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## ■ Research Paper

# The Impact of Safety and Health on Employee's Retention

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*The topic for research study "The impact of safety and health on employee's retention". This study verifies the old theories and the use of quantitative technique. Data is collected through questionnaires from two hundred people. SPSS software is used for data analysis and results. To compile the whole data which I collected from 200 persons was entered into SPSS for analysis. Several tests were applied on data, and significant findings were present. After this analysis I found the relationship between safety, health, and job satisfaction and employee retention. Detailed of analysis is included in this report. The reliability and validity is already checking. For this study the population size is only limited to Lahore.*

**Keywords:** Safety, Health, Job Satisfaction, and Employee's retention.

## INTRODUCTION

This study investigated the effects of implementing or improving occupational health and safety management on the work environment, health and safety behavior and health of workers in small and medium-sized companies. There are great concerns about occupational health and safety in Pakistan. According to Pakistan's Factory Act, 1934, all companies are required to have an occupational health and safety management system. A potential followers study, using Quantitative Research method, was performed among the managers and manual workers in different organizations. Workers and managers were asked to participate in this study.

When top management makes a decision that it wants to take steps to obtain a safe organization, it must decide just how future wants to go and what it wants to achieve. Does it want to have a company that position with the best in its industry in terms of low injury incidence and harshness? Or does it simply want a security effort that will

reduce workers' retention to an acceptable level. Is it willing to invest sufficient change to achieve a really no unsafe place?

Industrial Health and Safety Top management set the safety objectives and policies in the first place and top management prefers to support and implement its own policies to the usefulness of these policies. The particular most important element in the success or failure of any companywide program, whether it is safety, training, satisfaction or motivation, is the importance given to that program by top management (Palmatier et al. 2006).

The organizational arrangements that created are conditioned by the size of the firm and the nature of its safety problems. In small firms, a full-time safety director is acceptable; the job may be given to the personnel director, to the plant superintendent, or to the head of industrial engineering. In medium sized firms, a company usually employs a full time safety specialist. He is

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the part of the personnel department. Large firms, especially those in harmful industries, will employ a whole staff of safety engineers, safety inspectors, and industrial hygienists.

Some industrialists think that with the appointment of a safety director they can "wash their hands" of all responsibility for safety and get on with their main business of obtaining high production, low costs, and sufficient quality. Nothing could be more from the truth. The only way to achieve and maintain a safe plant is to place responsibility of safety on equal status with responsibility for production, cost control, quality, and profit making. (Crosby et al.1990;DeWulf et al. 2001).

Industrial Health and Safety Proper business to remove work danger is basic to any organized safety efforts. Today technology has advanced to the point where many dangerous conditions have simply been designed out of the equipment and processes and most of the remaining ones have been sufficiently secured. The first way of business for safety is simply to remove the hazard from the machine, process, or structure. If it is not possible then take out a basic redesign of the production process to remove the hazard, then the next stage is to design and install a security to check workers from coming in contact with moving parts or point of operation elements. In the last, it is not possible to remove the danger or to security the equipment itself, it may be possible to have the workers wear and use protective clothing and equipment(Palmatier et al. 2006).

Job-safety analysis is very useful for hazard remove and for designing safe work methods. By such study the safety influence may note that a change in workplace arrangement, in the operating controls of the machine, or in work procedures may eliminate or reduce the possibility of injury to the operator. Through this workers feel safety in workplace and they retention about job.

Safety education for all levels of management and for employees is a very important element for any successful safety program. Top and middle management require education in the essentials of safety and the need for effective accidents, both human and financial costs, must be brought to the attention of line management. Top management

does not need to worry itself with the detailed mechanics of accident obstacle, but it must obtain sufficient awareness of safety essentials.(Bolton et al. 2004).

The research of safety and health relate to the job satisfaction and job satisfaction relate with the employee's retention especially in the country like Pakistan. As a result the model provide a reliable guide in employee's retention. The safety and health directly relate the job satisfaction and the job satisfaction directly relate to employee's retention. This study or research is to check the importance of safety and health of employees in the organizations.

The purpose of this prospective and academic study will be understand the impacts of implementing or improving Occupational Safety and Health management in the organizations in Pakistan.

The primary purpose of this study is to determine the impact of Safety and Health on job satisfaction and the employee's retention in the organizations in Pakistan using Quantitative Research method.

