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**THE EFFECT OF HEALTH AND SAFETY MEASURES ON
EMPLOYEE PERFORMANCE OF SHAKIR MANUFACTURING
COMPANY IN MOGADISHU-SOMALIA**

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ABSTRACT

This study is about the contribution of health and safety measures on employees' performance. The objective was to find out the relationship between health and safety standards and employee performance in Shakir manufacturing company in Mogadishu Somalia. To establish the relationship between health and safety training and employee performance in Shakir manufacturing company. to examine the relationship between management commitment to the health and safety provision and employee performance in Shakir manufacturing company. The study was limited to the management and production staff of Shakir manufacturing company. Research questionnaire and interview guide were developed and distributed to a sample of 80 workers comprising of both production staff as well as management. Responses received were from the entire sample. The study revealed that employees' performance is influence by management safety practices and safety programs; management attitude towards health and safety, the findings revealed that there is Positive relationship between management commitment to the provision of health and safety measure and Employee performance. [$r = .637$, $p = .000$]. The other remaining of .363 is attributed by other factors. Therefore it was recommended that organizations should put in place active health and safety committees which should be given full mandate to implement their recommendations. Moreover, copies of organizational safety and health procedures should be given to employees so that they may be aware of the laid down policies, rules and safety precautions to reduce accidents in the organization as well as health and safety measures should be in place and employees should be trained on how to use the emergency facilities in case of a problem. There should be a continuous review of occupational health and safety policies, to ensure that firms have up to date health and safety measures in place, it is also recommended that company should put money or spend some money to other contributing factors such as employees' experiences, employees' level of education and leadership style.