

**EFFECT OF OCCUPATIONAL HEALTH AND SAFETY ISSUES ON JOB
PERFORMANCE:**

A STUDY ON JOHNSON AND JOHNSON PAKISTAN

A Thesis submitted to Department of Management Sciences in part fulfillment of the requirement
for the MBA degree

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AFSHAN QAYYUM

20097

Bahria University, Karachi Campus

<p>MBA Thesis</p> <p>2nd Half- semester Progress Report & Thesis Approval Statement</p>
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Supervisor- Student meeting Record

Name of Student	Afshan Qayyum
Registration No.	20097
Thesis Title	<i>Effect of occupational health and safety issues on job performance</i>

No.	Date	Place of Meeting	Topic Discussed	Signature of Student
5	3 May	BUKC	Literature Review Analysis and Discuss Data Collection Methodologies	
6	12 June	BUKC	Done with Chapter 4 Data Collection Methodology, SPSS Analysis and Data Interpretations	
7	31 July	BUKC	Finale Review of Thesis	

<p><u>APPROVAL FOR EXAMINATION</u></p>
<p>Candidate's Name: <u> Afshan Qayyum </u> Registration No. <u> 20097 </u></p>
<p>Thesis Title: -----effect of occupational health and safety issues on job performance ----</p>
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Declaration:

Plagiarism Test Report

Acknowledgement

First and foremost, our utmost **GRATITUDE TO ALLAH**, the Most Gracious and the Most Merciful Alhamdulillah, all praises to Allah for the strengths and His blessing in completing this research paper.

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Abstract

Occupational health and safety in any organization have great importance in the employees work environment because now a day's human resource is considered to be the most valuable assets of an organization as they work efficiently and effectively to increase the productivity of any organization. The issues related to occupational health and safety badly influence the performance of employees, organization's productivity and result in absenteeism & punctuality issues. The study was to identify the effects of occupational health and safety on job performance of the employees' i.e. how health hazards at occupational environment affect the employee job performance. Employees at work environment are exposed to many of the health and safety hazards. In this study the policies regarding occupational health and safety, health hazards associated with the job environment, employer's responsibility for having good occupational health and safety measures are discussed.

The research study is of cause and effect and co relational study. In this we have to find the cause and effect relation of the two variables. Specifically the questions were designed for this study both open ended and close ended. A total of 50 copies were distributed among the respondents of Johnson and Johnson and will duly be collected. Purpose of the study is to know the effects of occupational health and safety on job performance, the Availability of health and safety measures at workplace and how health hazards reduce job performance of the employees. The information gathered through the research instruments will be targeted in both qualitative and quantitative manners. The information had thoroughly analyzed and then careful interpretation will be made.

This study proves that Occupational health and safety issues negatively influence the performance of the employees; hence the stress increases, profitability decreases and punctuality of the workers also get affected. Laborers build up a negative state of mind and low confidence towards work. High episodes of mishaps at work additionally happen. The Implication of this study for management, is should focus on the trainings, compensation policies against claims and have to reduce the stress factors from the employees so that they become more productive.

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CHAPTER 1

Introduction

1.1 Significance of study

The study will contribute in knowing the importance of occupational health and safety at work place for both employers and employees. The study will also help in identification of employee and employers roles regarding health and safety issues. It will help in developing effective policies concerning health and safety at workplace. It will help in identifying the health hazards related to job and how job performance can be increased while working in a healthy and safe environment.

Chemicals have both beneficial and harmful uses; it ranges from our normal daily life where we use antibiotics and several other pharmaceutical products up to the destructive weapons. As there are many benefits with respect to chemicals, chemicals when deformed, it causes unpleasant or disastrous effects on human health as well as on the environment. With passing time, Chemical industries, both in developing and in developed countries, are expected to Increase over the time period. It is expected that the extent and managing of risks in different sectors from contact to chemicals is considered as the top most priorities in achieving the morals of sustainable development of any nation.

1.2 Job Related Hazards

There are some of job related hazards, which may put injurious effect on the human health and ultimately the performance of the employees or the workers.

- Risk related to the fire or its explosion.
- Risk which is generated due to the reactions of dangerous chemicals and may affect the health and environment of workforce.
- Risk caused due to inhalation of dangerous gases.
- Risk caused due to absorption of chemicals through the skin.
- Risk caused due to contact with the eyes and may cause blindness.

Job performance increases due to the continued enforcement of Occupational health and safety policies in an organization and this is accomplished by maintaining high-quality work-related standards of health and safety. This clearly shows that their job performance will increase if there is effectiveness of policies and also their morale is enhanced and effects the job performance as affirmed by K Baah-Dartey (2011) as *“Good OHS practice not only provides a safer working environment but also improve worker morale and productivity”*

1.3 Background

Occupational health and safety is relatively new, as during the industrial revolution labor activities pointed out the problems of work place showing interest in health and safety related problems of work force. The performance of the workers pointed out the work related problems of the health and safety, showing the awareness in this particular field i-e health and safety problems related to the work force of the chemical industry. At the end of 20th Century the environment of job has transformed in developed and developing countries for a number of people. In 60's and 70's new and advanced technology were introduced at almost every organizations, particularly the use of computers. In 80's there was a move as headed for globalization because organizations undergone privatization, mergers, and acquisitions. The countries that are on the stage of private enterprise got much benefited by financial competitiveness in the global markets. (Kate Sparks, Brian Forgather and Cary L. Cooper, 2001)

Out of the world's aggregate workforce just 10-15% of them have access to the health and safety services. . "The continuous persistence of health hazards at the workplace is the major reason due to which the workforce get deprived of the health and safety services at workplace/work environment"(Gohnet Newsletter 2003). "In the past a number of Journals, magazines and newspapers have addressed the issues involving illness and injuries related to work and employee health due to which lost job days were 34 million out of probably out of which 28 million were due to job-related health hazards and 6 million de job-related safety hazards" (KwesiAmponsah,KwasiDartey, 2011).

This study covers health related factors which the employees are facing and which may affect their job performance negatively both directly or indirectly.

1.4 Aim of Study:

The purpose of this research is to identify effects of occupational health and safety issues on the job performance of the workers in chemical industry. "***Safety and health at work is not only a sound economic policy - it is a basic human right***" (K Baah-Dartey, 2011).

1.5 Problem Statement:

"Effect of occupational health and safety issues on job performance in chemical industries"

Availability of occupational health and safety measures at workplace get the employee exposed to various kinds of health hazards which in turn cause disease, infections and damage to the employee, hence affecting their capacity to perform. The problem area is therefore to evaluate Safety measures at workplace and assess employees' satisfaction or dissatisfaction with the protection measures taken.

1.6 Research questions

- To study the effects of Occupational health and safety on job performance.
- To identify the Availability of Occupational health and safety measures at workplace.
- To examine how health hazards at workplace reduce employee job performance

1.7 Scope

This study will be covering the area of production department of Johnson and Johnson Karachi. The time given for data collection and to this particular research is approximately three months. As this research is on the production department of the Johnson and Johnson, and fundamental respondents for this research are workers, Health and safety managers of Johnson and Johnson, committees of the Johnson and Johnson.

1.8 Limitations

Following are the some of the constraints that I face in this research study.

- Time imperative (approximately 3 months)
- Facing lot of problems because of company's confidential policies, , restricted reaction from the supervisors, advisory group, response were limited from the committee of health and safety and production department of the Johnson and Johnson

CHAPTER 2

Literature review

2.1 Importance of health and safety issues

A considerable measure of exploration has been directed and done on the impact of work related wellbeing and security issues at work execution in numerous compound parts of the diverse parts of the world. The past work history identified with this point is explored in this part. The motivation behind this study is to have assessment, affirmation and effect. This entire section contains an audit of literary works of diverse researchers connected to the study.

