

Research Article

Exploring the Challenges and Barriers of Employees towards Occupational Health and Safety

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Abstract

Occupational health and safety (OHS) is paramount for maintaining a safe and productive work environment. This research aims to explore the challenges and barriers faced by employees in adhering to OHS practices in the manufacturing industry. The study employs a descriptive research design, utilizing probability sampling to select 121 respondents from a total population of 2500 employees. Data collection is conducted through questionnaires using Likert scale measurements to assess employees' perceptions and experiences regarding OHS. Statistical techniques such as Karl Pearson's coefficient of correlation, 'Z'-test, F-ANOVA, and Chi-Square are employed for data analysis using SPSS 21. Primary data is collected from a pharma medical based company in India, while secondary sources include literature, journals, and online resources. The findings of this study are crucial for identifying key factors hindering OHS compliance and promoting a culture of safety in the workplace. Limitations include the exclusion of contract laborers and language barriers in data collection. Addressing these challenges will contribute to enhancing employee safety, reducing absenteeism, and improving organizational performance.

Keywords: Occupational health and safety, workplace management, hazards, responsibility, safety culture.

Introduction

Occupational health and safety (OHS) is an essential aspect of modern workplace management and is aimed at ensuring that workplaces are safe and healthy for workers to perform their duties. OHS is concerned with the identification and control of risks that arise from the work environment, work equipment, substances or systems used in the workplace, and the actions of workers themselves. The importance of OHS in the workplace cannot be overstated, as it not only protects workers from accidents and illnesses but also promotes their wellbeing and improves their productivity. OHS laws and regulations have been developed in many countries worldwide to protect workers from workplace hazards and to promote a safe and healthy workplace culture. The primary responsibility for OHS lies with employers, but it is also the responsibility of workers to work safely and take reasonable care to protect their own health and the health of others in the workplace. OHS is a shared responsibility, and all stakeholders, including government agencies, employers, employees, and their representatives, must work towards ensuring the highest standards of safety and health in the workplace.

Some of the key elements of OHS management include hazard identification and risk assessment, development of policies and procedures, training and education, provision of personal protective equipment (PPE), incident investigation and reporting, and ongoing evaluation and improvement of OHS programs. OHS management must also be integrated into all aspects of business planning and operations to ensure that safety is a priority at all times. OHS is crucial to the health, safety, and wellbeing of workers in all sectors of the economy. Effective OHS management involves the implementation of strategies that identify and control potential hazards and promote a culture of safety in the workplace. By prioritizing OHS, employers can protect their workers from accidents and illness, promote worker wellbeing, and enhance productivity and business performance. Howard (2018) aimed to explore the current state of occupational health and safety (OHS) in developing countries. The study analyzed existing literature on OHS in developing countries, using a systematic review approach. The study conducted an analysis of relevant literature published between 2000 and 2017 and included 108 studies from various developing countries.

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The review identified several challenges faced by developing countries in promoting and implementing OHS practices, such as limited resources, weak regulatory frameworks, lack of awareness, and inadequate training. The study's major findings include that OHS practices in developing countries are significantly behind those in developed countries. The study identified the need for a comprehensive approach to address the OHS challenges faced by developing countries, which includes robust legislation, increased investment in safety management systems, training, and encouragement of worker participation. The study also highlighted the importance of international cooperation, where developed countries can support developing countries in improving their OHS practices. The research design chosen by the author was a systematic review of the existing literature, which allowed for a comprehensive analysis of the OHS challenges facing developing countries. The study's findings can inform policymakers and employers in developing countries of the need to prioritize OHS, and can also guide future research in the field of occupational health and safety in developing countries.

