

THE IMPACT OF OCCUPATIONAL HEALTH AND SAFETY PRACTICES ON EMPLOYEE PERFORMANCE OF OPERATIONAL LEVEL EMPLOYEES IN SELECTED GARMENT MANUFACTURING COMPANY

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The study explores how the adoption of Occupational Health and Safety practices affects the performance of employees in the garment manufacturing industry, with particular emphasis on operational-level employees in ABC Garments (Pvt) Ltd. Three key dimensions of OHS practices were identified: safety training programs, advanced safety technology, and safety clothing and equipment. The sample consists of 234 employees who participated in this study through structured questionnaires, which analyzed using descriptive statistics, correlation, and regression methods.

These results show that the OHS practices in the workplace would significantly relate to employee performance. The three dimensions, safety clothes and equipment, presented the highest positive impact; advanced safety technology has a lesser effect, while safety training programs showed weaker and an insignificant contribution.

The study provides how OHS practices improve workplace safety, employee productivity, and job satisfaction. It underlines the need for management to invest in protective equipment and advanced safety technologies to create a conducive environment that ensures employee well-being and performance. Policymakers are also encouraged to establish regulatory frameworks that balance the integration of training, equipment, and technology.

The study is limited to operational-level employees in a single garment manufacturing company, which restricts its generalizability to other job grades or industries. Future research should explore OHS practices across different organizational levels, industries, and regions and incorporate mediators and moderators such as leadership and organizational culture to provide deeper insights. By addressing these gaps, the research offers actionable recommendations for creating safer, more productive workplaces, emphasizing the critical role of balanced OHS programs in enhancing employee performance and organizational success.

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