In today's reality real changes have been occurring in the work environment. The greatest development in the utilization of data innovation at occupation, because of the globalization of numerous businesses everywhere, rebuilding of an association, changes in business related contracts and planning of the work time have fundamentally changed the way of work in numerous associations, commercial ventures et cetera..

Working in an association, businesses or anyplace gives a great deal of budgetary and different benefits because of a ton of the individuals over the globe invest their energy at work environment in distinctive areas and commercial enterprises while in the meantime numerous laborers are presented to a large portion of the business related wellbeing dangers which may be physical, concoction and mental. The nature and the earth of work influence the representative wellbeing severely. (StavroulaLeka et al, 2010).

"High efficiency, work execution and employment fulfillment are the result of healthier working environments and endeavors are improved to unite Occupational wellbeing and security with upgraded firm yield and execution driven by state organizations, exchange unions and superintendents" (Felicity Lamm et al.).

The occupation execution of a representatives can be destructively influenced by Occupational wellbeing and security issues which implies that if the association doesn't give sound and solid environment and does not have successful approaches , the execution of a worker's effected it additionally influences the general execution of an association thus the money related benefit and efficiency diminishes.

For Example: If the working environment of the synthetic areas is not beneficial or sufficiently sound or peril verification it will influence human life thus numerous illness to workforce henceforth it influences adversely furthermore the execution of the workers alongside the association's execution as insisted by Karen Danna et al (1999) "Researchers and managers have generally recognized that health and well-being can potentially affect both workers and

organizations in negative ways. For example, workers experiencing poor health and well-being in the workplace may be less productive.”

“Health Hazards typically associated to the employees at workplace can be chemical, physical, biological or psychological” (Skiba Francis, 2011).

Numerous Factors are there which impact wellbeing of the workforce. Among each of the three regular elements that gravely influence word related wellbeing are the work environment itself, wellbeing perils and the last one is security dangers. Those dangers that are identified with working environment can influence or may jeopardize the representative's wellbeing and security measures which may bring about a negative effect on the strength of the worker's in the same path if there is presence of wellbeing and security working environment along approaches identified with it helps emphatically and may influence the wellbeing representatives. (karendanna et al. 1999).

2.2 Issues facing in the work environment

The risks existing in the work environment is extremely regular now a days in both industrialized and non-industrialized divisions as expressed by Bamutire Brenda (2007) "Non-producing area perils incorporate; dangers are available in work with machines and hardware like cutting apparatuses, forklifts, steps, electric shafts and transformers. Besides there is slipping, stumbling, unseemly machine guarding, gear glitches or breakdown. Much of the time bosses don't give security wear which can help minimize the effect of mishaps. There is additionally mental push and brutality in the working environment coming about because of debilitating conduct and provocation."

The intercession of new and exceptionally propelled innovation at working environments in nations has enhanced the efficiency and the yield of the associations however then again it may influences the representative's wellbeing and security at work environment as a result of the peril connected with the present day innovation (Rizwan U. Farooqui et al, 2008).

At any working environment wellbeing and security autonomously assumes a vital part and it would be considered as the privilege of workforce to work at a solid and more secure work environment and its legitimate as well, those representatives which are working at wellbeing, sound and secure work environment are sufficiently solid mentally and this quality help them to enhance their adequacy, the productivity, efficiency and occupation execution of the workers as certified by Bamiture Brenda 2007. “Health and safety is important in a workplace for legal, moral and psychological reasons. Employees have a legal right to work in a safe and healthy environment. A healthy and safe workplace can have a strong positive effect on the psychological contract. Having employees with a safe psychological mind is very important for the performance of organizations. This affects the productivity, quality of work and efficiency of the employees. A

safe workplace, reduces accidents, improves employee relations and facilitates employee commitment to quality work.”

2.3 Effects of chemicals

As we probably are aware the execution at the employment of representatives lessening only in light of the wellbeing risks which commercial ventures give to specialists at work environment. A commotion at working environment may prompt cerebral pain, breathing issues, for example, asthma, lung sicknesses which put the harmful impact on their lives or fear of contact to such chemicals which prompts wellbeing issues in the long run it implies by building up a solid and safe business related environment advantages the head honcho/ labourers as execution of the workers is expanded this was affirmed by Skippa Francis (2007) "Unhealthy workplace is a worry to all of us. On the off chance that specialists can't work appropriately at their employments due to consistent migraines, watering eyes, breathing troubles, or apprehension of presentation to materials that may bring about long haul wellbeing issues, efficiency will diminish. Therefore, making a solid workplace is the best possible thing to do, as well as advantages the superintendent." world too.

2.4 Importance of health and safety environment

Wellbeing related issues and security ought to be considered as the most essential plan of each compound industry and is thought to be for the justifiable reason. These items are extremely perilous and destructive at certain stage for the life of the specialists. It might be impacts when the substance items are made or when it is exchanged starting with one spot then onto the next. Compound substances are of numerous structures i.e. strong, fluid or in gasses, it might be inflammable, harmful substances, or may be hazardous. At the point when the specialists breathe in such kind of dangerous substances while working they may bring about distinctive issue of the lungs, for example, the lung infections including asthma and lung malignancy. In assembling procedure of distinctive concoction substances or prescriptions these chemicals require high temperatures and weights, hence the responses cause's perilous impacts accordingly preventer measures ought to be taken to painstakingly control every one of these impacts. This is the motivation behind why commercial ventures utilized security contraptions, trainings to everybody who are uncovered of these destructive substances and give safe environment that are requested by the enactment of the national and universal

2.5 Strategically importance health and safety issues

The no of episodes in the substance commercial ventures are low when contrasted with the 90's, disregarding this they are managing the risky chemicals which gravely influence their lives this is only on account of the utilization of all security contraption and wellbeing strategies identified

with the enactment of national and global and secure usage of these approaches over the businesses. In the middle of 1995 to 2005, there were four wounds for each 1000 representatives yet now it diminishes as the time passes.

2.6 Variations in performance:

Over the globe, there are obviously varieties between the nations identified with wellbeing and security execution, size of the venture and their financial segments. The episode of the work place misfortunes and injured cases to a great degree fluctuates between the nations; this demonstrates the reasonable contrast between the created nations and creating nations:

Nations:

1. When we contrast the assembly line labourers of Pakistan and the France it appears that the assembly line labourers of the Pakistan is eight times more inclined to be injured/ killed when contrasted with assembly line labourers of the France.
2. In Kenya transport specialists thought to be ten times more casualties when contrasted with the Denmark.
3. When we are discussing development labourers in Guatemala they are six times more inclined to kick the bucket when contrasted with the Switzerland (World Bank, 1995)

2.7 Size of the ventures:

As indicated by the verifiable information it investigations that in little undertakings casualties of distinctive risky illnesses are considerably more than huge ventures, as the approaches identified with wellbeing and security issues are not appropriately actualized.

By ILO (International Labor Organization) different practices are utilized to advance the work related wellbeing and security incorporates dispersal of the data, models identified with the worldwide work and codes of practices. The point of these practices is to keep from the work related mishances and from the different unsafe sicknesses.

2.8 Work related Disease and Accidents in Pakistan

Representatives who are sound and free from illnesses, having solid environment are thought to be more profitable, dependability is there and having no anxiety by any stretch of the imagination. As the new innovation at the work place which is very unpredictable and exceptionally unsafe have conveyed a ton of issues to the workforce, among these issues real issue is wellbeing and security related issues. Pakistan is among the developing nations and populace of the Pakistan is verging on uneducated thus the circumstance turns out to be all the more regrettable and confronting such a variety of mishaps and sicknesses on the grounds that the majority of the individuals don't think about the arrangements identified with wellbeing and security issues at (Tariq Sultan Pasha, 2003).

