

**ANALYSIS OF HEALTH AND SAFETY FACILITIES IN TOKYO  
CEMENT COMPANY (LANKA) LIMITED IN  
TRINCOMALEE**

**1056**

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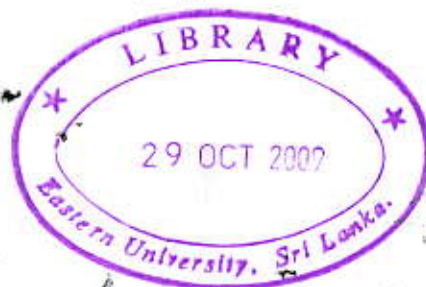
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## ABSTRACT

An organizational culture that place a greater value on speed or saving money than on safety can result in work place accidents. Some which involve the loss of human life. To disregard safety and health issues can cause more than legal difficulty for an organization. It can sever the trust between workers and management, irretrievably damage employee commitment and performance, and ruin an organization's reputation. Managers then must understand safety and health issues and take steps to maintain a safe work environment with the help of human resource staff. 'Because of nowadays human resource plays a vital role on any organization since, none of the organization can achieve their objective without effective human resource management.

The objective of this research is, to study the problem on employee health and safety that exists in Tokyo Cement Company, to study causes that create employee health and safety problem, what are the actions taken by the Management, and to recommend alternative action to overcome the problem of employee health & safety.

The health is determined by three variables. Those are alcoholism, stress and burn out, and work place violence. And the safety is determined by two variables. One is unsafe condition and other is unsafe act. The researcher derived the research problem, question that is how these factors are affecting the conditions of the health and safety of the employees and recommend some suggestions to overcome these problems.

To conduct this research Tokyo Cement Company (Lanaka) limited, Trincomalee was selected and 100 employees were selected as a random sample out of 129 employees. The data collected by using questionnaire and interview.

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