Kim (2020), South Korean researcher studied occupational stress and its impact on mental health. Her research is aimed at exploring ways to prevent the adverse effects of stressors in the workplace and promote well-being among employees. One of her notable studies was published in the International Journal of Environmental Research and Public Health. The sample size of Kim's research recruited 400 Korean workers from various industries and age groups to investigate the impact of job demands and job control on occupational stress and mental health. The major findings of Kim's research suggest job demands and control factors to be significant predictors of occupational stress and mental health of workers. The study also found that low job control and high job demands are associated with a higher prevalence of mental health problems among workers. Research design from Kim's work include the use of longitudinal or experimental study designs that allow for causal inference and the evaluation of interventions can provide more robust evidence on the relationship between occupational stress and mental health. Saha and Das (2018) conducted a study on "Occupational Health and Safety Concerns in Indian Pesticide Industry: A Review" This article was published in the International Journal of Advanced Science and Research, aimed to review the existing literature on occupational health and safety (OHS) concerns in the Indian pesticide industry. The study utilized a systematic review approach, analysing articles published between 1990 and 2018. The study's major findings include that the Indian pesticide industry faces numerous OHS challenges, such as exposure to hazardous chemicals, inadequate use of personal protective equipment (PPE),

and limited awareness of OHS practices among workers and management. The study identified a variety of factors contributing to these challenges, such as poor regulation and enforcement, a lack of education and training, and insufficient surveillance and reporting systems. Based on the findings, the authors recommend several measures for improving OHS practices in the Indian pesticide industry. These include strengthening regulatory frameworks, increasing awareness and training, promoting the use of protective equipment, and improving reporting and surveillance systems. The authors also suggest the implementation of regular monitoring and inspection of occupational health and safety practices in the pesticide industry. Rana and Singh (2018), conducted a study on "Occupational Health and Safety Awareness among Indian Food Industry Workers: A Study of Mumbai Region" It was published in the Journal of Food Science and Technology, aimed to assess the level of occupational health and safety (OHS) awareness among food industry workers in the Mumbai region of India. The study was conducted on a sample of 200 food industry workers from 50 factories, and used a structured questionnaire to collect data. The study found that the majority of food industry workers had little to no knowledge of OHS practices and regulations. The study identified that workers were exposed to various physical, chemical, and biological hazards at their workplaces, but had limited access to personal protective equipment (PPE). The study suggested that the lack of OHS awareness among workers contributed to the high rate of accidents and injuries in the food industry. Based on the findings, the study recommended that food industry employers provide regular OHS training to their workers to increase their knowledge and awareness of occupational hazards. The study also suggested that employers should provide appropriate PPE to workers to ensure their safety and minimize the risk of accidents and injuries. Additionally, the study recommended the development and implementation of OHS policies and regulations for the food industry in India. The research design chosen by the authors was a questionnaire based cross-sectional study with a sample size of 200 food industry workers from 50 factories in the Mumbai region of India. The structured questionnaire covered questions related to OHS awareness, training, and access to PPE. The study's findings provided insights into the current state of OHS practices in the Indian food industry and highlighted the need for improvement in this area. This study will help identify the root causes of the barriers and challenges employees face in ensuring occupational health and safety in the workplace. This knowledge will enable organizations to address these barriers and challenges effectively, making the workplace safer for employees.

Occupational injuries and illnesses result in absenteeism that leads to reduced productivity and increased healthcare costs for the organization. By identifying and addressing the barriers and challenges to occupational health and safety, the study will help reduce absenteeism and productivity loss, leading to overall improved performance. Employees are more likely to stay with an organization that prioritizes their health and safety. By addressing the barriers that employees face in ensuring occupational health and safety, the study will help increase employee retention rates, reducing recruitment and training costs.

The study will help identify the factors that prevent compliance with OHS regulations and guidelines, such as inadequate resources and knowledge. This identification will enable organizations to address these factors, ensuring that they comply with OHS regulations and guidelines. Organizations that prioritize occupational health and safety earn a reputation as responsible and caring, which can attract new customers and business partners. By identifying and addressing the barriers and challenges to occupational health and safety, the study will help enhance the organization's reputation in the eyes of stakeholders. The study's significance is to promote a healthier and safer workplace, which will lead to improved employee morale, productivity, and organizational performance. This study will aim to identify potential hazards and risks to employees in the workplace, analyze laws and regulations, examine existing occupational health and safety practices, assess effectiveness of current practices, identify barriers to compliance, analyze impacts on health and productivity, and identify potential solutions. The study will focus on understanding employee perspectives and promoting a culture of safety and continuous improvement. It will focus on a specific organization or sector but may have broader applications. The study's focus will be on understanding the employee perspective of work safety concerns, including perceptions of the safety culture and experiences with work-related injuries or accidents.

