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Addis Ababa University

College of Business and Economics

Department of Management MBA Program

**Practices of Occupational Health and Safety Management: Case
of Bole-Lemi industrial park**

**A THESIS SUBMITTED TO ADDIS ABABA UNIVERSITY,
COLLEGE OF BUSINESS AND ECONOMICS DEPARTMENT OF
MANAGEMENT IN REQUIREMENTS FOR MASTER OF
BUSINESS ADMINISTRATION (MBA)**

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ADDIS ABABA UNIVERSITY
COLLEGE OF BUSSINESS AND ECONOMICS
DEPARTEMENT OF MANAGEMENT

**Practices of Occupational Health and Safety Management: Case of
Bole-Lemi industrial park**

BY

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Declaration

I, the under signed, declare that this thesis is my original work and all sources of materials used for this thesis have been duly acknowledged. The paper has never been presented in this or any other university for the award of any academic degree, diploma or certificate.

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ENDORSEMENT

This thesis has been submitted to Addis Ababa University, college of business and economics department of management for examination with my approval a university advisor.

Advisor

Addis Ababa University, Addis Ababa

signature

September, 2019

DEDICATION

This research project is dedicated to my children's YEMARIAM and YEABNAT. Because, the few hours I was able to share with them were always a source of new energy and that gave me the strength throughout the research work and in difficult times at all.

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ABSTRACT

The main purpose of this study was to examine the practice of occupational safety and health in Bole-Lemi industrial park. The researcher used management of organizational safety and health program, employee participation, employee training, hazard identification, hazard prevention and control issues, program evaluation and improvement and implementation of organizational safety and health as an organizational safety and health dimensions to examine the practical implantation of occupational safety and health of employees in the study area. The research is descriptive research. In this research random and purposive sampling techniques was applied to get appropriate representative sample from the population and for triangulation purpose. The researcher collected data from Bole-Lemi industrial park through self-administered questionnaire and interview. One hundred forty-four respondents and eight managerial personnel's were formed the sample size of the study. The collected data was analyzed using statistical package for social science (SPSS) version 1.0. The descriptive statistics and inferential statistics (correlation) were used to describe demographic characteristics of respondent and to answer research questions.

Abbreviations

| | |
|--------|--|
| ILO: | International Labor Organization |
| MOLSA: | Ministry of Labour and Social Affairs. |
| OSH: | Occupational Safety and Health |
| OHS: | Occupational Health and Safety |
| OHSMP: | Occupational Safety and Health management practice |
| OSHMS: | Occupational Safety and Health and Management System |
| WHO: | World Health Organization |

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CHAPTER ONE

INTRODUCTION

1.1 Background to the Study

Occupational safety and health is a discipline dealing with prevention of work related injuries and diseases, and the protection and promotion of healthy workers. It aims at the improvement of working conditions and environment. Occupational health entails the promotion and maintenance of the highest degree of physical and mental health and social well-being of workers in all occupations.

The proper implementation of Occupational Safety and Health at work places is equally important to both individuals and organizations and also indirectly to countries. Health and safety policies and programs are concerned with protecting employees and other person affected by what the company produces and does against the hazards arising from their employment or their links with the company. Safety programs deal with the prevention of accidents and with minimizing the resulting loss and damage to people and property. They relate more to systems of work than the working environment, but both health and safety programs are concerned with protection against hazards, and their aims and methods are clearly interlinked. Occupational health programs deal with the Prevention of ill-health arising from working conditions. (Armstrong, 2009).

Human rights issues have become a focal point of debate throughout the world. Worker safety and health are a subset of these issues, and accordingly should come under the same scrutiny. However there are still poor working conditions especially in developing countries due to lack of practicing simple preventive measures. The standard of Occupational health and safety available at any work place is the main determinant of workers' health. Workers all over the world, face dual occupational hazards, the traditional as well as novel in the complex work settings due to rapid industrialization, technological advancement and globalization, over the last few years. An equally wide variety of chemical, physical and psychological hazards in production. Occupational health issues affect individuals, families and communities, as well as the citizens of the world. All the stake holders including the state, the manager, the employer and the worker

have certain responsibilities to take up medical, engineering and legislative interventions to make work environment safer. (Ahmad I, Sattar A, Nawaz A. 2016).

According to International Labor Organization 1959 the employer has responsibility to protect the employees from all health hazards that may pose threat to their safety and health. Management has the responsibility to implement, enforce, evaluate and review issues related to Safety and Health in the organization, which is part of humanitarianism. International labor laws also require that reasonable levels of Safety and Health be maintained in the work environment (Armstrong, 2006). Here safety seems so easy just make sure people don't get hurt. In practice it is a lot harder to achieve a safe organization that is capable of sustained safe performance in the face of significant hazards.

The importance of Safety and Health should not be overlooked as it affects production, quality and financial results in any organization, instead it should be managed in the same way as other aspects of the organization. There is an increasing problem of mainstreaming acceptable Safety and Health standards in the industry. Incidents of Safety and Health causes are rising every year especially in industries; therefore management has a mandate of establishing strategies and policies that protect employees from risks associated with their working environment. The human resource department is expected to emphasize the safety of employees at the work place and ensure that there is no interruption in production and quality due to lack of safety precautions (Dessler, 2001).

In organizations, occupational accidents may arise from three dimensions: the task to be done, for instance malfunctioning machines, lack of protective equipment like working conditions which arise from inadequate lighting, fatigue that comes out of excessive working hours and the employee himself/herself.

The health and safety of employees is a very significant issue to consider with relation to the attainment of organizational goals. Health and safety policies and programs are concerned with protecting employees and other people affected by an organization's activities, products and services against hazards. With limited resources to help reduce occupational injuries, companies struggle with how to best focus these resources to achieve the greatest reduction in injuries for

the optimal cost. Safety culture has been identified as a critical factor that sets the tone for importance of safety within an organization (OToole, 2002).

Naidoo & Willis (2002) identify a number of benefits to the organization from promotion of health and safety workplace as improvements of productivity as a result of reduced sickness absence, enhanced corporate image and staff turnover. Safety measures prevent accidents and ensure regular flow of work which helps to improve the morale and productivity of workers. It also contributes to team work and a sense of belonging to employees. On the other hand Boyd (2003) argues that when employee performance increase, it will lead to the organization effectiveness. Among the positive consequences of safe and healthy workplaces are: higher productivity owing to few lost workdays, increased efficiency, quality from healthier workforce, reduced medical and insurance costs, lower workers' compensation rates and direct payments because of few claims being filed, and improved reputation. According to McCunney (2001), the primary beneficial impact of occupational health and safety on productivity is reduced absenteeism.

In Africa the issue of Occupational health and safety practices has been ignored by most countries and organizations. The ILO reported that 63,900 work deaths occurred in the 54 African countries and that an estimated 1,560,000 disabling work injuries occurred (ILO, 2010). The fundamental perspective on why majority of African countries and organizations struggle to foster an effective occupational health and safety workplace is that most employers put greater emphasis on productivity and profitability while compromising health and safety standards, procedures, policies and programs.

In relation with occupational safety and health Ethiopia has four policy documents which are the foundation for the practice of OSH. The Ethiopian Constitution which clearly stipulate Right to Equality (art 25), Right of women (art 35/4), Rights of labor (Article 42), Environmental Rights, (Article 44/1) and Proclamation No. 4/1995. In the second place Ethiopia Ratified international agreements as supremacy of the Constitution and its application. So it results, International Covenants on Human Rights and international instruments to be adopted by Ethiopia (Article 13/2). The third document is The Health Policy of 1993, Articles within the policy consider OSH to be a high priority public health matter. And the fourth policy document is The Labor Proclamation of 377/2003, which is comprehensive and encompasses 191 articles on the rights of

labor and OSH. There is also occupational safety and health directives which is a working guideline prepared in response to the power of MOLSA vested by the proclamation No 377/2003. eventhough the legal backup of our country seems strong but a paper published by the Ministry of Labour and Social Affairs of Ethiopia, 2006 reported that, manufacturing industry has the most hazardous workplaces in the country. That is mainly due to lack of safety leadership and improper implementation of safety and health policies, the nature of the industry and lack of enforcement of labour proclamation No 377. Therefore, the aim of the study is to assess the practice of Safety and Health programs in the industry area which in our case Bole- lami industrial park.

1.2 Statement of the Problem

Human resources that an organization has is one of an important part and versatile resources and there is no doubt that an effective and efficient use of the human resource will translate into the overall effectiveness and efficiency of the organization. The overall effectiveness and efficiency of an organizations are affected by occupational safety and health of its employees. Occupational safety and health is an important strategy not only to ensure the health and safety of workers, but also contribute positively to productivity, quality of products, work motivation, job satisfaction, job performance and thereby to the overall quality of life of individuals and society. By taking into consideration this fact, Ethiopia have adopted ILO Convention No 155 of 1981 in 1991 which resulted in two major regulations: Labor Proclamation No. 377/ 2003(4) and Labor Proclamation No. 515/2007 on public civil servants and had a regulation on Occupational Safety and Health (OSH) since the 1940's.

Though number of countries and their organizations accept the above truth but fail to realize that as part of their human resource management practices, as to the report of International Labor Organization (ILO, 2012), every day, 6,300 people die as a result of occupational accidents of work related diseases - more than 2.3 million deaths per year, 317 million accidents occur on the job annually; many of these resulting in extended absences from work. "Most of these deaths and injuries occur particularly in developing countries where a large part of the population is engaged in hazardous activities taking severe toll on these economics. Ethiopia is among the countries which face these challenges despite the implementation of the provisions of regulations due to

different reasons. According to a paper published by the Ministry of Labour and Social Affairs of Ethiopia, 2006, manufacturing industry has the most hazardous workplace in the country. Commonly observed hazards in the workplace include occupational noise and dust of various types in manufacturing sectors and chemical exposures. Injury is also another workplace hazard commonly observed in the country. The prevalence of noise exposure was found to be high with the potential to seriously impact hearing capacity. Exposure to dust greatly exceeded international permissible limits. There is a high level of workplace injuries that often leads to an extended loss of productive working days (Abera Kumie, Tadesse Amera, Kiros Berhane, Jonathan Samet, Nuvjote Hundal, Fitsum G/Michael, and Frank Gilliland, Occupational Health and Safety in Ethiopia: A review of Situational Analysis and Needs Assessment) Therefore, industrial employees of the country obliged to face these challenges through their work life.

If Occupational safety and health is an important strategy but theoretical concept of hazard management through its avoidance, reduction, or isolation is minimal due to different factors, which may have detrimental effects on the overall performance of the employee, then more must be known about occupational safety and health of employees especially in the Ethiopian industrial parks. Many researches were made on different functions of HRM. But research on employee health and safety is still very limited which requires further analysis. There were very few studies related to the issue in general and even the existing studies show the existence of low level of practice of occupational safety and health and surprisingly there was no such scientific research study on the issue yet in the study area which really made this study demanding. There is no such systematic study made in HRM practices in Bole-Lemi industrial park in general and OSH practices in particular which indicates the critical demand of systematic research on the issue.

1.3 Research Questions

Based on the above research problem, the following questions are for further investigation of the topic.

1. How is the Practice of Health and safety policy in the study area?
2. What kind of occupational risks and hazards faced by employees of Bole-Lemi industrial park?

3. What are the challenges for Bole-Lemi industrial park that hinder the proper implementation of health and safety policies?

1.4 Objectives of the study

1.4.1 General Objective

The objective of the study was to assess the practice of occupational safety and health programs in Bole-Lemi industrial park.

1.4.2 Specific Objectives

More specifically, the study has the following specific objectives

- Assessing the existing OSH Management practices in the Study area.
- To identify and understand health and safety risks faced by Employees in the study area.
- To have understanding on the challenges of the Bole -Lemi industrial parks in implementing health and safety policies

1.5 Significance of the study

The study explored the effects of occupational safety and health programs on employee Performance. This could act as an assessment on occupational safety and health programs and the results could provide bases for the formulation of effective occupational health and safety policies in the study area.

The work will also provide the opportunity for employees, employers to identify their specific respective roles in health and safety issues. The study will enable Government and other employers who have the legal responsibilities to provide safe workplace and systems of work, to consult with employees and to keep them informed about health and safety matters.

The study would also suggest to employers to adopt Occupational Health Safety Management System that would systematically eliminate the possibility of accident, illness, injury or fatality in the workplace by ensuring that the hazards in the workplace are eliminated or controlled so far as is reasonably practicable in a systematic manner, rather than waiting for a crisis to occur.

1.6 Scope of the study

The scope of this study is limited due to time and budget constraints. Therefore, the current research will focus on occupational safety and health management of Bole-Lemi industrial park located in Addis Ababa city.

1.7. Limitations of the Study

Though managed accordingly, this study was not without any short comings. Initially employers and few management bodies were reluctant in providing immediate responses, since the study required some sensitive and critical company information. Moreover the study was focused only to one industrial park called Bole-Lemi industrial park due to limitations of budget and other required facilities for the study.

1.8 Definition of terms

A health and safety policy is a method of action that influences and guides actions that promote effective safe working procedures, occupational hygiene and safety training. It addresses the types of hazards associated with the workplace; it discusses the active and on-going participation of employees.

A health and safety program: is a definite plan that contains the health and safety elements of An organization, objectives that make it possible for the company to achieve its goal in the Protection of its workers at the workplace.

Employee performance: is everything about the performance of employees in a firm or a Company or an organization. It involves all aspects that directly or indirectly affect and relate to the work of the employees.

Hazard Control: Any means used to eliminate or reduce a hazard.

Hazard: Any potential danger of injury or illness to a person, or damage to property.

Health: The Act does not define the terms safety and health. The World Health Organization has defined health, thus, "Health is a state of complete physical, mental, and social well-being and not merely the absence of disease or infirmity".

Incident: An occurrence in the workplace that results, or may have resulted in, injury, illness or property damage.

Occupational safety and health- the promotion and maintenance of the highest Degree of Physical, mental and social well-being of workers in all occupations.

Safety behavior: The behavior required to complete an activity safely Safety state of being

Safe: freedom from injury or danger.

Safety management system: A structured, systematic means for ensuring that what the organization does is effectively managed to meet high standards of safety.

Workplace health & safety committee: An occupational health and safety committee is a forum for cooperative involvement of employees representing both labour and management which assists in bringing the internal responsibility system into practice.

Workplace Inspections: Planned systematic appraisals of the workplace to identify hazards, assess and control risks, and to ensure a safe and healthy workplace complying with OHS Legislation.

1.9 Organization of the study

The paper consists of five chapters. The first chapter deals with introductory part which contains background of the study, statement of the problem, research question and objective of the study, significance of the study and scope of the study. The second chapter encompassed review of literature and findings. The third chapter deals with research methodology. The fourth chapter presented the results of the analysis. Finally, based on the analysis and interpretation, conclusions and recommendations will be presented.

CHAPTER TWO

REVIEW OF RELATED LITRATURE

2.1 Introduction

This chapter is meant to contain the review of various literatures considered to be relevant to the study in order for comparison, confirmation and differences to be laid bare. The chapter highlights the conceptual definition of occupational safety and health, theoretical foundation, occupational safety and health programs, Occupational risks and hazards, and Empirical studies on OSH management practices.

2.2 Theoretical Review

2.2.1 Conceptual Definitions

The World Health Organization defines health as 'a state of complete physical, mental and social well-being, not merely an absence of disease and infirmity'. Safety, on the other hand, defined by the oxford dictionary, as the state of being safe and protected from danger or harm. Safety is more specific and easier to understand. Safety is relative freedom from or protection against hazards at the place of work (Ngirwa, 2005).