Furthermore, the secondary purpose of this study is replicate the existing studies related with "The Impact of Safety And Health On Employee's Retention". In order to check the applicability of Western concept n Eastern setting like Pakistan. Now a days the employee's job satisfaction is the burning issue in the corporate sector. In some organizations turnover ratio of employees increase due to lack of job satisfaction.

This study will check the impact of health and safety measures on employee's retention. This study is replicate the existing studies related with "The impact of maintenance on Employee's Retention". In order to check the applicability of Western concept in Eastern setting like Pakistan. In the developing countries like Pakistan there is no proper system of job satisfaction of employees in the some organizations. So it helps to investigate

- The impact of safety and health on the employee's retention.
- The importance of safety and health of employees in the organizations.

- The employees and employers of the importance of this issue.

## THEORETICAL FRAMEWORK



## HYPOTHESES

H1: There is relationship between safety and job satisfaction.

H2: There is significant relationship between health & employee job satisfaction

H3: There is significant relationship between job satisfaction and employee's retention.

## METHODOLOGY

Qualitative methodology used for collection information in this study. Quantitative methods used to verify the previous research. This provides an overview related to the research in this study. It concentrates on detailed subject such as Paradigm, Research Approach, Research Design, Research Site, and population/sample, Strategy of inquiry, data collection method, data analysis, Validity, Reliability and analysis Procedure. A survey study conducted through questionnaires. In this study questionnaire technique is used for quantitative research. Questionnaire also have a number of strengths (200) like, it is good for measuring attitude and survey other content from research participants. And another important thing is that it is not more expensive. It can be administered to probability samples and has a quick turnaround. In this study used the quantitative method for collection the data. For collection the data used the questionnaire. For the survey take the questionnaire from website. So that's why this data is valid or reliable. There is no need to check validity or reliability. Data collected through questionnaire. Then distribute the questionnaires among the employees of university sector which are under study. Then also observe the employees

of university sector about how they respond to evaluate their answer, after observing these. Then data entered in the SPSS Software for analysis of the variables.

## ANALYSIS AND RESULT

This chapter is all about the data results which collect from University Sector and all these results calculate by putting the data in SPSS software. The data in different form and table such as in Descriptive Summary, statistic summary that's shows the overall data of collection and respondents. Histogram checks the graphic representation of data. Scatter plot diagram, and multiple regressions. To analyze each type and draw the results by calculate from this data. These results tell us about the relationship of each independent variable on the dependent variable.

### TABLE 1 HERE

Descriptive summary table 1 show the whole illustration of all the five variables. In this table show the frequency and percentage of demographic Variables. Frequency and percent shows the values of respondent. In the gender demographic has male or female. In which male frequency are 165 and female are 35. It means that female is less than male more respondent in the university sector. In this table shows frequency and percent of the gender, marital status, and job title. This shows the how many respondents for supportive data collection.

### CORRELATIONS TABLE HERE

The above given table of correlation, in which the value of job satisfaction Significance is 0.000, which shows there is a relationship among the health & safety and job satisfaction. The value of Pearson Correlation is .405; it means the relationship between these variables is moderate. So accept the alternative hypothesis (H1).

In this above table the value of Significance is 0.000, which shows there is relationship among the health & safety and employee retention. The value of Pearson Correlation is .486 it means the moderate relationship between these variables. So accept the Null hypothesis (Ho) and the value of job satisfaction Significance is 0.000, which shows

there is a relationship among the job satisfaction and employee retention. The value of Pearson Correlation is .710; it means the strong relationship between these variables. So accept the alternative hypothesis (H1).

Regression analysis used to measure the relationship between two or more variables. One variable is dependent or another is independent variables. It is used to check the effect of independent variables to dependent variable.

### **REGRESSION MODEL 1 & 2 HERE**

#### **Regression Equation is**

$$Y = .169 + .388x_1 + .671x_2$$

In this research study used the multiple regressions. There's 3 variables, in which 2 safety and health is independent variable & another is employee retention is dependent variable. By using these variables analyze the multiple regressions to check the relationship. In the Model Summary, the value of R<sup>2</sup> is .544. This explains that there is relationship between independent variables to dependent variable. That analysis shows that there is correlation between independent variables and dependent variable. In the regression model summary, the Adjusted R<sup>2</sup> value is .547. Its means, that there is 55 % impact of relationship in safety and health on employee's retention. There is positive relationship. The value of adjusted R<sup>2</sup> shows that 55% employees retain by impact of safety and health on employee retention. The table of coefficient analysis shows the final result of regression analysis. In this research study, the aim of using the regression analysis is to understand the regression equation. There will be used or not in this study. In this research topic The Impact of Safety and Health on employee retention used the regression equation.

