

Impact of Health & Safety Practices on Employee Retention Intention: Study of Operational Level Employees of a Selected Manufacturing Company in Sri Lanka

Seuwandi, P. S. N.¹ and Gunasekara, V. M.²

The purpose of this study was to assess the impact of health and safety practices on employee retention in the selected manufacturing company in Sri Lanka. This study was conducted as a quantitative explanatory research study. Further, the sample was selected using simple random sampling technique. This is a cross-sectional survey study & standard questionnaire was used to collect primary data through a survey. Questionnaires were distributed to a sample of 125 of operational level employees who are currently working in Alumex PLC. To analyze received data, SPSS (Statistical Package for the Social Science) was used. To interpret data descriptive statistical techniques such as mean, standard deviation and histograms, correlation and coefficient and simple regression analysis were used. To test the relationship between variables Pearson correlation technique analysis was used. Simple regression analysis was used to identify the degree of the impact of the independent variable on dependent variable. And the finding of the study showed that health & safety practices, safety procedure & risk management, health and safety rules, organizational hazards prevention, organizational safety support have a positive impact on employee retention. Meanwhile, employee wellness program has a negative impact on employee retention. The present study would provide the direction to HR policy makers, management decision makers and for future researchers.

Keywords: *Employee Retention Intention, Employee Wellness Programs, Health and Safety Practices*

¹ Undergraduate, Department of Human Resource Management, Faculty of Commerce and Management Studies, University of Kelaniya, Sri Lanka [nadeeraseuwandi1998@gmail.com]

² Lecturer, Department of Human Resource Management, Faculty of Commerce and Management Studies, University of Kelaniya, Sri Lanka [madhavig@kln.ac.lk]