



AN ASSESSMENT OF THE PRACTICES AND CHALLENGES OF
OCUPATIONAL SAFETY AND HEALTH ACT (ISO 18001)
PROGRAM AT EAST AFRICA BOTTLING SHARE
COMPANY(EABSC) ADDIS ABABA PLANT

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CHALLENGES OF OCUPATIONAL SAFETY AND
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ABABA PLANT

THIS THESIS SUBMITTED TO ST. MARY UNIVERSITY
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Declaration

I Hailu Terefe, the undersigned, declare that this thesis entitled: “An assessment of the practices and challenges of Occupational safety and health act (ISO 18001) program at EABSC Addis Ababa Plant” is my original work. I have undertaken the research work independently with the guidance and support of the research advisor. This study has not been submitted for any degree or diploma program in this or any other institutions and that all sources of materials used for the thesis has been duly acknowledged.

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Certification

This is to certify that the thesis prepared by Hailu Terefe, entitled “An assessment of the practices and challenges of Occupational safety and health act (ISO 18001) program at EABSC Addis Ababa Plant” and submitted in partial fulfillment of the requirements for the Degree of Master of Science in Quality and Productivity Management MSC at ST Mary university complies with the regulations of the University and meets the accepted standards with respect to originality and quality.

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ABSTRACT

Human Resources is the most important element in the company and in the implementation of the business process, therefore the company should pay attention to maintaining Occupational Safety and Health (OSH) the employee, contractors, and surrounding Community. The purpose of this study to find out the practices of implementation Occupational safety and health Act OSHA (ISO 18001) and its challenge in the case of East Africa bottling Share Company. The study also tried to correlate implementation of OSHA on the performance of employee and then the company. A survey questionnaire was used to collect data. Descriptive statistics was used to evaluate the extent of implementation of OSHA and the challenges during implementation. Performance measures correlated against the set of practices under OSHA practices to evaluate the relationship between the two. A descriptive statistics and correlation model was used to evaluate the overall association between OSHA implementation and employee performance then company. The results from the study show that OSHA implementation have varying degrees of implementation in East Africa bottling share company, from the perception of Policy and leadership commitment , employee commitment and involvement , analysis of work place to identify hazards , hazard prevention and control to protect workers and safety and health training .The contribution of OSHA implementation for the business were measured using variables reduction on work place injuries and illnesses, decrease in the number of absenteeism, reduction of related costs and improve of compliance local and international laws and finally improve image of company . On challenges faced OSHA implementation, safety and health training, using of the necessary personal protective equipment's to protect workers were found bit challenging. The greatest opportunity was top management commitment and policy. Results from the descriptive statistics and correlation analysis show that implementation of OSHA in East Africa bottling Share Company is positively correlated significantly to employee performance and company.

Key words: Accident Hazard Occupational injury Occupational safety Occupational safety and health act

Abbreviations

AWIH- Analysis of workplace to identify hazards
EABSC-East Africa Bottling Share Company
ECI- Employee Commitment and involvement
EOSH-Environment, Occupational, Safety and health
HPC- Hazard Prevention Control
ILO: International Labor Organization
MOLSA: Ministry of Labor and Social Affairs.
OIEP- OSHA implementation and employee performance
OHS: Occupational Health and Safety
OSH: Occupational Safety and Health
OHSMP: Occupational Safety and Health management practice
OSHMS: Occupational Safety and Health and Management System
OSHA: Occupational Safety and Health and Act
WHO: World Health Organization
SHT- Safety and Health Training

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Chapter one

1.1 Introduction

This first chapter serves as a general framework for the paper. It provides background of the study, statement of the problem, objective of the study, research questions scope and delimitation, and significance of the study.

1.2 Background of study

Strict adherence to occupational safety and health (OHS) rules is key to the wellbeing of every employee at a workplace. An organization is responsible for the occupational health and safety of its workers as well as others who may be affected by its activities. This responsibility includes promoting and protecting both the physical and mental health of employees. The adoption of an OHS management system is intended to enable an organization to provide safe and healthy workplaces, prevent work-related injury and ill health, and continually improve its OHS performance (BS ISO 45001:2018).

As quoted in Esayas (2018) the International Labor Organization (ILO) estimated that in 2014, people were dying every day because of occupational accidents or work-related diseases, totaling more than 2.78 million deaths per year. Additionally, there are some 374 million non-fatal work-related injuries and illnesses each year, many of these resulting in extended absences from work. In developing countries, the risk of having work-related injury is 10 to 20 times higher than that of developed countries. This is because in developing countries, the majority of the workforce is employed in small and medium scale industries that do not meet the minimum standards and guidelines set by the World Health Organization (WHO) and the ILO for occupational health, safety and social protection.

Muchiri (2009) stated that decent living and working conditions are a basic right for workers, whereas occupational accidents and diseases can cause economic devastation to families, businesses and communities. Safeguarding workers' safety and health is principal and an integral part of our social and economic development. Despite the improved economic outlook for Africa, many challenges compromise real growth. Poor economies have poor working conditions and environment, which are also a symptom of poor occupational safety and health services.

In his thesis, Essay's (2018) discussed conditions in developing countries, especially in Africa. Africa experiences high incidents of occupational injuries and fatalities despite the fact that most of the occupational injuries are never diagnosed or reported. In fact, compared to the rest of the world, sub-Saharan Africa has one of the highest work-related mortality rates. For example, the ILO estimates that of the 2 million annual global work-related fatalities, about 20% occur in sub-Saharan Africa where there are about 12% of the global workforce. This is clearly an obstacle to development and to rooting out poverty and improving the quality of people's lives. Currently in Africa, the Labor Inspection 1947 Convention No. 81 is one of the most ratified conventions (37 countries). In contrast, only six countries have ratified the ILO Convention of 1981, No. 155, on Occupational Safety and Health (OSH). Quoting a paper published by the Ministry of Labor and Social Affairs of Ethiopia, 2006, Esayas Assefa noted that in Ethiopia the manufacturing industry is the most hazardous workplace. Apart from the nature of the

industry, this is mainly due to the lack of safety leadership and poor enforcement of Labor Proclamation No 377/06, Article 92.

Samrawit (2019) pointed out that the proper implementation of Occupational Safety and Health policies at workplaces are equally important to both individuals and organizations and indirectly to countries. "Health and safety policies and programs are concerned with protecting employees and other persons affected by what the company produces and do against the hazards arising from their employment or their links with the company. Safety programs deal with the prevention of accidents and with minimizing the resulting loss and damage to people and property. They relate more to systems of work than the working environment, but both health and safety programs are concerned with protection against hazards, and their aims and methods are clearly interlinked. Occupational health programs deal with the Prevention of ill-health arising from working conditions" (Armstrong, 2009). As quoted by (Kifle, 2018; Boyd, 2003) stated that for each occupational accident, there are "indirect" costs to the employer. These are costs of wages paid for time lost, damage to the property, overtime payment and medical costs of injured workers. Besides, administrative costs to investigate the cause of accident, process worker's compensation and recruitment and training costs of the replacement worker are all considered indirect costs. It is very difficult to predict such costs and their trends.

East Africa Bottling Share Company (EABSC) is a soft drinks manufacturer and distributor located in Addis Ababa, Lideta Sub City. The Company has a well-established occupational health safety management system. However, work-related accidents and health problems prevail. The accidents include, among others, those related to the operation of forklifts, slippery floors, broken glasses, falling objects, and chemical inhalation. The resulting health incidents include loss of hearing, sprained back, and broken or sprained extremities. This paper will assess the impacts of implementing occupational safety and health systems on the performance (productivity) and the challenges of implementing occupational safety and health.

1.3 Statement of the problem

Despite that the East Africa Bottling Share Company has OSHA policy and procedure, there are recurring work-related accidents and incidents that result in health problems to its employees. For example, about 55 accidents were registered in 2017 that have resulted in 433 days of lost work time, and the injury severity rate was 25.22%. In the year 2018, 45 accidents were registered that resulted in 475 days of lost work, and the lost time injury rate 25.22% In the year 2019, 19 accidents and a resulting 336 days of lost work were registered with a lost time injury severity rate of 13.32%. (Clinic and EOSH report) Clearly, both the number of accidents and their severity are decreasing year to year. However, not all accidents are likely to exhibit the same trend. Identifying the major challenges to implement effective occupational health and safety which result in zero incident. Another goal is to assess the impact of these accidents and work-related ill health on the performance of the company and then to recommend possible solutions to further reduce the recurrence of the identified accidents.

A preliminary breakdown of the accidents at the EABSC Addis Ababa Plant by department using currently available data suggests that manufacturing is the elephant in the room: 65.45%, 87.23% and

78.95% of all the accidents were registered in the Manufacturing Department in 2017, 2018 and 2019, respectively. Logistics registered 29.09%, 12.77% and 20% of all accidents in the same time period, while all other departments combined have seen about 1% or less of the total number of accidents. Therefore, a major focus of the proposed study is on accidents that occur in the Manufacturing and Logistics Departments of the Plant. According to the EOSH office report, the company had to employ substitute workers to compensate for lost hours, pay salaries to the injured during sick days and cover medical expenses.

EABSC management and employees are committed and are engaged to ensure safety and health in the workplace, accidents and work-related ill health prevail which indicate that the work environment is still unsafe. The concern of this paper is to assess the effect of implementation of OSHA on the organization's productivity and find out challenges of effective implementation of OSHA at EABSC Addis Ababa plant.

1.4 Research questions

- i) What is the practice of implementation of OSHA at Addis Ababa Plant?
- i i) what are effects of implementation OSHA?
- i i i) what are the challenges to effectively implement OSHA?

1.5 Objectives of the study

1.5.1 General Objective

The general objective of the study is to find out the Practice and challenges of occupational safety and health management systems at the EABSC Addis Ababa Plant and its impact on the performance of employees.

1.5.2 Specific Objectives

The study has the following specific objectives:

- Assess the strategies of implementation OSHA at EABSC Addis Ababa plant
- Point out the effect of implementation of OSHA at EABSC Addis Ababa plant.
- Identify the challenges of implementing OSHA at EABSC Addis Ababa plant.