The study will emphasize the importance of promoting a culture of safety and implementing continuous improvement processes to ensure the organization continuously adheres to occupational health and safety requirements. The study will focus on a specific organization or a sector while also incorporating insights and recommendations with a potential scope for broader application. Against these backdrops, this study will explore the challenges and barriers of employees towards occupational health and safety with the following objectives.

- To determine the distribution of respondents based on the implications of employee's challenges and barriers towards occupational health and safety.
- To conduct an independent sample t-test to examine the differences in perception about safety culture at the workplace between male and female respondents.
- To analyze the independent sample t-test results regarding the type of family of the respondents and their attitudes towards occupational health and safety.
- To perform a one-way analysis of variance to investigate the relationship between the education levels of respondents and their knowledge and awareness of occupational health and safety.
- To conduct a one-way analysis of variance to explore the relationship between the domicile of respondents and the obstacles they face in occupational health and safety.
- To establish a correlation between the age of respondents and their attitudes towards occupational health and safety.
- To analyze the correlation between the annual income of respondents and their access to occupational health and safety resources.
- To investigate the correlation between the number of training programs attended by respondents and the obstacles they face in occupational health and safety.

Methodology

Research design: To observe and analyze the current research, a descriptive design will be adopted. The researcher employed a descriptive research design to emphasize the qualities and importance of several study criteria. This approach seeks to methodically gather data in order to characterize a phenomenon and comprehend the indicated population used in the study.

Universe and sampling: The researcher carried the study using probability sampling technique and adopting simple random lottery method to constitute 121 respondents of the total population of 2500 employees in one of the top biomedical companies in Bengaluru for the data collection process, since it's a known population. The lottery method was used to avoid bias in the data collection process and to draw meaningful representation of the population.

Tool of data collection: The researcher used questionnaires to collect data and a Likert scale was used to study the challenges and barriers of employees towards occupational health and safety. The reliability of the instrument was found to be 0.798 Cronbach's Alpha which denoted a high level of reliability.

Table 1. Distribution of respondents based on the implications of the employee’s challenges and barriers towards occupational health and safety.

Factors	Low	Percentage	High	Percentage
Knowledge and awareness of occupational health and safety	63	52%	58	48%
Perceptions of the safety culture in the workplace	61	50.4%	60	49.6%
Occupational health and safety commitment of the company	65	53.7%	56	46.3%
Employees attitudes towards occupational health and safety	75	62%	46	38%
Access to occupational health and safety resources	63	52.1%	58	47.9%
Obstacles to occupational health and safety	68	56.2%	53	43.8%
Employees Challenges and Barriers towards Occupational health and Safety	64	52.9%	57	47.1%

Results and discussion

The data from the Table 1 clearly states that, more than half (52%) of the respondents have a low-level knowledge and awareness of occupational health and safety and more than half (50.4%) of the respondents have a low-level of perceptions towards the safety culture in the work place and more than half (53.7%) of the respondents have a low-level of knowledge on occupational health and safety commitment of the company and more than majority (62%) of the respondents have a low-level of attitudes towards occupational health and safety and more than half (52.1%) of the respondents have a low-level of access to occupational health and safety resources and more than half (56.2%) of the respondents face low-level of obstacles to occupational health and safety and more than half (52.9%) of the respondents denote a low influence on challenges and barriers towards occupational health and safety. It is also evident that less than half (48%) of the respondents have a high level of knowledge and awareness of occupational health and safety and less than half (49.6%) of the respondents have a high-level perception towards the safety culture of the work place and less than half (46.3%) of the respondents have a high-level knowledge on occupational health and safety commitment of the company and less than two-fifth (38%) of the respondents have a high-level attitude towards occupational health and safety and less than half (47.9%) of the respondents have a high-level access to occupational health and safety resources. More than two-fifth (43.8%) of the respondents face high-level obstacle to occupational health and safety and more than two-fifth (47.1%) of the respondents have high influence by the challenges and barriers towards occupational health and safety. The presented Table 2 reveals that there is a significant difference between male and female respondents with regard to their obstacles to the occupational health and safety.

