affective audit and inspection system. These factors were studied in Turkey, India and United States, which were closely affecting the OHS in Pakistan textile industry.

Agnihotram (2005) described that in new industrialization and globalizations are changing the Indian occupational morbidity severely. Usually labor oriented markets are 32 transform into more mechanization and automation, at the same time general awareness about occupational health and safety, environmental hazards were not prevailed in the society.

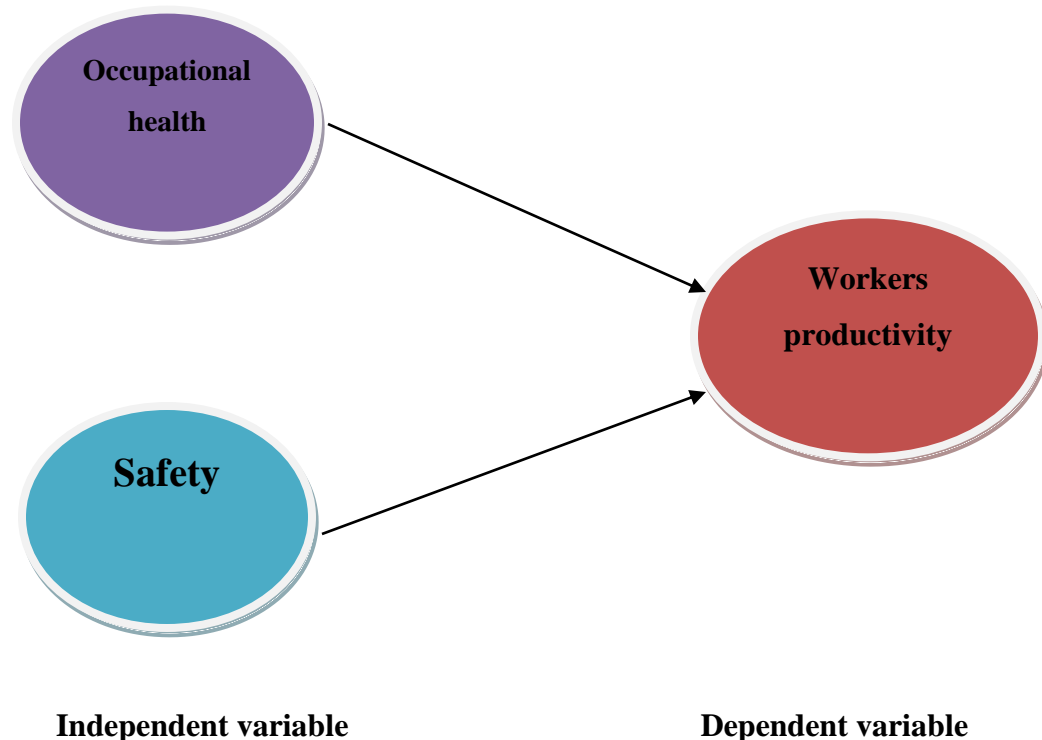
In India, this evaluation will present an overview of existing facts from community based on epidemiological studies and address the rising requirements for evidence based occupational health research. In India, Occupational research is observed as more complex issue which includes poor industrial legislation, child labor, enormous informal sector, less attention to industrial hygiene and poor supervision data across the whole country. While India facing economic evolution, occupational research approach should set scales between understanding the modern industrial exposures and health risks of traditional sectors like plantations and agriculture. Plans like modern occupational health legislation, training to health professionals, enforcement machinery in sub-district level, need for epidemiological evidence and international collaborations were discussed to heal with such circumstances.



## 2.3 THEORETICAL FRAMEWORK:

The study examines the impact of occupational health and safety on workers' productivity of Kohinoor textile mills limited employees in Pakistan. Issues with gaps are associated with larger positive and smaller market reactions as compared to frequent study. Our study shows that from employees review, there was a surge in workers' productivity, much of which came with a corresponding negative effect on market and employees.

