

The Impact of Occupational Health and Safety on Employee Productivity with Reference to Micro Polyester Lamination

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Abstract

This study examines the impact of occupational health and safety (OHS) practices on employee productivity with reference to Micro Polyester Lamination. The study focuses on employee awareness of workplace safety, availability of protective measures, and the influence of a safe working environment on performance. Primary data were collected from 150 employees using structured questionnaires. The findings indicate that effective OHS measures improve employee morale, reduce workplace accidents, and increase productivity.

Introduction

Occupational health and safety has become an important aspect of organizational management, especially in manufacturing industries where employees are exposed to physical and chemical hazards. A safe workplace helps reduce accidents, absenteeism, and stress while improving employee satisfaction and productivity. Micro Polyester Lamination focuses on maintaining safety standards to ensure employee well-being and operational efficiency.

Literature Review

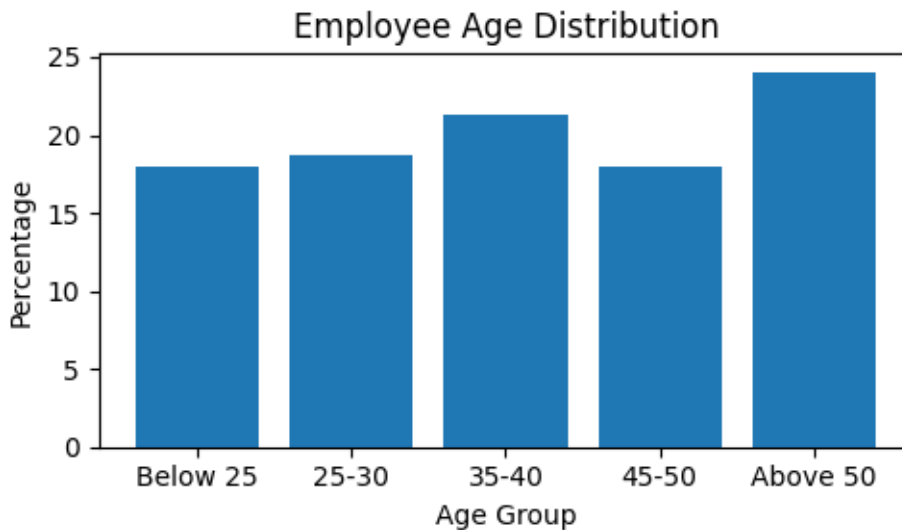
Previous studies have highlighted the importance of occupational health and safety in improving employee performance. Nasab et al. (2009) found that unsafe behavior was responsible for a majority of workplace accidents. Ricci et al. (2016) emphasized that safety training programs improve employee awareness and reduce risks. Cooklin et al. (2017) concluded that integrated OHS practices enhance productivity and job satisfaction.

Methodology

The study adopted a descriptive research design. Convenience sampling was used to select 150 employees from different departments. Data were collected using structured questionnaires and analyzed through percentage analysis, descriptive statistics, and regression techniques.

Table 1: Age Distribution of Employees

Age Group	Percentage
Below 25	18.0
25-30	18.7
35-40	21.3
45-50	18.0
Above 50	24.0

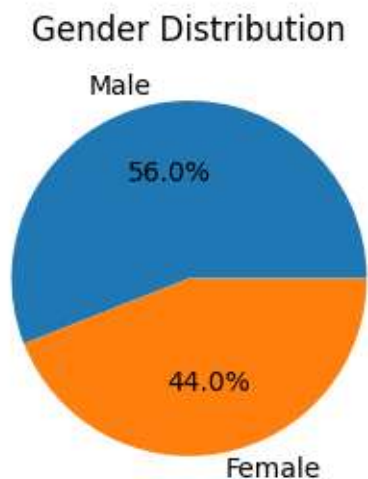


Analysis & Results

The analysis shows that employees who work in safer environments demonstrate better productivity and lower absenteeism. Most respondents agreed that workplace safety measures improved their efficiency and confidence. The study also revealed that regular safety training and management support positively influence employee morale.

Table 2: Gender Distribution of Employees

Gender	Percentage
Male	56
Female	44



Conclusion

The study concludes that occupational health and safety practices have a significant positive impact on employee productivity. Organizations that invest in safety measures, employee training, and proper workplace conditions achieve higher performance levels and improved employee satisfaction. It is recommended that Micro Polyester Lamination continue strengthening its safety policies and conduct regular awareness programs to maintain a productive workforce.

References

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