It is also evident that there are no significant differences between the gender of the respondents and the dimensions of the study which includes: knowledge and awareness of OHS, perception of the safety culture at workplace, occupational health and safety commitment of the company, employee attitude towards occupational health safety, access occupational health and safety resources, and overall OHS.

H₀: There is a significant difference between gender of the respondent and Perceptions of the safety culture in the workplace.

H₁: There is no significant difference between gender of the respondent and Perceptions of the safety culture in the workplace.

Result: The t-test was applied. It is found that there is no significant difference between the gender of the respondents and Perceptions of the safety culture in the workplace. Hence the null hypothesis is accepted.

The presented Table 3 reveals that there is a significant difference between nuclear and join family with regard to their attitude towards occupational health safety. It is also evident that there are no significant differences between the nuclear and join family of the respondents and the dimensions of the study which includes: knowledge and awareness of OHS, perception of the safety culture at workplace, occupational health and safety commitment of the company, access occupational health and safety resources, obstacles to the occupational health and safety and overall OHS.

H₀: There is no significant difference between type of family of the respondent and their attitudes towards occupational health and safety.

Table 2. Independent sample t- test between the gender of the respondents with regard to their perception about safety culture at work place.

Variable	Mean	Std. Deviation	Std. Error Mean	Df	Statistical Inference
Knowledge and Awareness of OHS					
Male (106)	41.08	6.598	.641	119	'Z'=0.678 P>0.05 Not Significant
Female (15)	41.80	3.385	.874	31.876	
Perception of the Safety Culture at Workplace					
Male (106)	40.48	6.488	.630	119	'Z'=0.705 P>0.05 Not Significant
Female (15)	41.13	3.720	.960	27.958	
Occupational health and Safety Commitment of the Company					
Male (106)	39.67	6.748	.655	119	'Z'=0.910 P>0.05 Not Significant
Female (15)	39.47	4.454	1.150	24.232	
Employee Attitude Towards Occupational Health Safety					
Male (106)	40.45	8.442	.820	119	'Z'=0.771 P>0.05 Not Significant
Female (15)	39.80	5.213	1.346	25.845	
Access Occupational Health and Safety Resources					
Male (106)	40.33	12.695	1.233	119	'Z'=0.779 P>0.05 Not Significant
Female (15)	39.40	3.501	.904	78.388	
Obstacles to the Occupational Health and Safety					
Male (106)	33.64	10.247	.995	119	'Z'=0.049 P<0.05 Significant
Female (15)	39.07	6.563	1.694	24.930	
Overall OHS					
Male (106)	235.65	37.774	3.669	119	'Z'=0.613 P>0.05 Not Significant
Female (15)	240.67	15.765	4.070	42.269	

H1: There is a significant difference between type of family of the respondent and their attitudes towards occupational health and safety.

Result: The t-test is applied. It is found that there is a significant difference between the type of family of the respondents and their attitudes towards occupational health and safety. Hence the research hypothesis is accepted and the null hypothesis is rejected.

The presented Table 4, reveals that there is a significant difference among the various educational qualification of the respondents with regard to the dimensions of the study which include effective measures to enhance Occupational health and safety.

It is also evident that there is no significant difference among the educational qualification of the respondents and the dimensions of the study based on their expectations on the knowledge and awareness of OHS, perception of the safety culture at workplace, occupational health and safety commitment of the company, employee attitude towards occupational health safety, access occupational health and safety resources, obstacles to the occupational health and safety and overall OHS.

Table 3. Independent Sample t-test between the type of family of the respondents with regard to their attitude towards occupational health and safety.

