

THE IMPLEMENTATION OF OCCUPATIONAL SAFETY AND
HEALTH ACTS (OSHA) TOWARDS EMPLOYEES'
PERFORMANCE AT UNIVERSITI SULTAN ZAINAL ABIDIN
UNISZA, CONG PADAN CAMPUS, KUALA TERENGGANU,
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2014

DEGREE IN OFFICE SYSTEM MANAGEMENT (HONS.)
UNIVERSITI TEKNOLOGI MARA
2014

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ABSTRACT

The purpose of this study is to identify the factors influencing the implementation of Occupational Safety and Health Acts (OSHA) and employee's performance. The selected organization is Universiti Sultan Zainal Abidin (UniSZA) Gong Badak Campus, Kuala Terengganu, Terengganu, Malaysia. This correlation research was to determine that there is an existence of correlation between these variables. The sampling frame is the non-academic staffs of Universiti Sultan Zainal Abidin (UNiSZA) with population of 858 employees and by using simple random sampling technique, 100 respondents were made as sample size and 85 respondents has given feedback. In addition, the internal consistency using Cronbach's Alpha are also use to verify the measurement used later. The unit of analysis is individual with the instrument of Likert Scale question. Therefore, questionnaire is used to collect the data and Statistical Package for Social Science (SPSS) version 20.0 is used to compute the correlation of the variables. This research should make a contribution to the understanding of the relationship between OSHA and employee's performance for most government organizations in any industries, private company, body statutory and employee themselves. The result of the research shows that the variables are positive correlated with one other thus the hypothesis were accepted.

ACKNOWLEDGEMENT

Alhamdulillah, this study has been accomplished on time. This research study was made possible through the cooperation and contributions of many people.

Firstly, I would like to pay my gratitude to Allah S.W.T for giving the strength to complete this thesis. I have been grateful to my thesis advisor Miss Nooradzlina Binti Mohd Pauzi. Without her guidance, lesson or comments during consultation period, this research cannot be done successfully

My continuing thanks to my supervisor, Prof. Madya Dr. Azmi Bin Hassan for his support, guidance, and concern. He has given some idea or suggestion to help me do this research project and also important person that becomes Institute Community Development and Quality of Life backbones whose Madam Nor Shahirah Binti Mansor for all ideas and knowledge that been shared. Without their opinion and encouragement, this thesis cannot be completed on time. Special thanks to my beloved parents, Ayub Zamri Bin Abu Hanifah and Rohana Binti Abdul Aziz for their never ending supports, prayers and encouragement during my study. I am also very grateful to all the respondents that have given me an amazing cooperation by answering the questionnaires.

Last but not least I would like to thank anybody that I have not mentioned here, wherever they are, who in any way has contributed to the accomplishment of this research and to all my friend that help me during the research period that have provided some important idea, comments or suggestion whether directly or indirectly and for that I say thank you and hope Allah S.W.T will bless all of you.

CHAPTER 1

INTRODUCTION

OVERVIEW

The researcher was choosing to conduct a research on “The implementation of Occupational Safety and Health Acts (OSHA) towards employee’s performance at University Sultan Zainal Abidin (UniSZA), Gong Badak Campus, Kuala Terengganu, Terengganu, Malaysia”. This study aims to identify the implementation of OSHA towards employee’s performance. This section was discussed 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. 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