

**A STUDY ON THE IMPLEMENTATION OF OCCUPATIONAL
SAFETY AND HEALTH ACTS (OSHA) TOWARDS EMPLOYEES'
PERFORMANCE AT KUMPULAN MEDIA KARANGKRAI
SELANGOR**

NUR ALIYA BINTI HAJI ABDULLAH TAHMIDI

KBR

KPG

1448

.O22

N87

2014

**DEGREE DIPLOMA IN OFFICE SYSTEM MANAGEMENT (HONS)
UNIVERSITI TEKNOLOGI MARA
2011**

ABSTRACT

Accident is unfortunate incident that can happen unexpectedly and unintentionally, typically resulting in damage, injury or financial loss. Everyone should responsible in order to avoid accidents happen to them especially in their working environment. They should know the factors and also the effects of accidents to enhance their awareness regarding the safety. Thus the purposes of the research are to identify the factors influencing the implementation of Occupational Safety and Health Acts (OSHA) towards employee's performance and also to determine the relationship between OSHA and employee's performance. The selected organization is Kumpulan Media Karangkraf, Shah Alam, Selangor. The researcher used primary data (questionnaires) in obtaining data. The sampling frame is among employees in various departments at Kumpulan Media Karangkraf with consists of 1500 employees. The researcher used simple random sampling technique, 150 respondents were sample size and only 100 respondents were give feedback towards the study. The result was analyzed using Statistical Package for Social Science (SPSS) version 20.0. In addition, the researcher used Cronbach's Alpha to measure the reliability of the variables (management commitment, hazard identification & risk assessment and emergency response plan). The result of the research shows that the variables are positive correlated with one another thus the hypotheses were accepted.

ACKNOWLEDGEMENT

"BY THE NAME OF ALLAH THE MOST GRACIOUS, THE MOST MERCIFUL"

Alhamdulillah, with the strength, ideas, and enough time given, this research was completed and accomplished on time.

Secondly, a big appreciation to my advisor, Miss Nooradzlina binti Mohd Pauzi for her supports, guidance and ideas along consultation period and her time in order to produce the research on the right track. Not to forget, thanks to my Coordinator Industrial Training, Miss Norrini binti Muhammad who also give me support directly or indirectly.

Not to forget, thanks to my supervisor, Encik Nor Azam bin Aris as Manager at Akademi Karangraf for his support, cooperation and concern towards accomplishing this research.

Special thanks to my parents, Haji Abdullah Tahmidi bin Haji Abu Samah and Hajjah Rabia'ah binti Haji Mokhtar for their encouragement, ideas and support in term of financial and also morale support.

Next, I am grateful to all the respondents at Kumpulan Media Karangraf for their cooperation to respond the questionnaires.

Lastly, thanks to everybody who gets involved in completing this research either directly or indirectly.

May Allah bless all of you.

CHAPTER 1

INTRODUCTION

OVERVIEW

The researcher chooses to conduct a research on “The implementation of Occupational Safety and Health Acts (OSHA) towards employee’s performance at Kumpulan Media Karangraf”. This research aims is to identify the implementation of OSHA towards employee’s performance. This section will discuss briefly on the background of the proposed study. It includes the problem statement, research objectives, hypothesis and the significance of the study. It will also cover the limitation of the study and other relevant areas.

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. The federal in position and enforcement of standard has been the responsibility of the Occupational Safety and Health Administration (OSHA) since 1970. According to Denisi and Griffin (2005), OSHA’s mission is to accomplish effective, efficient task performance and ensure safe working conditions for employers by setting and enforcing standards.

According to the Bureau of Labor Statistics (1980), the construction industries have the highest injury incidence rate, followed closely by manufacturing. Each employer shall furnish to each of his employees employment and a place of employment which are free from recognized hazards that are causing or are likely to cause death or serious physical harm to his employees. This statement is supported by McSween (2003), which stated that safety not only focus on the bottom line workers but it also influence the top management, manager and staff to become more responsibility and accountability in their efforts to provide the safe environment. This research will study the implementation of Occupational Safety and Health Acts (OSHA) towards employee's performance at Kumpulan Media Karangraf.

Statement of the Problem

Occupational Safety and Health Acts (OSHA) is important to be implemented in the all organization. According to Kreitner (2007) (as cited in Safety and Health Management Policy for Improved Performance of Organizations in Africa, 2011), feeling safe at work ranks as a very important factor in job satisfaction. Thus, the purpose of the research is to identify the implementation of OSHA towards employee's performance. However, it is hard and challenging and also taking many steps to implement OSHA in an organization. Based on Khdair et al. (2011) (as cited in Occupational Safety and Health Administration (OSHA) Practices and OSHA Performance in Malaysian Automotive Industry, 2013) safety at work is difficult and the subject of safety performance across the industries is hard and challenging to be achieved. It needs a lot of measures and policies to be applied. Moreover, safety performance is very complicated and sensitive concern of the organization deal with as it is the matter live of people and resources, and who involved in the project