1.6 Definition of Terms

- **Accident:** is an undesirable incident causing harm to life or property(WHO 2010)
- **Conditions of work:** the entire field of relation between workers and employers includes workers health and safety and compensations to victims. (WHO 2010)
- **Disablement:** any employment injury as a consequence of which there is a decrease or loss of capacity to work(ILO 1998)

- **Hazard:** anything that can cause harm to life, health, property or environment. (ILO 1998)
- **Risk:** Chance of hazard causing harm (WHO 2010)
- **Organization:** in this study refers to EABSC Addis Ababa plant. (WHO 2010)
- **OS&H management system:** a system to identify and control health and safety risks and achieve safer and decent workplace in compliance with safety legislation and continual improvement thereof. (ILO 1998)
- **Occupational disease:** any pathological condition whether caused by physical, chemical or biological agents which arise as a consequence of the type of work performed by a worker. (WHO 2010)
- **Occupational injury:** employment accident(WHO 2010)
- (OSHA) is a preventive, partaking process to find and fix workplace hazards before employees are injured or become ill. (ILO 1998)
- **Policy:** guideline for implementation of safety and health programs(WHO 2010)
- **Worker/employee:** A person who has an employment relationship with an employer to perform work in return for wage. (ILO 1998)
- **Workplace:** where a worker regularly performs work under the directives of the employer(ILO 1998)

1.7 Significance of the study

Implementing OSHA and monitoring its effectiveness enables to manage OSHA risks and increases performance of an organization. Implementing OSHA is not only a crucial legal requirement but also an opportunity to improve a company's image and build the confidence of its workforce. This paper will identify potential gaps in implementing OSHA at EABSC Addis Ababa Plant and suggest possible solutions to fill in those gaps. Specifically, the paper intends to propose solutions to problems which are obstacles for the implementation of OSHA at the company at large and its manufacturing department, where, according to preliminary analysis, most accidents do occur. The results of the proposed study may also be used as reference for future research on the topic.

1.8 Delimitation of the study

This study focuses on the occupational health safety management system of the EABSC Addis Ababa Plant. The study uses a descriptive method of research. Secondary and primary data are used for the research purpose. Primary data will be collected using questionnaires, interviews.

1.9 Limitations of the Study and Recommendations for Future Studies

The study is about Assessment of Implementation of Occupational Safety and Health Act (OSHA) and its impact on the performance of employees. One of the challenges is the lack of related studies by local researchers.

Another constraint was as it is covid pandemic time many respondents weren't willing to receive paper questionnaires' during survey. The survey time was year end (2021) and employees were very busy and weren't comfortable to respond.

The researcher advises further studies on the topic to be done on other manufacturing firms.

Chapter Two

Review of Related Literature

The purpose of this chapter is to introduce key theories and principles about OSHA and its determinants. The chapter is further divided into two major parts: theoretical literature review and review of empirical studies. The theoretical literature review introduces general theories of OSHA measures, focusing on manufacturing companies. The aim is to have a concrete ground on which to base the review of empirical studies. The objective of review of empirical studies, on the other hand, is to form a link between the theories and the result of the study at hand. Moreover, the findings of the empirical studies are used as a basis for the extraction of the dependent and independent variables used in this paper. In addition, they serve as a benchmark against which the findings of this study are analyzed and interpreted.

2. Theoretical literature review

2.1.1 History OSH in Ethiopia

The ILO (2015) estimates, every year over 2.3 million *women* and men die at work from an occupational injury or disease. Over 350,000 deaths are due to fatal accidents, and almost 2 million deaths are due to inevitable work-related ill health. Also, over 313 million workers are involved in non-fatal work-related accidents causing serious damages and absences from work. The ILO also estimates that 160 million cases of non-fatal work-related diseases occur per annum. These approximations imply that everyday about 6,400 people die from occupational accidents or ailments and that 860,000 people are injured on the job. Furthermore, as different studies show, work related diseases represent the prime cause of death at work, killing almost six times more workers than can be anticipated. The above data highlights the need for a new prevention paradigm of workplace safety and health. (Agwamba A.C, et.al,2018)

Occupational Safety and Health (OSH) regulations started functionality in the 1940s in Ethiopia. The ministry of Labor and social affairs (MOLSA) is the state body that controls workers safety and health in the workplaces both private and state owned. Ethiopia also accepted and endorsed ILO convention No 155 of 1981 in 1991 with other countries. Employees in Ethiopia are administered with two regulations: Labor Proclamation No 377/2003(4) for manufacturing related workers and Labor Proclamation No 515/2007 for public civil servants. The current national policy on occupational safety and health (OSH) was developed and approved July 2014 by central government according to (Abera , et.al,2016)

2.2 The Concepts of OHS

Occupational Health and safety as cited by (Yankson ,2012) According to occupational Health and Safety Act 651, health and safety means the environments or features that disturb the welfare of employees, temporary workers, contractors, personnel, visitors and any other person at the workplaces. It is a part of the overall management system that facilitates the management of the occupational health and safety risks that are associated with the business. This includes the organization structure, planning

activities, responsibilities, practices, procedures, processes and resources for developing, implementing, achieving, reviewing, and managing the organization's health and safety policy.

According to ILO (2005), organizational health and safety stresses on the change of specific procedures and programs, aimed at caring employees while executing their duties to maximize productivity and improve the overall organizational performance.

The World Health Organization, (1999) defines health as a “state of complete physical, mental and social wellbeing and not merely the absence of disease or infirmity”. Thus, health and safety is to protect people from injury and workplace disease in any form due to hazards and risk that may harm, injure, because of an unsafe environment to people or damage equipment or the facilities put in place at the workplace. Luca's health is the art and science of preventing disease, prolonging life, promoting physical and mental health, sanitation and personal hygiene, control of infections and organization of health services (Lucas, 2001).

According to Abraham Maslow theory of the needs of human beings, being safe is the most important one. Being safe at the workplace is one of the vital factors for job satisfaction (Kreitner, 2007). (Aswathappa, 2004) defined safety as free from the presence of risk or injury or loss. He also explained industrial or employee safety as the protection of workers from the danger of industrial accidents. Safety can as well be referred to as the elimination of injuries due to the interaction of the employee and the work environment (Lucas, 2001). In a general viewpoint, safety means a state of being safe from suffering or producing hurt, injuries or loss. Hence, safety policies might include activities focused at either reducing or complete removal of dangerous conditions capable of triggering bodily damages. (Akpan, March2011)

A safety and health management system as defined by the Occupational Safety and Health Association (OSHA) is a preventive, partaking process to find and fix workplace hazards before employees are injured or become ill. Applying such strong system results protect workers from injuries and accidents, decreases employees’ absenteeism and turnover, improve employees’ confidence, increase overall productivity as conformed by (AgwambaA.C, et.al,2018)

As cited by (Franklin, 2017) most of the world population (56%) spend one third of their time at workplaces, thus the well-being of workers is very important for workers' families and society at large. OSH contributes for ensuring the health of workers, but also to contributing positively to productivity, quality of products, work motivation, job satisfaction and thereby to the overall quality of life of individuals and society (WHO, 2002).

According to Occupational Safety and Health Act No 15 2007 safety at workplace concerned about the safety, health and welfare workers and all persons (Employees, Contractors, suppliers, Visitors etc..) legally present at workplaces. The Occupational Safety and Health Act 2007 focuses on granting Safety, health, and wellbeing workers and all persons minimizing risks of safety and health in connection with work. (Franklin,2017)

2.3 Components of OSHA

According to (OSHA, 2015) effective occupational safety and health management has four components as cited by (Agwamba A.C, et.al,2018) these are

- i. Management leadership and employee involvement

- ii. Analysis of worksite to identify hazards
- iii. Hazard prevention and control to protect workers from obstacle
- iv. Safety and health training

2.4 MANAGEMENT leadership and employee involvement

Management should take the leadership towards executing safety and health management. Management must allocate enough resources and safety and health management must be the central core of every activity of an organization. Continual improvement and productivity to realize safety culture must be developed at all levels of organization. Management must show its commitment for safety and health management by the following activities according to OSHA.

Organization high leaders(management) assign the necessary resources (time, effort & money) for Safety and health. Management at all levels and employees participate in writing company safety and health policy and the policy should be posted for all employees to see. Both management and line workers should make meetings on safety and health matters and play active roles on safety and health, abide by safety and health rules. (AgwambaA.C, et.al,2018)

Organizational safety policy, according to Aswathappa (2004), specifies the company's safety goals and entitles the responsibilities and authority for their achievement. According to him, such policy statement must emphatically declare four fundamental points- (i) the safety of employees and the public: (ii) safety taking priority over practicality: (iii) every effort made to involve all managers, supervisors and employees in the development and implementation of safety procedures: (iv) safety regulation to be complied with.

According to (Akpan,2011) human resource is the most important of all assets of an organization or resource for productivity. This is verified by the attraction of desired labor and using different mechanisms to interest and hold its working force; this is demonstrated by providing the safest work environment.

According to (Yankson ,2012) Health and safety dangers and risk must be managed and controlled to achieve high level safety performance. Management involves leadership, authority, and coordination of resources, together with planning and organization, communication, selection, training of subordinates, concern, and responsibility. To achieve occupational safety and health objectives all parties involved at the workplace such as management, personnel or workers and union officials and people concerned must be visibly committed to the health and safety programs.

Oketunji .*et.al* 2014) *noted* that law enforces employers to avail and maintain a safe and healthier work environment for their employees which includes giving information ,instruction ,training and supervision to all level of their workers .All levels of employee need information, advice, assistance and training and supervision to do their work, also all employees must understand the health and safety risks associated with their specific work which significantly keep safe the work environment (Work Safe, 2008).

2.5 MANAGEMENT/employee commitment for OSHA

The enthusiasm to perform a job in a safe manner involves both the individual's (employee's) own commitment and concern for safety as well as management's expressed concern for safety. Safety commitment of the management must result in an observable activity on the part of the management and must be demonstrated in their performance as well as their words (Mearns, et al, 2003). To develop successful health and safety programs, it is essential that there be strong management commitment and strong worker participation in the effort to cease and maintain a safe and healthy workplace. Management commitment determines the phase and the direction of safety and health activities, and it describes the values that are placed on health and safety management as preserved by the employees. Without employees' involvement health and safety performance would never be achieved. There would be a high result of achievement of health and safety when both management commitment and employees' involvement match together for a safe and healthy working environment. According to Less (2002), this commitment can manifest itself through management participation in safety committees, consideration of safety in job design, review of place of work, accident and near-miss incident investigation and follow-up actions, priority assigned for safety, occupational health programs etc. Investment by organizations in these areas increases perceptions of the company's commitment and builds worker loyalty in areas such as safety behavior (Mearns, et al, 2003)

2.6 Analysis of Worksite to Identify Hazards

Safety and health analysis are intended to study a definite area of the organization, an operational department, or a manufacturing process to discriminate and express any burdens in the system, equipment, plant or machines, or any operational errors that might be a danger to health or source of accidents. Health and safety inspections should be carried out on a regular and systematic basis by line managers and supervisors with the advice of health safety specialists (Price, 2007).

According to (Jeffrey, 2015) Hazard analysis is a continuous or periodic inspection or analysis of workplace to recognize workplace accidents and health problems to eliminate or control the hazards (AgwambaA.C, et.al,2018)

Denisi and Griffin (2005) suggested that organizations to create a safer work environment must employ (allocate) the service of safety engineers to carefully study the workplace, identify and isolate dangerous situations and recommend solutions for dealing with those situations.