According to International Labor Organization (ILO), Occupational health and safety is a discipline with a broad scope involving many specialized fields. In its broadest sense, it should aim at: The promotion and maintenance of the highest degree of physical, mental and social well-being of workers in all occupations; The prevention among workers of adverse effects on health caused by their working conditions; The protection of workers in their employment from risks resulting from factors adverse to health; The placing and maintenance of workers in an occupational environment adapted to physical and mental needs; The adaptation of work to humans.

In other words, occupational health and safety encompasses the social, mental and physical well-being of workers that is the “whole person”.

Occupational health issues are often given less attention than occupational safety issues because the former are generally more difficult to confront. However, when health is addressed, so is safety, because a healthy workplace is by definition also a safe work place. The converse,

though, may not be true a so called safe workplace is not necessarily also a healthy workplace. The important point is that issues of both health and safety must be addressed in every workplace. By and large, the definition of occupational health and safety given above encompasses both health and safety in their broadest contexts.

Employee health and safety is part of employee welfare. The welfare of an employees is their general state of well- being, for example their good health and comfort as well as their stability and prosperity. Thus the function of maintaining employee health and safety should be treated as being part of the important function of providing for employee welfare. Employee welfare was historically used to encompass the employees' physical working conditions, e.g. facilities related to sanitation, canteens, bars, vending machines, sports clubs, dispensaries, shortening of working hours, and any other initiatives of job satisfaction and improvement of quality of work life in the places of work (Ngirwa, 2005).

2.3 Concepts of Occupational Safety and Health

The World Health Organization (WHO) Committee on Occupational Health adopted a definition of occupational health. The definition was subsequently revised in 1995 and states that "Occupational health should aim at the promotion and maintenance of the highest degree of physical, mental and social well-being of workers in all occupations, prevent amongst workers from health disorders caused by their working conditions and placing and maintenance of the worker in an occupational environment adapted to his physiological and psychological capabilities" (Guidotti, 2011).

Another definition which have the same notion with the above definition is given by Mathis and Jackson in 2004 and it refer Occupational health as a general state of physical, mental, and emotional well-being of a worker. A healthy worker is the one who is free from illness, injury, mental and emotional problems that may impair his normal work activity or routine.

The Cambridge Advanced Learner's Dictionary defines "welfare" as "well-being". Therefore, health and safety are strictly aspects of employee welfare, which have been separately identified as being significant areas of welfare provision for sometimes. Safety hazards are those aspects of the work environment that have the potential of immediate and sometimes violent harm to an employee; for example, loss of hearing, eye sight, or body parts, cuts, sprains, bruises, broken

bones, burns and electric shock. And health hazards as those aspects of work environment that slowly and cumulatively lead to deterioration of an employee's health; for example: cancer, poisoning and respiratory diseases. Typical causes include physical and biological hazards, toxic and carcinogenic dusts and chemicals and stressful working conditions.

According to Premier Occupational Healthcare (2010), OSH refers to activities, processes, or procedural strategies to protect and promote the health and safety of workers, which was aimed at eliminating all factors, behaviors and conditions hazardous to human health and safety at work. OHS enhances the physical, mental and social well-being of workers, and supports the development and maintenance of their working capacity, as well as professionalism and social development at work.

According to WHO a healthy workplace is one in which workers and managers collaborate to use a continual improvement process to protect and promote the health, safety and well-being of workers and the sustainability of the workplace by considering the following, based on identified needs: Health and safety concerns in the physical work environment, Health, safety and well-being concerns in the psychosocial work environment including organization of work and workplace culture, Personal health resources in the workplace and ways of participating in the community to improve the health of workers, their families and other members of the community.

According to the International Labour Organization (ILO) and the World Health Organization (WHO), health and safety at work is aimed at: the promotion and maintenance of the highest degree of physical, mental and social well-being of workers in all occupations, the prevention among workers of leaving work due to health problems caused by their working conditions, the protection of workers in their employment from risks resulting from factors adverse to health, the placing and maintenance of the worker in an occupational environment adapted to his or her physiological and psychological capabilities and, to summarize, the adaptation of work to the person and of each person to their job. (ILO, 2006).

According to an ILO training module with the title Introduction to Health and Safety at Work (ILO, 2013), work-related accidents or diseases are very costly and can have many serious direct

and indirect effects and outcomes on both the lives of workers, their families and also on the financial status of the enterprises.

2.4 Occupational Safety and Health Programs

Accident prevention is the major work of organizations safety programme. Occupational health and safety also encompasses all the people and programs directly or indirectly involved in making the work environment safe and healthy. According to Liukkonen et al (1996) Occupational health and safety programs play a great role in reduction of cost for the organization the cost through the Work-related accidents or diseases which are very costly and can have many serious direct and indirect effects on the lives of workers and their families. It include practical, enterprise level efforts aimed at achieving adequate occupational health and safety such as Medical/health surveillance, Health and Safety Committees, Employee Wellness Programs, Employee Assistance Programs, Health and Safety Policies, , and Health and Safety Training.

Efficient OSH management practices begin from developing a clear written OSH plans and policies. Written health and safety policies are required to demonstrate that top management is concerned about the protection of the organization's employees from hazards at work and to indicate how this protection will be provided. They are therefore, first a declaration of intent, second a definition of the means by which that intent will be realized and third, a statement of the guidelines that should be followed by everyone concerned- which means all employees-in implementing the policy. The policy statement should consist of three parts: the general policy statement, the description of the organization for health and safety and Details of arrangements for implementing the policy (Armstrong, 2009). Health and Safety Policies except in very small firms of fewer than five employees, every employer is required to prepare and keep up-to date, a written statement of safety policy. Measures from prevention and control of occupational hazards in the workplace should be based upon a clear, implementable and well-defined policy at the level of the organization (Foot and Hook, 2008).

Health and Safety Inspections are programmes designed to examine a specific area of the organization, an operational department or a manufacturing process to locate and define any

faults in the system, equipment, plant or machines, or any operational errors that might be a danger to health or source of accidents. Health and safety inspections should be carried out in a regular and systematic basis by line managers and supervisors with the advice of health safety specialists (Price, 2007).

Health and safety training is a key part of the preventive programme. Safety and health training is an essential element in maintaining a healthy and safe workplace and has been an integral component of occupational health and safety management. Training provides individuals with the basic theoretical and practical knowledge for the successful exercise of their trade or occupation and their integration into the working environment (Millmore et. al, 2007). Occupational safety and health training should meet the needs of the workers. Safety training spells out the rules and provides information on potential hazards and how to avoid them. The need to give appropriate training in occupational health and safety to workers and their representatives should thus be stressed as a fundamental element of occupational safety and health policy. Managers, supervisory staff and workers all need to be trained.

According to Armstrong (2012) suggest that health and safety committee should help in conducting risk assessments and safety audits and make suggestions on improving health and safety performance. Employers should establish safety committees after consultation with trade union representatives and post a notice stating the composition of the committee and indicating what areas the organization will embrace. The overall objective of the safety committee is the promotion of cooperation between employers and employees in investigating, developing, and carrying out measures to ensure the health and safety at work of the employees'. Regulations relating to safety representatives also include obligations regarding the establishment and operation of safety committees at the workplace. The overall objective of a safety committee is the promotion of co-operation between employers and employees in investigating, developing and carrying out measures to ensure the health and safety of the employees at work.

Cole. (2002) identifies key functions of safety committees. These include:

- Studying trends in accidents, etc. with the view to making suggestions for corrective actions.
- Examining safety reports and making proposals for avoiding accidents, etc.
- Examining and discussing reports from safety representatives.

- Making proposals for new or revised safety procedures
- Acting as a link between the organization and the enforcement agency (the health and safety inspectorate).
- Monitoring and evaluating the organization's safety policies, and making proposals for changes, if necessary.

Michael. (2006) also states that employees frequently participate in safety planning through safety committees, often composed of workers from a variety of levels and departments. A safety committee generally meets at regular scheduled times and has specific responsibilities for conducting safety reviews, and makes recommendations for changes necessary to avoid future accidents.

Employee Wellness Programs are important in health and safety. Employee Wellness Programs is an active process of becoming aware of and making choices toward a more successful existence (Robinson, 2006).

Employee Assistance Programs are designed to help employees whose job performance is suffering because of physical, mental or emotional problems. Employee Assistance Programs have become reasonably common in recent years as a means of providing both practical and emotional support for employees. They are the main formal method used to provide support at different times. Employee assistance programs address a variety of employee problems ranging from drug abuse to marital problems. Many organizations create employee assistance programs because they recognize their ethical and legal obligations to protect their workers physical health but their mental health as well.

2.5 Occupational Risks and Hazards

As stated in the Occupational health and safety training manual of Ministry of Labour and social affairs (MOLSA, 1997) the work place hazards were related to the following risks and hazards:

2.5.1 Chemical Hazards

One of the major health and safety risk in industries are chemicals which represent majority of workplace health hazards. Obviously an industry work place may have a number of chemical hazards including: Dusts, Mists, Toxic gases, Fumes, Vapors, X-rays/ radiations and Chemical

agents such as metals, disinfectants, solvents, tar, grease, oils, acids, alkalis and lime etc. cause contact dermatitis, eczema and burns on face and body. Inhalation of dusts, gases, metals and their compounds cause pneumoconiosis and asthma. Eating with contaminated hands may cause lead poisoning especially in children

2.5.2 Physical Hazards

Broadly speaking, peoples in any setting operate within the physical environment which can be a source risk and hazards. Physical hazards include surroundings of the workers such as heat, cold, loud noise, poor lighting, poor ventilation, vibration, electricity and radiations. Excessive heat from ovens & furnaces may lead to fatigue, prickly heat, cramps, syncope and heat stroke. It is most common industrial health problem which may be difficult to identify as builds up slowly with time. Other non-auditory effects of noise include tinnitus, fatigue, nervousness & annoyance reducing human efficiency. Vibration from drilling, hammer & chisel may cause white fingers due to vascular spasm and musculoskeletal injuries. Corneal foreign bodies and welding arc keratitis is common if proper precautions are not observed. An electrical injury occurs when a current passes through the body, interfering with the function of an internal organ or sometimes burning tissue. Unsafe housing & polluted general environment aggravate the poor health of the worker further.

2.5.3 Biological Hazards

OHS may also related biological hazards. Employees in the work place may subject to specific health hazards relating to the nature of their work with biological materials or from working in environments where micro-organisms may abound. These hazards may be related to existence of animals or plant materials or sometimes the treatments of sick persons. Biological hazards may happen in the work place and it can also affect members of the general working community. Biological among others includes: influenza, insect bites, tuberculosis, malaria, dengue, diarrhea, cholera, typhoid fever, hepatitis A, parasitic diseases, fungal infections, Bacteria, and Viruses. These are presented by exposure to infectious microorganisms, to toxic substances of biological origin or animal attacks which need care and considerations in the work place.

2.5.4 Ergonomic Hazards

Ergonomics is the adjustment of man, machine and work environment. Ergonomics draws on a number of scientific disciplines, including physiology, biomechanics, psychology and anthropometry. The risk of musculo-skeletal disorders (MSDs) increases in manual handling of too heavy, too large and difficult to reach loads. Repetitive activities, prolonged standing often combined with a bent over or awkward position and sitting for long hours also result in MSDs. Cumulative-trauma-disorders (CTDs) are cumulatively received over time minor back injuries due to improper work postures. These have leg pain, tingling and numbness as an early sign and end up in disc rupture.

Visual conditions, strenuous work, bad work design, shift works and risk of physical strain can be a source of risk in the work place. Ergonomic (human engineering) is a way of thinking and planning work so that it is organized to suit the abilities and needs of the people doing it. Peoples are not identical in all aspects. Despite progress in technology, there is still a lot to be done before machinery and equipment are designed for use by people. As a result of poor design, people often suffer from lower back pain and injury to muscles and joints. Visual problems are increasing with the wide spread use of various display units and work inspection. These are among the most common health problems in working life.

2.5.5 Psycho- Social hazards

Psychological hazards are among risks that occur in the work place. Obviously employment is dynamic process and there are factors over which workers have no control, such as the state of an economy or the weather. Because of the same factors, there can be intense pressure to become more productive. Since the workforce is constantly changing, and with it the hours and location of work, and many projects require living in work campus away from home and family, workers may lack stable and dependable networks of social support. Features of work such as heavy workload, limited control and limited social support are the very factors associated with increased psychological hazards in the work place.

Job insecurity, difficult working hours, poor work-life balance, constant pressure by top management for increased productivity, poor career opportunities, discrimination, lack of communication, and low pay result in workplace stress. Stress results in varied reactions among workers depending on age, sex, social support and different processing styles. Specific types of

personalities such as type A individuals tend to experience more stress than type B. At individual level it manifests in two ways. Psycho-behaviorally it shows up as time pressure, hostility, aggression, anxiety, depression, decreased job satisfaction, insecurity, interpersonal conflicts, tension, alcohol, drug abuse, workplace violence, bullying and sleep disorders. Psychosomatically it presents as headache, shoulder and neck pain, backache, migraine, fatigue, peptic ulcer, hypertension, heart disease and rapid aging. Low performance & morale, high rates of accidents, high staff turnover & absenteeism are the symptoms of psycho-social stress at organizational level.

2.6 Empirical study about OSH in Ethiopia

The study findings made by Endale Regasa in the Case of Habesha steel Mills Plc indicate gaps in practices of Occupational health and safety though the company has a written policy and plan with respect to Employees Occupational health and safety and also there is program evaluation and control, Employee participation, Employee training and hazard prevention and control issues needs serious attention of the concerned parties. Physical and Ergonomic hazards are the two major hazards in the company respectively. The study implies that, insufficient budget and poor working environment are the major challenges that the company faces for proper implementation of OHS management system.

The result of the Study made by Solomon Tibebe on the practices and challenges of Occupational health and safety in Ethiopia: the case of Akaki textile and garment factory indicated that Physical and Chemical hazards were the two dominant hazards in the study area. The study indicated that work in the factory severely affected worker's health, as most activities are insecure, hazardous and take place in unhealthy and unsafe environment.

From the study of Mekonnen Lenjisa (2016) on the title of Practices of Occupational Health and Safety Management in Oromiya Steel Pipe Mil PLC: The presence of occupational illness and injuries indicate the magnitude of occupational hazards in many industries is significantly high. Physical hazards are the major causes of occupational hazards. The level of implementation of OSHMS is low. Identifying, preventing and control of hazards are poor and needs attention.

Implementing an effective OSH Management system requires, among other things, clear assignment of roles and responsibility to key stakeholders and training programs to provide employees with the tools to execute their responsibilities which were lacking in many industries.

According to the study of Takele Zewdie (2011), on the title of assessment of occupational safety and health management system in some federal government organizations, the existence of Occupational hazards and disease are Physical, Chemical, Biological, Ergonomic and Psychological. The finding was that most of the experts described that Occupational Safety and Health Management System (OSHMS) in the surveyed organizations did not effectively implemented. The major challenges are lack of awareness of top and middle level managements and civil servants, insufficient or lack of budgetary support; failure to customize OSHMS to organizational needs; weak management commitment; lack of integration with general management functions and systems and restricting OSH functions to OSH experts. The response of most civil servants also shows that they are not aware about the practice or implementation of Occupational Safety and Health Management System (OSHMS) in their organizations.

