

Effects of Health and Safety Measures on Job Performance of Technical Staff: With Reference to Port Industry in Sri Lanka

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In a work environment where Employee Health and Safety and Organizational Profit Maximization is highly prioritized, it is of high importance to identify and understand the effects Health and Safety Measures have on Job Performance. Thus this study addresses to understand the effects of Health and Safety Measures on Job Performance of Technical Staff focusing Port Industry in Sri Lanka. Primary data were collected through a questionnaire from a sample of 100 technical employees and from a semi-structured interview with a safety officer. Since the study comprised of a mix approach, statistical estimation of quantitative components of the collected data were done by ordinal regression logit model using SPSS (version 22) software while qualitative components were analyzed using thematic approach. The quantitative analysis revealed a positive and a significant relationship between health and safety measures and Job performance of technical staff and the qualitative analysis further supported the quantitative research findings leading to the conclusion that there is a positive impact of health and safety measures on job performance.

Keywords: *Health and Safety Measures, Job Performance, Port Industry, Technical Staff*

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