Figure 2.1



### 2.3.1 HYPOTHESIS:

**H1** = Higher the occupational health facility, higher will be worker productivity.

**H2** = Higher the safety measures given to employees, more secure will be their work productivity.

## CHAPTER 3

### **3 RESEARCH METHODOLOGY:**

This study is conducted to determine the impact of occupational health and safety on work productivity. In order to study the goals of this research, sample of population of textile mill sector is targeted in order to collect the primary data. Data is collected with the help of questionnaires. After the collection of data, it is being analyzed and interpreted.

#### **3.1 STUDY DESIGN:**

The impact of an independent variable on dependant variable has been investigated in this research. The statistical test of correlation and regression has been used.

After the framework is developed the next step is to plan which research design is appropriate for data collection, data analysis and data interpretation. A field survey was adopted for this research.

The purpose of this study was hypothesis testing that has been done through investigating the impact and relationship among study variables. Later the hypothesis is to be rejected or accepted on the basis of the results that the study will show.

##### **3.1.1 POPULATION:**

There is one population of interest in this study i-e Kohinoor textile mill.

##### **3.1.2 SAMPLE:**

The data for this research paper is gathered from 200 respondents of the mill working from past 10 year in the mill. The data was gathered from the middle and lower level employees of the mill.

##### **3.1.3 SAMPLING TECHNIQUE:**

The sampling technique used in this research paper is “Convenience Sampling”. Only Kohinoor textile mill is the focus because it was easy and convenient for researcher to collect data from the Kohinoor textile mill.

#### **3.1.4 TIME HORIZON:**

The research is cross-sectional, because the data is collected by the respondents in a few weeks time i.e. 4 to 5 weeks.

#### **3.1.5 INSTRUMENT DEVELOPMENT:**

The research instrument used in research is questionnaire, which is adapted. The questionnaire comprises of 17 questions along with a demographics portion. The questionnaires were first adopted by various scholars of different studies and then later they were changed according to the context of Pakistan so that the questions are easily understandable by Pakistani organizations. Minor changes were made in the questionnaire but no major change was made.

The sequence of the questions was only changed along with the elimination of certain questions according to the scenario of the organization. The independent variable “occupational health” questionnaire was adapted from (*aldana, s. g. 2001*). The independent variable “safety” questionnaire was adopted from (*Leigh, j. p, 1997*). The questionnaire of dependant variable i.e. worker productivity was adopted from (*Shikdar, A.A. 2003*)

### **3.2 DATA COLLECTION:**

The data was collected by the adapted questionnaires in order to analyze the perception of employees regarding safety and occupational health importance and its impact on worker productivity .Overall, 250 questionnaires were floated among the employees of mills. 200 of them were returned which are used in this study. So the response rate was 75%.

### **3.3 DATA ANALYSIS TECHNIQUE:**

The analysis technique used in research is regression analysis. Multiple regression analysis has been run in my research because there is one dependent variable and two independent variables.

#### **3.3.1 MEASURES:**

The questionnaire is rated on a five-point Likert scale which is considered the best scale of all. According to this scale 1 is representing strongly agree whereas 5 is representing strongly disagree.

### 3.3.2 PILOT STUDY:

Pilot study was conducted before the research with a sample of only 45 respondents. The impact of occupational health and safety and its effect on worker productivity was examined and checked thoroughly. The results came out to be positive and significant which motivated researcher to continue research.

**Table 3.1**

<b>Variables</b>	<b>Chronbach's Alpha</b>
Occupational Health	0.712
Safety	0.709
Workers productivity	0.759

### 3.12 Statistical Tool:

The data was analyzed and interpreted in SPSS 2013. All the outputs were carried out by this software.

# CHAPTER 4

## 4 RESULTS

### 4.1 DATA ANALYSIS TECHNIQUES

Analysis of data is a process of inspecting, cleaning, transforming, and modeling data with the goal of discovering useful information, suggesting conclusions, and supporting decision-making. Data analysis has multiple facets and approaches, encompassing diverse techniques under a variety of names, in different business, science, and social science domains.

