

**“IMPACT OF EMPLOYEE’S HEALTH AND SAFETY ON
EMPLOYEE’S COMMITMENT AND ENGAGEMENT IN
APPAREL INDUSTRY IN BATTICALOA DISTRICT”**

ABDUL CAREEM FATHIMA MUFLIHA



FCM1856



Project Report
Library EUSL

**DEPARTMENT OF MANAGEMENT
FACULTY OF COMMERCE AND MANAGEMENT
EASTERN UNIVERSITY, SRI LANKA**

2017

Abstract

The aim of this study is to identify the Impact of Employee's Health and Safety on Employee's Commitment and Engagement in Apparel industry in Batticaloa District. Based on the comprehensive literature review, the authors adopted four dimensions such Employee's Health and Safety and Employee's Engagement and Commitment.

The studies mainly analyse the objective of whether the Impact of Employee's Health and Safety on Employee's Commitment and Engagement. The study is mainly considers the primary data. The primary data were collected through closed structure questionnaire from 150 respondents from selected apparel sector in Batticaloa District and used univariate and bivariate analysis techniques in order to analyse data and find the results of study objective.

At the same time the results show Employee's Health and Safety have positive and significant impact on Employee's Commitment and Engagement. The findings of this study have various managerial implications for other industries.

Key words: Employee's Health, Employee's Safety, Employee's Commitment, Employee's Engagement

Table of Content

Acknowledgement.....	ii
Abstract.....	iii
Table of Content.....	iv
List of Table.....	viii
List of Figures.....	x
Chapter - 1: Introduction.....	1-6
1.1. Background of the Study	1
1.2 Problem Statement.....	2
1.3 Research Question	3
1.4 Objective of the Study	4
1.5 Significant of Study	4
1.6 Scope of the Study	4
1.7 Organization of Chapter	5
1.8 Chapter Summery	6
Chapter – 2: Literature Review.....	7-28
2.1 Introduction	7
2.2 Health and Safety	7
2.2.1 Employee Health and Safety (EHS) Hazards in the Workplace.....	8
2.2.2 Importance of Employee's Health and Safety	8
2.2.3 Health and Safety Management.....	9
2.2.4 Health and Safety Policies	9
2.3 Employee's Health	10
2.3.1 Work Related and Individual Causes of Stress.....	11
2.3.2 Strategies for Minimizing Organizational and Employee's Stress.....	12
2.3.3 Occupational Diseases	12
2.3.4 Low Quality of Work Life	14
2.3.5 Strategies for Improving Quality of Work Life	15
2.4. Employee's Safety	16
2.4.1 Factor that Cause Safety	16
2.4.2 Accidents	17
2.4.3 Reducing Unsafe Conditions	18

2.5.1. The Concept of Employee's Engagement	20
2.5.2 The Importance of Employee's Engagement.....	21
2.5.3 Dimension of Employee's Engagement	21
2.6 Employee's Commitment.....	22
2.6.1. The Concept of Employee's Commitment	22_Toc505438029
2.6.2 Dimension of Employee's Commitment	23
2.6.3 Determinants of Employee's Commitment	26
2.7 Difference between Engagement and Commitment.....	27
2.7.1 Employee's Engagement	27
2.7.2 Employee's Commitment	27
2.8. Chapter Summary	28
Chapter - 3: Conceptualization and Operationalization.....	29-33
3.1 Introduction	29
3.2 Conceptualization.....	29
3.2.1 Conceptual Framework.....	29
3.3 Definition of Key Concepts and Variable	30
3.3.1 Employee's Health.....	30
3.3.2 Employee's Safety	31
3.3.3 Employee's Commitment	31
3.3.4 Employee's Engagement	31
3.4 Operationalization	32
3.5 Chapter Summary	33
Chapter -4: Research Methodology	344-38
4.1. Introduction	344
4.2 Research Approach.....	344
4.3 Time Horizon.....	344
4.4 Study Setting	344
4.5 Unit of Analysis.....	355
4.6 Data Collection Method	355
4.7 Sample Size Sampling Method	355
4.8 Method of Data Analysis.....	366
4.9 Univariate Analysis	366
4.10 Bivariate Analysis	366

4.11 Correlation Analysis.....	377
4.12 Simple Liner Regressions.....	377
4.13 Hypothesis Test.....	388
4.14 Chapter Summary.....	388
Chapter - 5: Data Presentation and Analysis.....	39-59
5.1 Introduction.....	39
5.2 Reliability Analysis.....	39
5.3 Personal Information.....	40
5.3.1 Organization.....	40
5.3.2 Age.....	40
5.3.3 Gender.....	41
5.3.4 Civil Status.....	41
5.3.5 Present Position.....	411
5.3.6 Worktime.....	422
5.4 Data Presentation and Analysis of Research Objectives.....	422
5.4.1 Research Objective One (Level of Employee's Health).....	433
5.4.2. Research Objective Two (Level of Employee's Safety).....	466
5.4.3. Research Objective Three (Level of Employee's Commitment).....	477
5.4.4 Research Objective Four (Level of Employee's Engagement).....	500
5.4.5. Research Objective Five.....	533
5.4.6. Research Objective Six.....	533
5.5. Regression Analysis.....	544
5.6 Test of Hypothesis.....	566
5.6.1 Hypothesis Testing for Employee's Health and Safety and Employee's Commitment.....	577
5.6.2 Hypothesis testing for Employee's Health and Safety and Employee's Engagement.....	577
5.6.3. Summary of Hypothesis Testing.....	588
5.7. Chapter Summary.....	59
Chapter - 6: Discussion.....	60-66
6.1 Introduction.....	60
6.2 Discussions on Personal information.....	600
6.2.1 Age.....	600

6.2.3 Civil Status.....	611
6.2.4 Present Position.....	611
6.2.5 Worktime	62
6.2.6 Salary of Respondents	622
6.3 Discussion on Research Information.....	622
6.3.1. Discussion of Findings Objective One	622
6.3.2. Discussion of Findings Objective Two.....	633
6.3.3. Discussion of Findings Objective Three.....	644
6.3.4. Discussion of Findings Objective Four	65
6.3.5. Discussion of findings Objective Five.....	655
6.3.6. Discussion of Findings Objective Six.....	66
6.4 Chapter Summary	666
Chapter - 7: Conclusions and Recommendation	677-73
7.1 Introduction	677
7.2 Conclusions	677
7.2.1 Conclusion of Objective One.....	688
7.2.2 Conclusion of Objective Two.....	688
7.2.3 Conclusion of Objective Three	688
7.2.4 Conclusion of Objective Four.....	69
7.2.5 Conclusion of Objective Five	69
7.2.6 Conclusion of Objective Six	69
7.3 Recommendation of this Study	70
7.4 Limitations.....	71
7.5 Suggestion for Future Research.....	72
Reference.....	73-78
Annexure.....	79-83