

IMPACT OF OCCUPATIONAL HEALTH AND SAFETY PRACTICES ON JOB ENGAGEMENT OF NON-EXECUTIVE TEA FACTORY WORKERS IN MATARA DISTRICT

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The main focus of the research study is to investigate the impact of occupational health and safety practices on the job engagement of non-executive tea factory workers in Matara District, Sri Lanka. The study aims to investigate how factors like health and safety training, health and safety working environment and conditions, hazard prevention, and health & safety rules/policies affect the job engagement of non-executive workers in the tea industry. This research is deductive (theory-testing) research. The research was conducted using a survey research strategy and quantitative research method. Non-executive tea factory workers in Matara District were chosen as the population of the study. The sample size was 151, and data collection was done through a standard questionnaire. Statistical Package for Social Science (SPSS), version 23.0 was used as a tool for data analysis, and both descriptive and inferential statistics, namely correlation and regression, were used to analyze data. The results indicate that occupational health and safety practices have a significant impact on the job engagement of non-executive tea factory workers in Matara District.

Keywords: *Job Engagement, Hazard Prevention, Health & Safety Training, Health & Safety Rules/Policies, Health & Safety Working Environment and Conditions, Occupational Health and Safety Practices*

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