### **DISCUSSION CONCLUSION AND RECOMMENDATIONS**

This study identifies the relationship between Safety and health of employee and employee's retention. The purpose of the study is to investigate the impact of safety & health on employee's retention. To summarize reported

increased satisfaction with the health and safety activities at work; improved support from management and colleagues; improved health-related support and control; and increased participation in health and safety activities. In this used the structured questionnaires for collecting the data and our sample size consist of 200 respondents.

Then used literature review & model is proposed which include that how employees retain with safety, and health. For collecting the information on these variables used the questionnaires. Then SPSS used for fitting the data to structural equation. Maintain the compute the variable. Descriptive analysis used to describe the data by using descriptive summary and Scatter plot used to check the relationship of independent variables to dependent variable.

Scatter plot check the correlation among the variables. In the relationship of variables is less than 0.05 that's means there is strong relationship among variables. Regression used to check the positive relationship in the model of theoretical framework. With the help of SPSS first of all find the reliability of our variables. Regression analysis used to explain the relationship between variables by checking the acceptance or rejection of hypothesis and observe the nature of relationship between variables.

### **CONCLUSION**

A reason is concluding that if the offered records showed positive guidance practices to be more important than others effects on worker safety and health. This study also investigate the safety, & health how many effect on the positive impact on employee retention. This research focuses on employee retention and motivation in the industry. More importantly, this research reflects that one of the key scopes for effective guidance in the workplace that results in retention is support and motivating others to encourage superior performance. After the analysis, the result found that relationship among the variables. The variables of our study have positive impact on employee retention.

### **RECOMMENDATIONS**

In this study its recommend that employee's security can help to make the retention of employee positive behavior. Free and helpful atmosphere enhance the positive impact on working strength. There are great linked with occupational health and safety in Pakistan. According to Pakistan's Factory Act, 1934, all companies are required to have an occupational health and safety management system. But this Act not use in the university sectors. I recommend that university sector also follow this rules of Act. This research can also implement in the other industries.conflict.

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## APPENDIX

**DESCRIPTIVE SUMMARY TABLE 1**

<b>Demographic</b>	<b>Frequency</b>	<b>Percent</b>
<b>Gender</b>		
Valid Male	165	82.5
Female	35	17.5
<b>Total</b>	<b>200</b>	<b>100.0</b>
<b>Marital Status</b>		
Valid Single	35	17.5
Married	165	82.5
<b>Total</b>	<b>200</b>	<b>100.0</b>
<b>Your Age</b>		
Valid Below 25 years	14	7.0
25 to 35	50	25.0
35 to 45	92	46.0
45 to 55	38	19.0
Above 55 years	6	3.0
<b>Total</b>	<b>200</b>	<b>100.0</b>
<b>Job Title</b>		
Valid Professor		
Senior Lecturer	32	16.0
Lecturer	106	53.0
Assistant Lecturer	45	22.5
Total	17	8.5
	<b>200</b>	<b>100.0</b>



**CORRELATIONS**

		Health and safety	jobsatisfaction2	Employee retention
Health and safety	Pearson Correlation	1	.405**	.486**
	Sig. (2-tailed)		.000	.000
	N	200	200	200
jobsatisfaction2	Pearson Correlation	.405**	1	.710**
	Sig. (2-tailed)	.000		.000
	N	200	200	200
Employee retention	Pearson Correlation	.486**	.710**	1
	Sig. (2-tailed)	.000	.000	
	N	200	200	200

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

**REGRESSION MODEL 1****Variables Entered/Removed**

Model	Variables Entered	Variables Removed	Method
1	Job satisfaction 2, Health and Safety <sup>a</sup>	.	Enter

a. All requested variables entered.

b. Dependent Variable: employee retention

**MODEL 2 COEFFICIENTS<sup>A</sup>**

Model		Unstandardized Coefficients		Standardized Coefficients	T	Sig.
		B	Std. Error	Beta		
1	(Constant)	.169	.173		.974	.331
	Health and Safety	.388	.086	.237	4.535	.000
	Job Satisfaction 2	.671	.057	.614	11.764	.000

a. Dependent Variable: employee retention