Once the hazards at workplace are identified the next step is implementation of control methods to minimize or completely remove risk of harm to workers .Reasonable and applied controls can be determined based on legal requirements ,manufacturer's specifications ,company rules industry practices and worker inputs .Health and safety management establishes control methods and also develop a constructive enforcement policy and communicate the consequences to employees and the steps that will be taken if the non-compliance occurs. (Akpan,2011)

As to Professor Jorma Saari (2010), of the Centre of expertise for human factors at work, Finnish institute of occupational health, a healthy workplace is an environment where health risks are predictable and measured if they cannot be removed. In a healthy workplace, the work is designed to be compatible with people's health needs and limitations and employees and employers recognize the

responsibilities they bear for their own health and that of their colleagues. A safe workplace is an environment where, to the highest degree, workers' well-being physically, mentally, and socially is promoted and maintained. All possible efforts are made to prevent workers' ill health caused by working conditions, to protect workers in their employment from factors hostile to their health, and to place and keep workers in their specific physical and emotional conditions while also encouraging and keeping a work environment that is free of annoyance (Jorma ,2004).

2.7 Hazard Prevention and Control to Protect Workers

According to the International Labour Organization (ILO) and the World Health Organization (WHO), health and safety at work is aimed at: the promotion and maintenance of the highest degree of physical, mental and social well-being of workers in all occupations, the prevention among workers of leaving work due to health problems caused by their working conditions, the protection of workers in their employment from risks resulting from factors adverse to health, the placing and maintenance of the worker in an occupational environment adapted to his or her physiological and psychological capabilities and, to summarize, the adaptation of work to the person and of each person to their job. (ILO, 2006).

According to (Stranks,2000) health and safety is a major concern for management. Specially the supervisory forces of an organization are mainly responsible for the prevention of accidents.

Measures from prevention and control of occupational hazards in the workplace should be based upon a clear, implementable, and well-defined policy at the level of the organization (Foot and Hook, 2008).

Denisi & Griffin (2005) reported organizations to take several precautions in its effort to create a safer work environment, especially regarding accidents at work. According to them, one important approach is to employ the services of safety engineers to carefully study the workplace, identify and isolate dangerous situations, and recommend solutions for dealing with those situations. Other steps to minimize the rate of accidents at work may include the use of relevant protective clothing and devices such as helmets, ear protectors in environment with loud noise, eye goggles and face masks in welding rooms, hand gloves, boots and other safety shoes, waist support belts, wrist and elbow supports and screen filters, appropriate chairs and desks,

Jeffrey (2015) supposed that once a firm's safety and health management program is implemented, it will be significant to continually analyze the work area to keep hazards in check and keep workers safe.

Jeffrey (2015) also conformed hazard prevention and control to be effective tasks the following tasks must be done on a regular basis inspecting and maintaining equipment(machineries) must be done on a regular basis, Procedures to identify hazards and to correct them must be in place finally continuous review of work environment and work practices must be in place.

2.8 Safety and health training

Health and safety training is a crucial part of the self-protective program. Safety and health training is a vital element in maintaining a healthy and safe workplace and has been an integral component of occupational health and safety management. Training enables each and every employee with the basic theoretical and practical knowledge for the successful exercise of their trade or occupation and their integration into the working environment (Millmore et. al, 2007). Occupational safety and health

training should meet the needs of the workers. Safety training spells out the rules and provides information on potential hazards and how to avoid them. The need to give appropriate training in occupational health and safety to workers and their representatives should thus be stressed as a fundamental element of occupational safety and health policy. Managers, supervisory staff, and workers all need to be trained.

For a result-oriented training program, it becomes crucial to perform a needs investigation early in the process.

According to (Jeffrey,2015) OSHA suggest the following important points for effective health and safety training employee should be aware of the aim of skill acquisition, information must be organized, the employee must be allowed to practice immediately the skills and knowledge acquired which helps employee to give feedback about the training and also the training should be given variety of ways.

Also, as Armstrong (2010) underlined management has responsibility to the employees to learn and develop. Majority of the learning takes place on the job, but the learning becomes effective if managers coach and support closely. Safety training has three phases during induction (when new employees are well come), on the job and in refresher courses.

According to (Lina Ahmed AbuHamra¹ and Adnan Ali Enshassi,2015) training takes priority to sustain productivity and safety among the five strategies planning, training, monitoring, inspection and communication skills. Also noted construction companies sustainably improve OHS which will result in continuous productivity improvement reducing cost.

2.9 Safety and productivity in organization

The most widely used definition of productivity is the amount of output generated per unit of input. Holzer and Seok-Hawn (2004), express that despite the fact concept productivity has been used for many years, it is usually simplified, misinterpreted and misapplied. Based on their argument, the idea of performance may represent a more suitable one. According to them, productivity and performance are functions of many factors ranging from top management support, committed people at all levels, a performance measurement system, employee training, reward structures, community involvement and feedback to correction of budget management decisions. According to Muchemedzi and Charamba, (2006), occupational health and safety as a science concerned with health in its relation to work or working environment. Oxenburgh et al., (2004), suggested that the health and safety of all employees is closely linked to the company's productivity in all workplaces.

Organizational Performance can be measured by collective output level and quality; these goals are achieved by the efforts of all employees in the organization. The employees to effectively play their role to achieve goals in the workplace should be safe and free of hazards. The organization to comply with these conditions management must propose strong safety and health policy and programs. (Akpan, March2011)

Working on safety and health matters in the workplace saves employers money and adds value to their businesses. When employees stay safe and healthy, employers acquire large direct and indirect cost savings, and increased productivity and profitability. Employees and their families benefit because their family lives are not stuck by injury or illness, their stress is not increased, and their incomes are

protected. The safety and health of employees do not have to be sacrificed to drive business performance. (Sally J,2017)

A company's productivity and profitability go together with a safe and healthy workplace. To enhance workers' performance while maintaining a safe and healthy workplace, employers must struggle to reduce work-related injuries and illnesses by creating a structure and framework for identifying potential risks and then problem-solving. (Sally J,2017)

Advantages of effectively implementing effective OSHA in the performance of an organization

As noted by (Franklin Mogire,2017) It is generally well-thought-out that management of health and safety not only decreases loss and cost of accidents and ill-health, but it also increases the performance and efficiency of employees (Subhani, 2010). There is no doubt that the human resource that an organization has is one of its useful properties. Therefore, an active and well-organized use of the human resource will translate into the overall success and productivity of the organization. Though many organizations accept this to be true, they fail to realize that as part of their human resource management practices, there is the need for management to ensure that personnel in the organization work in a safe and healthy environment that will promote their optimum utilization (Sikpa, 2011)

(Agwamba,2018) confirmed that employees are the most important assets of an organization thus execution of an effective safety and health management system by an organization is non-negotiable in reducing the number and severity of workplace injuries and illness which helps to decrease accident-related costs. Workplace environment quality (tidiness, temperature, noise, lightning etc..) has an important impact on the degree of employees'-motivation, performance, and organizational productivity, thus it is very important to take into consideration human factor in the design of a production system (Agwamba,2018)

Productivity or performance are the major targets of an organization for its improvement and survival thus implementing safety and health management has direct and indirect benefits for an organization (EU-OSHA,2009) .The direct benefits include reduced insurance premiums and litigation costs, reduced sick pay costs, product and material (equipment) damage decreases finally production and productivity increases .The indirect benefits of implementing effective OSHA include reduced absenteeism , staff turnover declines ,improve corporate image , winning of contracts increases .

According to (Akpan,2011) there is a strong corresponding relation between effective health and safety management and improved organizational performance. There are many organizational performance related outcomes which come out of implementing effective OSHA. Implementing effective occupational safety and health management increases workers' trust in management and improves employees' morale. Implementing effective occupational safety and health management which allows workers' participation can create an opportunity for employees' input important affairs of the organization which results in corporate citizenship (belongingness) which is key to achievement of improved performance. (Akpan,2010) Management effort to create and maintain in building a safer work environment motivates workers as a safe security need since been identified in Abraham's Maslow needs hierarchy theory (Robins & Judges,2007)

Maintaining an effective health and safety management system able to abruptly decrease the occurrence and level of health and safety hazards, also costs (expenses) associated with them. Such firms would not incur much hospital bills and salaries for the hospitalized workers or compensation to

families of employees involved in workplace accidents or health hazards. Such kinds of expenses (costs) affect negatively, decreasing the competitive advantage of the organization. Effective health and safety management system can facilitate better employment relations and reduce labor to management conflict as management is engaged to avail safe workplace (environment) and procedure which implies employer dedication to employees' safety to enable contribute their highest potential in the firm. This condition can help to reduce union complaints. Organizations with effective health and safety management likely have good corporate image, capable of attracting potential investors and customers. This condition can also help in attracting and maintaining a competent and safety conscious workforce, thus facilitating an increase in the competitive position of the organization, by way of contribution to increase performance, quality products and efficiency.

Health and safety initiatives can produce financial benefits by way of reduction in absence rates, business interruption, labor- turn over, increasing productivity and quality etc.. Being late and absenteeism is also minimized in a firm with effective health and safety management systems as workplace hazards and accidents are automatically declined. Due to that, the focus would be on effective performance so that the firm satisfies customers' needs with respect to time, quantity, quality products or services.

On the contrary Organizations experience high costs due to poor safety and health programs and efforts. Dorman (2000), cited in EU-OSHA (2009) notes that some of the indirect costs of occupational accidents include. The most common negative impacts (consequences) of poor OSHA are the following production may be interrupted after an accident which results down time. Accidents lower the morale of the injured person and coworkers. Investigation of the accident occurred and preparing report also another cost. The injured person must be replaced temporarily or permanently based on severity of the accident, replacing has its own process and cost. Accidents may cause temporary or permanent damage to equipment which may result in long or short stops to the production process which impacts loss of productivity. Overhead costs of spare capacity maintained to lessen the potential effects of any accidents. These costs bring negative consequences on organizations, such as deterring its ability to accomplish set goals and diminishing the competitive advantage position of the firm in the marketplace.