### 4.2 DESCRIPTIVE STATISTICS

Table 4.1

Descriptive Statistics					
	N	Minimum	Maximum	Mean	Std. Deviation
AverageOH	200	2.00	5.00	3.8820	.65684
AverageSAFETY	200	1.50	5.00	3.9000	.76759
AverageWP	200	1.75	5.00	3.7550	.84348
Valid N (list wise)	200				

Standard deviation varies from 0.65 to 0.84 for different variables. The standard deviation is also important as it depicts an indication of the average distance from the mean.

#### 4.2.1 CORRELATION ANALYSIS

Correlation analysis enables us to know about the relationship as well as the level of connection between variables.

**Table 4.2**

		<u>Correlation</u>		
		OH	SAFETY	WP
OH	Pearson Correlation	1	.381**	.589**
	Sig. (2-tailed)		.000	.000
	N	199	199	199
SAFETY	Pearson Correlation	.381**	1	.672**
	Sig. (2-tailed)	.000		.000
	N	199	200	200
WP	Pearson Correlation	.589**	.672**	1
	Sig. (2-tailed)	.000	.000	
	N	199	200	200

\*\* Correlation is significant at the 0.01 level (2-tailed).

OH: Occupational Health

SAFETY: Safe

WP: Workers Productivity

- Correlation value between safety and workers productivity is found (0.672,  $p < 0.01$ ). It shows strong relationship between them.
- Correlation value between occupational health and safety is found (0.381,  $p < 0.01$ ). It shows weak relationship between them.
- Correlation value between occupational health and workers' productivity is found (0.589,  $p < 0.01$ ). It shows moderate relationship between them.

## 4.2.2 REGRESSION ANALYSIS

### 4.2.2.1 MODEL SUMMARY

**Table 4.3**

Model Summary				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.598 <sup>a</sup>	.357	.347	.68142
a. Predictors: (Constant), OH,SAFETY				

Regression analysis shows that **34.7%** of Occupational Health and safety depend upon workers productivity and it while rest of **65.3%** depends upon other variables which are not taken in this study.

### 4.2.2.2 ANOVA (b)

**Table 4.4**

ANOVA <sup>a</sup>						
Model		Sum of Squares	Df	Mean Square	F	Sig.
1	Regression	50.325	3	16.775	<b>36.128</b>	.000 <sup>b</sup>
	Residual	90.545	195	.464		
	Total	140.870	198			
a. Dependent Variable: WP						
b. Predictors: (Constant), OH, SAFETY						

In the above table the value of **F=36.128** which is significant as significance level is 0.00.

### 4.2.2.3 COEFFICIENTS (a)

**Table 4.5**

Coefficients <sup>a</sup>						
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	1.040	.334		3.117	.002
	OH	-.062	.101	.048	.616	.539
	SAFETY	.541	.112	.494	4.826	.000
	WP	.212	.124	.162	1.708	.089
a. Dependent Variable: averageWP						

The values of coefficients for occupational health, safety and workers productivity are found as 0.48, 0.494 and 0.162. This has the significance values 0.539, 0.00, and 0.089.



# CHAPTER 5

## 5 DISCUSSION

### 5.1 HYPOTHESIS 1

There is a positive relationship between word related wellbeing and laborers' profitability. From word related wellbeing (2012) and laborers efficiency, it is a cross wellbeing and welfare of individuals. The objective of all word related wellbeing projects is to encourage a sheltered workplace. As an auxiliary impact, it might likewise secure co suppliers, adjacent groups, and different individuals from the general population who are affected by the work place environment. In 1950s, the International Labor Organization (ILO) and World Health Organization (WHO) have shared an idea of word related to occupational health and safety.

