

The Impact of Perceived Health and Safety Practices on Employee Retention: A Study of Operational Level Employees in ABC Printing Company in Sri Lanka

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Employees of ABC Company is exposing too many health safety issues at their workplace and this is likely to influence their retention in the company. The main objective of the study was to examine the impact of perceived health and safety practices on employee retention among operational level employees in ABC printing company in Sri Lanka. To achieve this objective one hypothesis and four sub hypotheses were developed and tested. The time horizon was cross-sectional and the primary data was collected through the structured questionnaire. Only 160 questionnaires received out of the targeted 168; thus the response rate was 95.2%. Findings of the study revealed that there is a significant positive impact of health and safety practice on employee retention of operational level employees in ABC printing company in Sri Lanka. According to the dimension analyses, only wellness programs have identified as a significant dimension and other dimensions such as safety training and education, accident prevention measures and health practices were not identified as significant dimensions in health and safety practices. As a Significant factor, Healthy and safety practices should be enriched while mainly focusing on wellness programs to increase the employee retention of the company and ultimately to get the maximum benefits for the betterment of both employees and organization.

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