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**THE RELATIONSHIP BETWEEN HEALTH AND SAFETY MANAGEMENT SYSTEM
AND SUPERVISORY WORKERS ENGAGEMENT IN CONSTRUCTION INDUSTRY.**

(A Study Based on Sierra Construction (Pvt) Ltd.)

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Thesis Submitted to the Faculty of Graduate Studies,

University of Kelaniya Sri Lanka,

in partial Fulfillment of the Requirements for the Degree of

Master of Human Resource Management

July 2015



ABSTRACT

Construction sector in Sri Lanka has tremendously grown in the past and construction has developed into an important base of the national economy. Although being healthy and safe is an important aspect of construction, it remains unsatisfactory in Sri Lankan construction industry. Most of the building construction projects in Sri Lanka experience weak health and safety practices. Hence it adversely affect the economy in many ways, further this has been identify as a socio economic problem. This research effort is to find out the relationship between health and safety management system and supervisory workers engagement a study based on Sierra Construction (Pvt) Ltd, which is one of leading Construction Company situated in Colombo, Sri Lanka.

This research was based on primary data which was collected through survey. For this study a questionnaire was used as the method of data collection. Primary data collected a using a questionnaire to asses the Health and Safety Management System and Supervisory workers engagement. The questionnaire distributed to 150 employees who were attached to construction sites in Colombo area. Univariate analysis and Bivariate analysis were applied in data analysis.

Among the elements of health and safety management, safety responsibilities are perceived as the largest contribution to the supervisory workers engagement. The strongest association is also found between safety responsibility and supervisory workers engagement. Result of this study also suggested that the six components of health and safety management system were positively correlated and positively impact to supervisory workers engagement. Thus, it is evident that the

supervisory workers engagement is influenced positively by all the six components of health and safety management system. Moreover results show that supervisory workers engagement increases due to the health and safety management system. This implied higher Engagement of Supervisory workers in the safe working environment with better safety practices.

Keywords: Health and Safety Management, Construction Industry, Workers Engagement