



UNIVERSITI TEKNOLOGI MARA

**THE EFFECT OF
ORGANIZATIONAL SAFETY AND HEALTH
PRACTICES ON EMPLOYEES' JOB
SATISFACTION LEVEL AT
ASSOCIATED KAOLIN INDUSTRIES BERHAD**

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ABSTRACT

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The purpose of this study was to find out the effect of organizational safety and health practices on employees' job satisfaction level at Associated Kaolin Industries Berhad (KAOLIN), Tapah. About 120 set of questionnaires were distributed to the population of KAOLIN including upper management, lower management and operations sections. 100 questionnaires were returned. This study used two sources of data for analysis consist primary and secondary data. Primary data was acquired through interview, questionnaires and observations. Interview was conducted with Human Resource Officer, Cik Mas Suria bt Ahmad. The questionnaires consisted of open-ended and closed-ended questions. Once the data have been collected, it was analyzed through SPSS. The first objective of this study was to find out the level of understanding and awareness of safety and health standards and procedures among employees at KAOLIN, the second objective was to identify the extent of the implementation of security standards and procedures that are practiced at KAOLIN and third objective was to investigate the effect of the implementation of safety and health standards and procedures by KAOLIN on employees job satisfaction level. The findings of the study found that there were different level of understanding and awareness of safety and health standards and procedures among employees at KAOLIN in regarding their personal profile, working experience and educational level. There were extensions practices and implementation of security standards and procedures at KAOLIN. More than half of the respondents were not satisfied with the implementation of safety and health standards and procedures at KAOLIN.

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CHAPTER 1

INTRODUCTION

1.1 BACKGROUND OF THE STUDY

Accidents at the operation sites do not only involve workers, but may also inflict injury or even cause death to the general public. The Sri Hartamas accident in December 2005 is a reminder of how ugly this can get when lack of commitment to basic safety procedures are among the reasons cited in the freak incident that killed a 35-year-old management consultant. It is very unfortunately that lately, there have been accidents involving members of the public. Such accidents had tarnished the image of Occupational Safe and Health Act (OSHA) implementation. One of the main elements in the regulations is the requirement for employers to conduct hazards identification, risk assessment and risk control at the workplace. With this requirement, hazards and health risks at work sites can be identified, assessed and controlled during the planning and at various other stages of a projects development. Clearly, the task of improving OSHA record in the industry should be borne jointly by the government, the employers and the workers. This cooperation hopefully can be strengthened so that a zero accident rate in the industry can be achieved

1.1.1 Role of management

It is generally accepted that the promotion of safety and health at work is an essential function of good management. Positive attitude of the directors and senior management officials is reflected in the attitude towards overall safety and health at all levels within