According to the study of Muluken Legesse (2016), on Impact of Occupational Safety and Health on Organizational Performance in East Africa Bottling Share Company, though the company had a nicely crafted OSH policy and procedure, the study revealed that workers in these areas had high injury rates. This study identify that in the previous two years before the study, 82.1% faced minor injuries with 67.9 % of them being hospitalized with a 1 to more than 10 days of sick leave. These had a negative impact on production performance of the company and contributed 2.75% from the company's total performance losses. The main sources of injuries in the case company were broken glass, repetitive job and workload and slippery floors. The main reason why employee faced these issues were due to carelessness of employee, lack of awareness and training, poor OSH implementation supervision. In addition, work related OSH training was not adequately given to temporary workers.

In addition to studies on OSH made in our countries, studies made on neighboring countries also indicate that there is problem of implementation of OSH policies and strategies by employers. The Empirical studies conducted by Rose kind (2005), Goetzel et al (2007), and Pronovost et al

(2009) all found employee safety and security at work to be directly related to organizational performance.

Research presented in the Health and Safety Executive (2004) in 19 case study organizations established that the tangible benefits from health and safety management include higher productivity, lower absenteeism, lower employee turnover, avoiding the cost litigation, meeting clients demands and improves staff morale and employee relations.

Sikpa (2011) studied an assessment of occupational health and safety practices on job performance at the Tetteh Quarshie Memorial Hospital in Ghana and found out that the current occupational health and safety practices in the hospital are inadequate, and that the management, staff, patients and other stakeholders are exposed to several risks and hazards. The study concluded that there cannot be any effective occupational safety and health practices if both the employers and employees fail to perform their respective responsibilities. Accidents are costly to the affected employees and the organization. Therefore every effort should be made in order to avoid them from happening at the workplaces.

2.7 Conceptual frame work

Positive employee performance in the organization can be achieved through the effort of management of occupational health and safety. It normally not brought about by a single variable but rather an interaction of various networks of different variables and factors. The conceptual framework of these variables was a guide to this research.

Table 2.1 conceptual fame work

Occupational Health and Safety

- Management of the OSH program
- employee participation
- employee Training
- hazard identification
- hazard prevention and control issue
- program evaluation and improvement
- implementation of OSH policies and strategies

CHAPTER THREE

RESEARCH METHODOLOGY

3.1 Introduction

This chapter enlightened on the procedures, methods and techniques for research design, location of the study, data collection, the population and sampling techniques, and data sources, data collection instruments, and data analysis plan the researcher adopted in the research work.

3.2 The study area

The proposed Phase Two Bole Lemi Industry Zone Project is one of the industry zones to be developed in Addis Ababa city on a land area of about 183ha as part of the wider industrial growth development program of the country. A mix of factories will be operating within the IZ in 22 modern industrial sheds having two types of sizes of 5,777m² and 11,217m², with their common facility and parking area.

The proposed Bole-Lemi Industry Zone Development Project is located in the southwestern part of Addis Ababa City administration in Woreda 11 of Bole Sub-city. It is bounded by two rivers (Lemi and Weji) which drain to Big Akaki River locally known as *Tiliku Akaki River*. The topography is predominantly flat agricultural with elevation decreasing towards the two rivers.

It is largely inhabited by people engaged in rural livelihood. Traditional mixed farming type of agriculture dominated by rain-fed farming is currently the most important economic activity in the three rural settlements (*Menders*) that will be affected by the establishment of the propose industrial zone. Livestock ownership is comparatively low and is primarily geared towards owning some oxen and donkey needed for transporting and farming activities. Much of the area is allotted for crop production with very limited grazing land here and there.

The area is virtually devoid of any natural vegetation such as trees and shrubs due to heavy Encroachment from farming, grazing and establishment of numerous quarry and stone crusher plants. However, there are still eucalyptus trees in areas very close to the villages. There is no designated sensitive area.

As an industrial park, the major Impacts on health and safety of people working in the IZ are the following due to inhalation, exposure to hazardous substances, injuries and accidents from machinery, traffic accident, increase in respiratory and eye diseases, HIV and STDs that results from population agglomeration.

3.3 Research Design

According to Mark, Philip and Adrian (2009) research design is the overall plan and procedure of the research. In order to identify the appropriate combination of procedures and methods to collect and analyze data. Accordingly first I decided the research to use more than one data collection technique and analysis procedures to answer my research question and which is called mixed methods. According to Tashakkori and Teddlie (2003) multiple methods are useful to provide better opportunities to answer research questions and to better evaluate the extent to which your research findings can be trusted and inferences made from them. This would give us confidence that we were addressing the most important issues. As to Kothari, (2004) explained the types of research approach brings to light the fact that there are two basic approaches to research, namely, quantitative and the qualitative approaches. The former involves the generation of data in quantitative form which can be subjected to rigorous quantitative analysis in a formal and rigid fashion and is based on the measurement of quantity or amount. It is applicable to phenomena that can be expressed in terms of quantity. The quantitative one is helpful in quantifying variables which is gathered through closed ended questions and gathering and interpreting statistical data. Qualitative research, on the other hand, is concerned with qualitative phenomenon, i.e., phenomena relating to or involving quality or kind. This aims at discovering the underlying motives and desires, using in depth interviews for the purpose. Such an approach to research generates results either in non-quantitative form or in the form which are not subjected to rigorous quantitative analysis. Generally, the techniques of focus group interviews and depth interviews are used. Thus, the research used both quantitative and qualitative data in order to find the solution to what is being studied so far.

This study employed a descriptive research design because descriptive research portrays an accurate profile of persons, events or situations. This design offers to the researchers a profile of described relevant aspects of the phenomena of interest from an individual, organizational and industry-oriented perspective. It presents data in a meaningful form that helps the researchers to

understand the characteristic of a group in a given situation, to think systematically about aspects in a given situation, offer ideas for further research and helps to make certain simple decisions. Saunders et al, (2009) The research also used cross-sectional time horizon while collecting the data since the study is the study of a particular phenomenon at a particular time. Beside the study has time constraint. This type of time horizon directly links with survey data collection technique.

3.4 Data Sources

To conduct this study, the researcher collected data from both primary and secondary sources. The primary data are the most relevant data in investigating occupational safety and health management of Bole-Lemi industrial zone. So, the primary sources of Data for the study will be industrial park workers (through structured questionnaires) and managerial personnel of the company (through interview). Secondary data were also used from the industrial park website, report and public document to get necessary inputs, specifically to gather some information about the industrial park background. According to Mark et al. (2009) the advantage of using secondary data is to minimize usage of resource like time and money. In addition secondary data are more likely to be higher-quality data than the one obtained by the researcher herself.

3.5 Reliability of Research instrument

Reliability refers to the degree to which a research produces stable and consistent results. A specific measure is considered to be reliable if its application on the same object of measurement number of times produces the same result. In other words it is the degree of consistency with which an instrument measures the attribute it designed to measure.

Accordingly I computed reliability test by using Cronbach's Alpha tool to measure the internal consistency of the items in the instrument I adopted. According to the following table all dimensions of OSH have Cronbach's Alpha 0.947, from this finding I can conclude that all the items in the questionnaire were consistent to measure the dimensions since the output indicated 94% the questionnaire were consistent to measure all the dimensions and the Cronbach's Alpha is highly reliable.

Table 3.1 Reliability Statistics

| Cronbach's Alpha | Cronbach's Alpha Based on Standardized Items | No of Items |
|------------------|--|-------------|
| .947 | .947 | 29 |

3.6 Sampling Design

The target population is a complete set of individual, cases or objects with the same common characteristics to which the researcher wants to generalize the results of the study (Mugenda, 2005).

Employees and management of Bole- Lemi industrial park are the target population for this study. The total populations of employees in this company are 14,000, among which 12,000 are female the remaining are male workers. For this study, the researcher applied both probability and non-probability sampling techniques. 125 employees will randomly selected among employees of the company and managerial personnel's will be purposefully selected for interview purpose.

What determines sample size for the study is the nature of population, kind of data to collected, nature of analysis to be carried out and the availability of budget for the study. The maximum accepted sample size is 1,400 samples when the size of the population is above 150,000 (OSP0, 2005).Accordingly the sample size of the study is determined based on the following table.

Table 3.2 Sample size determination

| Population | Sample Size | | |
|----------------|-------------|--------|------|
| | low | Medium | High |
| 51-90 | 5 | 13 | 20 |
| 91-150 | 8 | 20 | 32 |
| 151-280 | 13 | 32 | 50 |
| 281-500 | 20 | 50 | 80 |
| 501-1,200 | 32 | 80 | 125 |
| 1,201-3,200 | 50 | 125 | 200 |
| 3,201-10,000 | 80 | 200 | 315 |
| 10,001-35,000 | 125 | 315 | 500 |
| 35,001-150,000 | 200 | 500 | 800 |

Source: J Carvalho, "Archival application of mathematical sampling techniques", Records Management Quarterly 18:63 (1984) as cited on OSPO, 2005.

Therefore based on the above table the minimum accepted number of size for the study is 125 in numbers. In our case among 200 participants, there were only 144 respondents who filled the questionnaire correctly. The remaining were rejected due to not fully answered all the question and because of the fact that some of the targeted respondents were busy to return back the questionnaire to the researcher due to the nature of their work and lack of interest.

3.7 Data Collection Procedures

First we received a support letter from Addis Ababa University College of business and economics department for concerning body which in our case Bole-Lemi industrial zone. Then after receiving the letter it was important to explain the objective of the research in order to achieve the respondent's clear understanding on how important the research is in showing the status of OSH management of the study area. As a result questionnaire were administered on drop and pick from selected respondent in the industry park and depth interviews with senior managers analyzed qualitatively. The data collection time took about one month to totally collect the responded questioner. Because factory workers are very busy all the time and the owners (most of the time foreigners) are business oriented and they are not interested. By that reason some respondents were not willing to fill the questionnaire. Finally after data collection verification of the collected questionnaire was performed. Finally, the data was manually entered to computer in order to analyze it by using SPSS software package.

CHAPTER FOUR

DATA PRESENTATION, ANALYSIS AND INTERPRETATION

4.1 Introduction

This chapter presents analysis, results and discussions of the results in addressing research objectives. It presents views from respondents using questionnaires and interviews. The chapter consists of demographic characteristics of the respondents, correlation analysis, and factor analysis. Descriptive statistics was used in analyzing the collected data from target respondents. Frequency distribution tables were presented which contains percentage response of each respondent.

4.2. Response rate

Table 4.1 Survey Summary

| No of participant | Not correctly filled | Unwilling respondents | Collected questionnaire | Response rate (%) |
|-------------------|----------------------|-----------------------|-------------------------|-------------------|
| 200 | 39 | 17 | 144 | 72 |

Own survey, 2019

For the purpose of collecting primary data through questionnaires 200 questionnaires were distributed to randomly selected respondents and 144 questionnaires were filled and returned to the researcher that represent 72 % response rate which gives the researcher confidence regarding the finding of the study. Interview was made with purposefully selected managerial personnel consisting 8 individuals.

4.3 Demographic Characteristics of the Respondents

The section presents the data findings on the respondents' general information. The demographic information included gender of respondents, age of respondent, number of years served in the organization, marital status of the respondent, nature of employment of the respondent, Salary of the respondents and their level of education.

The following table shows the summary of demographic data. Accordingly, The respondents were asked to indicate their gender in the questionnaires with the purpose of identifying the actual number of respondents in terms of male and female that participate in filling the questionnaires and to ensure equal representation of both gender and obtain their view since males and females have sort of differences in attitude and views towards events. Table 4.1. Below shows that out of the total respondents participated in the questionnaire majority of them, that is 85 respondents representing 56.3 % were females and the remaining 58 of the respondents representing 40.3 % were males. It can be generalized here that there are more female workers than male due to the nature of work in the company.

Regarding the age of respondents, 58 of the employees representing 40.3% of the employee were belong in the age below 25, 74 respondents representing 51.4 % fall within age category 25-35, 7 respondents representing 4.9 % fall within age category of 36- 45, 4 respondents representing 2.8 % fall within age 46-55 and the remaining 1 respondent representing 1% fall within age category of > 55. Therefore, from the above data one can conclude that the s majority of the employees in the organization fall within 25–35 Years. Therefore, from this one can conclude that majority of employees in the company were young , energetic and productive work force that needs efficient application of performance management in this company as one opportunity to increase potential productivity of the company for mutual advantage of employees and employers. The collected data showed the company has young population whose skills and knowledge need to be improved which probably determine profitability and sustainability of this company.

With the purpose of identifying academic qualification of respondents participated in the study the respondents were also asked to indicate their educational back ground. The Table Below shows 25 respondents representing 17.4 % were obtained elementary school certificate,21 respondents representing 14.6 % were obtained high school certificate,3 of respondents representing 2.1 % were certificate holders, 31 of the respondents representing 21.5 % diploma holders,61 respondents representing 42.4 % Ba/BSc degree holders and the remaining 3 respondents representing 2.1% are MAA/MSc holders. The data shows that majority of the respondents have attained first degree level of education who are well informed for providing response and views for the study. Moreover, one can also conclude here that more than 42.4% of the staffs in the company have sort of knowledge important on job through formal education

though the remaining 49 who were below first degree and diploma needs attention of the company to make them qualified and dynamic for potential job responsibilities. The collected data here also showed that the highest educational level attained by staff is MA/MSc.

With respect to the marital status, from the total respondents 85 respondents representing 59 % were unmarried individuals, 56 respondents representing 38.9 % were married and the remaining 3 respondents that represent 2.1 % were divorced individuals. It is right to conclude here that majority of the staff in this company did not get married though this requires other investigation.

The other demographic variable encompassed in this frequency analysis was work experience with the purpose of determining the consistency of duration of employees working in the organization. The collected data in the following table indicates 97 respondents representing 67.4% were worked less than 2 years, 42 respondents representing 29.2 % were working between 2-4 years in the company, 4 respondents representing 2.8 % have worked between 4-7 years, 1 workers representing 0.7 % were worked >7 years. The company is advised to implement talent retaining methods, because the ratio of workers that have more than 7 years of working experience relative to other category is low.

With respect to nature of employment of the respondent the collected data shows that 125 respondents representing 86.8 % were full timers (permanent workers), 1 respondent representing 0.7 % is part time worker, and 14 respondents representing 2.8 % were contract workers whereas the remaining 4 respondents were daily laborers. This shows that most respondents/ staff were permanent workers.

The last demographic variable encompassed in this frequency analysis was salary range of respondents. as depicted in the table below 14 respondents representing 9.7% earns monthly salary that ranges less than 1000, 49 respondents representing 34.0 % were earns between 1000-2000, 33 respondents representing 22.9 % were earned 2000-3000 monthly salary, 20 respondents representing 13.9% were earned 3000-4000, 10 respondents representing 6.9% were earned 4000-5000, and the remaining 18 respondents representing 12.5% were earned more than 5000. The data showed that most the respondents' monthly salary ranges between 1000 to 2000. Here it can be realized that the salary of workers in this company is not that much attractive and it needs attention of concerned party in the company in the future to make Employees salary attractive there by to retain workers in the organization.

