

**IMPACT OF OCCUPATIONAL HEALTH AND SAFETY
FACILITIES ON EMPLOYEES' PERFORMANCE: WITH
SPECIAL REFERENCE TO TRI- STAR APPAREL INDUSTRY,
THAMPALAKAMAM**



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ABSTRACT

The research was carried out to examine the impact of health and safety policies on employees' performance in Trincomalee garments. The main objective is to establish effects of occupational safety and health programmes on employees performance at the Tri - Star Apparel industry,, Thampalakamam. The study objective were; To identify the extent of employee health facilities provided in Garments in Trincomalee District, To identify the extent of employee safety facilities provided in Garments in Trincomalee District, To identify the extent of employees perform in Garments in Trincomalee District, To identify the relationship between employee Health and safety facilities and employee performance, To identify what extent this relationship exist in garments sector. A sample of 150 employees was derived. Questionnaires were used as the main data collection instruments.

Pearson correlation was carried out to establish the relationship between the research variables. The calculated r for health facilities and safety facilities is -0.425 and -0.603 respectively showed that the health and safety measures put up by the company negatively correlates with employees' performance. The findings were presented using both descriptive and inferential statistics methods. The study found that presence of first aid and fire extinguishers at precise points in the company affects employee performance. Tri - Star apparel limited does not regularly organize workshop. Part of the employer's social responsibilities toward employees, of necessity, should encompass industrial workers being given opportunities to participate in periodic workshops, seminars and lectures to sharpen their awareness on safety precautions. The study further concludes that there is no sexual harassment in the company. The study recommends that employer should provide safe working environment since feeling safe at work ranks as a very important factor in job performance. Employers should take it as their responsibility to ensure the working environment is safe.

Key words: Occupational Health, Occupational diseases, Employees performance

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