Pakistan is considered to be the 6th most thickly populated and the 177.1 million is the inexact populace of Pakistan and inhabitant development rate is 2%. In 2015 the development populace has been expanded to 191.7 and expected development for 242.1 million and by 2050 it is normal that Pakistan will transform into the 4th biggest nation on earth in the event that it develops with the same propensity. The computed Pakistan's aggregate workforce is 54.92 million it implies that out of the entire populace 33% is considered as the workforce which makes the Pakistan 9th biggest nation in term of the representatives in 2010 (National Workshop: OSH in Pakistan, 2013). Tariq Awan of Pakistan Institute of Labour Education and Research (PILER) expressed that the issues identified with wellbeing and security issues turn out to be more serious. "In the country there had been ban on inspection of factories for 11 years and when even after the lifting of the ban the inspections are not done in a proper way. 97 percent work force of the country is not unionized the unions those are functional are also unaware about the issues of health and safety."

Workforce related to the different sectors in the different countries are facing different problems and have not been protected by the safety gadgets, therefore the job performance of these workers are badly effected as affirmed by Aslam Miraj of Labour Qaumi Movement "More than 15 districts in Punjab those have power loom but only five percent workers of this sector are registered, more than 500,000 workers are working in these looms. Many workers are seriously sick and are having tuberculosis, contaminated water causing Hepatitis. Major general Disease in power loom sector is deafness which is because of the noise of the machines." (National Workshop: OSH in Pakistan, 2013).

2.9 Occupational Health and Safety Policies

The policies that are developed to protect the employee lives and ensure healthy work environment so that employees can take pleasure in fine working conditions. The three major curses that still are major in developing countries are *poverty, ignorance and disease*. To fight these services are developed to promote health. A health and safety plan is composed of fundamentals of the company.

"The Occupational Health and Safety Act 2000 specifies the minimum requirements for OHS employers are expected to; minimize occupational accidents, diseases and disabilities, promote good health at the work place, promote a good work environment for workers and those in proximity. Employers should carry out their own health and safety risk assessment, in consultation with the occupational health and safety committee, to determine what hazards are present at the workplace." (Bamutire Brenda, 2007).

It is evaluated by International Labour Organization that universally, because of the word related wellbeing and security issues around 2.2 million of the works pass on and around 270 a great many the individuals experience the ill effects of the infections/ wounds and around 160 million of the

individuals fall ill simply due to these issues. The expense brought about on such issues is roughly 4% of aggregate world GDP. In the year 2000 European Commission as of late mulled over that the expenses of work related mishaps in the EU15 (15 European Union Member States) was €55. These figures obviously demonstrate that it brings about the awful and negative effect on the distinctive parts all over furthermore on the financial development of the nations. Accordingly keeping from the work related wellbeing and security issues and illnesses make economies develop and associations get to be prospering furthermore considered as the great business rehearse.

Solid work and security environment enhances the work quality and profitability of the associations and then again help in advancing the monetary development and job. In the event that the absence of compelling assurance is not there it seriously influences on the profitability subsequently the non-appearance of labourers expanded, work related mischances and ailment would be there, anxiety level is high prompts negative effect on the development

2.10 Formulation of Hypothesis

Hypothesis 1

Ho1=Availability of occupational health and safety issues has no direct impact on employees work stress.

Ha1= Availability of occupational health and safety issues has direct impact on employees work stress.

Hypothesis 2

Ho2= Availability of occupational health and safety issues has no direct impact on employee productivity.

Ha2= Availability of occupational health and safety issues has direct impact on employee productivity.

Hypothesis 3

Ho3= Availability of occupational health and safety issues has no direct impact on punctuality& attendance.

Ha3= Availability of occupational health and safety issues has direct impact on punctuality& attendance.

2.11 Conceptual Framework

Following model shows the relationship of previously explained variables with the Availability of health and safety issues



CHAPTER 3

RESEARCH METHODOLOGY

3.1 Research design/ Types of research

The research study is of cause and effect and co relational. In this study we found the cause and effect relation of the two, dependent and independent variables. Hence we can say that it is an explanatory study. In this study we find the correlation the occupational health and safety issues and employee performance of the Johnson and Johnson. Explanatory research implies that the research in question is intended to explain, rather than simply to describe, the phenomena studied. This type of research has had a contested history in qualitative inquiry, and divergent views of the appropriateness of such goals in qualitative research are currently held.

3.2 Respondents of the study

The organization for this research is Johnson and Johnson (Pakistan's Subsidiary). The reason to choose this organization is that it is from chemical sector and currently divesture by OBS group. The respondents of the study were employees related to the production department of Johnson and Johnson (Pakistan's subsidiary). These employees have directly or indirectly related to the chemicals and are affected badly by them and cause severe diseases to the employees.

3.3 Sampling method

Sampling technique for conducting this research was probability convenience sampling since it allows the equal opportunity to every individual in the population to be a part of sample. In probability sampling we choose the random sampling method within the same department, having same designation in an organization. With the simple random sample, there is an **equal chance (probability)** of selecting **each unit** from the **population** being studied when creating your **sample**. Thus it's an equal opportunity for every employee to participate and respond.

To create a simple random sample, there are **six steps**: **(a)** defining the population; **(b)** choosing your sample size; **(c)** listing the population; **(d)** assigning numbers to the units; **(e)** finding random numbers; and **(f)** selecting your sample.

3.4 Sample Size

Total employees in a production department are about 150 employees having both temporary and contract workers, out of which sample of 50 respondents were chosen for the questionnaire survey. As we choose random sampling method therefore we choose randomly 50 employees from the production department.

3.5 Data collection methods:

Mainly there are 2 research instruments that were used for the collection of data for this research.

3.5.1 Questionnaires:

Specifically the question has been designed for this study. It includes open ended and close ended questions. Approximately 50 copies were distributed among the respondents of Johnson and Johnson and had duly collected. Questionnaire is considered to be the best research instrument for analyzing answers of the respondents in term of their weight age. It allows the respondent to fill it out at their own convenience.

3.5.2 Interviews:

Data collection had done through interviews from health and safety manager, health and safety committee and some of the employees. Interviews were based on the some unstructured questions and will be conducted face to face. Interview as a research instrument is used in the study because there is some information which can only be best gauge through face to face interviews.

Interviews and focus groups are the most common methods of data collection used in qualitative healthcare research. Interviews can be used to explore the views, experiences, beliefs and motivations of individual participants. Focus group use group dynamics to generate qualitative data

3.6 Sources of data:

Different primary data resources have been used in the research study.

3.6.1 Primary resources:

Primary sources provide first-hand testimony or direct evidence concerning a topic under investigation. They are created by witnesses or recorders who experienced the events or conditions being documented. Often these sources are created at the time when the events or conditions are occurring, but primary sources can also include autobiographies, memoirs, and oral histories recorded later.

Primary data has been collected from filled questionnaire and interviews from Johnson and Johnson. Moreover their policies, procedures and other occupational health and safety related documents will help in the collection of the primary data.

3.7 Data analysis

It is process of inspecting, cleaning, transforming, and modeling data with the goal of discovering useful information, suggesting conclusions, and supporting decision-making. The information gathered through the research instruments were targeted in both qualitative and quantitative manners. The information will be thoroughly analyzed and then careful interpretation will be made.

3.8 Data integration treatment

Integration of the data collected in different forms depending on the type of information in which it can be best presented. Different data presentation forms are:

- Graph
- Tables
- SPSS 22.0s
- Charts

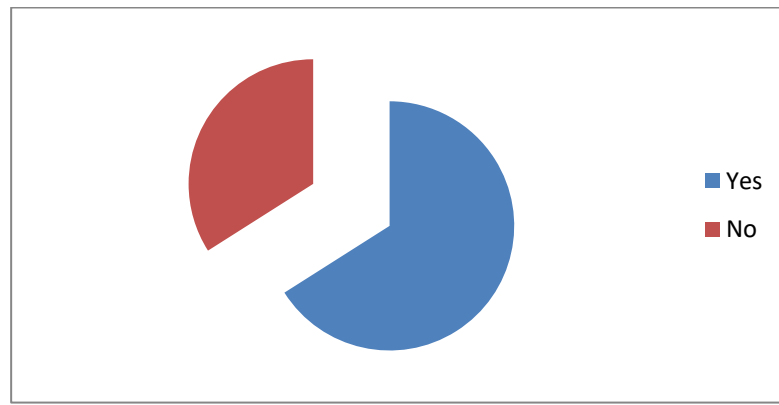
CHAPTER 4

Data analysis

4.1 Questionnaire Analysis (Open ended questions)

Are you aware of Occupational safety and health policies in an Organization?