Table 4.2 Demographic Characteristic

| No | Demographic factor | Classification | frequency | percentage |
|----|----------------------|-------------------------|-----------|------------|
| 1 | sex | Male | 59 | 41.0 |
| | | female | 85 | 59.0 |
| 2 | age | Below 25 | 58 | 40.3 |
| | | 25 – 35 | 74 | 51.4 |
| | | 36 – 45 | 7 | 4.9 |
| | | 46 – 55 | 4 | 2.8 |
| | | >55 | 1 | 0.7 |
| 3 | Educational level | Elementary school | 25 | 17.4 |
| | | High school | 21 | 14.6 |
| | | Certificate | 3 | 2.1 |
| | | Diploma | 31 | 21.5 |
| | | Ba/BSc degree | 61 | 42.4 |
| | | MA/MSc degree and above | 3 | 2.1 |
| 4 | Marital status | Single | 85 | 59.0 |
| | | Married | 56 | 38.9 |
| | | Divorced | 3 | 2.1 |
| 5 | experience | Less than 2 years | 97 | 67.4 |
| | | 2 – 4 years | 42 | 29.2 |
| | | 4 – 7 years | 4 | 2.8 |
| | | >7 years | 1 | 0.7 |
| 6 | Nature of employment | Full time | 125 | 86.8 |
| | | part time | 1 | 0.7 |
| | | contract | 14 | 9.7 |
| | | daily labor | 4 | 2.8 |
| 7 | salary | Less 1000 | 14 | 9.7 |
| | | 1000 – 2000 | 49 | 34.0 |
| | | 2000 – 3000 | 33 | 22.9 |
| | | 3000 – 4000 | 20 | 13.9 |
| | | 4000 – 5000 | 10 | 6.9 |
| | | >5000 | 18 | 12.5 |

Source: own survey, 2019

4.4 Factor Analysis

There are number of techniques which help to decide the number of factor to retain. Eigenvalues, screen plot test, and Kaiser's creation are among the techniques which helps to reduce too much number of factors in order to avoid undesirable error of variance by extraction of variable dimensions. So I performed exploratory factor analysis (EFA) by using principal components analysis with Varimax rotation to maintain clean item structure that represent the dimensions of

the variables by means of trial and error method. As a result some items were excluded due to low factor loadings and also three dimensions were merged with the other dimensions due to repetition because they hold the same notion. The first dimension, management of the OSH program were merged with the third dimension employee training. Here if we look back to the individual items of these two dimensions all items of the variables entertain about the health and safety policy of the organization and employee awareness in one way or another. Dimension four (hazard identification), five (hazard prevention and control issue) and six (program evaluation and improvement) were also merged, the same is true for these dimensions since all the items of the dimensions were stipulated about hazard and employees safety at all. Thus, I have got four component solution for OSH variable. From the table below four factor solution is achieved and The Kaiser Meyer Olkin measure of sampling adequacy (KMO) value was 0.908 which is acceptable and significant since it is greater than 0.5 then it tell us that we have good sampling and the matrix of variables can be factored.

Table 4.3 Rotated Component Matrix^a

| Item No. | Hazard control and program evaluation | Employee participation | Management of OSH and employees awareness | Challenge in OSH implementation |
|----------|---------------------------------------|------------------------|---|---------------------------------|
| A.1 | | | .770 | |
| A.2 | | | .711 | |
| A.3 | | | .823 | |
| C.1 | | | .526 | |
| C.3 | | | .440 | |
| C.2 | | | .545 | |
| B.1 | | .616 | | |
| B.4 | | .621 | | |
| D.1 | .624 | | | |
| D.3 | .709 | | | |
| E.1 | .736 | | | |
| E.2 | .778 | | | |
| E.3 | .703 | | | |
| E.4 | .609 | | | |
| F.1 | .629 | | | |
| F.3 | .415 | | | |
| D.2.3 | | | | .656 |
| D.2.4 | | | | .819 |
| D.2.5 | | | | .878 |
| D.2.6 | | | | .834 |

Source: Own survey, 2019

4.5 Correlation analysis

Correlation is a degree of association between two variables and correlation coefficient(r) is a measure of the direction and strength of a linear relationship among variables and it doesn't necessarily imply a causal relationship. Or we can simply define correlation as a degree of association between two variables or a measure of the strength of association among and between variables. Correlation coefficients always range from -1 to +1. +1 means perfect positive relationship that means, the two perfectly related variables are almost identical which we don't want to see in the correlation matrix for the purpose of conducting causal relationship. In other words, there is no need to include two exact similar variables to test the effect of variable on the outcome variable since perfectly related variables offer nothing uniquely in terms of predicting the explained variable. 0.00 means no relationship, -1 means perfect negative relationship. Here the positive and the negative signs show the direction and strength of the relationship. The following table shows the interpretation of the variable relation.

Table 4.4 interpretation of the variable relation

| Correlation | strength of the linear relationship |
|-------------|-------------------------------------|
| 1 | perfect |
| 0.8 to 1.0 | very strong |
| 0.60-0.80 | strong |
| 0.40-0.60 | moderate |
| 0.20-0.40 | weak |
| 0.00-0.20 | none to extremely weak |

Source: Own survey, 2019

As to the following table I can conclude that all the variables are significantly correlated.

Table 4.5 correlation matrix

| | 1 | 2 | 3 | 4 | 5 | 6 | 7 |
|---|--------|--------|--------|--------|--------|--------|-------|
| 1 management f OSH program | 1.000 | | | | | | |
| 2 employee participation | .634** | 1.000 | | | | | |
| 3 employee training | .723** | .721** | 1.000 | | | | |
| 4 hazard identification | .610** | .646** | .654** | 1.000 | | | |
| 5 hazard prevention and control issues | .594** | .654** | .656** | .744** | 1.000 | | |
| 6 program evaluation and improvement | .683** | .713** | .744** | .678** | .709** | 1.000 | |
| 7 implementation of OSH policies and strategies | .261** | .158 | .216** | .182* | .179* | .218** | 1.000 |

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

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

Source: Own survey, 2019

4.6.1 Management of OSH program

Table 4.6 Management of OSH program

| Variables | Categories | Frequency | Percent |
|--|-------------------|------------------|----------------|
| The company has a clear written plan regarding OSH | no action | 27 | 18.8 |
| | strongly disagree | 37 | 25.7 |
| | disagree | 32 | 22.2 |
| | agree | 26 | 18.1 |
| | strongly agree | 22 | 15.3 |
| The organization has OSH policies and strategies that include Programs for environmental safety. | no action | 28 | 19.4 |
| | strongly disagree | 28 | 19.4 |
| | disagree | 38 | 26.4 |
| | agree | 26 | 18.1 |
| | strongly agree | 23 | 16.0 |
| The company management implements a written policy supporting and mandating the OSH management. | no action | 25 | 17.4 |
| | strongly disagree | 36 | 25.0 |
| | disagree | 36 | 25.0 |
| | agree | 27 | 18.8 |
| | strongly agree | 20 | 13.9 |
| The organization's OSH policy or programs is available to all employees. | no action | 46 | 31.9 |
| | strongly disagree | 25 | 17.4 |
| | disagree | 31 | 21.5 |
| | agree | 27 | 18.8 |
| | strongly agree | 15 | 10.4 |
| When supervisors see an employee working in an unsafe manner, they immediately take action | no action | 36 | 25.0 |
| | strongly disagree | 19 | 13.2 |
| | disagree | 30 | 20.8 |
| | agree | 29 | 20.1 |
| | strongly agree | 30 | 20.8 |

Source: - Own survey, 2019.

To assess OSH management system of Bole-Lemi industrial park questions were posed to the respondents. The above and the following table's deals with safety and health management system with respect to management of the OSH program, employees' participation, hazard identification, OSH training, hazard prevention and control and program monitoring and evaluation of occupational safety and health. This was analyzed as follows: Concerning the written plan for Occupational Health and Safety of workers in the company 22 and 26 respondents representing 15.3 % and 18.1 % of respondents were strongly agree and agree respectively. 59 respondents representing 18.8 % and respondents representing 22.2 % were neutral (no action) and disagree respectively. The remaining 37 respondents representing 25.7 % were strongly disagree with the issue. This shows that most the respondents did not agree with the issue that the company has a clear written plan regarding Occupational Health and Safety of its workers. So long as written plan is the first step to safeguard OSH so the park should look back and work on it for well communication of OSH polies to its employees since communication is a key for awareness and awareness is a key for its implementation.

It can be observed from the table that 28 respondents that represent 19.4% of the respondent were strongly disagree and said that the company has not a clear and written health and safety policies and strategies that include Programs and procedures for environmental, health, safety and working conditions. 38 respondents representing 26.4% disagree and said that the company the company do not have a safety policy. 28 respondents representing 19.4% were neutral and indifferent on the issue. 26 respondents representing 18.1% and 23 respondents representing 16.0 were agree and strongly agree respectively with the company have clearly written OSH policy and strategy. The collected data on this issue showed that most of the respondents said there is no a written health and safety policies and strategies in the company which include programs and procedures for environmental, health, safety (EHS) and working conditions. Here the very point is the overall safety and health of the employees and the environment, which is vital issue because employee safety is one of the human right of individuals and the company should respect the reserved right of employees in order to be beneficial mutually and the other point in relation with the environment, keeping environment safe and health benefits all since the impact of unhealthy environment costs everyone therefore the company should take into consideration environmental impact assessments.

The respondents were also asked whether or not the company management implements a written policy supporting and mandating the safety and health management system. 20 and 27 respondents representing 13.9 % and 18.8 % were strongly agreed and agreed respectively and said that the company management implements a written policy supporting and mandating the safety and health management system. 36 respondents representing 25.0% were equally strongly disagree and disagree on this issue. The remaining 25 respondents that represent 17.4% were neutral on the issue asked. This showed that 50% of respondents disagree with the issue means the practical implementation OSH is low and the percentage of respondents representing 17.4% said they do not have awareness on what the company is doing on the issue. This also implies that the unvived work of the company therefore, the gap should be improved.

The respondents were also asked whether the organization written health and safety policy or programs is available to all employees and 25 respondents representing 17.4 % and 31 respondents representing 21.5% or strongly disagree and disagree respectively and said that the organizations written health and safety policy or programs are not available to all employees. 46 respondents representing 31.9% of the respondent were neutral on the issue.15 respondent representing 10.4% strongly agree and 27 respondent representing 18.1% were strongly agree and agree respectively.

From this it can be realized that the organization's written health and safety policy or programs is not available to all employees means the workers do not have an access to develop their awareness on the issue and the concerned party in the company is expected to work seriously on this issue since employees awareness is based on the availability of the written health and safety policy of the organization.

The researcher also asked whether immediate actions were taken by supervisors when they see an employee working in an unsafe manner. 30 respondents representing 20.8% and 29 respondents representing 20.1% and 8 replied that supervisors take immediate actions when they see an employee working in an unsafe manner. 36 respondent representing 25.0% of the respondents is neutral on the issue and 19 respondents representing 13.2% and 30 respondent representing 20.8% were replied that the supervisors does not take an immediate actions when they see an employee working in an unsafe manner by selecting strongly disagree and disagree

respectively. The collected data on this issue showed that most respondents agree with the supervisors' role that they have taken immediate actions when an employee is working in unsafe manner. Which is a positive habit but it would be better if the company works before the happening of it.

4.6.2 Employee Participation

Table 4.7 Employee Participation

| variables | Categories | frequency | percent |
|---|-------------------|------------------|----------------|
| The company involves employees in defining and developing the OSH structure. | no action | 42 | 29.2 |
| | strongly disagree | 30 | 20.8 |
| | disagree | 33 | 22.9 |
| | agree | 20 | 13.9 |
| | strongly agree | 18 | 12.5 |
| Employees are active in participating in hazard detection, prevention and control activities | no action | 22 | 15.3 |
| | strongly disagree | 32 | 22.2 |
| | disagree | 35 | 24.3 |
| | agree | 30 | 20.8 |
| | strongly agree | 24 | 16.7 |
| The company well comes and acknowledges reports of injuries, illnesses, hazards, or other concerns quickly. | no action | 19 | 13.2 |
| | strongly disagree | 25 | 17.4 |
| | disagree | 39 | 27.1 |
| | agree | 32 | 22.2 |
| | strongly agree | 28 | 19.4 |
| The company involves employees representatives in risk assessment, inspections and investigations | no action | 27 | 18.8 |
| | strongly disagree | 19 | 13.2 |
| | disagree | 46 | 31.9 |
| | agree | 28 | 19.4 |
| | strongly agree | 23 | 16.0 |
| The company have | no action | 37 | 25.7 |

| | | | |
|---|-------------------|----|------|
| reward/punishment system in related with the implementation of OSH. | strongly disagree | 13 | 9.0 |
| | disagree | 38 | 26.4 |
| | agree | 30 | 20.8 |
| | strongly agree | 25 | 17.4 |

Source: Own survey, 2019

With respect to OSH Management practice of the company questions related to employee participation on OSH issue also raised for respondents. The respondents were asked whether or not the Company involves employees in defining and developing the worker health and safety program structure. 42 respondents representing 29.2% of the respondents replied that the company did not involve employees in defining and developing the worker health and safety program structure and said they did not know the actions taken by the company in defining and developing the workers' health and safety program structure.

30 respondents representing 20.8% of the respondents and 33 respondents that represent 22.9% of the respondents were strongly disagreed and disagreed with this issue that the company did not involve employees in defining and developing the worker health and safety program structure effectively. Whereas, 20 respondents representing 13.9% of the respondents and 18 respondent who represent 12.5% of the respondents agreed and strongly agreed respectively that the company involves employees in defining and developing the worker health and safety program structure. From this it can be realized that most of the respondents were disagreed that the Company did not involve employees in defining and developing the worker health and safety program structure so the company would have better result if the employee participation increase in the issue.

It can also be observed from the above table issues related to Employees participation in hazard detection, prevention and control activities. 22 respondents representing 15.3% of the respondent reported that no action was taken by the company to allow active participation of workers in hazard detection, prevention and control activities. 32 respondents representing 22.2% of the respondent and 35 respondents representing 24.3% of the respondents strongly disagreed and disagreed respectively that there was no significant role played by the company related to

employees active participation in hazard detection, prevention and control activities.30 respondents that constitute 20.8% of the respondents agreed and 24 respondents representing 16.7% strongly agreed that there was significant role played by the company that allowed employees active participation in hazard detection, prevention and control activities. Therefore, we can conclude that the company did not work on the issue at enough amount and it will have negative impact on the company overall performance.

The researcher also asked respondents whether the company well comes and acknowledges reports of injuries, illnesses, hazards, or other concerns quickly. Respondents representing 22.2% and 19.4% agree and strongly agree respectively and said that the company well comes and acknowledges reports of injuries, illnesses, hazards, or other concerns quickly. 27.1 % of the respondent disagreed and 25 respondents representing 17.4% disagree and said the fact that the company well comes and acknowledges reports of injuries, illnesses, hazards, or other concerns quickly. The remaining 13.2% of the respondents reports that the company did not take an action on the issue. Therefore majority of the respondents were not agreed the acknowledgements of the company in relation with injuries, illnesses, hazards or other concerns and this is not a positive implication.

Furthermore, in addition to the aforementioned questions related to employee participation on OSH issues, the respondents were also asked whether the company involves employees' representatives in workplace health and safety risk assessment, inspections and incident investigations.

Most of the respondents representing 19.4% and 16.0% agree and strongly agree and replied that company involves employees' representatives in workplace health and safety risk assessment, inspections and incident investigations. 31.9% of the respondent did not agree with the fact that the company involves employees' representatives in workplace health and safety risk assessment, inspections and incident investigations while the remaining 18.8% of the respondent did not know what action the company has taken on the issue. It can be realized here that the company involves employees' representatives in workplace health and safety risk assessment, inspections and incident investigations.