2.10 Empirical Review

Ahmed and Ali in their study at Gaza strip construction sites the aim of projects at construction sites are high productivity and quality, on time, on budget and zero accidents. Also confirmed there is a high connection of safety management and productivity improvement and very important for achieving the strategies that developed by the company in the construction work. Also recommend that Safety and productivity are interdependent. To achieve good safety is also important to achieve good productivity. All stakeholders for the project, including contractors, should come together to investigate ways to enhance safety and productivity together. According to that, the study recommended companies to plan for a strategy to achieve that. It is important to develop working cultures in a direction which supports health and safety at work, and promotes a positive social climate and smooth operation, and thus enhances productivity. Ahmed and Ali (2015)

As cited by (Samrawit, 2016) according to an ILO training module with the title Introduction to Health and Safety at Work (ILO, 2013), work-related accidents or diseases are very costly and can have many

serious direct and indirect effects and outcomes on both the lives of workers, their families and also on the financial status of the enterprises. Samrawit also noted the following hazards threatened the employees of Bole industrial park and severity of hazards decreased in order Physical hazard, Ergonomic hazard, Biological hazards and chemical hazards. Samrawit emphasized the challenges of implementation of OSH at the park, lack of awareness (trained man power), characteristics of workers' poor work environment and insufficient budget for inspection.

(P. Katsuro1 et.al, August 2010) on their study at Zimbabwe food industries confirmed poor occupational health and safety practices OHS performance resulted in decreased workers performance also to decreased productivity.

By the study conducted (Aderonke O.,2010) at the two Nigerian universities Covenant University and Unilag University librarians faced with a variety of ergonomic problems which led to tensions, stress, headaches and other pains different prevention measures Occupational safety and Health Act measures by applying ergonomic solutions the workers benefit healthier safer working environment and the employer benefit increased productivity.

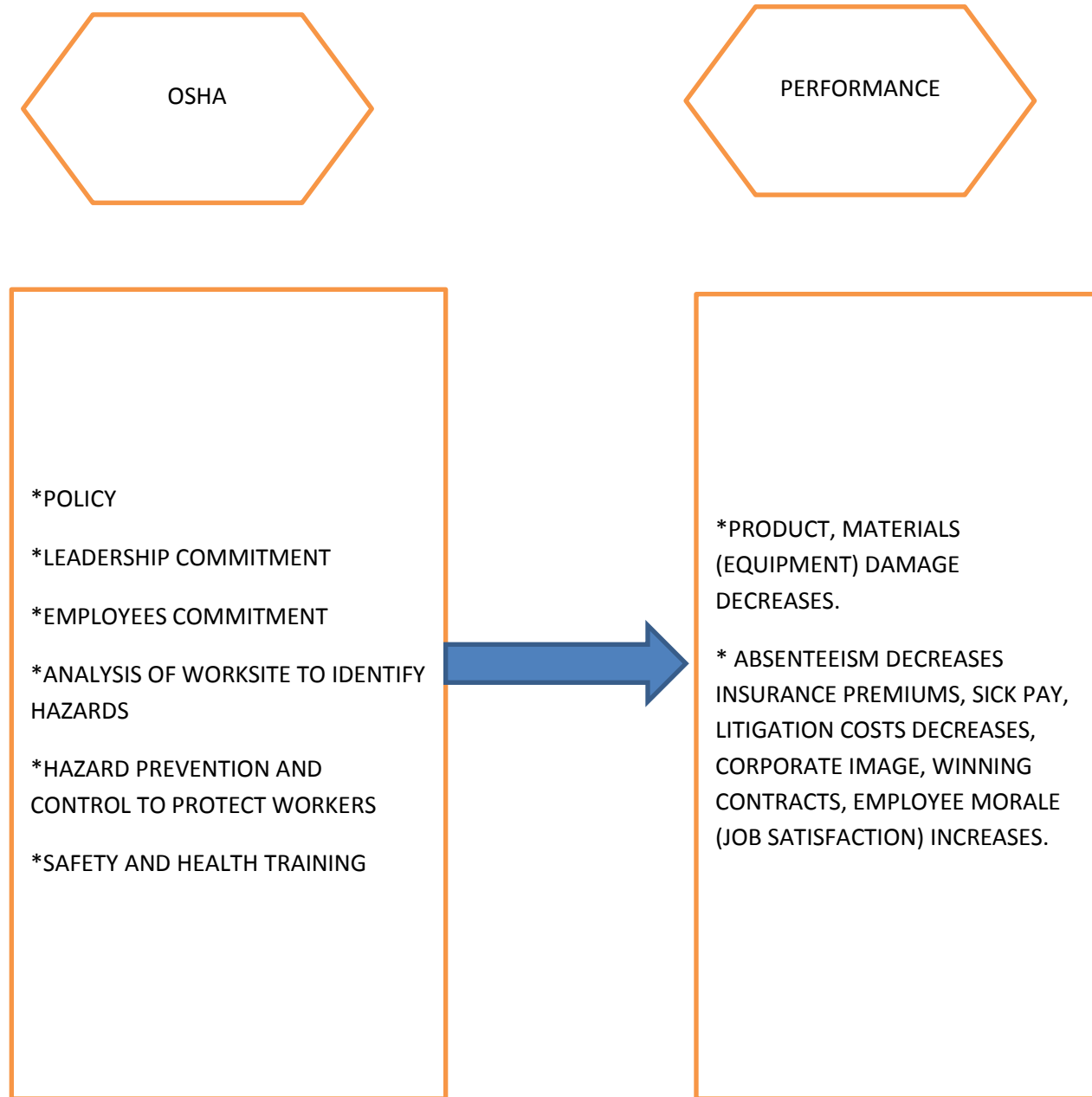
(Oketunji .et.al 2014)in his study of influence of OHS information availability and use on job performance of library personnel in public universities in south west Nigeria underlined the lack of health and safety at workplaces exposes employees to occupational hazards that affects the morale and productivity .Thus employers must provide safe work environment in order to increase productivity and efficiency(Nwachukwu, 2007); The study confirmed availability of OHS information availability significantly affects job performance of the library workers. The study finally addressed each (OHS information availability and utilization) as necessary for effective job performance and optimum productivity.

As the case study of General Electric indicator, the effectiveness of General Electric in health and productivity results of every employee and task force comprising senior operating managers, and health committees which operate at site around the world. The goal of GE'S program is to Create healthier work sites, Motivate and support employees and their families and work hard to control health care cost and improve productivity. To achieve these goals, the company takes all round measures. That creates a culture and health based on leadership, shared responsibility and promoting a healthy lifestyle.

(Pathway to healthy and productivity 2011/2012 Staying@Work Survey Report.

2.11 Conceptual FRAMEWORK

Figure 2.1 Conceptual Frame Work



CHAPTER THREE

Research Design and Methodology

The chapter discusses how the research was carried out and explains the location of study area, research design, research approach, population and sample size, source of data, data collection instruments, data collection procedures, validity and reliability test, ethical considerations, and data analysis tools.

3.1 Study Area

East Africa Bottling Share Company was established in 1959 by five Ethiopians with the first plant around Abinet, Addis Ababa, with an initial capital of birr 750,000. The second plant located in Dire Dawa was inaugurated in 1965. This time the five Ethiopians were joined by one foreign national. In May 1999, the company Privatized by signing a joint venture agreement with South Africa Bottling Company named Coca-Cola South Africa Bottling Company (CCSABCO). In 2001, Coca-Cola Sabco increased its share to 61% and took the lion's share in leading and managing the business. On July 02, 2016, it was declared that Coca-Cola Sabco was merged with The Coca-Cola Company and SABMiller to form Coca-Cola Beverages Africa (CCBA).

Currently Coca-Cola Beverages Africa-Ethiopia (CCBA-Ethiopia), comprising East Africa Bottling S.C (EABSC) and Ambo Mineral Water S.C, has been operating in Ethiopia for more than 60 years. The largest soft drink bottler in Ethiopia, East Africa Bottling distributes over 800 million bottles yearly with over 2,000 permanent employees. Globally, the 130-year-old brand has been investing in startups through its Bridge program.

The study focuses on East Africa Bottling Share Company Addis Ababa Plant found in Lideta sub city worda 04. The paper focuses on the manufacturing department. Manufacturing department comprised four capabilities engineering and utility, production, wastewater treatment and SHEQ (safety, health, environment, and quality).

3.2 RESEARCH APPROACH

. The study is based on quantitative and qualitative data obtained during the research. The primary data obtained by distributing questionnaires to the target population and through focused group interviews. The primary data obtained was analyzed using descriptive methods and supported by SPSS. The quantitative data collected distributing one hundred fifty questionnaires and gathering and interpreting statistical data. Qualitative data on the other hand collected from secondary sources past data obtained from clinics, SHEQ department and human resource department and interview.

3.3 Population and Sampling Techniques

Most of the research populations are from manufacturing, which include production crews, machine operators, quality controllers, mechanics, production team leaders, etc....

Sample size determined using the "Archival application of mathematical sampling techniques" the total number of target population manufacturing department according to human resource data is 1150 thus the number samples to be taken based on the table

Table 1 Archival application of mathematical sampling techniques

Population	Sample Size		
	Low	Medium	High
51-90	5	13	20
91-150	8	20	32
151-280	13	32	50
281-500	20	50	80
501-1200	32	80	125
1201-3200	50	125	200
32001-10000	80	200	315

Source: J Carvalho, "Archival application of mathematical sampling techniques", Records Management Quarterly 18:63 (1984) as cited on OSPO, 2005.

Based on the table the maximum number of samples to be taken 125 as the target population where the study carried within the range.

To conduct this study, the researcher collected data from both primary and secondary sources. The primary data are the most relevant data in investigating occupational safety and health management of EABSC manufacturing department. So, the primary sources of data for the study were employees of EABSC who are working at manufacturing (through structured questionnaires) and managerial personnel of the company (through interview). Secondary data was also used from the EABSC website, report, and public document to get necessary inputs, specifically to gather some information about the EABSC background.

3.4 INSTRUMENTS of data Collection

The questionnaire was prepared in two languages English and Amharic separately to avoid language barrier in response giving. Interviews were done for five managers.

(SHEQ manager, EOSH manager, EOSH Coordinator, two-line managers).

To ensure content validity and ethicality of the items incorporated in the questionnaire three individuals (Two safety professionals and one experienced researcher) have examined the instrument. The researcher reviewed mainly the ethicality of the items and the safety professional evaluated the content of the questionnaire in each variable. Moreover, the instrument was given to my research advisor for final comment. Accordingly, based on their comments, subsequent modifications were made to the survey questionnaire and finally distributed to the sample population. In addition, all reference materials are acknowledged with proper citation and confidentiality of data is maintained throughout the process.

3.5 VALIDITY AND RELIABILITY

This study adopted survey questionnaires that have already been evaluated and used Yank son Esi (2012) and (Agwamba,2018). Cronbach's alpha coefficient is calculated to ensure the internal consistency of items, which is the level of homogeneity of a scale, was measured and incorporated in the instrument to be checked by using Cronbach's alpha coefficient.