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid Yes	33	66.0	66.0	66.0
No	17	34.0	34.0	100.0
Total	50	100.0	100.0	

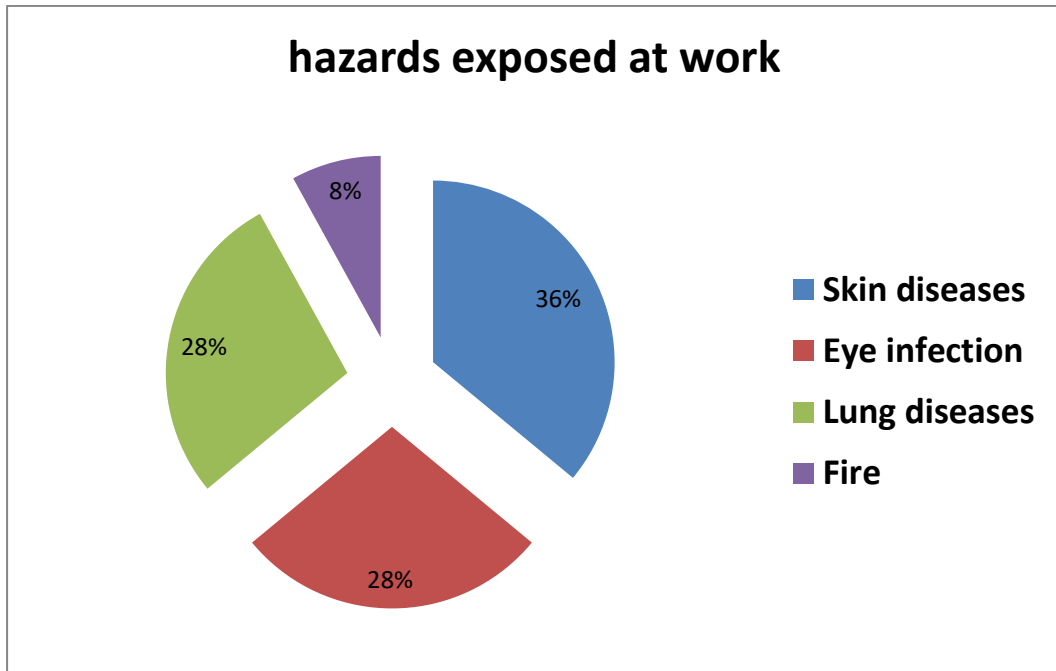


Interpretation:

THE FRST QUESTION of the questionnaire is about the awareness of occupational health and safety issues in an organization.

- The majority of the people 33 out of 50 it means 66% of the workers said they are well aware about the health and policies of an organization.
- The remaining 17 out of 50 (34%) just know that what they have to wear gadgets during production and interaction with chemicals and are not aware about the policies of an organization.

Which hazards are you exposed to at work?

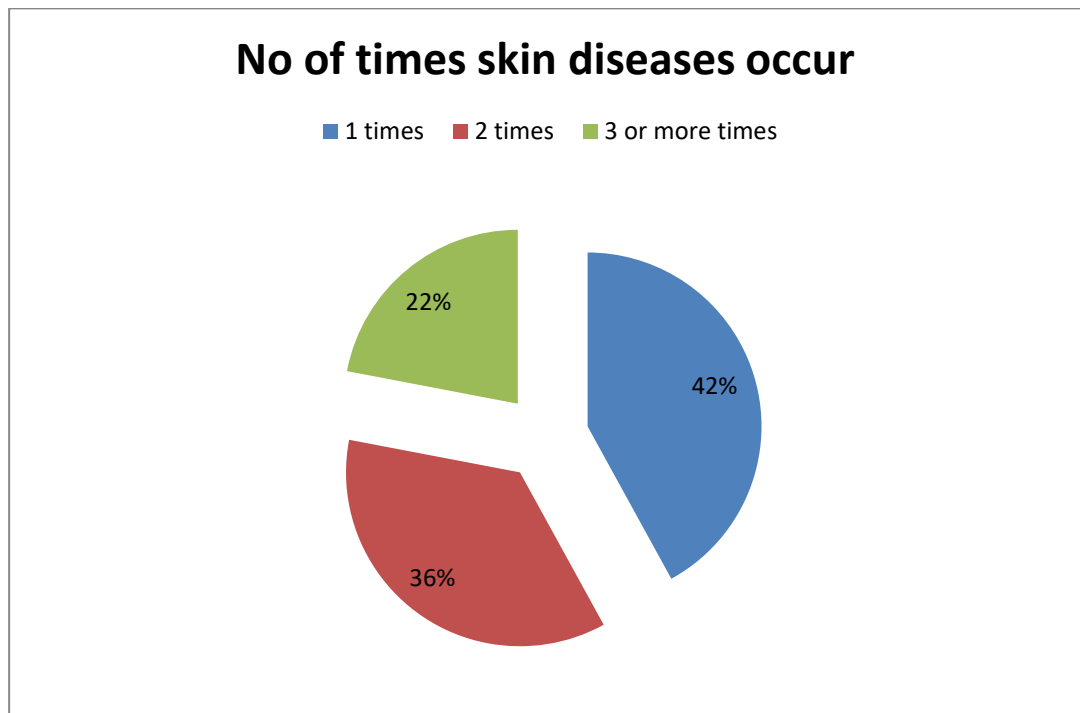


Interpretation:

The second question of the questionnaire is about that what incidents most occur during the job

- 8% people I-e 4 out of 50 people said that they are facing fire related incidents due to the different reasons probably due to some carelessness. 36% of the people i-e 18 out of 50 said that they faced skin diseases due to the harmful chemicals that may damage their skins.
- 28% of the people i-e 14 out of 50 said that they faced lung diseases due to the inhalation of the different harmful gasses which may cause the injurious impact on their lives.
- 28% of the people i-e 14 out of 50 said that they faced the eye infection, in spite of this they use proper gadgets but this occur because of their carelessness .

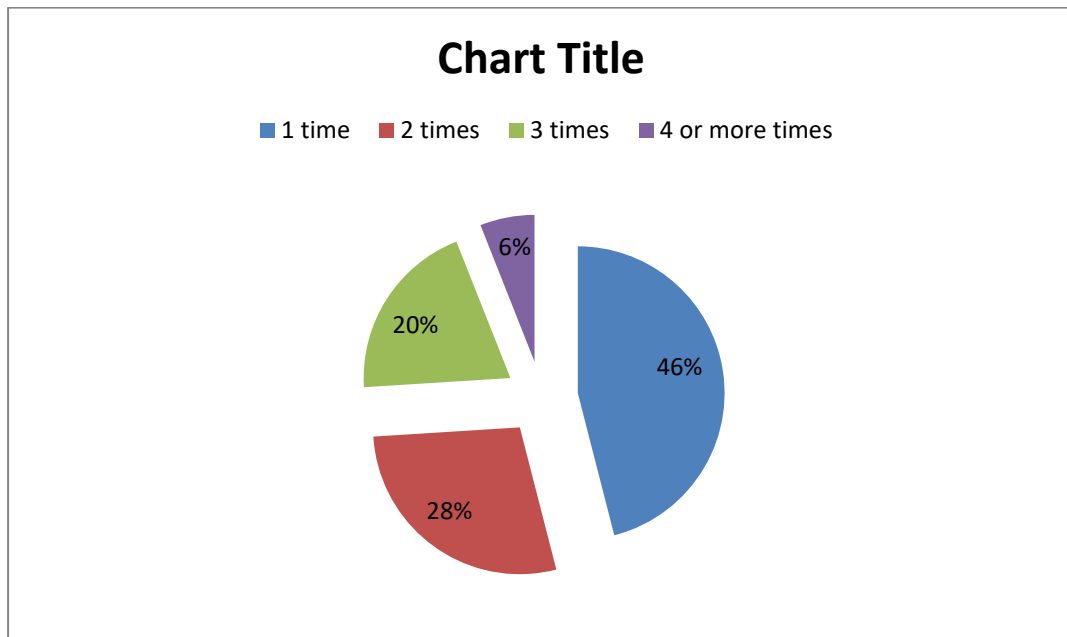
How many times you face skin diseases?



