

**FACTORS AFFECTING OPERATIONAL EMPLOYEES' PERCEIVED  
QUALITY OF OCCUPATIONAL HEALTH AND SAFETY IN LARGE  
SIZE CONSTRUCTION FIRMS IN SRI LANKA**

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## **Abstract**

The construction industry is one of the most hazardous industries in any country due to the inimitable nature of its products and the processes involved. Although construction industry plays a major role in the economy, its issues in Health and Safety seem to have not been empirically studied by relevant professionals at sufficient level in Sri Lanka. Attention to improve workers' Health and Safety seemingly is not in the priority list in the management. Due to these circumstances occurrences of construction site incidents either major or minor are high in work sites in Sri Lanka according to published and unpublished articles. Hence, it has raised the need of addressing this matter with immediate effect in the local industry. In order to fulfill this gap, this study was conducted and tried to determine the aggregate level of perception, relationship between quality of occupational health and safety management practices from operational employees' aspect. According to the objective, research was conceptualized and developed a unique model including one dependent variable and four independent variables. While operational employees' quality of health safety is assigned as dependent variables, management of occupational accidents, management of occupational diseases, quality of work life and management of occupational stress were given as independent variables. Further, as the second step, demographic variables were added to the study with the purpose of conducting post –hoc analysis if frequency distribution shows the sample represents the categories in the demographic profiles. Quantitative method was adopted and self-developed questionnaire used to collect the information from 200 randomly selected samples. Response rate was 83% and further analysis conducted using techniques of reliability and validity testing, descriptive statistics, inferential statistics and hypotheses testing. The findings also indicated that the all the management factors are significantly, positively associated with the operational employees' perception on quality of health and safety in the particular industry as would be expected.

**Keywords:** Health & Safety, Operational Employees, Construction Industry, Occupational Accidents, Occupational Diseases, Quality of Work Life, Occupational Stress