

Impact of Occupational Health and Safety on Employee Productivity: Study of a Leading Construction Company in Sri Lanka

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Construction has become a major development factor in many countries. Construction projects are unique. The construction industry faces many challenges related to the labor force. So, employee productivity is increasing. However, more important is the decline in employee productivity. Poor management of construction projects can lead to reduced productivity, delays in projects and cost overruns. It is significant for the HRM department of the construction industry to maintain the employees who can perform at their full potential. This study aimed to determine the impact of occupational health and safety on the productivity of operational-level employees at the leading construction company in Sri Lanka. This study is carried out as quantitative explanatory research work.

Further, the sample is selected randomly using a simple random sampling technique. The study was a cross-sectional field study explanatory research, and a standard questionnaire was used to collect primary data through a survey. Questionnaires are distributed to a sample of 123 operational employees currently working in the construction company. Descriptive statistics, inferential statistics, regression and correlation analysis were analyzed using Statistical Package for Social Sciences (SPSS). Graphical charts, histograms, scatter plots, boxplot, and residual analyses were used to interpret data analyzed and obtain the result. It was found that there is a significant moderate positive relationship between occupational health and safety and employee productivity. Work output, standard achievement, time management are the dimensions of the dependent variable, and they had a significant impact on occupational health and safety. The present study would guide HR policymakers, operational employees, supervisors, and future researchers.

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