

RESTRICTED

ABSTRACT

Health and safety practices has become a most prominent and an important part of human resources management and it has a major impact on employee effectiveness and job satisfaction. At present, most of the companies and organisations which operates in government and private sector, especially workshops and sites, implementing and promoting the health and safety practices among employees. This study aims to identify the systematic integration of health and safety practices and its effect on the employ performances of employees in an organisation. Research was conducted through the use of quantitative method which primary and secondary data collected by distributing questionnaires and data collected were analysed with the help of Statistical Package for Social Science (SPSS 16) and Microsoft Excel. Figures and tables were used to present the processed data. Furthermore, environmental design, health and safety policy, health and safety training, health and safety rules and regulations are selected as dimensions to measure the independent variable of health and safety and accident, absenteeism, job stress are the other dimensions used to measure the employ effectiveness. CEAT Kelani International (Pvt) Ltd (CKITL) was the selected organisation to conduct the research and hundred employees were select randomly by covering all the sections of the company. At the end of this study, it proposed recommendations in order to enhance the performances of the employees with in a safe working environment. According to the research data and the research results, the researcher can conclude, the selected company has health and safety practices in place and also, it has an effect on employee effectiveness too. Most of the dimension values in the research analysis got average marks. What the researcher can conclude is even though there is health and safety practices in the company, employees are not well aware about those or the management is not pay attention to improve this area.