

**THE IMPLEMENTATION OF  
OCCUPATIONAL SAFETY AND HEALTH ACTS (OSHA)  
TOWARDS EMPLOYEE'S PERFORMANCE AT  
LEMBAGA PERINDUSTRIAN NANAS MALAYSIA (LPNM)  
JOHOR**

**NABILAH BINTI ROSLI**

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

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## TABLE OF CONTENTS

	Page
ABSTRACT	i
ACKNOWLEDGEMENT	ii
LIST OF TABLES	iii
LIST OF FIGURES	iv
CHAPTER 1	
INTRODUCTION .....	1
Background of the Study .....	1
Company Background.....	3
Statement of the Problem .....	4
Research Objectives .....	5
Research Questions .....	6
Research Hypothesis .....	6
Significance of the Study .....	7
Limitation of the Study .....	8
Definition of Terms .....	9
CHAPTER 2	
LITERATURE REVIEW .....	11
Overview .....	11
Employee Performance .....	11
Management Commitment .....	15
Hazard Identification and Assessment Process .....	18
Emergency Response Plan .....	21
Theoretical Framework.....	23
CHAPTER 3	
RESEARCH METHODOLOGY .....	24
Overview .....	24
Research Design .....	24
Sampling Frame.....	25
Population.....	25
Sampling Techniques .....	25
Sample Size.....	26
Unit of Analysis.....	27
Data Collection Procedures .....	27
Instrument.....	28
Validity of Instrument.....	29
Data Analysis.....	29
CHAPTER 4	
FINDINGS AND ANALYSIS.....	32
Overview.....	32
Frequency Analysis.....	31
Reliability Analysis.....	39
Descriptive Statistics.....	41
Correlation Analysis.....	42

## **ABSTRACT**

This study is designed to identify factors influencing the implementation of OSHA towards employee's performance at Lembaga Perindustrian Nanas Malaysia (LPNM) and to determine the relationship between OSHA and employee's performance. The three factors of OSHA implementation to be studied are management commitment, hazard identification and risk assessment, and emergency response plan. The questionnaire is the main instrument for obtaining data for this study. The other methods used to conduct the study such as journals, books, internet, Statistical Package for Social Sciences (SPSS) version 19.0, frequency analysis, reliability analysis, descriptive analysis and correlational coefficient for data analysis. The population of respondents is 150. 100 questionnaires were distributed and 90 respondents gave feedback which is also known as sample size. To examine the relationship between factors of OSHA implementation and employee's performance, the Pearson Correlation was used. The result shows that the relationship between the three factors of OSHA and employee's performance are positive but weak. Thus, this study concludes that the implementation of OSHA bring slightly effect toward employee's performance. Lastly, the recommendations are the organization should establish OSHA personnel, increasing the number of training programmes and safety, organize safety program and health awareness campaigns to all staffs.

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Nabilah binti Rosli

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Faculty of Business Management,

Universiti Teknologi MARA, Cawangan Kelantan

## CHAPTER 1

### INTRODUCTION

#### OVERVIEW

The researcher had chosen to conduct a research on “The implementation of Occupational Safety and Health Acts (OSHA) towards employee’s performance at Lembaga Perindustrian Nanas Malaysia (LPNM)”. This study aims to identify the implementation of OSHA towards employee’s performance. This section was discussed briefly on the background of the study. It also included the problem statement, company background, research objectives, research questions, research hypothesis, significance of study and other relevant areas. Other topics also were reviewed such as limitation of the study and definition of terms to fulfill the requirement of the study.

#### **Background of the Study**

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 (Robertson and Keeve, 1983). 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),