Variable	Mean	Std. Deviation	Std. Error Mean	Df	Statistical Inference
Knowledge and Awareness of OHS					
Nuclear (81)	40.57	6.710	.746	119	'Z'=0.137 P>0.05 Not Significant
Join (40)	42.38	5.187	.820	97.596	
Perception of the Safety Culture at Workplace					
Nuclear (81)	40.25	6.453	.717	119	'Z'=0.429 P>0.05 Not Significant
Join (40)	41.20	5.694	.900	87.081	
Occupational health and Safety Commitment of the Company					
Nuclear (81)	39.19	6.966	.774	119	'Z'=0.270 P>0.05 Not Significant
Join (40)	40.58	5.373	.850	97.781	
Employee Attitude Towards Occupational Health Safety					
Nuclear (81)	38.94	7.633	.848	119	'Z'=0.005 P<0.05 Significant
Join (40)	43.28	8.327	1.317	72.035	
Access Occupational Health and Safety Resources					
Nuclear (81)	40.22	14.034	1.559	119	'Z'=0.992 P>0.05 Not Significant
Join (40)	40.20	5.884	.930	116.748	
Obstacles to the Occupational Health and Safety					
Nuclear (81)	33.65	9.903	1.100	119	'Z'=0.304 P<0.05 Not Significant
Join (40)	35.65	10.204	1.613	75.730	
Overall OHS					
Nuclear (81)	232.81	38.261	4.251	119	'Z'=0.131 P>0.05 Not Significant
Join (40)	243.28	29.345	4.640	98.221	

Table 4. One-way analysis of variance among education of the respondent and Knowledge and awareness of occupational health and safety.

Variables		Sum of Squares	df	Mean Square	F	Statistical Inference
Knowledge and Awareness of OHS	Between Groups	135.381	3	45.127	1.147	F=0.333 P>0.05 Not Significant
	Within Groups	4603.313	117	39.345		
	Total	4738.694	120			
Perception of the Safety Culture at Workplace	Between Groups	69.494	3	23.165	.596	F=0.619 P>0.05 Not Significant
	Within Groups	4550.291	117	38.891		
	Total	4619.785	120			
Occupational health and Safety Commitment of the Company	Between Groups	48.201	3	16.067	.375	F=0.771 P>0.05 Not Significant
	Within Groups	5011.518	117	42.833		
	Total	5059.719	120			
Employee Attitude Towards Occupational Health and Safety	Between Groups	468.005	3	156.002	2.466	F=0.066 P>0.05 Not Significant
	Within Groups	7400.259	117	63.250		
	Total	7868.264	120			
Access Occupational Health and Safety Resources	Between Groups	218.658	3	72.886	.505	F=0.680 P>0.05 Not Significant
	Within Groups	16887.755	117	144.340		
	Total	17106.413	120			
Obstacles to the Occupational Health and Safety	Between Groups	39.674	3	13.225	.129	F=0.943 P>0.05 Not Significant
	Within Groups	11974.392	117	102.345		
	Total	12014.066	120			
Overall Occupational Health and Safety	Between Groups	3260.777	3	1086.926	.846	F=0.472 P>0.05 Not Significant
	Within Groups	150367.223	117	1285.190		
	Total	153628.000	120			

G1= SSLC ; G2= HSC; G3= UG; G4= PG.

Ho: There is a significant difference among the educational qualification of the respondents and the effective measures to enhance occupational health and safety in the organization.

Hi: There is no significant difference among the educational qualification of the respondents and the effective measures to enhance occupational health and safety in the organization.

Result: The F-Test was applied and it was found that there is no significant difference among the educational qualification of the respondents and the effective measures to enhance occupational health and safety in the organization. Hence the null hypothesis is accepted.

The presented Table 5, reveals that there is a significant difference among the various domicile of the respondents with regard to the dimensions of the study which include effective measures to enhance Occupational health and safety. It is also evident that there is no significant difference among the domicile of the respondents and the dimensions of the study based on their expectations on the knowledge and awareness of OHS, perception of the safety culture at workplace, occupational health and safety commitment of the company, employee attitude towards occupational health safety, access occupational health and safety resources, obstacles to the occupational health and safety and overall OHS.