The last question that the researcher asked about the employee participation was the existence of reward or punishment system in relation with the implementation of occupational health and safety policies then 23 respondents representing 16.0% and 28 respondents representing 19.4% strongly agree and agree respectively and 27 respondents representing 18.8 % were neutral with the issue. 19 respondents representing 13.2% strongly disagree and 46 respondents representing 31.9% disagree that the existence of reward or punishment system in the implementation of OSH. Therefore, from this finding we can conclude from the majority of the respondents that the nonexistence of reward punishment system in the implementation of OSH but it is advised to have such a system to motivate employees on their work and the punishment system also helps to make them alert and learned from their previous wrong.

4.6.3 Employee Training

Table 4.8 Employee Training

| Variables | Categories | Frequency | Percent |
|--|-------------------|------------------|----------------|
| Job-specific OSH training must be provided prior to starting a new job. | no action | 36 | 25.0 |
| | strongly disagree | 17 | 11.8 |
| | disagree | 33 | 22.9 |
| | agree | 31 | 21.5 |
| | strongly agree | 26 | 18.1 |
| The company arranges for OSH training, work shop and seminar. | no action | 43 | 29.9 |
| | strongly disagree | 23 | 16.0 |
| | disagree | 30 | 20.8 |
| | agree | 28 | 19.4 |
| | strongly agree | 19 | 13.2 |
| Employees Know their rights, obligations related to OSH and injury compensation. | no action | 28 | 19.4 |
| | strongly disagree | 25 | 17.4 |
| | disagree | 26 | 18.1 |
| | agree | 42 | 29.2 |
| | strongly agree | 22 | 15.3 |
| Company workers have a copy of health | no action | 35 | 24.3 |
| | strongly disagree | 29 | 20.1 |

| | | | |
|-------------------|----------------|----|------|
| and safety manual | disagree | 33 | 22.9 |
| and orientation | agree | 25 | 17.4 |
| programs. | strongly agree | 20 | 13.9 |

Source: Own survey, 2019

The respondents were also asked question related to Employee training on OSH issues. It can be observed from the above table that the respondents agree (21.5 agree and 18.1% strongly agree) with the fact that Job-specific health and safety training/education must be provided to all employees prior to starting a new job in the company. 50 of the respondents did not agree (11.8% strongly disagree and 22.9% disagree) on the issue while 25.0% are neutral sure on the issue. Therefore it can be generalized here that Job-specific health and safety training/education provided to all employees prior to starting a new job in the company.

The respondents were also asked either the company organize and arrange for occupational safety and health training, workshop and seminar. And the above table stipulated that, 36.8% of the respondent did not agree (16.0% strongly disagree and 20.8% disagree) on the fact that the company organizes and arranges for Occupational Safety and Health training, work shop and seminar, while only 19.4% agree and 13.2% were strongly agree on the issue. 43 respondents representing 29.9% are neutral on the issue. Therefore, the collected data on this issue showed that there is a gap and the company should work seriously on the issue to enhance motivation of its employee and to update the knowledge and skill of the employees to increase overall performance of the company.

Further, the respondents were also requested to provide information whether or not employees in study area know their rights and obligations related to OSH and they have awareness on work related injury compensation. 44.5% of the respondents agree (29.2% agree and 15.3% strongly agree) on the on the fact that Company workers have a copy of health safety manual and orientation programs for health and safety provided by the organization. Though 35.5% of the respondents disagree (18.1% disagree and 17.4% strongly disagree) on the issue. Only 19.4% of the respondents reported that the company is not working on the issue. From this we can conclude that there is something started so the company should strongly work on it.

It can be further, observed from the above table that, the company workers has been asked either they have copy of health and safety manual and orientation program provided by the organization and 43% of the respondents disagree (22.9% disagree and 20.1% strongly disagree) The remaining 24.3% are neutral and 17.4% agree and 13.9 strongly agree means 31.3% of the respondent agree on the issue. As it can be realized from the table majority of respondent said Company workers do not have a copy of health and safety manual and orientation programs for health and safety provided by the organization and the concerned party in the company is advised to work on the issue.

4.6.4 Hazard Identification

Table 4.9 hazard identification

| Variables | Categories | Frequency | Percent |
|---|-------------------|------------------|----------------|
| The company undertakes inspection to identify conditions that pose a worker safety/health and informs workers | no action | 31 | 21.5 |
| | strongly disagree | 28 | 19.4 |
| | disagree | 28 | 19.4 |
| | agree | 30 | 20.8 |
| | strongly agree | 26 | 18.1 |
| Managers ask employees about hazards and safety concerns during rounds. | no action | 33 | 22.9 |
| | strongly disagree | 35 | 24.3 |
| | disagree | 19 | 13.2 |
| | agree | 36 | 25.0 |
| | strongly agree | 20 | 13.9 |
| Company identifies hazards associated with emergencies and Non-routine operations | no action | 28 | 19.4 |
| | strongly disagree | 27 | 18.8 |
| | disagree | 32 | 22.2 |
| | agree | 35 | 24.3 |
| | strongly agree | 21 | 14.6 |

Source: Own survey, 2019

It can be observed from the above table that 38.9% of the respondents agree (20.8% agree and 18.1% strongly agree) on the fact that the company undertakes inspection in the workplace physical environment to identify conditions that pose or could pose a worker safety or health concern and informs workers of hazards happened while 38.8% of the respondents disagree (19.4% disagree and 19.4% strongly disagree) on the issue. Only 31 that represent 21.5% respondents said that the company did not take any action on the issue. These implies that almost equal number of respondents believe in the existence and absence of inspection in the workplace physical environment to identify conditions that pose or could pose a worker safety or health concern so the company should work on it.so the issue need additional attention from the concerned party.

Respondents were also asked whether or not Managers ask employees about worker hazards and safety concerns in their work areas during rounds. 38.9% of the respondents agree (25.0% agree and 13.9% strongly agree) on the issue. 37.5% of the respondents were disagree (13.2% disagree and 24.3% strongly disagree) on the issue. The remaining 22.9% of the respondents said managers did not take any action on the issue. From this it can be concluded that Managers ask employees about worker hazards and safety concerns in their work areas during rounds and it has a positive implication.

With respect to hazard identifications respondents were also requested to provide their view whether or not the Company identifies hazards associated with emergencies and non-routine operations. 38% of the respondents were neutral and said that there is no action taken by the company on the issue and 41% of respondents were disagreed (22.2% disagree and 18.8% strongly disagree) on the issue. The remaining 38.9% were agreed (24.3% agree and 14.6% strongly agree) on the issue. Therefore, what can be realized here is that there is a gap on the issues that needs attention of the concerned party in the company.

4.6.5 Hazard prevention and control issues

Table 4.10 hazard prevention and control issues

| Variables | Categories | Frequency | Percent |
|--|-------------------|------------------|----------------|
| There is hazard control plan in place. | no action | 26 | 18.1 |
| | strongly disagree | 25 | 17.4 |
| | disagree | 30 | 20.8 |
| | agree | 32 | 22.2 |
| | strongly agree | 30 | 20.8 |
| The company promptly installs controls when a hazard is identified. | no action | 27 | 18.8 |
| | strongly disagree | 25 | 17.4 |
| | disagree | 31 | 21.5 |
| | agree | 37 | 25.7 |
| | strongly agree | 23 | 16.0 |
| The company has informed employees of the controls implemented and planned for hazards they may face | no action | 28 | 19.4 |
| | strongly disagree | 24 | 16.7 |
| | disagree | 35 | 24.3 |
| | agree | 35 | 24.3 |
| | strongly agree | 21 | 14.6 |
| Employees are provided with prescribed means and personal protective gear. | no action | 29 | 20.1 |
| | strongly disagree | 28 | 19.4 |
| | disagree | 31 | 21.5 |
| | agree | 38 | 26.4 |
| | strongly agree | 17 | 11.8 |

Source: Own survey, 2019

It is a common scenario for industries to have sort of hazards. Accordingly, here the researchers also asked questions related to Hazard prevention and control issues. As it can be observed from the above table 43% of the respondents agree (22.2% agree and 20.8% strongly agree) with the fact that there is hazard control plan in place in the company under study. 20.8% and 17.4 % disagree and strongly disagree respectively and 18.1% neutral on the issue and said the company did not take effective action on the issue. Therefore, it can be realized here that there is hazard control plan in place in the company under study.

Related to Hazard prevention and control issues respondents were asked to whether or not the company promptly installs controls when a hazard is identified. 41.7% of the respondents agreed (25.7% agreed and 16.0% strongly agreed) on the issue while 21.5 % and 17.4% of the respondents did not agree and strongly disagree and 18.8% neutral on the issue respectively. The result implies that, the company promptly installs controls when a hazard is identified and it is a positive implication.

The respondents were also requested to provide their view on whether or not the company has informed employees of the controls implemented and planned for hazards they may face. Here on this issue 41% of the respondents were disagreed (24.3% disagree and 16.7% strongly disagree). 41% of the respondents replied that the company has not informed employees of the controls implemented and planned for hazards they may face. The remaining 38.9% of the respondents agreed (24.3 agreed and 14.6% strongly agreed) on the issue. Therefore, here it can be concluded that the company need to work on it to improve the system of informing, controls .implemented and planned for hazards they may face to avoid further damage or additional damage.

Further, it can be seen from the above table that 38.2% of respondents agreed (26.4% agreed and 11.8% strongly agreed) on the fact that Employees in the company were provided with prescribed means and personal protective gear. 21% and 19.4% of the respondents were disagreed and strongly agreed to the issue respectively and 29 respondents representing 20.1 % were neutral so from these information we can conclude the company here also need improvement and better work on the issue stipulated.

4.6.6 Program Evaluation and improvement

Table 4.11 Program Evaluation and improvement

| Variables | Categories | Frequency | Percent |
|--|-------------------|-----------|---------|
| The organization have an accident book or similar accident record system | no action | 37 | 25.7 |
| | strongly disagree | 24 | 16.7 |
| | disagree | 36 | 25.0 |
| | agree | 31 | 21.5 |
| | strongly agree | 15 | 10.4 |
| The Company conducts formal and annual review of the OSH program. | no action | 40 | 27.8 |
| | strongly disagree | 32 | 22.2 |
| | disagree | 29 | 20.1 |
| | agree | 28 | 19.4 |
| | strongly agree | 14 | 9.7 |
| Company involves employees in the program reviews | no action | 37 | 25.7 |
| | strongly disagree | 43 | 29.9 |
| | disagree | 27 | 18.8 |
| | agree | 19 | 13.2 |
| | strongly agree | 17 | 11.8 |
| Company modifies the program as needed to correct deficiencies. | no action | 34 | 23.6 |
| | strongly disagree | 32 | 22.2 |
| | disagree | 29 | 20.1 |
| | agree | 30 | 20.8 |
| | strongly agree | 18 | 12.5 |

Source: Own survey, 2019

As observed from the above table the respondents were requested to provide their opinion on whether or not the companies have an accident book or similar accident record system and 31.9% agreed (21.5% agree and 10.4% strongly agree) on the issue. The remaining 41.7% of the respondents disagree (25.0 disagree and 16.7% strongly disagree) and 25.7% neutral on the issue. So that, we can conclude that there is a gap on the issue.

The researcher also request respondents to provide their opinion regarding whether or not Company conducts formal an annual review of the worker safety and health management program. 29.1% (19.4 agree and 9.7% strongly agree) of the respondents agreed on the issues where as another much proportion of respondents representing 42.3 (22.2% strongly disagree and 20.1% disagree) did not agree on the issue while the remaining 27.8% of respondents were neutral in the issue that said the company has no taken any action on the issue. One can realize from this that the company is advised to work seriously on the issue.

It can also be observed from the above table that more than 48.7% (18.8% disagree and 29.9%strongly disagree) of the respondents said that Company did not effectively involve employees in the program reviews. The remaining 25.7% said that the company did not take any action on the issue. 25% (13.2% agree and 11.8%) of the respondents were agreed on the issue. It logical to conclude here that with respect to the issue there is a gap that needs serious attention from the appropriate party of the company.

With respect to necessary modification that need to be taken on the program 42.3% of the respondents (20.1% disagree and 22.2% strongly disagree) said that Company did not modified the programs as needed to correct deficiencies. While the remaining respondents representing 23.6% said that there no action taken by the company on the issue. 33.9% (20.8 agree and 12.5 strongly agree) of the respondents were agreed on the issue. Therefore, the collected data on this issue showed that there is a gap on the issue and the company is advised to take any important and necessary corrective action with respect to the gap on the issue.

4.7 Health and safety risks faced by Employees in Bole-Lemi industrial park

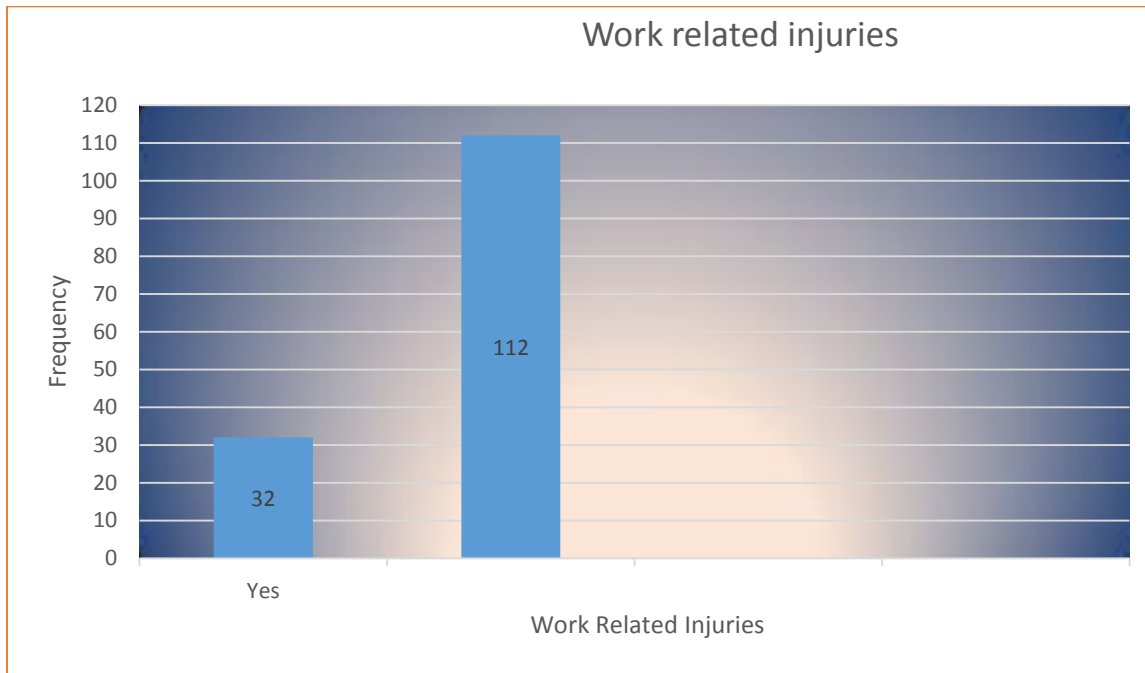
4.7.1 Work related injuries and their causes

The researcher request respondents to provide their opinion related to injuries faced previously in the past two years. Accordingly, 22.2% of the respondents report that, they were faced sort of accidents in the previous two years. This showed that the company should work on the issue to achieve zero accident goal of efficient OSH management system.