Third question of the questionnaire is about how many times skin diseases occur?

- 42% i-e 21 out of 50 peoples says that they are facing skin related issues, throughout their career.
- 36% i-e 18 out of 50 people says that two times they are facing skin related problems on job.
- Remaining 22% i-e 11 out of 50 people says that they faced three or more s issues on job.

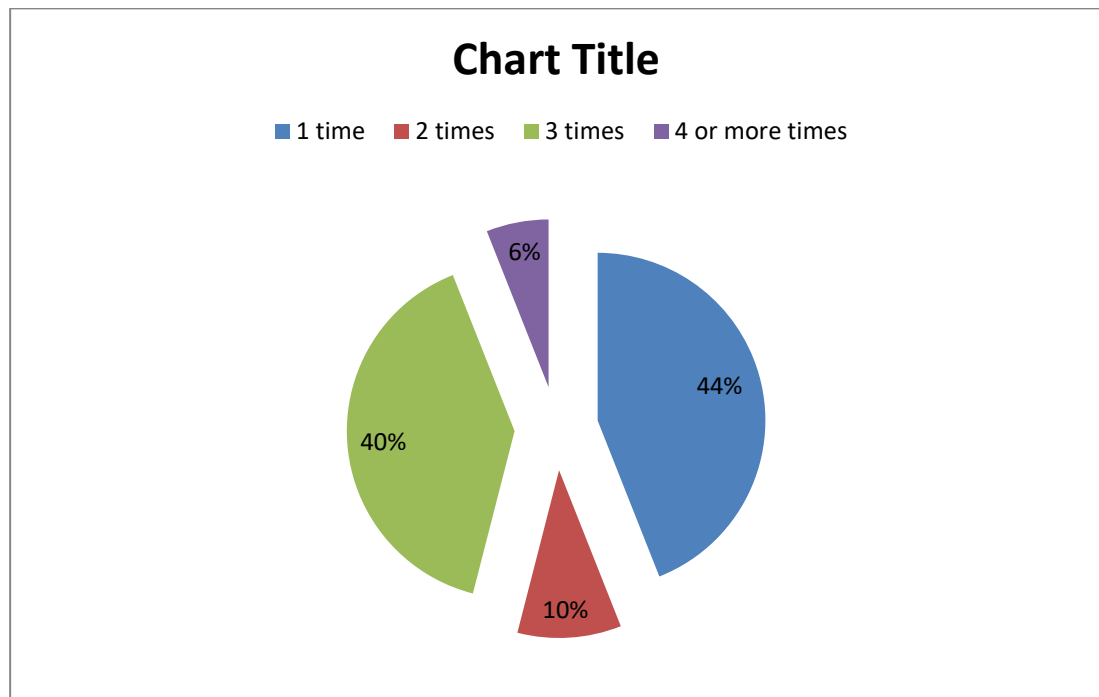
How many times u face fires diseases?



The fourth question of the questionnaire is about how many times face fire diseases?

- 46 % of the people say that they face 1 times fire related issues throughout their life while working on job.
- 28% of the people say that they face 2 times fire related issues throughout their life on job.
- 20% of the people say that they face 3 times fire related issues throughout their life on job.
- 6% of the people say that they face 4 or more times fire related issues throughout their life on job.

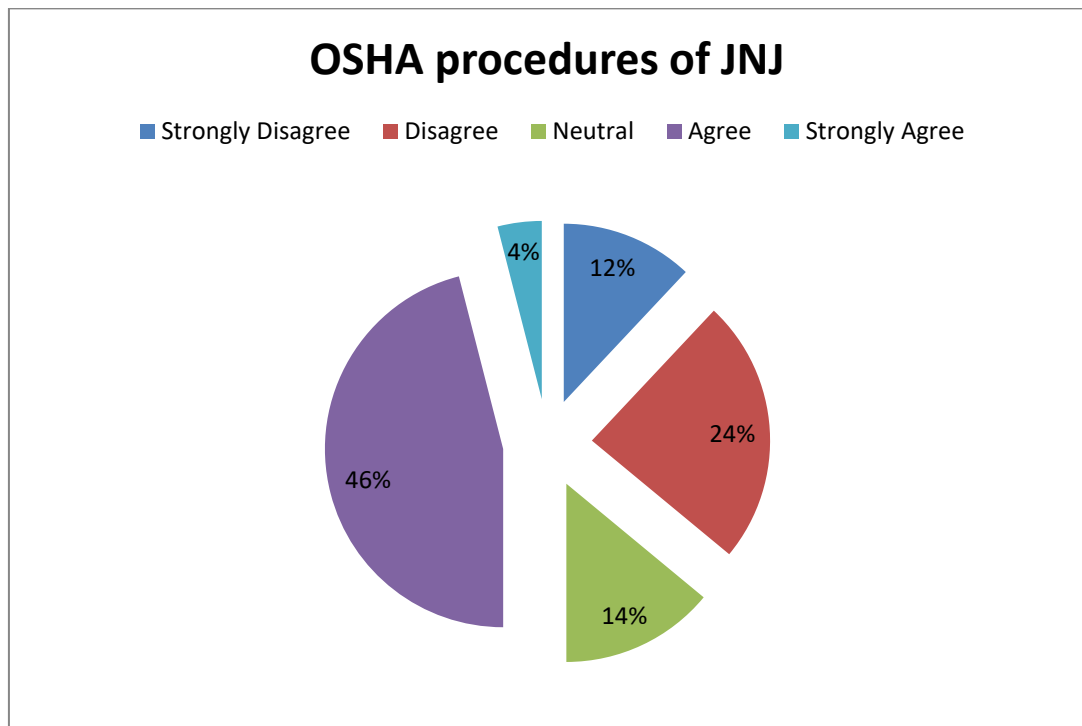
How many times you face fire related issues?



The fifth question of the questionnaire is about how many times face fire related issues?

- 44 % of the people say that they face 1 times fire related issues while performing different duties on the job.
- 10% of the people say that they face 2 times fire related issues while performing different activities.
- 40% of the people say that they face 3 times fire related issues while performing different activities.
- 6% of the people say that they face 4 or more times fire related issues while performing different activities.