Table 3.2 Reliability Statistics

Reliability of survey question was done using Cronbach's Alpha and summarized in the following table

Table 2 Reliability Statistics Cronbach's Alpha of survey questions

Group	No of items	Cronbach's Alpha
1	6	0.788
2	2	0.764
3	2	0.733
4	4	0.701
5	2	0.711
6	6	0.857
Overall	22	0.919

The first five groups Cronbach's alpha range 0.701 to 0.788 >0.7 thus the survey question are relatively acceptable. Group 6 implementation of occupational safety and health act its relationship with performance of employee and then company 0.857 >0.8 the survey questions are good. Finally the overall twenty two questionnaires examined for Cronbach's alpha and 0.919 >0.9 thus survey questionnaires are reliable.

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Developing a suitable research method, namely the specific procedures for collecting and analyzing data, is an integral part of research design.

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Theoretical consideration developed reviewing different previous related literatures. Theoretical framework formulated on literature review then questionnaires developed based on conceptual framework. The questionnaires were evaluated, commented by two safety experts (EOSH manager and Coordinator and research specialist) , and approved by the research advisor.

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CHAPTER FOUR

DATA PRESENTATION, ANALYSIS, AND INTERPRETATION

This chapter presents analysis, results, and discussion of the results in addressing research objectives. It presents views from respondents using questionnaires and interviews. The chapter consists of demographic characteristics of the respondents, summary of respondents for the questionnaire. Descriptive statistics were used in analyzing the collected data from target respondents. Frequency distribution tables were presented which contained the percentage response of each respondent.

4.1 Response Rate

Table 5 Survey Summary

Total No of respondents	Not filled	Correctly filled	Unwilling respondents	Correctly filled and collected	Rate
150	35		10	105	70%

Out of one hundred and fifty questionnaires which were distributed randomly at manufacturing and logistic departments one hundred and five questionnaires (70%) correctly filled and returned. The remaining thirty-five were not correctly filled and ten respondents were not able to reply on time. Seventy percent response was sufficient for the research purpose. Five people in managerial positions were selected for a purposeful interview.

4.2 Demographic Characteristics of the Respondents

The section displays the general information of the respondents, specifically gender, educational background, and years of experience of the employee at EABSC.

The general information of the respondents table shows seventy-five (71.4%) male and thirty female (28.4%) participated in the survey which is proportional to the total distribution of employees at the company. The number of male employees exceeds that of females due to the nature of the work at manufacturing and logistics.

Regarding educational background twenty-six (24.7%) are grade 8, twenty-one (20%) completed grade 10 and hold former matriculation certificate, twenty respondents (19.05%) hold diploma (TVET level diplomas) and thirty-eight (36.19%) respondents are degree and above holders. More than 55% of the respondents acquired more than a diploma thus can easily respond to the questionnaire.

The last demographic data is respondents' years of experience at EABSC majority of respondents sixty-eight (64.8 %) have less than five years of experience, twenty-eight respondents (26.7%) have (6-10 years of experience), four respondents (3.8%) have (11-15 years of experience) and finally five respondents (4.8%) have more than fifteen years of experience.

Table 6 General information of respondents

		Frequency	Valid Percent	
Gender	Male	75	71.4	
	Female	30	28.4	
	Total	105	100	
Educational Background	Grade 8	26	24.7	24.7
	Grade 9-10	21	20	20
	Diploma	20	19.0	19.04
	Degree and above	38	36.19	36.19
	Total	105	100.0	100.0
Years of experience	0-5 years	68	64.8	64.8
	6-10 years	28	26.7	26.7
	11-15 years	4	3.8	3.8
	More than Fifteen years (>15)	5	4.8	4.8
		105	100.0	100.0

4.3 Occupational Safety and Health Act Implementation

The implementation of OSHA at EABSC assed with the following questions. The implementation with respect to policy and leadership commitment, employee commitment and involvement, analysis of workplace to identify hazards, hazard prevention and control to protect workers , safety and health training and finally implementation of OSHA it's relation with employee performance then the company. The thorough analysis of each question was done based on the response of respondents EABSC employees. Twenty-two questions were presented classified into six sections. Likert scale was used for response and respondents encouraged to fill their own answer.

1) EABSC have company OSHA policy which Comply ISO 18001 and Local Regulations

Majority of the respondents 83 (79.6%) agree or strongly agree that EABSC has an OSHA policy which complies with international and local regulations. Sixteen respondents (15.2%) kept silent and chose neutral about the question, which needs corrective action. Total of six respondents (5.8%) strongly disagree or disagree which implies the EOSH department must undergo the necessary investigation and take corrective actions to increase the know-how of employees about company OSHA policy. The standard deviation values are acceptable range as values are less than two also confirm that the

majority values are very near to mean values. Especially the least STD (0.54162) from the group is for agreement implies the OSHA policy complies with local and international regulations.

Table 7 EABSC have company OSHA policy which comply ISO 18001 and local regulations

	Mean	N	Std. Deviation	% Of Total N
strongly disagree	2.2778	3	1.51230	2.9%
Disagree	3.5556	3	.78764	2.9%
Neutral	3.4375	16	.58015	15.2%
Agree	4.0229	51	.54162	48.6%
strongly agree	4.6875	32	1.53265	30.5%
Total	4.0730	105	1.10721	100.0%

Source own survey 2022

EABSC OSHA policy also stated safe behavior is a fundamental job requirement and committed to comply with applicable legal and TCCC OSHA requirements.

2) EABSC company OSHA policy is posted visible to all employee

Majority of respondents eighty three (79.1%) agree or strongly agree which implies the policy is posted visible. Fifteen respondents (14.3%) keep neutral, and seven respondents (6.7%) disagree or strongly disagree these responses indicate people are in doubt about the Policy. The EOSH department takes the assignment to clear the doubt. The standard deviation values are in acceptable range as they are less than two, which imply less variation observed between the mean and values.

Table 8 Response rate EABSC company OSHA policy is posted visible to all employee

	Mean	N	Std. Deviation	% Of Total N
strongly disagree	2.7500	2	1.53206	1.9%
Disagree	2.5333	5	.84492	4.8%
Neutral	3.4778	15	.61032	14.3%
Agree	4.2211	49	1.33697	46.7%
strongly agree	4.4265	34	.40032	32.4%
Total	4.0730	105	1.10721	100.0%

Source own survey 2022

3) EABSC management is committed to safety and health of its employee, contractors, Visitor's suppliers, and the surrounding community

Majority of respondents replied seventy nine (75.3%) agree or strongly agree which implies EABSC doing good that is committed to employee, contactors suppliers and surrounding community. Still nearly 25% respondents replied neutral, disagree and strongly disagree. These responses imply more work especially communication must be done to satisfy employees. The standard deviation values within the acceptable range which imply all the values are near to mean, especially the least standard deviation value is observed for agree in line with mean values.

Table 9Response rate for EABSC management is committed to safety and health of its employee, contractors, Visitor’s suppliers, and the surrounding community

	Mean	N	Std. Deviation	% Total N
strongly disagree	1.8889	3	.85527	2.9%
Disagree	2.9833	10	.44061	9.5%
Neutral	3.5256	13	.50390	12.4%
Agree	4.1222	45	.32644	42.9%
strongly agree	4.7304	34	1.47368	32.4%
Total	4.0730	105	1.10721	100.0%

Source own survey 2022

5) EABSC management allocate enough resources for occupational safety and health Act

Most of the respondents seventy three(69.5%) agree or strongly agree that EABSC management allotted enough resources for OSH implementation but twenty eight (30.4%) of respondents kept neutral, disagree and strongly disagree, which implies there is much lack of information about OSH activities. The standard deviation values are within acceptable range less than two , thus less variation of values from the mean.

Table 10 EABSC management allocate enough resources for occupational safety and health Act

	Mean	N	Std. Deviation	% Of Total N
strongly disagree	1.9167	4	.70053	3.8%
Disagree	3.3125	8	.53033	7.6%
Neutral	3.6000	20	.39143	19.0%
Agree	4.3295	43	1.39609	41.0%
strongly agree	4.5000	30	.32710	28.57%
Total	4.0730	105	1.10721	100.0%

The OSHA policy of EABSC also conformed management is ultimately accountable for improved OSHA performance and must be supported with the necessary resources.

Source own survey 2022

6) Health Checkups are given to me during my first recruitment and periodically also when I feel sick without any precondition.

Majority of respondents, ninety five (89.5%) strongly agree or agree that they got medical checkups during recruitment and periodically also when sick without prerequisite. Total ten respondents (9.6%) kept neutral ,disagree and strongly disagree. The standard deviation values are within acceptable range less than 2, majority values are near to mean values per each category.

Table 4.7: Health Checkups are given to me during my first recruitment and periodically also when I feel sick without any precondition.

	Mean	N	Std. Deviation	% Of Total N
strongly disagree	1.5833	2	.58926	1.9%
Disagree	3.5000	3	.33333	2.9%
Neutral	3.3000	5	.64979	4.8%
Agree	3.9009	37	.53642	35.2%
strongly agree	4.3713	58	1.28407	54.3%
Total	4.0730	105	1.10721	100.0%

Source own survey

7) All employees are given the opportunity to voice out safety and health opinions concerns

Most of the respondents seventy-eight (74.3%) agree or strongly agree cumulative which implies employees have access to raise about occupational safety and health matters still there is much gap (26.7%) remain neutral ,disagree and strongly disagree. It is an opportunity to encourage employees to speak about OSH. The standard deviation values are acceptable range less than two, thus values are very close to mean values.

Table 11 Response rate for all employees given the opportunity to voice out safety and health opinions concerns

	Mean	N	Std. Deviation	% Of Total N
strongly disagree	1.8333	3	1.04083	2.9%
Disagree	2.5714	14	.47463	13.3%
Neutral	3.2000	10	.34960	9.5%
Agree	4.0600	50	.34464	47.6%
strongly agree	4.6786	28	.39002	26.7%
Total	3.8810	105	.85912	100.0%

Source own survey 2022

8) Employee encouraged participating OSHA activities First Aiders/Fire fighters

Majority of respondents seventy seven (73.3%) agree or strongly agree employees are encouraged to participate in OSHA activities. Still there is much gap (26.7%) cumulative (19%) remain silent , disagree and strongly disagree. That respondents are not aware of OSHA activities that employees can contribute. It is an improvement opportunity to pull employees for OSHA activities. The standard deviation values are less than one which implies all the values are very close to mean at each scale.

Table 12 Response rate employees are encouraged to participate OSHA activities First

	Mean	N	Std. Deviation	% Of Total N
strongly disagree	1.0000	1	.	1.0%
Disagree	2.2143	7	.63621	6.7%
Neutral	3.2000	20	.49736	19.0%
Agree	3.9783	46	.42106	43.8%
strongly agree	4.6452	31	.45081	29.5%
Total	3.8810	105	.85912	100.0%

Source own survey 2022

One of the principles of OSHA policy statement is that everyone is responsible for safety and health so that developing a safety culture which involves everyone and makes them accountable. The response of questionnaire respondents matches the policy statement.

