

**THE IMPACT OF PERCEIVED ORGANIZATIONAL HEALTH  
AND SAFETY PRACTICES ON JOB SATISFACTION OF NON –  
MANAGERIAL EMPLOYEES: WITH SPECIAL REFERENCE  
TO BOI ZONE APPAREL INDUSTRY.**

By

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## ABSTRACT

In the twenty first century every organization are operating in a very competitive environment. So, Apparel Industries' environment is very competitive. In this situation, production level non-managerial employees' Job Satisfaction (JS) is very important factor for Apparel Industry. Normally Occupational Health & Safety Practices (OHSP) is mainly impact on Job Satisfaction. Therefore the aim of this study was to analyze Existing level of Occupational Health & Safety dimensions and Job Satisfaction, What sort of relationship between Occupational Health & Safety dimensions and Job Satisfaction and Impact of Occupational Health & Safety dimensions and Job Satisfaction at two selected Apparel Industries in BOI zone Katunayake.

Structured questionnaire was used as the method of data collection and 337 production level non-managerial employees selected as sample out of 2129 production level non-managerial employees. Researcher considered two apparel industries name as Chiefway Katunayake (Pvt) Ltd and Hirdaramani Mercury Apparel (Pvt) Ltd. Random sample method used to make the sampling frame of the study. Quantitative research approach used for this study. The data were analyzed using descriptive statistics, correlation and regression analysis.

The result indicated that the Occupational Health & Safety Practices was high level and Job Satisfaction was high level in selected Apparel Industries. Also result indicated a significant positive relationship between Occupational Health & Safety Practices and Job Satisfaction. And also the result indicated a positive impact of Occupational Health & Safety Practices on Job Satisfaction.

**Keywords:** Occupational Health & Safety Practices, Job Satisfaction, Workplace Policies & Procedure, Occupational Health & Safety Awareness and Participation in Occupational Health & Safety.

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