

Effects of occupational safety and health programs on employee performance (a case of pyrethrum board of Kenya)

Authors: Abuga, Goeffrey

Abstract:

The main objective is to establish effects of occupational safety and health programs on Employee performance at pyrethrum board of Kenya. The study objectives were; to identify Occupational health and safety programs in place that affect employee performance, to identify The kind of health and safety problems that employees go through because of the type of their Work, to examine the impact of low standards of occupational health safety programs on Productivity, to establish the measures undertaken by management of pyrethrum board of Kenya To curb the effects of occupational health safety of employees. The study adopted employed a Descriptive research design to agree on the effects of occupational safety and health programs on Employee performance at pyrethrum board of Kenya. A sample of 132 employees was derived. The determination of the sample was done using Cochran's (1977) formulas. Questionnaires were Used as the main data collection instruments and a pilot study was conducted to pre-test Questionnaires for validity and reliability.

Descriptive statistics data analysis method was applied To analyze numerical data gathered using closed ended questions aided by statistical package for Social sciences (SPSS version 17). Pearson correlation was carried out to establish the Relationship between the research variables. The findings were presented using both descriptive And inferential statistics methods. The study found that presence of occupational healthy safety Department affected employee performance. The presence of first aid and fire extinguishers at Precise points in the company affects employee performance. Pyrethrum company does not Organize workshop, seminar and lecturers on safety precaution and presence of a hazard Assessment data affects employee performance. The study further concludes that employees Involved in an accident at work place are compensated employee work place is safe, there is lack Of hazard assessment data due to system failure that causes accidents. There is lack of Equipment, material and clothing for occupational health safety. Finally, the study concludes that

Those employees have a safe place of employment. Employees have a safe means of access to Work. Employees are not aware of compensation in case an accident occurs at the place of Work. Employees do not know their legal rights concerning occupational health. The study Recommends that employer should provide safe working environment since feeling safe at work Ranks as a very important factor in job satisfaction. Part of the employer's social responsibilities Toward employees, of necessity, should encompass industrial workers being given opportunities To participate in periodic workshops, seminars and lectures to sharpen their awareness on safety Precautions. Every workplace should demonstrate respect for the natural environment and Occupiers should work towards achieving the goals of no accidents, no harm to people and no Damage to the environment. Employers should take it as their responsibility to ensure the Working environment is safe.