9) My workplace safeness checked periodically by internal and external safety and health experts

Majority of respondents, seventy one respondents (67.6%) agree or strongly agree, are aware of workplace safety checks periodically by experts. Still there is much gap thirty four (32.4%) remain neutral, disagree or strongly disagree . The standard deviation values are less than one which implies the values are very close to mean values.

Table 13 Response rate workplace safeness checked periodically by internal and external safety and health experts

	Mean	N	Std. Deviation	% Of Total N
strongly disagree	2.0000	1	.	1.0%
Disagree	2.4231	13	.53409	12.4%
Neutral	3.3750	20	.42535	19.0%
Agree	3.9881	42	.32173	40.0%

strongly agree	4.7931	29	.25062	27.6%
Total	3.8810	105	.84217	100.0%

Source own survey 2022.

According to the EOSH coordinator the safety of workplaces is checked both internally and externally specially during weekly preventive maintenance programs the safety of machines is checked by maintenance controllers and specialists. Also light, sound and radiation intensity measurement are done periodically according to local and international legal requirements.

10) Occupational accidents and near misses recorded and investigated to avoid recurrence

Majority of respondents seventy eight (74.3%) replied that employees are aware of occupational accidents and near misses are recorded and investigated. Still there is much gap (25.8%) who replied disagree, strongly disagree or kept neutral. To close the breach awareness must be given to all employees and how to report accidents and near misses. The standard deviation values are all less than one, thus values are very close to mean values.

Table 14 Response rate Occupational accidents and near misses recorded and investigated to avoid recurrence

	Mean	N	Std. Deviation	% Of Total N
strongly disagree	1.5000	2	.00000	1.9%
Disagree	2.1667	3	.28868	2.9%
Neutral	3.0455	22	.46057	21.0%
Agree	3.9592	49	.43104	46.7%
strongly agree	4.7241	29	.36806	27.6%
Total	3.8810	105	.84217	100.0%

Source own survey 2022

According to EOSH coordinator the company implemented ACT 10N behavior based 'leader lead' safety program which helps to develop life saving behaviors at all levels of employee. One of the first golden rules on ACT10N is I care about everyone's safety; I take immediate action and report all unsafe situations.

11) Workplace hazards are identified, and the necessary controls and preventive measures are taken

Majority of respondents eighty five (81%) agree or strongly agree on the issue still (19.1%) cumulative remain neutral, disagree and strongly disagree. Thus, it is an opportunity to close the gap identified. Thus the OSH department must identify the unseen hazards and take corrective actions. The standard deviation values are within acceptable range less than 2 , thus values are close to mean values with strong consistency of responses .

Table 15 Response rate Workplace hazards are identified, and the necessary controls and preventive measures are taken

	Mean	N	Std. Deviation	% Of Total N
strongly disagree	3.2500	1	.	1.0%
Disagree	2.7500	6	1.17260	5.7%
Neutral	3.5385	13	.43116	12.4%
Agree	4.0465	43	.43389	41.0%
strongly agree	4.5119	42	.37430	40.0%
Total	4.0881	105	.66324	100.0%

Source own survey 2022.

12) I used appropriate personal protective equipment which fits my work environment supplied by my organization

Majority of respondents eighty six (82%) cumulative replies agree or strongly agree which is a good job. Still much gap available nineteen (18%) remain neutral, disagree strongly disagree . Thus, assessment must be done to supply appropriate PPE as they are one important means to reduce hazards. The standard deviation values are within acceptable range less than two, thus values are close to mean values and consistency of responses observed .The response for personal protective equipment usage is encouraging and can be increased .

Table 16 Response rate for I used appropriate personal protective equipment which fits my work environment supplied by my organization environment supplied by my organization

	Mean	N	Std. Deviation	% Of Total N
strongly disagree	2.2500	2	1.41421	1.9%
Disagree	3.0000	7	.75000	6.7%
Neutral	3.5500	10	.36893	9.5%
Agree	4.0000	43	.42608	41.0%
strongly agree	4.5640	43	.28915	41.0%
Total	4.0881	105	.66324	100.0%

Source own survey 2022

The ACT 10N safety program has two golden rules. I always wear the necessary and appropriate PPE for the task and obtain a work permit where required. I respect rules, work instructions, signs and warning signals and I keep my workplace neat and safe. Training on the golden rules made the necessary behavioral changes which relate with respondents’ response rate.

15) I am given general safety and health training during my recruitment and refresher training periodically

Majority of respondents seventy five (71.5%) replied strongly or agreed . The remaining (28.5%) remain neutral , disagree or strongly disagree which implies a lot must be done to close the gap .The standard deviation values are less than one which implies the values are close to mean values .More than 25% of respondents have training gaps the EOSH department must assess the gap and give the necessary corrective action.

Table 17 Respondent’s response rate for I am given general safety and health training during my recruitment and refresher training periodically

	Mean	N	Std. Deviation	% of Total N
strongly disagree	1.8333	3	.76376	2.9%
Disagree	2.6667	12	.53654	11.4%
Neutral	3.2333	15	.41690	14.3%
Agree	3.8673	49	.48708	46.7%
strongly agree	4.7500	26	.29155	24.8%
Total	3.8000	105	.85372	100.0%

Source own survey 2022.

16) I am given safety and health training which is related to my specific job

Majority of respondents, sixty nine (65.7%) replied strongly agree or agree and the rest (34.3%) remain neutral , disagree or strongly disagree. There is much of a gap on giving training specifically job related which is a big opportunity for continual improvement. The standard deviation values are less than one which implies values are close to mean values and similar responses were given by respondents.

Table 18 Response rate for I am given safety and health training which is related to my specific job

	Mean	N	Std. Deviation	% Of Total N
strongly disagree	1.0000	1	.	1.0%
Disagree	2.6818	11	.46221	10.5%
Neutral	3.1250	24	.47204	22.9%
Agree	3.9750	40	.47972	38.1%
strongly agree	4.6379	29	.44111	27.6%
Total	3.8000	105	.85372	100.0%

Source own survey 2022

‘I do not carry out a task unless I have been trained, have the right tools for the task and environment and I am authorized to do so’. One of the golden rules, even though this is the principle behind the survey result, was least. The company must take the opportunity to close the gap.

Part II. Implementation of Occupational Safety and health act and its relationship with Productivity/performance of employee and then Company

This part of the questionnaire comprised of questions related to performance of employee, Performance of EABSC as whole

17) I feel safe and comfortable due to the strong OSHA at my organization during my stay at work

Majority of respondents eighty one (77.1%) replied strongly agree and thirty-nine or agree the remaining (22.9%) remain neutral ,disagree and strongly disagree. The standard deviation values are less than one which implies values are close to mean values and similar responses are observed.

Table 19 Response rate for I feel safe and comfortable due to the strong OSHA at my organization during my stay at work

	Mean	N	Std. Deviation	% Of Total N
strongly disagree	1.3333	1	.	1.0%
Disagree	3.2667	10	.85056	9.5%
Neutral	3.6795	13	.67516	12.4%
Agree	4.2137	39	.36263	37.1%
strongly agree	4.6627	42	.22837	40.0%
Total	4.2095	105	.68330	100.0%

Source own survey 2022

4.18. Implementation of occupational safety and health act decreased the costs related to accidents (insurance premiums, litigation costs, Sick pays etc...)

Eighty six (81.9%) cumulative respondents strongly agree or agree the remaining (18.1 %) remain neutral, disagree or strongly disagree. Thus implementation of OSHA decreased the costs related to accidents .The standard deviation values are less than one ,thus values are very close to mean values and strong coherence responses were observed.

Table 20 Response rate for I feel safe and comfortable due to the strong OSHA at my organization during my stay at work

	Mean	N	Std. Deviation	% Of Total N
strongly disagree	1.3333	1	.	1.0%
Disagree	2.6667	5	.56519	4.8%
Neutral	3.5769	13	.65833	12.4%

Agree	4.1667	40	.35204	38.1%
strongly agree	4.6558	46	.24191	43.8%
Total	4.2095	105	.68330	100.0%

Source own survey 2022

19) Implementation of OSHA increase productivity/performance employee and then company

Majority of respondents (85.7%) strongly agree or agree .The remaining (14.3%) remain neutral, disagree or strongly disagree. The standard deviation values acceptable range less than two majorities of values are close to mean and variance is minimized between respondents. Thus implementation of OSHA increased the performance of employees then the company.

Table 21Response rate for Implementation of OSHA increase productivity/performance employee and then company

	Mean	N	Std. Deviation	% Of Total N
strongly disagree	2.5000	1	.	1.0%
Disagree	2.6667	2	1.88562	1.9%
Neutral	3.1944	12	.75489	11.4%
Agree	4.2358	53	.38596	50.5%
strongly agree	4.6306	37	.34724	35.2%
Total	4.2095	105	.68330	100.0%

Source own survey 2022

20) Company OSHA policy decreases damage and equipment and loss of product

Majority of respondents ninety one (86.7%) replied agree or strongly agree which implies strong OSHA implementation decreases damage of equipment and loss of product. The remaining fourteen respondents (13.3 %) remain neutral, disagree or strongly disagree. All the standard deviation values are less one, thus all the values are very close mean values which implies there is strong coherence between respondents.

Table 22 Response rate for company OSHA policy decreases damage and equipment and loss of product

	Mean	N	Std. Deviation	% Of Total N
strongly disagree	2.4167	2	.11785	1.9%
Disagree	2.1667	4	.56108	3.8%
Neutral	3.4792	8	.63893	7.6%

Agree	4.2014	48	.34716	45.7%
strongly agree	4.6279	43	.31463	41.0%
Total	4.2095	105	.68330	100.0%

Source own survey 2022

21) Company OSHA policy decreases absenteeism

Majority of respondents eighty nine (84.8%) cumulative replied agree or strongly agree. The remaining sixteen respondents (15.2%) remain neutral ,disagree, or strongly disagree. Thus, company OSHA implementation contributed a significant contribution for the decrease of absenteeism. The standard deviation values acceptable range less than two, thus variation between respondents minimized.

Table 23 Response rate for company OSHA policy decreases absenteeism

	Mean	N	Std. Deviation	% Of Total N
strongly disagree	3.0000	3	1.48137	2.9%
Disagree	2.8333	7	.54433	6.7%
Neutral	3.3611	6	.58135	5.7%
Agree	4.3297	46	.31523	43.8%
strongly agree	4.5078	43	.48243	41.0%
Total	4.2095	105	.68330	100.0%

Source own survey 2022

4.22 company OSHA policy increase company image

Majority of respondents ninety four (89.6%) cumulatively replied agree or strongly agree which implies the OSHA implementation contributed building company image too. The remaining eleven respondents (10.5%) remain neutral ,disagree or strongly disagree. All the standard deviation values are less than one, thus values are very close to mean values variation between response of respondents minimized.