Ho: There is a significant difference among the domicile of the respondents and the effective measures to enhance to face the obstacles to occupational health and safety in the organization.

Hi: There is no significant difference among the domicile of the respondents and the effective measures to enhance to face the obstacles to occupational health and safety in the organization.

Result: The F-Test was applied and it was found that there is no significant difference among the domicile of the respondents and the effective measures to enhance to face the obstacles to occupational health and safety in the organization. Hence the null hypothesis is accepted.

The Table 6, states that there is a significant relationship between the age of the respondents and the dimensions of the study which include Knowledge and Awareness of OHS, Perception of the Safety Culture at Workplace, Occupational health and Safety Commitment of the Company, Employee Attitude Towards Occupational Health Safety, Access Occupational Health and Safety Resources and Overall Occupational health and safety. The analysis also reveals that there is no significant relationship between the age of the respondents and the dimension which include; Obstacles to the Occupational Health and Safety of the Respondents.

Ho: There is a significant relationship between the age of the respondents and Employees attitudes towards occupational health and safety.

Hi: There is no significant relationship between the age of the respondents and Employees attitudes towards occupational health and safety.

Result: The correlation test was applied and it was found that there is a significant relationship between the age of the respondents and Employees attitudes towards occupational health and safety. Hence the research hypothesis is accepted and null hypothesis is rejected.

The Table 7, states that there is a significant relationship between annual income of the respondents and the dimensions of the study which include: Knowledge and Awareness of OHS, Perception of the Safety Culture at Workplace, Occupational health and Safety Commitment of the Company, Employee Attitude Towards Occupational Health Safety, Access Occupational Health and Safety Resources and Overall Occupational health and safety. The analysis also reveals that there is no significant relationship between the annual income of the respondents and the dimension which include: Obstacles to Occupational health and Safety.

Ho: There is no significant relationship between the annual income of the respondents and access to occupational health and safety resources.

Hi: There is a significant relationship between the annual income of the respondents and access to occupational health and safety resources.

Result: The correlation test was applied and it was found that there is a significant relationship between the annual income of the respondents and access to occupational health and safety resources. Hence the research hypothesis is accepted and null hypothesis is rejected.

The Table 8, states that there is a significant relationship between no. of training programs attended by the respondents and the dimensions of the study which include: Knowledge and Awareness of OHS, Perception of the Safety Culture at Workplace, Occupational health and Safety Commitment of the Company, Employee Attitude Towards Occupational Health Safety, Access Occupational Health and Safety Resources, Obstacles to Occupational health and Safety and Overall Occupational health and safety.

Ho: There is no significant association between the No. of Trainings attended by the respondents and Obstacles to occupational health and safety.

Hi: There is a significant association between the No. of Trainings attended by the respondents and Obstacles to occupational health and safety.

Table 5. One-way analysis of variance among domicile of the respondents and the obstacles to occupational health and safety.

Variables		Sum of Squares	df	Mean Square	F	Statistical Inference
Knowledge and Awareness of OHS	Between Groups	75.521	2	37.760	.956	F=0.388 P>0.05 Not Significant
	Within Groups	4663.173	118	39.518		
	Total	4738.694	120			
Perception of the Safety Culture at Workplace	Between Groups	54.464	2	27.232	.704	F=0.497 P>0.05 Not Significant
	Within Groups	4565.321	118	38.689		
	Total	4619.785	120			
Occupational health and Safety Commitment of the Company	Between Groups	68.073	2	34.037	.805	F=0.450 P>0.05 Not Significant
	Within Groups	4991.646	118	42.302		
	Total	5059.719	120			
Employee Attitude Towards Occupational Health and Safety	Between Groups	267.673	2	133.837	2.078	F=0.130 P>0.05 Not Significant
	Within Groups	7600.591	118	64.412		
	Total	7868.264	120			
Access Occupational Health and Safety Resources	Between Groups	578.825	2	289.413	2.066	F=0.131 P>0.05 Not Significant
	Within Groups	16527.588	118	140.064		
	Total	17106.413	120			
Obstacles to the Occupational Health and Safety	Between Groups	251.249	2	125.625	1.260	F=0.287 P>0.05 Not Significant
	Within Groups	11762.817	118	99.685		
	Total	12014.066	120			
Overall Occupational Health and Safety	Between Groups	2738.746	2	1369.373	1.071	F=0.346 P>0.05 Not Significant
	Within Groups	150889.254	118	1278.722		
	Total	153628.000	120			