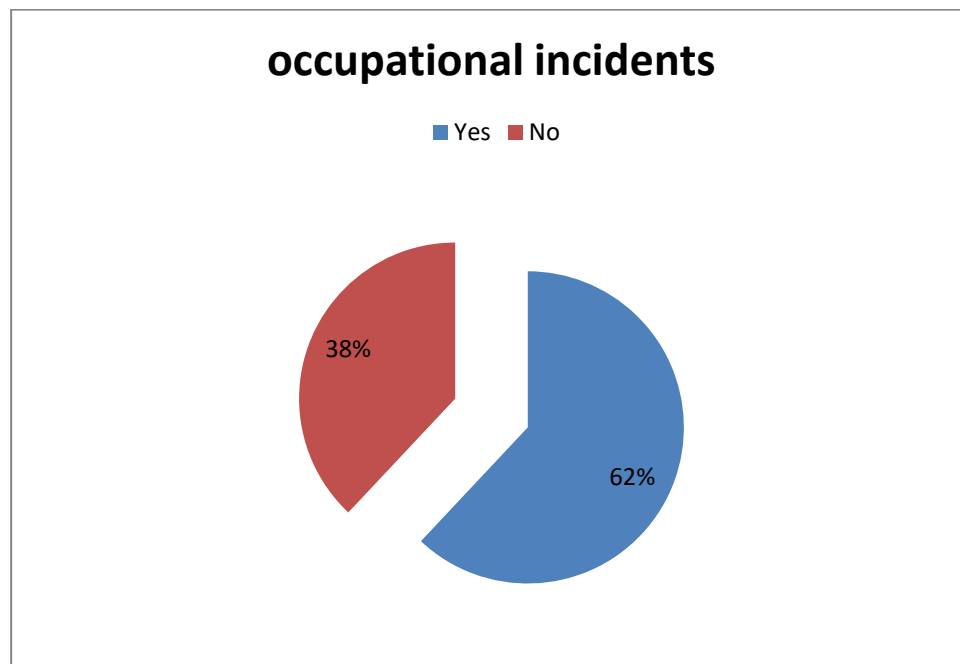
The OSHA and procedures in this organization are excellent?



Sixth question of the questionnaire is about the OSHA and procedures of the Johnson and Johnson whether the procedures related to health and safety issues are good or not?

- 36% of the people strongly disagree/ disagree recommended that OSHA procedures of Johnson and Johnson are not good for their health and safety issues.
- 14% of the people recommended that OSHA procedures of Johnson and Johnson are just okay for their health and safety issues.
- 46% of the people agree that OSHA procedures of Johnson and Johnson are quite good for their health and safety issues.
- 4% of the people says strongly agree that OSHA procedures of Johnson and Johnson are at excellent for their health and safety issues.

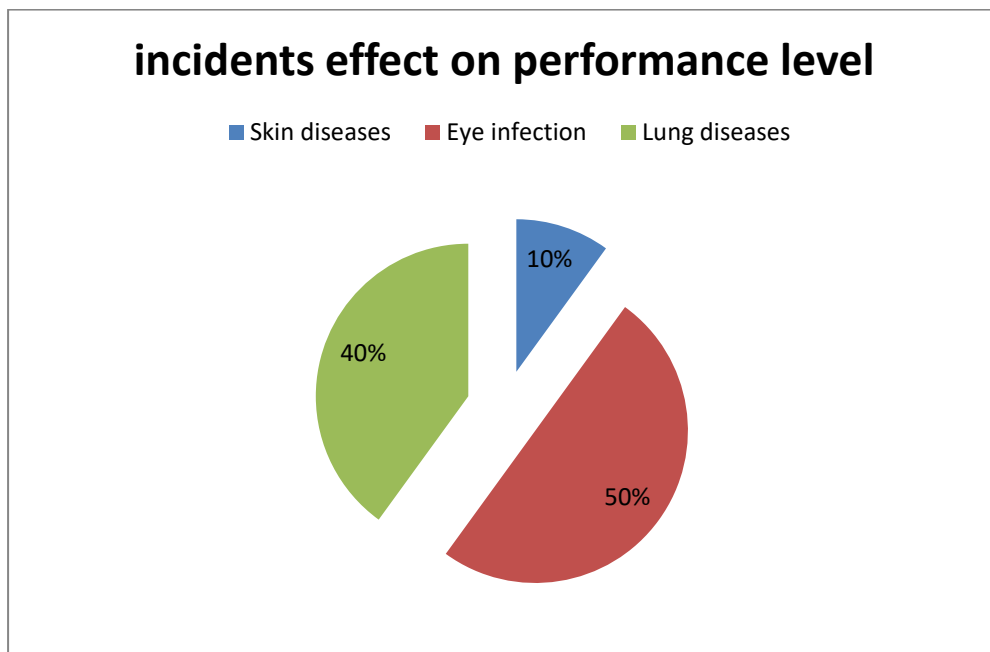
There is seldom any Occupational incident in the factory?



Seventh question of the questionnaire is about occupational incidents in the factory.

- 62% of the people says that yes they often face occupational accidents in the factory while making medicines and also with the interaction of the different chemicals.
- Remaining 38% of the people say that they did not face seldom occupational accidents in the factory while making medicines and also with the interaction of the different chemicals because of using proper safety gadgets and other safety instruments.

Any incident at the job which affect your performance level?

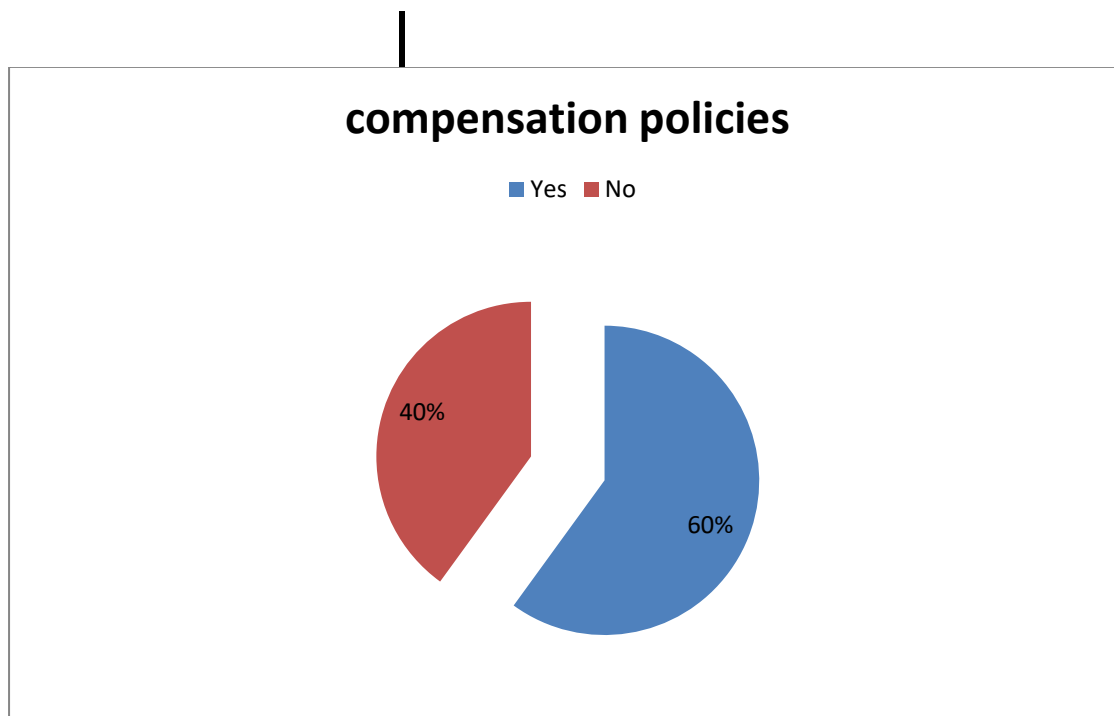


Eighth question of the questionnaire is about which incidents which affects the performance level of the employees.

- 10% of the people say that their performance level is affected by skin diseases.
- 50% of the people say that their performance level is due to the eye infection.
- 40% of the people say that their performance level is affected by lung diseases.

This chart shows that performance level is highly affected by lung diseases and eye infection

Are you satisfied with the compensation policies of an organization against the safety incidences?