The upkeep and advancement of specialists' wellbeing and working limit. Workforce profitability is the measure of products and administrations that a specialist produces in a given measure of time. It is one of a few sorts of efficiency that financial experts measure. Workforce profitability, regularly alluded to as work efficiency, is a deliberate for an association or organization, a procedure, an industry, or a nation. Workforce efficiency is to be recognized from worker profitability which is a measure utilized at individual level in light of the suspicion that the general efficiency can be separated to progressively littler units until, at last, to the individual representative, all together be utilized for instance with the end goal of designating an advantage or authorize taking into account singular execution (see likewise: Vitality bend).

- The change of workplace and work to
- Development of work associations and working society in a bearing which underpins wellbeing and security at work, and in doing as such, likewise advances operation and might upgrade efficiency of the endeavors.
- Emphasis on word related wellbeing and security has ascended for different reasons which incorporate good, lawful, financial and social.

## 5.2 HYPOTHESIS 2

By International Labor Organization (ILO) and the World Health Organization (WHO), wellbeing and security at work is gone for:

- The advancement and upkeep of the most astounding level of corporeal, mind and collective prosperity of specialists in all occupation;
- The anticipation among laborers of leaving work because of wellbeing issues brought on by their working conditions;
- The security of laborers in their livelihood from dangers coming about because of elements unfavorable to wellbeing; the setting and upkeep of the specialist in a work related environment adjusted to his or her physiological and mental abilities;
- To compress, the adjustment of work to the individual and of every individual to their occupation.

Wellbeing and security is given a wide definition in the European Union connection, going past the evasion of mischances and aversion of ailment to incorporate all parts of the laborer's prosperity.

The capability of the EU to intercede in the field of wellbeing and security at work is characterized by the procurement in Article 153 of the European Treaty, which approves the Council to embrace, by method for orders, least necessities as respects 'change specifically of the workplace to ensure specialists' wellbeing and wellbeing' (a procurement starting in the Single European Act 1986).

The noteworthiness of this wide extent of 'wellbeing and security' is gigantic, as it supports the capability of EU wellbeing and wellbeing strategy to endorse least models to ensure all parts of the laborer's pro

## CHAPTER 6

### 6 CONCLUSION

There is basic agreement that without the exertion of specialists and also the administration, the destinations of word related wellbeing and security can't be accomplished. Pakistan like numerous creating nations is experiencing a middle stage in its financial system. World Trade Globalization is getting new difficulties the meadow of word related wellbeing and security. Dominant part of the labor force is not outfitted to adapt to the risks postured by the advanced advances and forms.

The nation does not have the fundamental base and qualified staff for giving better word related wellbeing and security offices to the work (Awan, 2000). The absence of a successful framework for the procurement of word related wellbeing and security offices are conceivably the significant insufficiency in the creating nations. Laborers are at danger of creating word related infections because of their livelihood. In this manner, word related wellbeing administrations have a focal part in the production of an exhaustive medicinal services framework for all laborers (Jeyaratnam et al and Chia, 1994). Presently it is necessary to give center in this pasture for accomplishing abnormal state of word related wellbeing and security like other created nations. The present study investigated the circumstance of word related wellbeing and security in extensive scale material commercial enterprises of Lahore alongside the danger examination. The study found that there were distinctive issues, which make obstacle to accomplish a successful OHS framework in material business.

At administration level the word related wellbeing and security mindfulness was not high and regardless of mindfulness the execution of OHS administrations were not acceptable. To do the obligations of wellbeing and security there was not adequate quantities of skilled personals and the general population who were utilized for the occupation was not a master in the field of OHS. The accessible medicinal offices on location were not attractive.

Most of the administration did not perceive the essentialness of examination to the laborers at the strategy creation level. At the specialist's level they didn't know about the essentialness of word related wellbeing and security. Synthetic security and corporal dangers are much of the time experienced in the commercial ventures. Moreover the specialists didn't know their legitimate rights.

