

Abstract

According to the history of industrialization, the health and safety (OHS) of employees at workplace was just neglected and it was treated as the risk involvement during the work as a part of their job and what workers are being paid for.

In today's business world, safety and health at workplace has become right of the employee and paramount factor for sustainability of the business. The work environment especially in manufacturing organizations which has operation of machines, handling equipment, use of hand tools and many other operations contains risk in many dimensions to health, causing diseases and injuries which include, work accidents and exposure to hazards.

This research was carried out to determine the perceived influence of occupational health and safety practices on retention intention among employees of a leading industrial solid tyre manufacturer in Sri Lanka. In this study uses three variables, occupational health & safety as independent variable, job satisfaction as intermediate variable and employee retention as dependent variable. The research design was cross-sectional survey design and a structured questionnaire was used to collect the data. The questionnaire distributed among 152 employees and 144 completed the questionnaires representing a response rate of 95%. SPSS software used to analyze these data by using descriptive statistics including percentages, means and standard deviations. Correlation analysis was also used to determine the influence of variable on other and coefficient was used to determine the responsiveness.

The study revealed the current level of OHS, job satisfaction and employee retention intention are satisfactory. The relationship of OHS with job satisfaction was proven through the hypothesis testing at a confident level of 99% and concluding that OHS has 41% positive influences on job satisfaction. The second hypothesis tested at 99% confident level revealed that job satisfaction has 51% positive influence on employee retention. The relationship of OHSs on employee retention tested by third hypothesis and it proved that OHS as 22% positive influence on employee retention intention with 99% confident level.

Considering the positive relationships between variables, author has recommended improving the occupational health and safety arrangements in the company in order to improve job satisfaction and retention intention of employees.