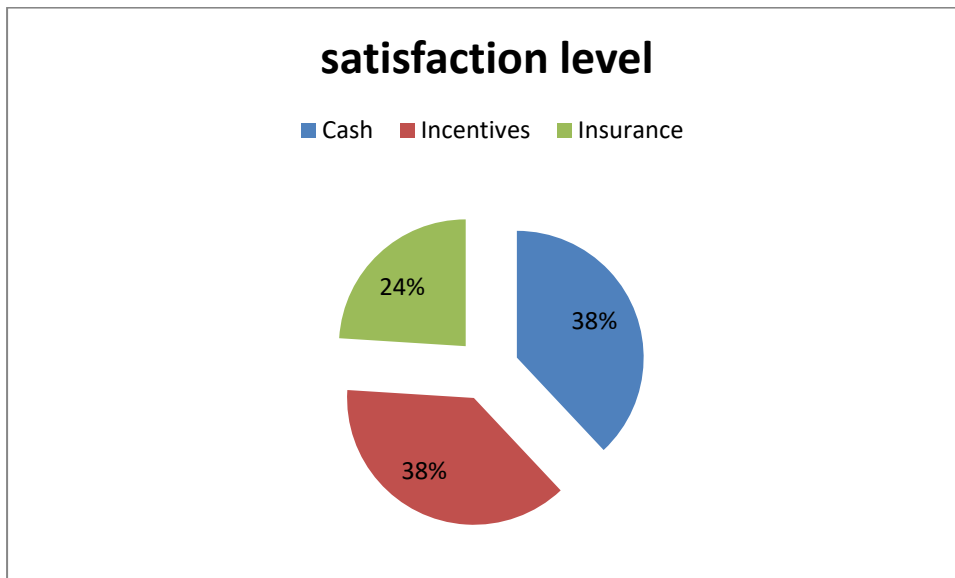


Ninth question is about the compensation policies of an organization against the safety incidences.

- 60% of the people say that the compensation policies of an organization against the safety incidences are good enough and are highly motivated.
- 40% of the people say that the compensation policies of an organization against the safety incidences are not good enough to compensate.

Hence majority of the people say that compensation policies of the Johnson and Johnson are good enough.

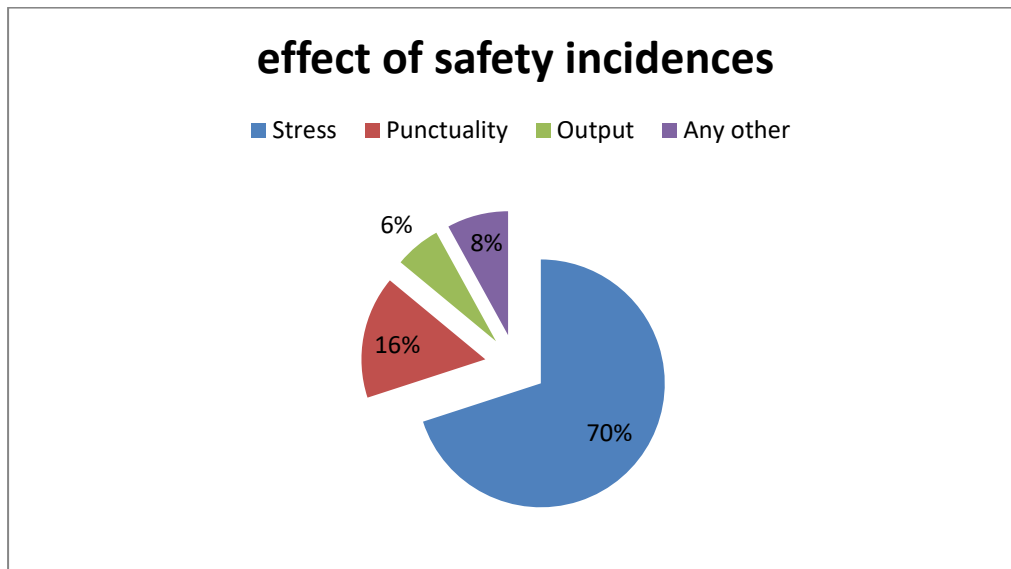
In case of incident which of these you are satisfied with?



Tenth question of the questionnaire is about compensations against of incidents, what employees prefer.

- 38% of the people prefer cash as a compensation or benefit against any incident on job. In this Satisfaction level is very high.
- 38% of the people prefer incentives as a compensation or benefit against any incident on job. In this Satisfaction level is also very high.
- 24% of the people prefer cash as an insurance or benefit against any incident on job. In this Satisfaction level is not very high.

What do you think would be an effect of safety incidences on employees?

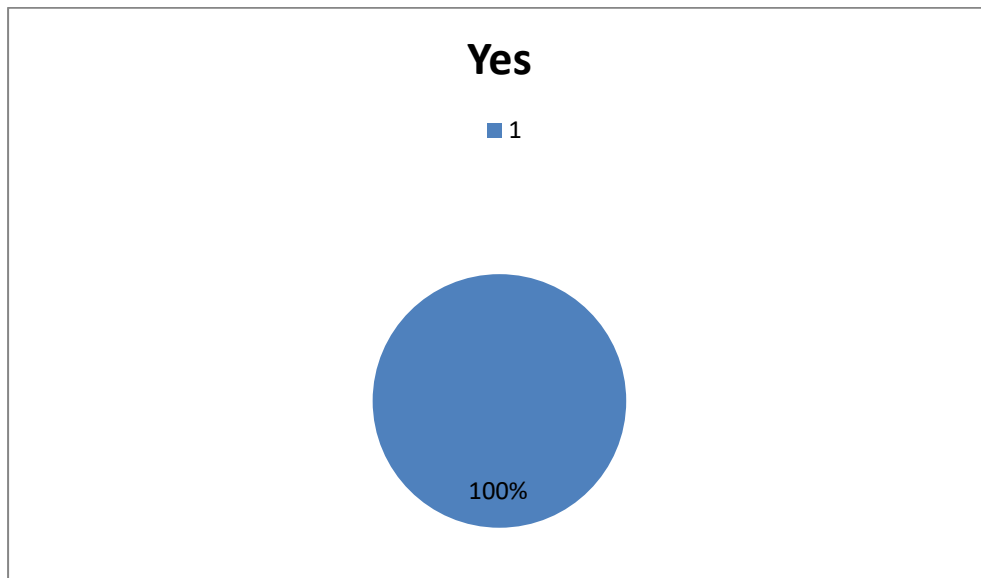


Eleventh question of the questionnaire is about the effect of safety incidences on employee's performance

- 70% of the people say that stress is major effect caused by the occupational incidences on the employee's performance.
- 16% of the people say that punctuality is major effect caused by the occupational incidences on the employee's performance.
- 16% of the people say that output or productivity is major effect caused by the occupational incidences on the employee's performance.
- 8% of the people say that other minor effect caused by the occupational incidences on the employee's performance.

Hence we can say that whenever there is any occupational incident is there many people face stress problem due to which performance level of the employees are effected badly and not producing desired results.

In your opinion will your work performance be affected if safety policy of an organization doesn't support hazards?



Twelfth question of the questionnaire is about the opinion is work performance being affected negatively, if safety policy of an organization doesn't support hazards?

All of the employees are in the favor of this fact that work performance be affected negatively if safety policy of an organization doesn't support hazards.

4.2 Result of Hypothesis 1

Ha1= Availability of occupational health and safety issues has direct impact on employees work stress.

Table 1: Correlation (Availability of occupational health and safety issues and stress)

		Availability of occupational health and safety issues	stress
Availability of occupational health and safety issues	Pearson Correlation	1	.841**
	Sig. (2-tailed)		.000
	N	50	50
Stress	Pearson Correlation	.841**	1
	Sig. (2-tailed)	.000	
	N	50	50

** . Correlation is significant at the 0.01 level (2-tailed).

Explanation:

From the above table it demonstrates that the Pearson worth is strongly or unequivocally positive constituting a positive connection between absence of occupational health and safety policies and stress having estimation of 0.842** and this connection is factually critical, which implies that the above information bolster the theory H1.

Degrees of freedom: $N-2=50-2=48$

So, the Availability of occupational health and safety issues and stress are strongly related with each other, $r(48)=0.842$, $p<0.001$.

4.3 Result of Hypothesis 2

Ha2=Availability of occupational health and safety issues has direct impact on employee productivity.

