

FACTORS INFLUENCING IMPLEMENTATION OF OCCUPATIONAL HEALTH AND SAFETY: A CASE STUDY OF KENYA VEHICLE MANUFACTURERS IN THIKA

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ABSTRACT

The goal of all occupational health and safety programs is to foster a safe working environment. The importance of factors that influence implementation of occupational health and safety management programmes in a manufacturing company cannot be overruled. The study sought to find out the other factors that affect the implementation of health and safety other than labor turn over, staff morale among others. Variables discussed in these studies were training, motivation, leadership role, attitude and organizational culture. The study sought to find out their influence of occupational health and safety at K.V.M. This study provided insights to Human resource managers who would be able to communicate to the employees appropriately on health and safety issues and also identify potential risks and hazards. Policy makers will come

up with new policies as a result of change due to technological advancement and other prevailing circumstances .Employees will be able to take issues of safety and health seriously to reduce injuries and diseases. Findings on the effects of training on safety and health indicated that seventy six percent said that they had been trained while eleven percent had not been trained; researcher recommends training to enhance occupational safety and health. Findings on introduction of safety incentives to mitigate the impeding factors indicated that fifty six percent of the respondents agreed that an incentive mitigates impeding factors to the implementation of safety and health. Researcher recommends that the management introduce safety incentives to motivate the employees. Finding indicated that the management implements occupational safety and health as a commitment / obligation and not as a result of external pressure according to respondents at sixty seven while eighteen respondents said the company implements occupational safety and health due to government pressure. Researcher recommends that there is more to be done on implementation of occupational safety and health. Findings indicated that the management has ensured proper communication on the information of safety and health according to seventy one percent of the respondents. Finding indicated that in event that too much work for the management and employee's occupational safety and health may be compromised according to fifteen respondents at twenty percent .The researcher recommends that keen interest be taken and leadership roles be used especially at this critical point to avoid laxity on occupational safety and health which may have negative effects.

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