

**THE IMPACT OF PERCEIVED ORGANIZATIONAL HEALTH AND
SAFETY PRACTICES ON JOB PERFORMANCE OF NON-
MANAGERIAL EMPLOYEES IN LEADING GLOVE
MANUFACTURING COMPANIES IN GAMPAHA DISTRICT, SRI
LANKA**

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This study aims to investigate the relationship between occupational health and safety practices and job performance among production-level employees in leading glove manufacturing companies in the Gampaha District, Sri Lanka. Specifically, the study examines the impact of management commitment, personal protective equipment (PPE), and safety training and development on employee job performance.

A descriptive research design was used, and data were collected through a structured questionnaire from 285 non-managerial employees using convenience sampling. The collected data were analyzed using SPSS and Excel to determine the strength of relationships between the independent and dependent variables.

The findings revealed that PPE had the strongest impact on job performance (69%), followed by management commitment (65%) and safety training and development (58%). The model's R^2 value of 0.53 suggests that the selected health and safety variables explain 53% of the variance in job performance, indicating a moderate to strong relationship.

Based on these findings, it is recommended that organizations prioritize the provision of high-quality PPE, strengthen management's commitment to safety, and enhance safety training programs to further improve employee job performance. Implementing these measures will not only enhance workplace safety but also contribute to higher productivity and organizational success.

Keywords: *Health and Safety Practices, Glove Manufacturing, Gampaha District, Job Performance*

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