Injuries faced previously in the past two years

Table 4.12 Injuries faced previously in the past two years

| Existence of injury | Frequency | Percent |
|---------------------|-----------|---------|
| Yes | 32 | 22.2 |
| No | 112 | 77.7 |
| Total | 144 | 99.9 |



Source: Own survey, 2019

4.8 Health and safety hazards faced by Employees in Bole-Lami industrial park

4.8.1. Physical hazards

Table 4.13 physical hazard

| Physical hazards | frequency | percent |
|--------------------|-----------|---------|
| Too much noise | 29 | 20.1 |
| Too much vibration | 12 | 8.3 |
| poisoning | 19 | 13.19 |
| Too much light | 12 | 8.3 |
| Too low light | 3 | 2 |
| Too much heat | 33 | 22.9 |
| Too much cold | 16 | 11.1 |
| Too much pressure | 0 | 0 |
| No physical hazard | 20 | 13.8 |
| total | 144 | 100 |

Source: Own survey, 2019

The other health and safety risks faced by Employees in Bole-Lami industrial park is physical hazards, Among them too much noise 20.1%, too much vibration 8.3%, poisoning 13.19% , too much light 8.3%, too low light 2%, too much heat 22.9% and too much cold 11.1% are the existed hazards in relation with physical. The collected data on the issue showed that the body parts of employees that was exposed and affected mostly was eye, hand and hand finger. The major physical hazard or work place damages that employees faced is burn injuries, cuts, needles stick caused by syringes and other needle equipment's while using, disassembling or disposing of needles. The other physical hazard was poisoning in relation with food which prepared by the company for the employees and the employees mentioned that the existence of sanitation problem during the preparation of food so, it let them to be poisoned by the food. It can be realized here that due to the nature of work in this company accidents related to hand finger is high and there is poisoning problem which needs attention of the managerial personnel of the company to develop efficient methods against the problem and preventive methods to minimize the problem.

4.8.2 Chemical hazard

Table 4.14 chemical hazard

| Chemical hazard | frequency | percent |
|-------------------------------|------------------|----------------|
| Toxic gas | 8 | 5.5 |
| dusts | 47 | 32.6 |
| Fumes risk of physical strain | 10 | 6.9 |
| vapors | 12 | 8.3 |
| mists | 5 | 3.47 |
| Dangerous chemicals | 17 | 11.8 |
| x-rays or radiation | 9 | 6.25 |
| No chemical hazard | 36 | 25 |
| total | 144 | 100 |

Source: Own survey, 2019

The first major objective of the study was to identify key health and safety risks faced by Employees in Bole-Lami industrial park Plc. The employees of the park concerns on chemical hazards, Among chemical hazards toxic gas constitute 5.5%, dust 32.6%, fume risk of physical strain 6.9%, vapor 8.35, mists 3.5, dangerous chemical 11.85%, x-rays or radiation 6.25% . the employees mentioned the shortage of chemical protection materials or safety materials among like gloves, Helmets, mouth and nose protector and safety boots are the most frequently used personal protective equipment's but this equipment are not available as needed so the company should pay better attention to provide this materials in order to guarantee the OSH of its employees.

4.8.3 Biological Hazards

Table 4.15 biological hazard

| Biological hazards | frequency | percent |
|---|-----------|---------|
| bacterial | 29 | 20.1 |
| Mists fungal | 14 | 9.7 |
| viral | 10 | 6.9 |
| Lack of adequate toilet | 46 | 31.9 |
| Biological agents of infectious disease | 22 | 15.2 |
| No biological hazards | 23 | 15.9 |
| total | 144 | 100 |

Source: Own survey, 2019

The other hazard identify during the research work was biological hazards faced by Employees in Bole-Lami industrial park among them, Bacterial 20.11%, mists fungal 9.7%, viral 6.9%, lack of adequate toilet facilities 31.9%, and biological agents of infectious disease constitute 15.2%. regarding the biological hazard that the employees of Bole-Lemi faced was the location of the park because it located around the place where the city sewerage dirt removed so, the smell gets everyone in the park and exposed them to have a problem of respiratory diseases and infection. The other problem in relation with smell is with relation to the toilets even if the number of toilets is enough but it has smell since the user is much in number. All in all the researcher understand from the employees, was the company pretends as if no hazards is in the place of work when foreign auditors exist in the place therefore, the researcher believe it is a bad habit since rather than pretending it was better to work on it for real.

4.8.4 Ergonomic and psychological hazard

Table 4.16 ergonomic and psychological hazard

| Ergonomic and psychological hazard | frequency | percent |
|---|------------------|----------------|
| Bad work design | 42 | 29.1 |
| Shift of work | 8 | 5.5 |
| Awkward pressure and repetitive motion | 20 | 13.8 |
| Mental stress due to work | 28 | 19.4 |
| Too much work outside working hours | 12 | 8.3 |
| Visual condition | 20 | 13.8 |
| No ergonomic and psychological hazards | 14 | 9.7 |
| total | 144 | |

Source: Own survey, 2019

4.9 Challenges to implement OSH management program

Table 4.17 challenge of OSH implementation

| variable | categories | Frequency | Percent |
|--|-------------------|------------------|----------------|
| Insufficient budget for inspection | Strongly disagree | 46 | 31.9 |
| | Disagree | 37 | 25.7 |
| | Neutral | 9 | 6.3 |
| | Agree | 28 | 19.4 |
| | Strongly agree | 23 | 16.0 |
| Worker characteristics (poor literacy) | Strongly disagree | 28 | 19.4 |
| | Disagree | 43 | 29.9 |
| | Neutral | 16 | 11.1 |
| | Agree | 33 | 22.9 |
| | Strongly agree | 23 | 16.0 |
| Poor work environment | S. disagree | 29 | 20.1 |
| | Disagree | 47 | 32.6 |
| | Neutral | 18 | 12.5 |

| | | | |
|-----------------------------------|-------------------|----|------|
| | Agree | 26 | 18.1 |
| | Strongly agree | 22 | 15.3 |
| No specific regulation(OSH issue) | Strongly disagree | 26 | 18.1 |
| | Disagree | 29 | 20.1 |
| | Neutral | 19 | 13.2 |
| | Agree | 45 | 31.3 |
| | Strongly agree | 24 | 16.7 |
| Lack of trained human resource | Strongly disagree | 27 | 18.8 |
| | Disagree | 26 | 18.1 |
| | Neutral | 24 | 16.7 |
| | Agree | 41 | 28.5 |
| | Strongly agree | 25 | 17.4 |
| There is lack of awareness | S. disagree | 24 | 16.7 |
| | Disagree | 29 | 20.1 |
| | Neutral | 19 | 13.2 |
| | Agree | 47 | 32.6 |
| | Strongly agree | 23 | 16.0 |

Source: Own survey, 2019

The researcher also tried to assess the challenges that hinder proper implementation of OSH practices in bole Lami industrial park. The table above shows, frequency result of respondents on the specified parameters. Based on this, lack of awareness for OSH issues was identified as the basic challenge by respondents with 16.0% of the respondents strongly agree, 32.6% agree, 13.2% neutral, 20.1% disagree. Lack of specific regulation was the next challenge by 16.7% strongly agree, 31.3% agree, 13.2% neutral, 20.1% disagree and 18.1% strongly disagree. Lack of trained human resource is the next most challenge by 17.4% strongly agree, 28.5% agree, 16.7% neutral, 18.1% disagree and 18.8% strongly disagree. Regarding characteristics of workers (poor literacy or uneducated) as one challenge by following the previous challenge, 19.4% strongly disagree, 29.9% disagree, 11.1% neutral, 22.9% agree and 16% strongly agree.

With poor work environment issue most of the respondents were not considered as significant challenge with 16.0% strongly agree, 22.9% agree, 11.1% neutral, 29.9% disagree and 19.4% strongly disagree. Insufficient budget for inspection is the fifth challenge with 16.0% strongly agree, 19.4% agree, 6.35 neutral, 25.7% disagree, and 31.9% strongly disagree. The last challenge which the respondents were considered the least was poor working environment with 20.1% strongly disagree, 32.6% disagree, 18.1% agree, 15.3% strongly agree and 12.5% neutral.

4.10 Qualitative Result

Regarding the qualitative research, the response of respondents collected through face to face interview was presented below in generalized form. The researcher conducted in depth interview with 8 purposely selected personnel's of the company. With respect to the participant most of them have more than two years of working experience. Regarding occupational safety and health policy Data collected from the respondent showed that, the company has a written policy developed by itself in accordance with the country labor law. All of the respondents in the interview agree that the company has a written safety and health policy. During the interview the researcher has been asked that, either the company has standard forms for safe work quality records or not and all the personnel said the company have safe work quality system and they explained that, the company is certified and if it failed to comply with international safety principles the company could lose its market and export buyers even have sudden visit to certify the OSH system of the company.

The researcher also asked the interviewee whether or not the company provide investigation program up on accident reports. The majority of the respondent report that the company periodically undertakes sort of investigation upon accident reports and all the respondents except one claim that there is an Investigating Team to investigate work accident in the company. But one respondent stipulated that there is no formal investigation team but accidents investigated by first aiders and nurses so from this finding we can realized that, most of the respondents agree that the company has a written policy regarding OSH issues and the investigating team periodically undertakes investigations on work related accidents.

When being asked about whether or not the company provides certain incentive or punishment to employee implementing company's Safety Management or failure to implement it, so two of respondents agree on the issue. The other four respondents were not agree with the issue and the remaining two said that the company only have punishment system when the employees fail to implement OSH programs. Therefore, one can realize here that there is no incentive provided to employee implementing company's Safety Management and the company is advised to appreciate those employees that continuously and efficiently implements company safety strategies.

The researcher in the interview process also asked issues related to whether or not the Company management defines effective worker health and safety goals and expectations for the program and except one respondent all other respondents were agree on the issue. Most the respondents in the interview also claim that The Company management effectively communicates its worker health and safety goals and expectations to all those working for or on behalf of the organization.

Respondents in the interview were also interviewed on employees' level of understanding on employers' role and responsibility in the safety and health management system and half of the respondents agree on this issue with respect to permanent workers. And the remaining half did not agree with the issue and they stipulated reason behind it and one of the reason is that language barrier. Means, most of the employees are from the local area and their language is Oromic and the instruction and messages are communicated by Amharic so some of them face a problem to understand it and the others even if they can speak Amharic they are not willing to hear and to speak therefore, they are not interested to hear the instructions then it affect their understanding about their role and responsibility in the safety and health management system. Lack of awareness and lack of interest were also another problems that hinder the understandings of the employees on the issue. The company is advised to create clear understanding on the issue for all employees of the company regardless of nature of employment.

The researcher in the interview also asked respondents whether or not the company provide continuous training program on Implementing Safety Precaution and more than half of the respondent disagree on the issue. 2 respondents claim that few infrequent, informal and specific on job trainings on first aid issues were given to employees in addition to sort of induction and

Job-specific health and safety training/education that must be provided to all employees prior to starting a new job/ that were given to employees during employment. It right to conclude here that there is a gap on training given to employees on OSH on a continual issues. This is also match with the data collected through questionnaires and the company is advised to give continuous training on OSH issues. The researcher during the interview has been asked either the managers consult their employees about their health and safety concerns. So, the entire interview agreed that the managers consult their employees about their health.

The other issue which has been asked by the researcher was the challenges that the management encounter with regards to health and safety management in the organization and lack of training was mentioned as a challenge by the one manager, communication barrier was also the other challenge, shortage of practical implementation of training and lack of awareness also the basic challenges since the employees are from the local area and most of them are illiterate.

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All the respondents except the one agreed that all controls required by applicable OSHA standard are in place with regard to hazard prevention. The last question has been proposed by the researcher and which is about the understanding of the employee about their OSH and how to participate in it. So the result implies that, five respondents agree with the issue and the remaining three did not agree and mentioned communication problem, illiteracy and their life style (agrarian) as a reason behind their lack of understanding regarding safety issue.

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CHAPTER FIVE

FINDINGS, CONCLUSIONS AND RECOMMENDATIONS

5.1 Introduction

This chapter deals with the conclusions and recommendations. In addition, the chapter offers directions for future research.

5.2 Summary of findings

In this part of the research the researcher try to stipulate the finding of the study in line with its objectives. One of the major objective of this study was assessing the existing OSH management practices of Bole-Lami industrial park. Most of the respondents do not agree that management of OSH with respect to OSH policy and plan.

The other objective of the study was to assess key health and safety risks faced by Employees in study area. As the study result showed some of workers in Bole-Lemi industrial park faced work related injuries in the previous two years. Physical and Ergonomic hazards are the two major hazards in the company. The findings of the study indicated that Biological hazards are the next most significant hazards in the company followed by chemical hazard. It can be concluded from the study that ergonomic hazards are the major causes of Occupational hazards in the study area and the aforementioned hazards also are the next most occupational hazard in the place.

Identifying the challenges of Bole- Lami industrial park for proper implementation of OSH was also another objective. accordingly, the study showed that, there is lack of awareness for OSH issues in Bole-Lemi industrial park as major challenge for its implementation as compared to other challenges but as a conclusion Lack of specific regulation, lack of trained human resource, characteristics of workers (poor literacy or uneducated), poor work environment, Insufficient budget for inspection, are also a very significant challenges of the park for the implement OSH management system.

5.3 Conclusions

The summarized findings in the aforementioned section indicate gaps in practices of Occupational health and safety in Bole-Lemi industrial park though the company has a written policy and plan with respect to Employees Occupational health and safety even if it is not well

communicated and practiced. Program evaluation and control, Employee participation, Employee training and hazard prevention and control issues needs serious attention of the concerned parties. Physical and Ergonomic hazards are the two major hazards in the company respectively but lack of awareness and lack of specific regulation are the major challenges that the company faces for proper implementation of OHS management system. Lack of trained human resource, characteristics of workers (poor literacy or uneducated), poor work environment, Insufficient budget also significant challenges of the company for the implementation of OSH system.

5.4 RECOMMENDATIONS

The following recommendations were made based on the findings of the study:

Written policy and plan is not an end with respect to OSH management system, it is important for Bole- Lemi industrial park to work on the communication of OSH policies to the employees by Providing the necessary information, instruction and training having regard to the age literacy level and other circumstances of the worker to ensure, so far as reasonably practicable, the health and safety at work of those other workers engaged on the particular work and the park also need to focus on the implementation of OSH policy.

It is known that effective occupational health and safety policies cannot be in place if both employers and employees fail to perform their respective responsibilities so the company should work on the employee participation in order to build effective occupational health and safety system. The employer should work to improve its organizational safety and health by keeping the prevalence of employee participation. The employee on the other hand is required to comply with all health and safety rules, knowing that the person ultimately responsible for his/her health and safety is himself/herself. Therefore, since Accidents are costly both to the affected worker and the organization so, every mutual effort should be made in to avoid accident from happening at the work place.

Regarding employee Training: Management of the park should organize regular training, workshops, seminars on health and safety for staff, publish materials on safety and many other steps to inculcate safety consciousness in the minds of workers. Employees should be made to understand that safety and health practices are the responsibility of both management and staffs and this will go a long way to make the work area safe.