Table 24 Response rate for company OSHA policy increase company image

	Mean	N	Std. Deviation	% Of Total N
strongly disagree	1.3333	1	.	1.0%
Disagree	2.5000	2	.00000	1.9%
Neutral	3.0417	8	.65314	7.6%
Agree	3.9551	26	.41247	24.8%

strongly agree	4.5368	68	.33064	64.8%
Total	4.2095	105	.68330	100.0%

Source own survey 2022

The OSHA policy of EABSC committed to conduct with a goal of zero work-related injuries and illness for employees, contractors, and others. due to this absenteeism and related costs declined in line with survey results.

The OSHA policy of EABSC declared safety performance is important for the business. It is integral to operational excellence and integrity of the brand, thus implementation of OSHA positively impacted performance of employees and then the company.

Table 25 Group mean and standard deviation value of variables

	Variables	N	Mean	Standard Deviation
1	Policy and leadership commitment	105	3.9889	0.98770
2	Employee Commitment and Involvement	105	3.8810	0.99064
3	Analysis of Workplace to Identify Hazards	105	3.8810	0.94585
4	Hazard Prevention and Control to Protect Workers	105	4.0881	0.94813
5	Safety and health Training	105	3.8000	1.01309
6	Implementation of Occupational safety and health act its relationship with productivity or performance of employees.	105	4.2095	0.89107

Source own survey, 2022

As portrayed on table 4.22 the average values are more than 3.80 the least from the groups for Safety and Health and Training. The largest mean is 4.209 that implementation of Occupational safety and health act positively impacted performance of employee and then the company. The average values which are more than 3.80 means the majority of the respondents in agreement zone and OSHA implementation is visible and impacts the performance of employees. But the least average value of Safety and health training implies it is an opportunity for the company.

Also, the group mean of standard deviation values are acceptable range less than two, which implies consistency of respondents response.

4.4 CORRELATION

Correlation is a measure of the relationship between two or more variables in theory. The correlation coefficient might be anything between -1.00 and +1.00. A complete negative correlation between two variables is represented by a value of -1.00, while a perfect positive correlation between two variables is represented by a value of +1.00. A negative correlation, on the other hand, suggests that if one increases the other decreases. A chance of correlation is represented by a value of 0.00.

To determine the correlation between variables, Pearson's Correlation Coefficient is utilized. The following criteria are used to evaluate the correlations between scales (Kalayci, 2006).

Table 26 Level of Correlation

R	Level of correlation
0.00-0.25	Very Low
0.26-0.49	Low
0.50-0.69	Moderate
0.70-0.89	High
0.90-1.00	Very High

Source(Kalayci, 2006).

The correlation results indicate there is moderate coherence between the factors mentioned in the study. Significant correlation were observed specially the policy and leadership involvement positively impacted the performance of employees.

The performance of the employee and the policy and leadership commitment are closely linked. The 0.634 Pearson correlation between organizational performance and Policy and leadership commitment is seen in Table 4.24. The level of significance is 0.00, which is less than the 0.01threshold value, indicating that the findings are significant. Thus, employee performance and policy and leadership commitment have a strong link and have an impact on one another. The finding also reveals that the policy and leadership commitment significantly impacted the performance of employees.

The performance of employee and employee commitment and involvement are precisely correlated. The Pearson correlation between employee performance and employee commitment is 0.500, as shown in Table 4.24. The level of significance is 0.00, which is less than the 0.01threshold value, indicating that the findings are significant. Accordingly, employee performance and employee commitment involvement have a strong relationship and have an impact on each other.

The association between employee performance and analysis of the workplace to identify hazards are significant. The Pearson correlation between employee performance and analysis of the workplace to identify hazards in Table 4.24 is 0.528. The level of significance is 0.00, which is less than the

Table 27 Correlation

		PLC	ECI	AWIH	HPC	SHT	OIEP
PLC	Pearson Correlation	1	.599**	.585**	.527**	.534**	.634**
	Sig. (2-tailed)		.000	.000	.000	.000	.000
	N	105	105	105	105	105	105
ECI	Pearson Correlation	.599**	1	.409**	.394**	.485**	.500**
	Sig. (2-tailed)	.000		.000	.000	.000	.000

	N	105	105	105	105	105	105
AWIH	Pearson Correlation	.585**	.409**	1	.505**	.508**	.528**
	Sig. (2-tailed)	.000	.000		.000	.000	.000
	N	105	105	105	105	105	105
HPC	Pearson Correlation	.527**	.394**	.505**	1	.520**	.659**
	Sig. (2-tailed)	.000	.000	.000		.000	.000
	N	105	105	105	105	105	105
SHT	Pearson Correlation	.534**	.485**	.508**	.520**	1	.534**
	Sig. (2-tailed)	.000	.000	.000	.000		.000
	N	105	105	105	105	105	105
OIEP	Pearson Correlation	.634**	.500**	.528**	.659**	.534**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	
	N	105	105	105	105	105	105
**. Correlation is significant at the 0.01 level (2-tailed).							

Source own survey 2022

0.01 threshold value, indicating that the findings are significant. Consequently, it can be argued that employee performance and analysis of the workplace to identify hazards have a moderate relationship and mutual influence.

The association between employee performance and hazard prevention and control to protect workers is significant. The Pearson correlation between employee performance and hazard prevention and control is 0.659 the biggest value in Table 4.24. The level of significance is 0.00, which is less than the 0.01 threshold value. The hazard prevention and control mechanisms boosted the performance of employees.

The correlation between employee performance and safety and health training is significant. The Pearson correlation between employee performance and safety and health training is .534 in Table 4.24. The level of significance is 0.00 which is less than 0.01 threshold value.

The descriptive and correlation studies imply there is a gap at the understanding of company OSHA policy or leadership commitment. The first part of questionnaire about Company OSHA policy and leadership commitment for OSHA descriptive studies indicate more than one fifth employees are not aware of company policy and leadership commitment for OSHA (Table 4.3, 4.4, 4.5 and 4.22). The group mean values (mean 3.9889 and STD value 0.98770) (Table 4.22) the responses are close as STD is less than one. Also, the correlation studies indicate moderate positive relation (Table 4.24).

Employee commitment and involvement according to descriptive and Correlation studies there is gap of awareness of employee that they are part and parcel of OSHA conformed by mean and STD values (table 4.8, 4.9 and 4.22) group mean values (3.881) and STD (0.99064) the responses are very close to mean as STD value is less than one. The correlation study implies positive low to moderate relation (Table 4.24).

Analysis of workplace to identify hazards according to descriptive studies Tables (4.10, 4.11 and 4.22) group mean values (3.8810) and STD (0.94585) the responses are close to mean values as STD value is less than one. The relation is positive, low to moderate.

Hazard prevention and control to protect workers according to descriptive studies tables

(4.10, 4.11, 4.12, 4.13 and 4.22) group mean and STD values (4.0881 and 0.94813) respectively imply the response rates are close to mean and as STD value is less than one. The correlation is positive low to

moderate (Table 4.24). Accordingly hazard prevention and control measures are taken to protect workers but must be supported to make incidents zero. The mean value is second which implies leadership is doing a lot to protect its employees and other stakeholders.

Safety and health training based on the descriptive studies tables (4.14 ,4.15 and 4.22) mean and STD values (3.800 and 1.0109) respectively, the least mean value and highest STD value which implies responses are relatively far apart. The correlation is positive, low to moderate. The leadership must take corrective action, especially safety training specific to the job.

Implementation of OSHA and its relationship with productivity or performance of employee based on the descriptive studies tables(4.16,4.17,4.18,4.19,4.20,4.21 & 4.22) mean and STD values(4.2095,0.89107) respectively the highest mean and least STD value which is less than one the response values are close to mean .The correlation is positive and moderate .Thus the implementation of OSHA positively impacted the performance of employee and the company as a whole.

CHAPTER FIVE

SUMMARY, CONCLUSION, AND RECOMMENDATIONS

5.1 INTRODUCTION

The Summary, conclusions, and recommendations for further research are presented in this chapter. The study's objective was to evaluate the practices and challenges of occupational safety and health act and its challenge and the influence on the performance of employees at EABSC Addis Ababa plant manufacturing department. The research has four goals: Evaluate employee level of understanding of OSHA, measure management commitment for OSHA, find out challenges of OSHA and finally assess the effects of implementation of OSHA on employee's performance.

5.2 SUMMARY

The study's first goal was to determine the extent of OSHA practice in EABSC. To do so, a descriptive method was employed to analyze data from 105 respondents in EABSC, including production managers, EOSH managers, quality supervisors, technicians, machine operators, production crews. To analyze OSHA implementation, the four important pillars of OSHA policy and leadership commitment and employee involvement, analysis of workplace to identify hazards, hazard prevention and control to protect workers and safety and health training. Also, the impact of implementation of OSHA for the performance of employees were studied. The overall conclusion is that the level of OSHA practice at the EABSC is at moderate level, as evidenced by the descriptive and correlation studies. The results reveal that EABSC has implemented OSHA which complies with both local and international laws. This shows that the leadership and employee at EABSC understand the significance of implementing OSHA variables.

According to the descriptive study and correlation analysis results, respondents agree that OSHA implementation boosts employee performance moderately. The employee performance indicators: employees feel safe and comfortable, costs related to accidents decreased, equipment and product damage decreased, absenteeism decreased and finally company image increased. These employee performance variables were positively impacted by OSHA implementation.

5.3 CONCLUSION

OSHA was being implemented in East African Bottling Share Company; not only to comply with international and local laws but also to protect human resources from any unwanted accident. As the human resource is the most important asset of the company. Company OSHA policy concerned permanent employees, contractors, visitors, and surrounding community. The study found out implementation of OSHA made significant contributions for the performance of employees, absenteeism decreased, damage of equipment and products declined, costs related to accidents minimized and finally the motivation of employees and image of the company increased. And measured by Likert scale from 1-5 that are strongly disagree, disagree, moderate, agree and strongly agree that the result indicated minimum result 3.8 for safety and health training whereas maximum result above 4.200 for performance of employee. The objective of

this study was to assess the level of OSHA implementation and its impact on employee performance. The challenges of implementation of OSHA were found to be safety and health training, thus the safety and health training should be given due consideration.

In this study, effects of occupational safety and health act on employee performance and have been proved to exist. The reasonable and above average agreement of respondents on both occupational safety and health act implementation practices variables proves the impact of such elements to the performance of employees.

Similarly, the results of correlation analysis revealed that occupational safety and health act practices variables were positively correlated with employee performance. Therefore, an effective occupational safety and health act is very essential for employee performance and finally productivity of the company.

