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MARA

**ORGANIZATIONAL ROLES IN OCCUPATIONAL SAFETY AND  
HEALTH AT PETCO TRADING LABUAN COMPANY LIMITED  
(PTLCL), KLCC**

**NUR SAODAH BINTI KHIRODZI  
2016524567**

**BACHELOR OF BUSINESS ADMINISTRATION WITH  
(HONS) MARKETING  
FACULTY OF BUSINESS MANAGEMENT  
UNIVERSITI TEKNOLOGI MARA  
SEGAMAT, JOHOR**

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## ABSTRACT

Occupational Safety and Health (OSH) is important in reducing risk at workplace. It is a standard which are set in legislation with the aim to eliminate and reduce hazards at workplace. In a rapid economic growth of industries, it is not only increasing in terms of quality of life but it also increase the number of accidents at work environment. Therefore, the objective of this paper is to identify organizational roles toward standard guidelines and to determine Occupational Safety and Health (OSH) practices among PETCO Trading Labuan Company Limited (PTLCL) employees in KLCC. A qualitative research was conducted to understand various aspect of Occupational Safety and Health (OSH) practices implement by the staff in PTLCL. Interview results implicated that roles of employees, management and administration of health legislation impact in ensuring a workplace safety. Thereby, being proactive and committed to legislation and procedure can enhance the awareness of safety and health in workplace. Co-operation from the management to educate employees on the potential risks and hazards also encourage them to be alert and knowledgeable about the possible risk might happen in future. Thus, it leads to a positive safety culture within everyone.

**Keyword:** *Occupational Safety and Health, employee, management, legislation, workplace*

## **CHAPTER 1**

### **INTRODUCTION**

#### **1.1 INTRODUCTION**

In this section, the major spotlight is on the foundation of the research and to recognize the occupational safety and health practices among employees at PETCO Trading Labuan Company Limited. This chapter also explain problem statement, research objectives, research questions, significant of the study, scope and limitation of the study and lastly the summary of this chapter.

#### **1.2 BACKGROUND OF STUDY**

Nowadays, work place safety is considered by World Health Organization (WHO) a priority setting for health promotion in the 21st century (WHO, 2010). The International Labour Organization (ILO) and WHO reports indicated in manufacturing industries, "many employees suffer from workplace injuries and property damage resulted in economic crisis" (ILO, 2010; WHO, 2010).

Mention by (Soehod and Laxman, 2007), The increasing pace of global trade and economic liberalization, as well as the technological advances that have caused the problem of industrial injuries and diseases, are becoming increasingly global, especially in developing countries.

Over the beyond many years, place of job injuries were the point of interest of growing numbers of educational studies. Nonetheless, empirical studies in industrialized nations consisting of European countries and the U.S. incorporate a significant body of research targeted on the causes of accidents. Existing workplace injury research in Malaysia focused primarily on the issues of creating and implementing the Occupational Safety and Health Act (OSHA) and the evolution of safety-related regulations according to (Rahmah and Sum, 2000; Mansur et al., 2003; Ariffin et al., 2006; Rampal and Nizam, 2006; Lugah et al., 2010; Surienty et al., 2011).

Manufacturing industry's rapid development depends on construction efficiency, which in turn affects the construction workers' health conditions. Building productivity depends heavily on the health of workers, adequate nutrition and industrial discipline, as these decide the predictable supply of labour (Thomas & Frankenberg, 2002). Because of its production processes and labour-intensive features, the construction sector is highly risky. As a consequence, workplace accidents are causing the sector to incur large financial losses.

In Turkey, the price of loss of the working day caused by major occupational injuries is USD19, 43175 and minor occupational accidents resulted in a loss of USD6, 924.25. The price of working-day loss caused by minor work-related accidents is approximately 35% of major work-day losses (Yilmaz & Çelebi, 2015). Such costs give rise to the value of preventive measures in construction for the health and safety of employees.

Inside enormous organizations, the advancement toward improving Occupational Safety and Health (OSH) rehearses was obvious with a significant number of them embracing different sorts of Occupational Safety and Health (OSH) management system voluntarily (Bahari et al. 2008). SMEs are very worried because they are forced as employers by the newly introduced regulations to be more responsible for things beyond their control (Budworth 2000).

According to (Barling et al., 2002), it is difficult to minimize OSH and its practices focus is less than 1 % of organizational and national researches issues. In addition mention by (Alkilani et al., 2013; Goldstein et al., 2001; Gyekye, 2010), promoting occupational health and safety practices such as OSH promotion, OSH awareness, OSH research and OSH education requires a broader platform.