The third recommendation forwarded from the researcher in relation with hazard identification, prevention and control issue, Management should maintain safe system of work and without risk to health. There should be regular servicing of machines and equipment to make them safe for use at the work place. Management should display warning notices on faulty machines and equipment or other potential hazard places to make workers aware of potential danger. Workers should be given enough insight of the risk and dangers inherent in their work at the work places. Through education some of these accidents could be minimized. Protection materials should be in place and management should put a regular monitoring team who will go round to check whether the employees really do put on their protective materials given to them before doing their duties and also observe in strict terms safety measures put in place in order to avoid any mishaps and accidents.

The government should also institute monitoring teams that will go round periodically to check whether employers go by the regulations as provided in the Labour proclamation of the country. Regarding program evaluation and improvement, Bole-Lemi industrial park would have its efficiency if it conduct formal an annual review of the workers safety and health management program and should modifies the program as needed to correct deficiencies.

Management needs efficient budget, good working environment, clear and available legislation on OSH issue and the top management and concerned party in the company should work on the improvement of employees' awareness on OSH issue with other basic requirements.

5.5 LIMITATION OF THE STUDY AND DIRECTIONS FOR FUTURE RESEARCH

The researcher used questionnaire and interview method among many survey data collection techniques however; there would have been better size of collected data if the employees and the human resource managers were voluntary to fill the questionnaire in needed amount. The researcher proposes further research to be conducted on organizational safety and health performance of Bole-Lemi industrial park to come up with additional factor solution since in this research each variable not measured precisely one factor and the researcher find out four factor solution for the variables unlike the expected seven factor solution.

The researcher also like to recommend future researchers to study the reliability test of each variable to ascertain each variables Cronbach's alpha to be above threshold (0.7) because in this study the value of one variable cronbach's alpha become less than 0.7 therefore future researcher could conduct his/her research based on this gap.

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Appendices

Appendix 1: Questionnaires in English

Appendix 2: interview guide

Appendix 3; questionnaire in Amharic

Questionnaires

Addis Ababa University School of Postgraduate Studies

Faculty of Business and Economics, Department of Management **MBA** Program.

A Questionnaire prepared for assessing the practices of Occupational health and safety: Case of Bole- Lemi industrial park.

Please assure that your personal responses will be treated with utmost confidentiality and will not know who completed this form.

Dear Sir/Madam

My name is Samrawit Amdework. I am a student of Addis Ababa University in business and economics department and I have been undertaking “MBA Thesis” work on the topic assessing the practices of Occupational health and safety: Case of bole Lemi industrial park. I kindly request your cooperation to complete the attached questionnaires. I have already contact your company and I have allowed communicating with you. The purpose of the study is purely academic and is not in any way an attempt to intrude in to your privacy and your responses are very confidential. You have been randomly selected to participate in this survey. I believe that your participation is

Critical for this study and will significantly contribute to better understanding of health and safety performance. Your cooperation by responding truthfully and sincerely to this questionnaire is very essential to achieving the thesis objectives. Thank you in advance for your collaboration and interest to fill the questionnaire honestly and sincerely there by for your contribution to success of the research.

General instruction

- No need of writing your name
- In all case where answer options are available please tick(√) in the appropriate box

I kindly request you to read the instruction of each section before responding .For any question and further explanation please contact me at: **0913244679** or e-mail: **contactsamri27@gmail.com**.

Kind Regards,
Samrawit Amdework

Section 1: Demographic Information

1. What is your Gender? M F
2. What is your age? Below 25 25- 35 36-45 46-55 > 55
3. Level of Education
Elementary school High School Certificate Diploma
BA/Bsc degree MA/Msc Degree and above
4. Marital status
Single Married Divorced Widowed
5. How long have you been working in this organization?
Less than 2 year 2-4 year 4-7 year > 7 years
6. Nature of employment
Full time Part time Contract Daily labor
7. Your current salary _____

Section 2: Please indicate the extent of your agreement with the following statements by ticking “√”. You provided with the five options from **no action** to **strongly agree**.

- No action:** implies the company has not taken action on the issue.
- Strongly Disagree:** implies the company has taken very few actions but has done it so ineffectively or infrequently
- Disagree:** implies the company has taken few actions but has done it so ineffectively or infrequently
- Agree:** implies the company has taken actions which has been effective some of the times.
- Strongly agree:** implies the company regularly takes the described action and does it so effectively.

| S.N. | Items | 1 | 2 | 3 | 4 | 5 |
|------|---|---|---|---|---|---|
| A | Management of the OSH program. | | | | | |
| 1 | The company has a clear written plan regarding Occupational Health and Safety of its workers. | | | | | |
| 2 | The organization has a written health and safety policies and strategies that include Programs and procedures for environmental, health, safety (EHS) and working conditions. | | | | | |
| 3 | The company management implements a written policy supporting and mandating the safety and health management system. | | | | | |
| 4 | The organization’s written health and safety policy or programs is available to all employees. | | | | | |
| 5 | When supervisors see an employee working in an unsafe manner, they immediately take action | | | | | |
| B | Employee Participation | | | | | |
| 1 | The company involves employees in defining and developing the worker health and safety program structure. | | | | | |
| 2 | Employees are active in participating in hazard detection, prevention and control activities. | | | | | |
| 3 | The company well comes and acknowledges reports of injuries, illnesses, hazards, or other concerns quickly. | | | | | |
| 4 | The company involves employees’ representatives in workplace health and safety risk assessment, inspections and incident investigations. | | | | | |

| | | | | | | | |
|---|---|--|--|--|--|--|--|
| 5 | The company have reward and punishment system with related to the implementation of occupational health and safety policies | | | | | | |
| C | Employee training | | | | | | |
| 1 | Job-specific health and safety training/education must be provided to all employees prior to starting a new job? | | | | | | |
| 2 | The company organizes and arranges for Occupational Safety and Health training, work shop and seminar. | | | | | | |
| 3 | Employees Know their rights and obligations related to OSH and they have awareness on work related injury compensation. | | | | | | |
| 4 | Company workers have a copy of health and safety manual and orientation programs for health and safety provided by the organization. | | | | | | |
| D | Hazard identification | | | | | | |
| 1 | The company undertakes inspection in the workplace physical environment to identify conditions that pose or could pose a worker safety or health concern and informs workers of hazards happened. | | | | | | |
| 2 | Managers ask employees about worker hazards and safety concerns in their work areas during rounds. | | | | | | |
| 3 | Company identifies hazards associated with emergencies and non-routine operations. | | | | | | |

| | | | | | | | |
|---|---|--|--|--|--|--|--|
| E | Hazard prevention and Control issues | | | | | | |
| 1 | There is hazard control plan in place. | | | | | | |
| 2 | The company promptly installs controls when a hazard is identified | | | | | | |
| 3 | The company has informed employees of the controls implemented and planned for hazards they may face. | | | | | | |
| 4 | Employees are provided with prescribed means and personal protective gear. | | | | | | |
| F | Program Evaluation and improvement. | | | | | | |
| 1 | The organization have an accident book or similar accident record system | | | | | | |
| 2 | The Company conducts formal an annual review of the worker safety and health management program. | | | | | | |
| 3 | Company involves employees in the program reviews. | | | | | | |
| 4 | Company modifies the program as needed to correct deficiencies. | | | | | | |

Section C: Questionnaires related to work related risks and injuries.

1. Have you ever faced any injury or accident in the previous two years related to your work?

Yes () No ()

5. What kind of Employees injuries or accidents is familiar in this company? Is it **Physical** hazards, **Chemical** hazards, **Biological** hazards, **Ergonomic** hazards or **Psychological** hazards?

Below is a list of health and safety hazards and unpleasant working conditions. Please indicate the ones about which you are concerned in your organization by ticking the relevant boxes below.

A. Physical hazards:

- Too much noise
- Too much vibration
- Poisoning
- Too much light
- Too low light
- Too much heat
- Too much cold
- Too much pressure

Other physical hazard: -----

B. Chemical hazards

- Toxic gas
- Dusts
- Fumes Risk of physical strain
- Vapors
- Mists
- Dangerous chemicals
- X-rays or radiations

Other (Please specify): -----

C. Biological hazards.

- Bacterial
- mists Fungal
- Viral
- Lack of adequate Toilet facilities
- Biological agents of Infectious disease

Other Biological hazard: -----

D. Ergonomic & Psychological hazards.

- Strenuous work
- Bad work design
- Shift of work
- Awkward pressure &/ Repetitive motions
- Mental stress due to work
- Risk of eye strain
- too much work outside working hour
- Unsafe equipment or machinery
- Visual condition

Other (Please specify): -----

-Please write other work related risks and injuries related to work in this company that I don't provide for choice above _____

Which facilities needed for your work is not available at work place that expose you for occupational risks -----

Section C: Questionnaires regarding Challenges in implementation of OSH policies & Strategies.

Please indicate the extent of your agreement with the following statements by ticking “√” on the Scale that most nearly reflects the extent to which you agree or disagree. Using this key:

- 1 =Strongly Disagree (**SD**).
- 2 =Disagree (**D**)
- 3 =Indifferent (**ID**)
- 4. Agree (**A**).
- 5. Strongly agree (**SA**)

| S.N. | Statements | SD | D | ID | A | SA |
|------|--|----|---|----|---|----|
| 1 | Insufficient budget for carrying out regular inspections | | | | | |
| 2 | The characteristics of workers (illiterate and uneducated) | | | | | |
| 3 | Poor working environment | | | | | |
| 4 | No specific regulations/legislations on OHS issues | | | | | |
| 5 | Lack of trained human resource | | | | | |
| 6 | There is lack of awareness | | | | | |

-Please shortly list/ explain key **problems or challenges** that your company faces in implementing employee health and safety policies and strategies -----

Part Two: Interview Guide for Management.

Part Two: Interview Guide for Management.

| S.N. | Statement | Yes | No | Comments |
|-------------|--|------------|-----------|-----------------|
| 1 | The company has safety and health policy. | | | |
| 2 | In increasing the safe work level, does your company have standard forms for safe work quality records? | | | |
| 3 | Does your company provide Investigation Program upon accident report? | | | |
| 4 | Is there an Investigating Team to investigate work accident in your company? | | | |
| 5 | Does your company provide certain incentive or punishment or not to employee implementing company's Safety Management? | | | |
| 6 | The Company management defines effective worker health and safety goals and expectations for the program. | | | |
| 7 | The Company management effectively communicates its worker health and safety goals and expectations to all those working for or on behalf of the organization. | | | |
| 8 | Employees understand the employers' role and responsibility in the safety and health management system. | | | |
| 9 | On recruiting new employees, does your company look upon safety Certification? | | | |
| 10 | Does your company provide training program on Implementing Safety Precaution. | | | |
| 11 | Are you satisfied that people requiring specific health and safety information, instruction, supervision, training and consultation have Received it? Eg on dangerous machinery, etc | | | |
| 12 | Do you consult employees about their health and safety concerns | | | |

| | | | | |
|-----------|---|--|--|--|
| 13 | What challenges does management encounter with regards to health and safety management in the organization? | | | |
| 14 | Regarding to hazard prevention and control all controls required by applicable OSHA standards are in place. | | | |
| 15 | Company employees understand the elements of the worker safety and health management system and how to participate in it. | | | |

I thank you for your Cooperation!

The End!

መጠይቅ

አዲስ አበባ ዩኒቨርሲቲ ድህረ ምረቃ ጥናት

ቢዝነስና ኢኮኖሚክስ ፋካሊቲ

የማኔጅመንት የ2ኛ ዲግሪ መርሃ ግብር

በቦሌ ለሚ ኢንዱስትሪ ፓርክ ስራተኞች ላይ የስራ ጤና እና ደህንነት ልምዶች ላይ ጥናት ለማካሄድ የተዘጋጀ ቃለ መጠይቅ እባክዎን የሚሰጡን ምላሾች በግል በሚስጥራዊነት የሚያዙ መሆናቸውን እና ይህን ቅጽ የሞላው ማንኛውም ሰው እንደማይገለጽ ልብ ይበሉ።

ለክቡራን

ስሜ ሳምራዊት አምደወርቅ ይባላል የአዲስ አበባ ዩኒቨርሲቲ ድህረ ምረቃ ጥናት የቢዝነስ እና ኢኮኖሚክስ ፋካሊቲ የማኔጅመንት የ2ኛ ዲግሪ መርሃ ግብር ተማሪ ስሆን በቦሌ ለሚ ኢንዱስትሪ ፓርክ ስራተኞች ላይ የስራ ጤናና ደህንነት ልምዶች ላይ ጥናት በማካሄድ ላይ ስለምገኘ እርስዎን እንዳነጋግር ከድርጅትዎ ፍቃድ ሰለተሰጠኝ ይህንን አባሪ የተደረገውን ቃለ መጠይቅ ለመሙላት የእርስዎን ትብብር በትህትና እጠይቃለሁ። የዚህ ጥናት ዋነኛ አላማ ለአካዳሚክ ጉዳይ ሲሆን በማንኛውም መልኩ የእርስዎ ደህንነት እና የሚሰጡን ምላሾች ሚስጥራዊነታቸው የተጠበቀ ነው። በዚህ ጥናት ላይ እንዲሳተፉ በመደዳ ተመርጠዋል። የእርስዎ ተሳትፎ ለዚህ ጥናት ስኬት ጉልህ ሚና ያለው ስለመሆኑ እና ለጤና እና ደህንነት የተሻለ ግንዛቤ ከፍተኛ አስተዋጽኦ ያለው በመሆኑን ለዚህ ቃለ መጠይቅ የሚሰጡን እውነተኛ እና ትክክለኛ ምላሽዎ የጥናቱን አላማዎች ከግብ ከማድረስ አንፃር አስተዋጽኦ አለው። ለትብብርዎ በቅድሚያ አመሰግናለሁ።

አጠቃላይ መመሪያ

- መጠይቁን በሚሞሉበት ወቅት ስምዎን መግለጽ አያስፈልግም
- በማንኛውም የመልስ አማራጮች በቀረቡበት ሁኔታ እባክዎ የ(✓) ምልክቱን በተገቢው ሰንጠረዥ ላይ ያስቀምጡ

የእያንዳንዱን ክፍል መመሪያዎች ምላሾችን ከመስጠትዎ በፊት በተገቢው ሁኔታ አንብቦ እንዲረዱ በትህትና እጠይቃለሁ። ጥያቄና ተጨማሪ ማብራሪያ ካስፈለግዎት እባክዎን በስልክ ቁጥር 0913244649 ወይም በኢሜይል contactsamri27@gmail.com ያግኙን

ከሰላምታ ጋር
ሳምራዊት አምደወርቅ

ክፍል አንድ፡ የግል መረጃ

1. ጾታዎ ምንድን ነው? ወንድ ሴት
2. እድሜዎ ስንት ነው? h25 በታች h25-35 h36-45
h46-55 h55 በላይ
3. የትምህርት ደረጃ፡ የመጀመሪያ ደረጃ ት/ቤት ሁለተኛ ደረጃ ት/ቤት
የምስክር ወረቀት ዲፕሎማ
የመጀመሪያ ዲግሪ 2ኛ ዲግሪ እና ከዛ በላይ
4. የጋብቻ ሁኔታ፡
ላጤ ያገባ/ያገባች የፈታ/ የፈታች መበለት
5. በዚህ ድርጅት ለምን ያህል ጊዜ ሰርተዋል?
h2 አመት በታች h2 -4 አመት
h4-7 አመት h7 አመት በላይ
6. የስራ ሁኔታ፡
ሙሉ ጊዜ በትርፍ ጊዜ ኮንትራት የቀን ሰራተኛ
7. አሁን የሚያገኙት ደመወዝ _____

