

## **The Impact of Organizational Safety Culture on Safety Behavior of Employees: A Study with Special Reference to Operational Level Employees at Brandix Lanka Limited at Walisara, Sri Lanka**

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Safety at work is one of the key issues in many organizations. The garment manufacturing industry now observes safety at work more frequently than in the past. Many researchers have found that organizational-level factors influence the safety behavior of employees. On the other hand, the garment sector is a widespread manufacturing industry in Sri Lanka. The purpose of this study was to examine the impact of organizational safety culture on the safety behavior of employees in a garment manufacturing environment. The sample consists of 110 operational level employees in a reputed garment manufacturing company in Walisara. Data were collected via a standard questionnaire. Data were analyzed using Simple regression analysis. The study results showed that management commitment, safety training, employee participation, and safety rules and procedures significantly impact on safety behavior of employees. At the same time, those variables positively correlate with safety behavior of employees. It is recommended that employee safety behavior needs to be improved within the working environment of the firm and through different practices. Thereby an effective health and safety culture can be created within the working environment.

***Keywords:*** *Safety Culture, Safety Behavior, Management Commitment, Safety Training, Employee Participation, Safety Rules, and Procedure*

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