## CHAPTER 7

### 7 RECOMENDATIONS

- As this study is generalized, so it did not account for the sub-variable of Occupational health and safety. So the future research can be performed on these sub-variables to have an in detail psychotherapy of the impact of occupational health and safety on workers' productivity.
- This research carried the bang of occupational health and safety on workers' productivity. The future research can be carried out by studying a different mediating variable.
- This study is carried on Textile Mills ltd. Other companies are also having the impact of occupational health and safety on workers' productivity. So future researches can be .carried on different brand or industry.

## CHAPTER 8

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# CHAPTER 9

## 9 ANNEXTURE

### 9.1 QUESTIONNAIRE

**The Impact of Occupational Health and Safety on workers' productivity of Kohinoor Mills Limited.**

**Dear Respondent!**

**We are Student of MBA. This Survey is Being Conducted to evaluate The Impact of Occupational Health and Safety on workers' Productivity of Kohinoor Mills Limited. Please take few minutes to complete the Survey and return it as soon as possible. I would like to insure that the information / feedback provided by you will be kept confidential and will only be used for the study / research purpose. Your cooperation in this regard shall be highly appreciated.**

**Thanking you in anticipation.**

**Section 1:**

**(Please tick the appropriate checkbox below)**

Age	Gender	Highest Level of Education
<ul style="list-style-type: none"><li>• 20 or below</li><li>• 21-25</li><li>• 26-30</li><li>• Above 31</li></ul>	<ul style="list-style-type: none"><li>• Male</li><li>• Female</li></ul>	<ul style="list-style-type: none"><li>• SSC</li><li>• HSSC</li><li>• Bachelors</li><li>• Masters</li><li>• MS / M.Phil</li><li>• Phd</li></ul>

Monthly Income	Job Experience	Occupation
<ul style="list-style-type: none"> <li>• Below 10,000</li> <li>• 11000 – 20000</li> <li>• 21000 – 30000</li> <li>• Above 31000</li> </ul>	<ul style="list-style-type: none"> <li>• Less than a year</li> <li>• 1-5 years</li> <li>• 6-10 years</li> <li>• More</li> </ul>	<ul style="list-style-type: none"> <li>• Student</li> <li>• Employee in the Organization</li> <li>• Outside the organization</li> </ul>

## Section 2:

(Please encircle the appropriate number against each Statement)

### • OCCUPATIONAL HEALTH

Occupational health	Strongly Disagree	Disagree	Uncertain	Agree	Strongly Agree
1. -	1	2	3	4	5
2. General household cleaning products can contain hazardous substances.	1	2	3	4	5
3. The label on a chemical product provides you with all the information you may require to use the chemical safely	1	2	3	4	5
4. A person who is not a licensed electrical worker can legally carry out repairs to existing electrical	1	2	3	4	5

installations					
5. Some people can get "used" to noise.	1	2	3	4	5
6. Personal hearing protectors should be used as a temporary measure or as a last resort	1	2	3	4	5

• SAFETY

Safety	Strongly Disagree	Disagree	Uncertain	Agree	Strongly Agree
1. Workplace health and safety laws apply to self-employed persons as well as employees and employers.	1	2	3	4	5
2. It is the employee responsibility to report hazards.	1	2	3	4	5
3. It is the responsibility of the employer and employee to share the cost of protective clothing equally.	1	2	3	4	5
4. The employer and employees must consult before health and safety representatives are elected.	1	2	3	4	5
5. The employer must keep a register of all hazardous substances used at the workplace	1	2	3	4	5

• **Workers Productivity**

<b>Repeat patronage</b>	<b>Strongly Disagree</b>	<b>Disagree</b>	<b>Uncertain</b>	<b>Agree</b>	<b>Strongly Agree</b>
1. Is output per worker are the expressions of productivity.	1	2	3	4	5
2. Growth defines the quality of life characterize the importance of productivity.	1	2	3	4	5
3. Number of units of output per hour worked is the most accurate measure of labor productivity:	1	2	3	4	5
4. Productivity growth defines the quality of life characterize the importance of productivity.	1	2	3	4	5