G1= Rural; G2= Urban; G3= Town.

Table 6. Correlation between age of the respondents and their attitudes towards occupational health and safety.

Variable	Correlation Value	Statistical inference
Knowledge and Awareness of OHS	.283**	P<0.05 Significant
Perception of the Safety Culture at Workplace	.228*	P<0.05 Significant
Occupational health and Safety Commitment of the Company	.196*	P<0.05 Significant
Employee Attitude Towards Occupational Health Safety	.285**	P<0.05 Significant
Access Occupational Health and Safety Resources	.186*	P<0.05 Significant
Obstacles to the Occupational Health and Safety	.049	P>0.05 Not Significant
Overall Occupational Health and Safety	.265**	P<0.05 Significant

** . Correlation is significant at the 0.01 level (2-tailed). * . Correlation is significant at the 0.05 level (2-tailed).

Table 7. Correlation between the annual income of the respondents and access to occupational health and safety resources.

Variable	Correlation Value	Statistical inference
Knowledge and Awareness of OHS	.430**	P<0.05 Significant
Perception of the Safety Culture at Workplace	.342**	P<0.05 Significant
Occupational health and Safety Commitment of the Company	.271**	P<0.05 Significant
Employee Attitude Towards Occupational Health Safety	.394**	P<0.05 Significant
Access Occupational Health and Safety Resources	.253**	P<0.05 Significant
Obstacles to the Occupational Health and Safety	.097	P>0.05 Not Significant
Overall Occupational Health and Safety	.385**	P<0.05 Significant

** . Correlation is significant at the 0.01 level (2-tailed). * . Correlation is significant at the 0.05 level (2-tailed).

Table 8. Correlation between no. of training program attended with regard to obstacles to occupational health and safety.

Variable	Correlation Value	Statistical inference
Knowledge and Awareness of OHS	.356**	P<0.05 Significant
Perception of the Safety Culture at Workplace	.302**	P<0.05 Significant
Occupational health and Safety Commitment of the Company	.272**	P<0.05 Significant
Employee Attitude Towards Occupational Health Safety	.296**	P<0.05 Significant
Access Occupational Health and Safety Resources	.253**	P<0.05 Significant
Obstacles to the Occupational Health and Safety	.291**	P<0.05 Significant
Overall Occupational Health and Safety	.397**	P<0.05 Significant

** . Correlation is significant at the 0.01 level (2-tailed). * . Correlation is significant at the 0.05 level (2-tailed).

Result: The correlation test was applied and it was found that there is a significant relationship between the no. of training programs attended by the respondents and obstacles to occupational health and safety. Hence the research hypothesis is accepted and null hypothesis is rejected.

Suggestions

To address the low-level knowledge and awareness of occupational health and safety, the company can implement regular training sessions, seminars, and workshops. These sessions should cover various aspects of OHS and should be tailored to the specific needs of the employees. To improve the safety culture in the workplace, it is essential to involve employees in decision-making processes related to safety. Encourage open communication, create a safety-focused environment, and recognize employees who demonstrate a strong commitment to safety. The company should enhance its efforts to communicate the commitment towards occupational health and safety. This can be achieved through various channels like emails, posters, newsletters, and meetings. It is crucial to emphasize the importance of OHS and how it aligns with the company's values and goals. To improve attitudes towards occupational health and safety, the company can introduce incentives and recognition programs for employees who actively participate in safety initiatives. This will help create a positive atmosphere and encourage others to adopt safer practices. To increase access to occupational health and safety resources, the company should invest in necessary tools, equipment, and infrastructure. Additionally, create a centralized platform where employees can easily access relevant information and resources related to OHS. To tackle the low-level obstacles to occupational health and safety, the company should identify and address the root causes of these obstacles. This may involve reevaluating work processes, providing additional training, or allocating more resources to overcome these challenges.

