

Impact of Safety Climate on Employee Well-Being: A Study of Employees of ABC Company in the Manufacturing Industry

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Employee wellbeing has become a major concern all over the world today. Therefore, this study attempted to understand how the safety climate impacts on employee wellbeing. Thus, the main purpose of this study was to identify whether there is a positive impact of safety climate on employee wellbeing in ABC Company in the manufacturing industry. Although the associations between safety climates on employee wellbeing are well established in western literature, it is hard to find studies that examined the impact of safety climate on employee wellbeing in the Sri Lankan setting. This was a quantitative and cross-sectional research study. Data were collected from 357 employees working in a selected manufacturing organization. Primary data for the study were collected through a structured standard questionnaire. The measures of the study were of good quality after ensuring reliability and validity. Simple regression analysis was used to test the hypotheses of the study. The results of the study showed a significant positive impact of safety climate on employee wellbeing in the selected organization in the manufacturing industry.

Keywords: *Employee Wellbeing, Safety Climate, Safety Related Behaviour*

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