ክፍል ሁለት፡ እባክዎን በድርጅቱ ምንም አይነት እርምጃ አልተወሰደም እስከ በሚገባ እስማማለሁ በሚሉት አምስት ምርጫዎችን ከታች በተዘረዘሩት አረፍተ ነገሮች የእርስዎን የስምምነት ደረጃ ይግለጹ

1. **ምንም አይነት እርምጃ አልተወሰደም፡** በጉዳዩ ላይ ድርጅቱ ምንም አይነት እርምጃ አለመውሰዱን ያመላክታል፤
2. **በሚገባ አልስማማም፡** ድርጅቱ በድርጊቶቹ ላይ እጅግ አነስተኛ እርምጃዎችን እስከ አሁን መውሰዱን እና አጥጋቢ አለመሆኑን ይገልጻል፡፡
3. **አልስማማም፡** ድርጅቱ በድርጊቶቹ ላይ የተወሰኑ እርምጃዎችን እስከ አሁን መውሰዱን እና አጥጋቢ አለመሆኑን ይገልጻል፡፡
4. **እስማማለሁ፡** ድርጅቱ በድርጊቶቹ ላይ እርምጃዎችን እስከ አሁን መውሰዱን እና በተወሰነ ደረጃ አጥጋቢ አለመሆኑን ይገልጻል፡፡
5. **በሚገባ እስማማለሁ፡** ድርጅቱ በድርጊቶቹ ላይ በቂ እርምጃዎችን እስከ አሁን መውሰዱን እና አጥጋቢ መሆኑን ይገልጻል፡፡

| ተ/ቁ | ዝርዝር | 1 | 2 | 3 | 4 | 5 |
|-----|--|---|---|---|---|---|
| ሀ. | በስራ ቦታ የጤናና ደህንነት አመራር መርሃ ግብር | | | | | |
| 1. | ድርጅቱ ስለ ስራ ቦታ የሰራተኞቹ የጤናና ደህንነት አሰራር ግልጽ የሆነ የጽኑፍ እቅድ አለው | | | | | |
| 2. | ድርጅቱ በጤናና ደህንነት ሁኔታ የተጻፈ ፖሊሲ እና ስትራቴጂ በተጨማሪ ለአካባቢያዊ፣ ጤና፣ ደህንነት እና የስራ ሁኔታዎች መርሃ ግብሮች በተመለከተ መመሪያዎች አሉት | | | | | |
| 3. | የድርጅቱ አመራሮች የደህንነት እና ጤና ፖሊሲውን በተገቢው መንገድ በተግባር ያውሉታል | | | | | |
| 4. | የድርጅቱ የጤናና ደህንነት ፖሊሲ ወይም መርሃ ግብሮች በጽሁፍ ለሁሉም ሰራተኞች ደርሷል | | | | | |
| 5. | የስራ ሀላፊዎች ሰራተኞች ምቹ ባልሆነ የስራ አካባቢ ሲሰሩ ሲመለከቱ በአስቸኳይ እርምጃ ይወስዳሉ | | | | | |
| ለ. | የሰራተኛ ተሳትፎ | | | | | |
| 1. | የድርጅቱ የሰራተኞች የጤናና ደህንነት መርሃ ግብር መዋቅርን በመተርጎም እና በማርቀቅ ላይ ይሳተፋሉ | | | | | |
| 2. | ሰራተኞች በአደጋ ማሰስ፣ መከላከል እና ቁጥጥር ተግባራት ላይ በንቃት ይሳተፋሉ | | | | | |
| 3. | ድርጅቱ የጉዳዮች፣ ህመም፣ አስቸጋሪ ሁኔታዎች ወይም ሌሎች ጉዳዮች ሪፖርቶችን በአፋጣኝ ምላሽ ይሰጣል | | | | | |
| 4. | ድርጅቱ በስራ ቦታ ጤናና ደህንነት ጉዳት ጥናት፣ ፍተሾች እና ክስተት ምርመራዎች ላይ ሰራተኞችን ወይም የሰራተኛ ተወካዮችን ያሳትፋል | | | | | |
| 5. | ድርጅቱ በስራ ጤናና ደህንነት ፖሊሲዎች አተገባበር ጋር በተያያዘ የውሳኔና ቅጣት ስርዓት አለው | | | | | |
| ሐ. | የሰራተኛ ስልጠና | | | | | |
| 1. | ሁሉም ሰራተኞች አዲስ ስራ ከመጀመራቸው አስቀድሞ የስራው የጤና እና ደህንነት ስልጠና/ትምህርት ይሰጣቸዋል? | | | | | |
| 2. | ድርጅቱ የስራ ጤናና ደህንነት ስልጠና፣ ወርክሾፕ እና ሴሚናር ያዘጋጃል | | | | | |
| 3. | ሰራተኞች ከስራ ጤናና ደህንነት ጋር በተያያዘ ሙብታቸውን እና ግዴታቸውን ከስራ ጋር በተያያዘ ለሚደርሱት የጉዳት ካሳ ግንዛቤ አላቸው | | | | | |
| 4. | የድርጅቱ ሰራተኞች በድርጅቱ የቀረበላቸውን የጤናና ደህንነት መመሪያ እና አወቃቀር መርሃ ግብሮች ግልባጭ አላቸው | | | | | |

| | | | | | | |
|----|---|--|--|--|--|--|
| መ. | የአደጋ መለያ | | | | | |
| 1. | ድርጅቱ በስራ ቦታ ስላለው አካባቢ ያሉትን ሁኔታዎች በስራተኞች ጤናና ደህንነት ላይ ስለሚከሰቱት ጉዳዮች አስፈላጊውን ፍተሽ ያደርጋል | | | | | |
| 2. | ስራ አስኪያጆች በስራ አካባቢያቸው ስላሉት ጉዳዮች እና የደህንነት ስጋቶች ስራተኞችን ይጠይቃል | | | | | |
| 3. | ድርጅቱ አደጋዎች ባስቸኳይ እና ባልተለመዱ የስራ ሁኔታዎች ጊዜ ሲከሰቱ ጉዳዮቹን ይለያል | | | | | |
| ሠ. | አደጋ መከላከል እና ቁጥጥር ጉዳዮች | | | | | |
| 1. | የአደጋ ቁጥጥር እቅድ በተግባር ላይ አለ | | | | | |
| 2. | ድርጅቱ አደጋ በሚለይበት ጊዜ ወዲያውኑ የቁጥጥር ተግባር ይወስዳል | | | | | |
| 3. | ድርጅቱ ቁጥጥር ትግበራዎችን እንዲሁም ስለሚያጋጥሙ ጉዳዮች ስራተኞችን ያሳውቃል | | | | | |
| 4. | ስራተኞች የደህንነት መጠበቂያ ዘዴዎችን እና መሳሪያዎችን ይቀርብላቸዋል | | | | | |
| ረ. | የመርሃ ግብር ግምገማ እና ማሻሻያ | | | | | |
| 5. | ድርጅቱ የአደጋ ምዝገባ ደብተር ወይም ተመሳሳይ አደጋ ምዝገባ ስርዓት አለው | | | | | |
| 6. | ድርጅቱ አመታዊ የስራተኛ ደህንነት እና የጤና አመራር መርሃ ግብር በመደበኛነት ያከናውናል | | | | | |
| 7. | ድርጅቱ በመርሃ ግብር ክለሳዎች ስራተኞችን ያሳትፋል | | | | | |
| 8. | ድርጅቱ ግድፈቶችን ለመቅረፍ እንደአስፈላጊነቱ የመርሃ ግብር ማሻሻያዎች ያደርጋል | | | | | |

ክፍል ሐ: ከስራ ጋር የተያያዙ ስጋቶች እና ጉዳዮች

1. ላለፉት 2 አመታት ከስራዎ ጋር በተያያዘ ጉዳት ወይም አደጋ አጋጥሞዎት ያውቃል?
አዎ አይ
2. በዚህ ድርጅት የተለመዱ በስራተኞች ላይ የሚደርሱት ጉዳዮች ወይም አደጋዎች ምንድን ናቸው? አካላዊ ጉዳት ነው፣ የኬሚካል ጉዳት፣ ባይዮሎጂካል ጉዳት፣ ኤርገኖሚክ ጉዳት ወይም የስነ አእምሮ ጉዳት? ከታች የጤናና ደህንነት ጉዳዮች እና ምቹ ያልሆኑ የስራ ሁኔታዎች ተዘርዝረዋል። እባክዎን በድርጅትዎ ስለሚያጋጥሙት ከታች በቀረበው ምልክት ያድርጉ

ሀ. አካላዊ ጉዳት

ከፍተኛ ድምጽ

ከፍተኛ መንቀጥቀጥ

መበከል

ከፍተኛ ብርሃን

ዝቅተኛ ብርሃን

ከፍተኛ ሙቀት

ከፍተኛ ቅዝቃዜ

ሌላ አካላዊ ጉዳት _____

ለ. የኬሚካል ጉዳት

መርዛማ ጋዝ

አባራ

ሰውነት ላይ የሚረጨጩ ጉዳቶች

እንፋሎት

የፈሳሽ ጠብታ ጉዳት

ጎጂ ኬሚካሎች

የኤክስሬይ ወይም የብርሃን ነፀብራቅ

ሐ. ባይዮሎጂካል ጉዳቶች

ባክቴሪያ

የፈንገስ ጠብታ

ቫይረስ

በቂ ያልሆነ የመፀዳጃ ቦታዎች

በባክቴሪያ አሰራጮች የሚመጡ ተላላፊ በሽታዎች

መ. ኤርጎኖሚክ እና የስነ አእምሮ ጉዳዮች

ምቹ ያልሆነ የስራ ምደባ

የስራ ፈረቃ

አድካሚ ግፊት እና ተደጋጋሚ እንቅስቃሴዎች

በስራ ጫና ምክንያት በአእምሮ ላይ የሚደርስ ውጥረት

በተረጨ ነገር አይን ጉዳት ችግር

ከስራ ሰዓት ውጭ ከፍተኛ የስራ ጫና

ስራ ምቹ ያልሆነ የስራ መሳሪያ ወይም ማሽን

የእይታ ችግር

ተጨማሪ ሀሳብ _____

ለሚሰሩት ስራ የትኛው ሚፈለገው የደህንነት መጠበቂያ ባለመኖሩ ምክንያት ከስራ ለሚመጣ አደጋ የተዳረጉ ? _____

ክፍል ሐ: ከስራ ቦታ የጤናና ደህንነት ፖሊሲዎች እና ስልቶች አተገባበር በተመለከተ የሚያጋጥሙ ችግሮችን በተመለከተ የቀረቡ መጠይቆች

ይህንን ቁልፍ በመታገዝ በምን አይነት ደረጃ እንደሚስማሙ ወይም እንደማይስማሙ ይግለጹ

- 1- ፈጽሞ አልስማማም
- 2- አልስማማም
- 3- የተለየ ሀሳብ
- 4- እስማማለሁ
- 5- በሚገባ እስማማለሁ

| ተ/ቁ | ዝርዝር | ፈጻሚ አልስማማም | አልስማማም | የተለየ ሀሳብ | እስማማለሁ | በሚገባ እስማማለሁ |
|-----|--|---------------|--------|-------------|--------|----------------|
| 1. | መደበኛ ምርመራዎችን ለማድረግ የበጀት ማነስ | | | | | |
| 2. | የሰራተኞች ባህሪ (ያልተማሩ እና መፃፍና ማንበብ የማይችሉ) | | | | | |
| 3. | ምቹ ያልሆነ የስራ አካባቢ | | | | | |
| 4. | በስራ ቦታ ጤናና ደህንነት ጉዳዮች ግልጽ ያልሆነ መመሪያዎች/ ህጎች አለመኖር | | | | | |
| 5. | ያልዳበረ የሰው ሀይል | | | | | |
| 6. | የግንዛቤ ማጣት | | | | | |

እባክዎን የሰራተኛ የስራ ጤናና ደህንነት ፖሊሲዎች እና ስልቶችን ድርጅትዎ በሚተገብርበት ጊዜ የሚያጋጥሙትን ችግሮች ወይም ተግዳሮቶች በአጭሩ ይዘርዝሩ

ክፍል 2: የአመራር ቃለ መጠይቅ

| ተ/ቁ | ዝርዝር | አዎ | አይ | አስተያየት |
|-----|--|----|----|--------|
| 1. | ድርጅቱ የጤናና ደህንነት ፖሊሲ አለው | | | |
| 2. | የስራ ደህንነት ደረጃን ለመጨመር ድርጅቱ ምቹ(standard) የሆነ የስራ ጥራት መዝገቦች አለ ወይ | | | |
| 3. | የአደጋ ሪፖርት በሚያጋጥምበት ጊዜ ድርጅትዎ የምርመራ መርሃ ግብር አለው ወይ? | | | |
| 4. | በድርጅትዎ በስራ ምክንያት ስለሚያጋጥምዎት አደጋ መርማሪ ቡድን አለ ወይ? | | | |
| 9. | ድርጅትዎ የደህንነት አመራር እና ፖሊሲዎችን ስራተኛው በመተግበሩ ወይም ባለመተገበሩ የተወሰነ ኢንሴንቲቭ ወይም ቅጣት አይፈጽምም ወይ? | | | |
| 6. | የድርጅቱ አመራር ስኬታማ የሆነ የስራተኛው የጤናና ደህንነት ግቦች እና ከዚህም ገሊሲ የሚጠበቀውን ውጤት ይገልጻል? | | | |
| 7. | የድርጅቱ አመራር ለሁሉም ለሚሰሩት ወይም ለድርጅቱ ለሚሰሩት በሙሉ የድርጅቱን የስራተኛ የጤናና ደህንነት ግቦች እና መጠበቂያዎች ያብራራል ወይ? | | | |
| 8. | ስራተኞች የአስሪውን የጤናና ደህንነት መመሪያ ስርዓት ሃላፊነት እና ግዴታ ተረድተዋል | | | |
| 9. | ስራተኞች በሚቀጠሩበት ጊዜ ድርጅትዎ የደህንነት ማረጋገጫን ከግምት ያስገባል? | | | |
| 10. | ድርጅትዎ የደህንነት ቅድመ ሁኔታዎች አተገባበር ላይ የስልጠና መርሃ ግብር ይሰጣል ወይ | | | |
| 11. | የሚሰጡት ልዩ የጤናና ደህንነት መረጃ፣ መመሪያ፣ ክትትል፣ ስልጠና እና አመክሮ ሰዎችን ያረካል? ለምሳሌ በጎጂ ማሸኛች እና ወዘተ | | | |
| 12. | ስራተኞችን ስለ ጤናና ደህንነት ጉዳዮች ያማክራሉ | | | |
| 13. | በድርጅቱ ስላሉት የጤና እና ደህንነት መመሪያ ጉዳዮች አመራሩ የሚገጥመው ተግዳሮቶች ምንድን ናቸው? | | | |
| 14. | በሚመለከተው የስራ ጤናና ደህንነት ደንቦች የሚደረጉ ቁጥጥር እና አወጋገድ በተመለከተ በተግባር ላይ ይውላሉ ብለው ያምናሉ? | | | |
| 15. | የድርጅቱ ስራተኞች የስራተኞችን የጤናና ደህንነት አመራር ስርዓት ምን እንደሆነ እና እንዴት መሳተፍ እንዳለባቸው ለይተው ተረድተዋል፡ | | | |

መጨረሻ: ለትብብርዎ አመሰግናለሁ