

The Impact of Quality of Occupational Health and Safety Practices on Job Performance among Operational Level Employees in Maritime Industry.

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The purpose of this research is to examine the impact of the quality of occupational health and safety practices on job performance among operational level employees in the maritime industry. There have been comprehensive studies on occupational health and safety practices and job performance in construction and hospital industries. However, there is less research focus on the Maritime Industry in Sri Lanka. This study intended to determine the level of quality of occupational health and safety practices, the level of job performance and to determine the impact of quality of occupational health and safety practices on job performance among Operational Level Employees in maritime industry. This research was conducted using a survey research strategy and the questionnaire was developed by Kaynak, Toklu, Elci, & Toklu (2016) and Goris et al. (2003) under standard measurement scales. An online questionnaire was distributed among 135 operational level employee to collect primary data. The sample was drawn from its population using a simple random sampling technique. The collected data were analyzed using the multiple liner regression analysis method. Based on the output, alternate hypothesis were tested. For pre-establish objectives, the results indicate that the quality of occupational health and safety practices on job performance has a positive impact and the level of quality of occupational health and safety practices and level of job performance was moderate in the maritime industry. To overcome the limitations and delimitation, future researchers can go with better samples with the same theme in different industries and consider more factors affecting job performance. Also it is critical to prioritize the provision of regular training on occupational health and safety practices, along with the maintenance of safe working conditions and prompt disciplinary action against employees who violate safety protocols. These measures are recommended for improving the quality of occupational health, safety and job performance.

Keywords: *Quality of Occupational health and safety practices, Job performance, Safety Procedure and Risk Management, Safety and Health Rules, Occupational Hazards Prevention, Organizational Safety Supports*

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