Correlation (Availability of occupational health and safety issues has direct relation with productivity of an organization)

		Work life balance	Stress
Occupational health and safety issues.	Pearson Correlation	1	-.784**
	Sig. (2-tailed)		.000
	N	50	50
Productivity of an organization.	Pearson Correlation	-.784**	1
	Sig. (2-tailed)	.000	
	N	50	50

** . Correlation is significant at the 0.01 level (2-tailed).

Explanation

From the above table it demonstrates that the Pearson worth is firmly negative constituting a negative connection between occupational health and safety issues and productivity having estimation of - 0.784 and this connection is measurably critical, it implies that the above information bolster the theory H2. We can infer that the sig. worth is 0.001 and it is under 0.05, which implies the relationship between occupational health and safety issues has direct connection with efficiency is huge which advocate that if there is Availability of occupational health and safety issues, productivity of an organization decreases

.

- Degrees of freedom: $N-2=50-2=48$

So, the occupational health and safety issues has direct correlated with productivity of an organization are weakly related with each other, $r(48)=-0.784$, $p<0.001$.

Result of Hypothesis 3

Ha3= Availability of occupational health and safety issues has direct impact on punctuality& attendance

Table 1: Correlation (Availability of occupational health and safety issues and Punctuality)

		Work life balance	Marital status
Availability of occupational health and safety issues	Pearson Correlation	1	-.501**
	Sig. (2-tailed)		.000
	N	50	50
Punctuality	Pearson Correlation	-.501**	1
	Sig. (2-tailed)	.000	
	N	50	50

** . Correlation is significant at the 0.01 level (2-tailed).

Explanation

From the above table it shows that the Pearson value is moderately negative constituting a negative correlation between Availability of occupational health and safety issues and punctuality having value of -0.501 and this relation is statistically significant, it means that the above data support the hypothesis H4. We can conclude that the sig. value is 0.0001 and it is less than 0.05, which means the relationship between Availability of occupational health and safety issues and punctuality is significant which advocate that when Availability of occupational health and safety issues increases and punctuality decreases.

Degrees of freedom: $N-2=50-2=48$

So, the occupational health and safety issues has the direct negative impact on punctuality, $r(48)=-0.501, p<0.001$.

4.4 Cronbach's test

Hypothesis Assessment Summary

Hypothesis	No of questions	Result
Ho=Availability of occupational health and safety issues directly impact on the stress.	5	Accepted
H1= Availability of occupational health and safety issues directly impact on the productivity.	4	Accepted
H2= Availability of occupational health and safety issues directly impact on the punctuality.	2	Accepted

CHAPTER 5

Critical debate

This research study examined the effect of occupational health and safety issues on job factors with the different variables at Johnson and Johnson. As per the research findings there is positive relation or we can say direct relation between the dependent and independent variables.

In reference to the article where it is rightly said that “High productivity, job performance and job satisfaction are the outcome of healthier workplaces and efforts are made to connect better Occupational health and safety with enhanced firm output and performance driven by state agencies, trade unions and employers” (Felicity Lamm et al.). Through research we critically analyzed that whenever there is any issue related to health and safety it directly affects the productivity, job performance and the satisfaction level of the employees. Due to stress, and not been able to punctual effects badly on the health of the worker and obviously to the organization.

In another article by Bamiture Brenda (2007) *“Health and safety is important in a workplace for legal, moral and psychological reasons. Employees have a legal right to work in a safe and healthy environment. A healthy and safe workplace can have a strong positive effect on the psychological contract. Having employees with a safe psychological mind is very important for the performance of organizations. This affects the productivity, quality of work and efficiency of the employees. A safe workplace, reduces accidents, improves employee relations and facilitates employee commitment to quality work.”* As the workers or employees of an organization (Johnson and Johnson) said there must b healthy environment and have standard procedures, policies which protect the employees from all bad hazards. OSHA policies must be carefully implemented and check and balance should be there in order to make healthy environment, make employees mare efficient and effective. Thus we can be able to maximize our profits/ productivity and make organization a health environment.

Wellbeing related issues and security ought to be considered as the most vital motivation of each substance industry and is thought to be for the justifiable reason. These items are extremely risky and hurtful at certain stage for the life of the labourers. It might be impacts when the synthetic items are made or when it is exchanged starting with one spot then onto the next. Synthetic substances are of numerous structures i.e. strong, fluid or in gasses, it might be inflammable, dangerous substances, or may be touchy. At the point when the labourers breathe in such kind of dangerous substances while working they may bring about distinctive issue of the lungs, for

example, the lung ailments including asthma and lung tumour. In assembling procedure of diverse compound substances or prescriptions these chemicals require high temperatures and weights, in this manner the responses cause's perilous impacts hence preventer measures ought to be taken to deliberately control every one of these impacts. This is the motivation behind why commercial ventures utilized wellbeing contraptions, trainings to everybody who are uncovered of these hurtful substances and give safe environment that are requested by the enactment of the national and global.

By the assistance of this we can undoubtedly examine the components which impact and eventual outcomes of these issues on the lives of workers. Solid work and security environment enhances the work quality and efficiency of the associations and on the other hand help in advancing the monetary development and vocation. On the off chance that the absence of successful assurance is not there it gravely influences on the profitability henceforth the non-appearance of specialists' expanded, word related mishaps and ailment would be there, anxiety level is high prompts negative effect on the development.

CHAPTER 6

6.1 Conclusion

This research explores the effect of occupational health and safety issues on the job performance of employees and the organization i-e Johnson and Johnson. The target of the study was to investigate Occupational health and safety issues of distinctive work territories and their effect on efficiency. The exploration focused on workers of the production department of Johnson and Johnson. Surveys, meetings and perceptions were utilized as exploration instruments to gather information. This study proves that Occupational health and safety issues badly influence the performance of the employees; hence the stress increases, profitability decreases and punctuality of the workers also get affected. Laborers build up a negative state of mind and low confidence towards work. High episodes of mishaps at work additionally happen.

The human, social and monetary expenses of work related mishaps, wounds and infections and major modern calamities have long been reason for concern at all levels from the individual work environment to the national and worldwide. Measures and procedures intended to avoid, control, decrease or kill work related dangers and dangers have been created and connected constantly over the course of the years to keep pace with mechanical and monetary changes. Yet, in spite of constant if moderate changes, work related mischance and infections are still excessively continuous and their expense as far as human enduring and monetary weight keeps on being huge.

6.2 Recommendations:

Following are the recommendations that should be considered:

- There must be the trainings so the workers get to know more about the policies of an organization, what safety gadgets they have to use for safety purpose, and what are their basic requirements in order to make the workplace environment free of serious hazards.
- Regular medical checkups so as to determine workers state of health should be done.
- The organization should revise all the policies related to the compensation and benefits against claims so the satisfaction level of employee's increases and they become more productive.
- Johnson and Johnson should consider and revise all those factors which create stress so that the workers get rid of this and put their best efforts into it.

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QUESTIONNAIRE

S. N o	Description	Str ong ly Agr ee (%)	Agre e (%)	Neutra l (%)	Disa gree (%)	Str ong ly disa gree e (%)
1	Occupational health and safety issues affects employee's punctuality..					
2	Seldom of any occupational accidents affects to job performance of employees.					
.3	An occupational health and safety issue affects stress in workplace.					
4	Meeting work deadlines is lead to stress which affects job performance.					
5	Inappropriate Demonstrate Initiative leads to stress which affects job performance in workplace.					
6	Unsatisfied interpersonal relationships on workplace will leads to the stress which affects job performance.					
7	While not taking unexpected circumstances into account the stress leads in workplace..					
8	Occupational health and safety issues affects employees productivity in workplace					
9	Faces unhealthy working environments affects employees productivity					
10	Compensation, Benefits and allowances improves the quality of work.					
11	Work performance be affected by safety policies of an organization which lead to productivity.					