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OCCUPATIONAL HEALTH AND SAFETY (OHS) AND ORGANIZATIONAL COMMITMENT: EVIDENCE FROM THE CONSTRUCTION INDUSTRY OF SRI LANKA

Abstract

This study examines the relationship between OHS management practices and employee organizational commitment in the construction industry of Sri Lanka. The survey was carried out among labourers in the construction industry, chosen using convenience sampling. Data were collected by distributing a self-administered anonymous structured questionnaire among 250 labourers where 155 were received. Data analyses were performed using the SPSS 23.0. Upon completing the preliminary analyses, the relationship was determined using correlation and regression analyses. Results indicated a significant positive relationship between OHS management practices in the industry and forms of organizational commitment – affective, normative, and continuance.

Keywords: construction industry, labourers, occupational health and safety (OHS) management practices, organizational commitment, Sri Lanka

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