

The Impact of Health and Safety Practices on Job Satisfaction among Field Employees in an Utility Service Supply Organization in Western Province North

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Health and safety is becoming a new functional subsystem of the organization. The role of health and safety representatives and the importance of training in supporting their activities are relatively neglected in both the academic and professional literature. This study mainly focused on discussing the impact of health and safety on job satisfaction in selected branches in a selected Utility Service Supply Organization in Western Province North. Most of the researches were done relating to the industry like apparel sector. Therefore, to minimize the prevailing gap researcher has decided to conduct a study based on field employees in the Utility Service Supply Organization in Western Province North.

The research problem addressed under this study is to identify whether health and safety practices significantly impact on job satisfaction among field employees in selected branches in a Utility Service Supply Organization in Western Province North. The data were collected from randomly selected sample of 101 field employees in the selected Utility Service Supply Organization. Standard structured questionnaires, which contained the question statements regarding health and safety practices and job satisfaction were used for the data collection. Data was analyzed using univariate analysis, correlation analysis, and regression analysis. The study found out that health and safety is positively correlated with job satisfaction. It is concluded that there is a significant positive relationship between health and safety and job satisfaction of field employees. Moreover, based on the results of simple regression analysis, the study concluded that the health and safety practices can significantly predict the variance of job satisfaction.

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