5.4 RECOMMENDATION

Training one of the most important pillars of occupational safety and health pillar rated least among other variables thus highest emphasis must be given. Specially safety training related to the specific job related will have dual advantage at least it enables the employee to perform his or her job safely and also increases the employee performance. Thus, job related safety training must be given to increase the capability of employees at all levels.

Awareness training must be given for all employees about the occupational safety and health policy of the company. All employees must be trained about policy, leadership commitment for OSHA. The employee must be aware of the role an employee can play in occupational safety and health activities.

The employee must be given training about hazard prevention methods and forced to use all prevention tools (wearing personal protective equipment, proper use of signages, access controls etc.)

Occupational safety and health training must be given for all employees during induction, refresher training, as required by their own competency and it must be given using different attractive tools.

The other important finding is recording of accidents, incidents and near misses which has the advantage to avoid recurrence, to take proactive measures and the data also used as a lesson instrument. The availability of data specially enables management of OSHA simple.

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Appendix

Appendix a: Questionnaire

St. Mary's University College **University School of Graduate Studies**

Institute of Quality and Productivity

Employee Opinion Survey

Dear Respondents:

The Purpose of this questionnaire is to obtain employees' opinion on Occupational Safety and Health Act (OSHA) Practices and its impact on employees' Productivity or Performance at EABSC Addis Ababa Plant. The purpose of this study is purely academic. It is a requirement for a partial fulfillment Msc Program in Quality and productivity Management at St. Marry University Institute of quality And Productivity Management. Your response will be kept strictly Confidential.

Please take your time to complete all the questions. Your genuine and timely response is highly appreciated.

Please note:

Thank You in advance for your Cooperation.

PART ONE: General Information /

Please put an "X" mark in the boxes provided. /

Gender /:- Male/ Female/

Education:- Grade 10 Grade 8-10 /
Diploma/ Degree and above

Years of Work Experience:- 0-5 6 -10 10 -15 above 15

Position of my Job:_____

Key/:- SD- Strongly Disagree-----1 D -Disagree/-----2
N -Neutral-----3 A-Agree-----4
SA- Strongly Agree-----5

Part One: OSHA implementation					
Policy and leadership commitment					
Statement	1	2	3	4	5
1)EABSC have company OSHA policy which Comply ISO 18001 and Local Regulations					
2)EABSC company OSHA policy is posted visible to all employee					
3) EABSC management is committed to safety and health of its employee, contractors, Visitor’s suppliers and the surrounding community					
4)EABSC have safety and health committee which follows OSHA					
5) EABSC management allocate enough resources for occupational safety and health Act					
6) Health Checkups are given to me during my first recruitment and periodically also when I feel sick without any precondition.					
Employee Commitment and Involvement					
7) All employees are given the opportunity to voice out safety and health opinions concerns					
8)Employee are encouraged to participate OSHA activities First Aiders/Firefighters					
Analysis of Workplace to Identify Hazards					
9) My workplace safeness checked periodically by internal and external safety and health experts					
10)Occupational accidents and near misses recorded and investigated to avoid recurrence					
Hazard Prevention and Control to Protect Workers					

11) Workplace hazards are identified, and the necessary controls and preventive measures are taken					
12) I used appropriate personal protective equipment which fits my work environment supplied by my organization.					
14)I use all the necessary safety precautions while at workplace using all signages /using walk					
Safety and health Training					
15) I am given general safety and health training during my recruitment and refresher training periodically					
16) I am given safety and health training which is related to my specific job					
Part II. Implementation of Occupational safety and health act its relationship with productivity or performance of employees.					
17) I feel safe and comfortable due to the strong OSHA at my organization during my stay at work					
18) Implementation of occupational safety and health act decreased the costs related to accidents (insurance premiums, litigation costs, Sick pays etc...)					
19)Implementation of OSHA increase productivity/performance employee and then company					
20) company OSHA policy decreases damage and equipment and loss of product					
21) company OSHA policy decreases absenteeism					
22)Company OSHA policy increase company image					

St. Mary's University College University School of Graduate Studies

Institute of Quality and Productivity

ውድ ተባባሪዬ የዚህ መጠይቅ አላማ የስራ ላይ ደህንነት እና ጤና በኢ.ኤስ.ሲ.ሲ. ያለውን አተገባበር ደርጃ እንዲሁም ከምርታማነት /የስራ አፈጻጸም ጋር ያለውን ዝምድና ለመፈተሽ ነው፤ የጥናቱ አላማ ሙሉ በሙሉ ለትምህርት ብቻ ነው፤ የአርሶ መልስ ሙሉ በሙሉ ሚስጥራዊ ነው።

ስለ ትብብር በቅድሚያ አመሰግናለሁ!!!

ክፍል አንድ፡-አጠቃላይ መረጃ

እባክዎ በስጥኑ ውስጥ የ“X” ምልክት በማስቀመጥ አጠቃላይ መረጃ ይስጡ።

ጾታ: ወንድ ሴት

የትምህርት ደረጃ: /

አስረኛ ክፍል ያጠናቀቀ ክፍል 8-10

ዲፕሎማ ዲግሪና ከዚያ በላይ

የሥራ ልምድ: 0-5 6 —10 10 -15 15 / ከ15 በላይ

(የስራ መደብ) _____

- መፍቻ: 1. በፍፁም አልስማም-----1
2. አልስማም-----2
3. -Neutra/ዝምታ-----3
4. -እስማማለሁ-----4
5. በጣም እስማማለሁ-----5

ክፍል አንድ፡ የስራ ላይ ደህንነት እና ጤንነት አተገባበር መርሆች አፈጻጸም

መርህ እና የአመራር ቁርጠኝነት	(1)	(2)	(3)	(4)	(5)
1)ኢ.ኤቢ.ሴ.ሲ. አለማቀፍ የስራ ደህንነት (18001)ህግ እንዲሁም የአገር ውስጥ መርሆችን የሚያሞላ የስራ ደህንነት ጤና መርህ አለው					
2)የካምፓኒያችን የስራ ደህንነት ጤና መርህ በግልጽ ሁሉም ሰራተኛ በሚያየው ስፍራ ተለጥፏል					
3)ኢ.ኤቢ.ሴ.ሲ. አመራር ለሰራተኛው ለኮንትራት ሰራተኞች ለአምጮቻችን ለአካባቢው ህዝብ ደህንነት እና ጤንነት ቁርጠኛ ነው፤					
4)ድርጅታችን የስራ ላይ ደህንነት እና ጤናን የሚከታተል ኮሚቴ አለው					
5)ኢ.ኤቢ.ሴ.ሲ. አመራር ለስራ ላይ ደህንነት እና ጤንነት በቂ የሆነ ግብአቶችን መድቧል					
6)የጤና ምርመራ ስራ ስቀጠር እንዲሁም ተከታታይ የጤና ምርመራዎች እና የህመም ስሜት ሲሰማኝ በድርጅቱ ያለምንም ቅድመ ሁኔታ አገኛለሁ					
የስራተኛ ቁርጠኝነት እና ተሳትፎ በስራ ላይ ደህንነት እና ጤና					
7) ሰራተኛው ስለደህንነት እና ጤና ሀሳብ እንዲሰጥ ይበረታታል					
8)ሰራተኛው በስራ ላይ ደህንነት እና ጤና መርሆቻችን ላይ ይሳተፋል (የመጀመሪያ እርዳታን መስጠት ፣የእሳት አደጋን መከላከል ፣					

የስራ ቦታዎችን አደገኛ ጉዳት አምጪዎችን ልየታ					
9) የስራ-ቦታዎ ለስራ አመቺነት እና ደህንነት በውስጥ እና በውጪ የስራ ቦታ ደህንነት ባለሙያዎች ይረጋገጣል					
10) የስራ-ላይ ጉዳቶች እና ለደርሱ የነበሩ ጉዳቶች ይፈተሻሉ ይመዘገባሉ በድጋሚ እንዳይከሰቱ የማስተካከያ እርምጃዎች ይወሰዳሉ					
ጉዳት አምጪዎች ልየታ እና መከላከል					
11) በስራ ቦታዎ ላይ ያሉ ጉዳት አምጬ አንክኖች ታውቀው ተለይተው አስፈላጊው የመከላከያ እና መቆጣጠሪያ ተደርጎላቸዋል					
12) ከስራ ባህሪ ጋር ተመጣጣኝ እና አመቺ የሆነ የስራ ላይ ጉዳት መከላከያ በስራ ክፍሌ ሀላፊዎች ተሰጥቶኝ ሁልጊዜ እጠቀማለሁ					
13) የቅርብ አለቃዎ የስራ ቦታ ላይ አስጊ የደህንነት ሁኔታዎች ሲያጋጥሙ ተገቢውን እርምጃ ይወስዳል					
14) በየስፍራው የተቀመጡትን ምልክቶች እና የእግረኛ መንገዶችን በመጠቀም በስራ ቦታ ላይ ተገቢውን ቅድመ ጥንቃቄ አደርጋለሁ					
የደህንነት እና ጤና ስልጠና					
15) አጠቃላይ የስራ ላይ ደህንነትና ጤና ትምህርት ስቀጠር እንዲሁም በተለያዩ ጊዜ የማስተወሻ ስልጠናዎች ወስጂያለሁ					
16) ከስራ ባህሪ ጋር ተዛማጅ የስራ ደህንነት እና ጤና ስልጠና ተሰጥቶኛል					

<p>ክፍል II) የስራ ላይ ደህንነት እና ጤንነትን ማረጋገጥ ለስራ ውጤታማነት /ምርታማነት ለስራተኛው እና ለድርጅቱ</p>					
<p>17) በስራ ቆይታዬ ከፍተኛ የሆነ የደህንነት እና ምቹነት ስሜት ይሰማኛል</p>					
<p>18) የድርጅቱ የደህንነት እና ጤና መርህ በስራ ጉዳት እና ጤና እክል የሚደርሱ ውጫዎችን ይቀንሳል</p>					
<p>19) የድርጅቱ የስራ ደህንነትና ጤና ትግብራ መርህ ለምርታማነት (ለውጤታማነት) ጠቅሟል</p>					
<p>20) የድርጅቱ የስራ ደህንነትና የጤና መርህ የስራ መሳሪያዎችን ጉዳት እና የምርት ብክነትን ቀንሷል</p>					
<p>21) የድርጅቱ የስራ ደህንነትና የጤና መርህ ከስራ ጋር ተዛማጅ በሆኑ ጉዳቶች የሆኑ ከስራ መቅረቶች ቀንሷል</p>					
<p>22) የድርጅቱ የስራ ደህንነትና የጤና መርህ የድርጅቱ መልካም እይታ ጨምሯል</p>					