

**A STUDY ON THE IMPLEMENTATION OF OCCUPATIONAL
SAFETY AND HEALTH ACTS (OSHA) TOWARDS
EMPLOYEE'S PERFORMANCE AT
SILVERSTONE BERHAD, PERAK**

NURUL HANANI BINTI ISHAK

**BACHELOR IN OFFICE SYSTEM MANAGEMENT (HONS)
UNIVERSITI TEKNOLOGI MARA**

KER
KPG
1448
.O22
N87
2014

2014

TABLE OF CONTENTS

	Page
ABSTRACT	i
ACKNOWLEDGEMENT	ii
LIST OF TABLES	iii
LIST OF FIGURES	iv
CHAPTER 1 : INTRODUCTION	
OVERVIEW.....	1
Background of the Study.....	1
Statement of the Problem.....	2
Objectives of the Study.....	3
Research Questions.....	4
Research Hypothesis.....	4
Significance of the Study.....	5
Definition of Terms.....	6
Limitation of the Study.....	7
CHAPTER 2 : LITERATURE REVIEW	
OVERVIEW.....	9
Employee Performance.....	9
Management Commitment.....	13
Hazard Identification and Risk Assessment.....	16
Emergency Response Plan.....	19
Theoretical Framework.....	21
CHAPTER 3 : RESEARCH METHODOLOGY	
OVERVIEW.....	22
Research Design.....	22
Data Collection Method.....	23
Sampling Techniques.....	25
Data Analysis.....	27
CHAPTER 4 : FINDINGS AND DATA ANALYSIS	
OVERVIEW.....	29
Findings.....	29
Survey Return Rate.....	30
Frequency Analysis.....	30
Reliability Analysis.....	35
Descriptive Analysis.....	37
Correlation Coefficient Analysis.....	38

ABSTRACT

The purpose of this study is to identify the factors influencing the implementation of Occupational Safety and Health Acts (OSHA) towards employee's performance. The selected organization is at Silverstone Berhad, Kamunting, Perak, Malaysia. Pearson's correlation was used in the correlation coefficient method to find the result on relationship existence between the variables. The researcher has focused on the office staff for the sampling size at Silverstone Berhad with the population 300 employees and by using simple random sampling techniques, 120 respondents were decided by researcher to distribute questionnaire and 100 respondents has given feedback. Besides that, Cronbach's alpha is also used to measure the reliability for each variable in the questionnaire. Cronbach's alpha, which is based on the average correlation of items within a test if the items are standardise. The unit of analysis is individual with the instrument Likert Scale question. Therefore, the questionnaire is udes to collect the data and Statistical Package for Social Science (SPSS) version 20.0 is used to compute the findings and result of the variables. This research study will make an important issue and will contribute to government, private company, and employee itself. The result of the research shows that all independent variables are positive significant with the dependent variables thus, the hypothesis were accepted.

ACKNOWLEDGEMENT

Alhamdulillah, from the most Merciful I am able to accomplished this research on time and successful. This research study has been completed with the involvement and cooperation from many people.

First of all, I would like to say my gratitude to Allat S.W.T for giving me a good health and strength to complete this research. I have been grateful to my thesis advisor Miss Nooradzlina Binti Mohd Pauzi that have given a guidance, lesson and comments along my industrial training period and without her guidance, this research cannot be done successfully.

Next, I would like to thanks to my supervisor at Silverstone Berhad, Kamunting, Perak, Madam Rosnah Binti Othman for her guidance, concern, and time. She has given some opinion, suggestion and permission in order to help me do this research study. Not to forget, persons that have given many knowledge, ideas and share some experience to me in completing this final project that is Madam Siti Sarah Binti Othman. Special thanks to my beloved parents, Ishak Bin Md. Daud and Marsitah Binti Abu Bakar who are giving me full of morale support that never ending, prayers and encouragement during my study.

I am also grateful to all respondents that have given the full of cooperation to answer the questionnaire. Last but not least, I would like to thanks to my friends with their helping out during the study was conducted, some ideas, and suggestions whether directly or indirectly.

CHAPTER 1

INTRODUCTION

OVERVIEW

The researcher has chosen to conduct a research on “The implementation of Occupational Safety and Health Acts (OSHA) towards employee’s performance at Silverstone Berhad”. This study aims to identify the implementation of OSHA towards employee’s performance. This section will discuss briefly on the background of the proposed study. It also includes the problem statement, research objectives, hypothesis, significance of study and other relevant areas. Other topics also being review such as limitation and scope of the study to fulfill the requirement of the study.

Background of the Study

Based on Robertson and Keeve (1983), various unions, employers and employees, as well as government has attempted to prevent workplace injuries or reduce their severity by establishing safety standards and then carrying out inspections of workplaces for violations of the standards.