



**Faculty of Administrative Science  
& Policy Studies  
Universiti Teknologi MARA**

**A case study:  
Employees' Perception towards Occupational Safety and  
Health (OSHA) at the Taiyo Yuden Company**

**Name of Students**

<b>Farid Nazmi Bin Nuwen</b>	<b>2008778087</b>
<b>Mike Nyalu Ak Anthony</b>	<b>2008538015</b>

**Name of Supervisor  
Arenawati Sehat Binti Omar**

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# TABLE OF CONTENTS

<b>Chapter 1: Introduction</b>		<b>PAGE</b>
<b>1.1</b>	<b>Introduction</b>	<b>1</b>
<b>1.2</b>	<b>Problem Statement</b>	<b>4</b>
<b>1.3</b>	<b>Research Objectives</b>	<b>5</b>
<b>1.4</b>	<b>Scope of the Study</b>	<b>6</b>
<b>1.5</b>	<b>Significance of the Study</b>	<b>7</b>
<b>1.6</b>	<b>Definition of Terms/Concepts</b>	
	<b>1.6.1 Safety</b>	<b>8</b>
	<b>1.6.2 Health</b>	<b>9</b>
	<b>1.6.3 The Occupational Safety and Health Act (OSHA)</b>	<b>10</b>
<b>Chapter 2: Literature Review &amp; Conceptual Framework</b>		
<b>2.1</b>	<b>Introduction</b>	<b>11</b>
<b>2.2</b>	<b>Occupational Safety and Health Act 1994</b>	<b>13</b>
	<b>2.2.1 Sectors at Risk</b>	<b>14</b>
<b>2.3</b>	<b>Challenges for Occupational Safety and Health</b>	
	<b>2.3.1 Regulatory Constrains in Small Medium Industries</b>	<b>17</b>
	<b>2.3.2 Repetitive Stress Injuries</b>	<b>18</b>
	<b>2.3.3 Avoiding Repetitive Stress Injuries</b>	<b>18</b>
	<b>2.3.4 Ergonomic</b>	<b>19</b>
<b>2.4</b>	<b>Preventive Action</b>	
	<b>2.4.1 Occupational Safety and Action Programs</b>	<b>21</b>
	<b>2.4.2 Management leadership and employees participation</b>	<b>22</b>
	<b>2.4.3 Hazard Assessment</b>	<b>23</b>
	<b>2.4.4 Hazard Prevention and Control</b>	<b>24</b>
	<b>2.4.5 Information and Training</b>	<b>24</b>
	<b>2.4.6 Evaluation of Program Effectiveness</b>	<b>25</b>
<b>2.5</b>	<b>Conceptual Framework</b>	<b>26</b>
	<b>2.5.1 Independent Variables: Drivers of OSHA</b>	<b>27</b>
	<b>2.5.1.1 Management</b>	<b>27</b>
	<b>2.5.1.2 Work Environment</b>	<b>27</b>
	<b>2.5.1.3 Government Act</b>	<b>27</b>

## ABSTRACT

*To fulfill the requirements of our final year project, we have decided to study about the "Employees' Perception towards Occupational Safety and Health at Taiyo Yuden Company". Basically Occupational Safety and Health Act (OSHA) is requirement to provide safe work environment for employees. The act and the accompanying regulation oblige employers to provide and maintain safe plan, work system, workplace and working environment. Therefore, for such reason we will study the level of perception towards Occupational Safety and Health at Taiyo Yuden Company. 150 questionnaires were distributed through OSH unit in Taiyo Yuden. The level of employees' perception was examined. The results indicate that aspects such as leadership management positively influence the level of perception towards OSH. Other than that the years of service also influence the employees' perception toward OSH. The information we gather from the employees therefore can be used by the Taiyo Yuden Company management to identify the strengths and weaknesses of the OSH implementation in their company as well to find solution to improve the OSH implementation. In overall, Taiyo Yuden Company has good perception about OSH where they also have good commitment towards the implementation.*

## CHAPTER 1

### INTRODUCTION

#### 1.1 Introduction

The Malaysia economy has been growing by leaps and bounds for the past seven years with an estimated 8.5% growth of the gross domestic product (GDP) in 1994 - surely an envy of any nation, newly developed or developed. The manufacturing sector continued to be the highest contributor (48.5%) to this spectacular growth in the DGP. The Chemical Industry's role in this growth has been significant with 11.6% expansion of the production of chemical and chemical products and plastics. This strong growth of the chemicals sector has been largely due to strong growing demand in both domestic-oriented industries as well as export market-oriented industries (Abed Onn, 1994).

The ready availability of raw materials namely petrochemical derivatives and oleochemicals have encouraged the strong growth in exports of organic chemicals dyeing, tanning and colouring materials plastics in primary form essential oils and perfumery and medical and pharmaceutical products. The fiscal and tax benefits available in Malaysia have further enhanced its attractiveness as a desirable market for investors, both domestic and foreign.

## CHAPTER 2

### LITERATURE REVIEW & CONCEPTUAL FRAMEWORK

#### 2.1 Literature Review

This chapter provides a review of literature on employees' perception toward Occupational Safety and Health (OSHA) in Taiyo Yuden Company. Literature review is a brief survey of related and relevant studies in that it provides a picture or sample of what has been studied and what the findings are. In this chapter, it also includes a conceptual framework of the study.

##### 2.1.1 Introduction

Current trend shows that organizations started giving attention to the organizational and management regards impact on safety performance particularly the function of health and safety management. The purpose to do research on health and safety management is due to major disasters that highlighted the failings of management to protect the health and safety of their workers and thus, to comply the Occupational Health and Safety Act as to fulfill their responsibilities as an employer to ensure that workers have a safe workplace (Hale, Heming, Carthey & Kirwan, 1997).