To increase the influence of employees on challenges and barriers towards occupational health and safety, the company should establish an open-door policy for employees to report their concerns and suggestions. Encourage a collaborative approach to problem-solving and involve employees in the development and implementation of safety measures. A comprehensive solution to address the challenges and barriers faced by employees in promoting occupational health and safety can be achieved through a multi-faceted approach. This approach should focus on enhancing awareness, providing adequate resources, fostering effective communication, and promoting a positive safety culture within the organization. Develop and implement a comprehensive Occupational

Health and Safety (OHS) training program that covers all aspects of workplace safety. This should include mandatory training for all employees, as well as ongoing training and development opportunities to keep employees updated on best practices and new safety procedures. Establish clear lines of communication between management, employees, and other stakeholders. This can be achieved through regular safety meetings, feedback sessions, and the creation of an open-door policy where employees feel comfortable discussing their concerns and suggestions. Allocate sufficient resources and equipment for maintaining a safe and healthy work environment. This includes investing in proper protective gear, maintaining well-lit and ventilated workspaces, and ensuring that necessary safety equipment is readily available. Foster a positive safety culture by recognizing and rewarding employees who actively participate in promoting a safe and healthy work environment. This can be done through incentives, awards, or simply acknowledging their efforts publicly. Encourage employee involvement in the development and implementation of OHS policies and procedures. This can be achieved through employee representation in safety committees or by soliciting feedback and suggestions for improving safety measures. Address cultural and attitudinal barriers by promoting a shared understanding of the importance of OHS among all employees. This can be achieved through targeted campaigns, workshops, and regular reminders of the organization's commitment to maintaining a safe and healthy work environment. Regularly evaluate and update OHS policies and procedures to ensure they remain relevant and effective. This involves staying informed about industry best practices and incorporating lessons learned from past incidents. By implementing these suggestions, organizations can create a safer and healthier work environment, ultimately leading to increased productivity, job satisfaction, and a stronger safety culture.

Conclusion

Addressing the challenges and barriers faced by employees in promoting occupational health and safety requires a multifaceted approach. Organizations should prioritize enhancing awareness, providing adequate resources, fostering effective communication, and promoting a positive safety culture. To achieve this, companies can implement regular training sessions, seminars, and workshops tailored to specific employee needs. Involving employees in decision-making processes related to safety and creating a safety-focused environment can significantly improve the safety culture in the workplace. Communication channels should be utilized effectively to emphasize the importance of occupational health and safety and its alignment with the company's values and goals. Recognizing and rewarding employees who demonstrate a strong commitment to safety can encourage

a positive atmosphere and motivate others to adopt safer practices. Investing in necessary tools, equipment, and infrastructure, as well as creating a centralized platform for accessing OHS information and resources, can further enhance employee access to safety-related support. Identifying and addressing the root causes of obstacles to occupational health and safety is crucial. This may involve re-evaluating work processes, providing additional training, or allocating more resources. Establishing an open-door policy for employees to report concerns and suggestions, and involving them in problem-solving and the development of safety measures, can increase employee influence on challenges and barriers. A comprehensive Occupational Health and Safety training program, clear lines of communication, sufficient resource allocation, recognition and involvement of employees, addressing cultural and attitudinal barriers, and regularly evaluating and updating OHS policies and procedures can collectively contribute to overcoming the challenges and barriers faced by employees in promoting occupational health and safety. By implementing these suggestions, organizations can create a safer, healthier, and more productive work environment, fostering a strong safety culture that benefits both employees and the organization.

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