

**ROLE OF SAFETY CLIMATE IN CONTROLLING
OCCUPATIONAL HEALTH & SAFETY INCIDENTS OF FULLY
INTEGRATED CEMENT INDUSTRY IN SRI LANKA**

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Degree of Master of Science in Occupational Safety and Health Management

Department of Building Economics

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DECLARATION

I hereby declare that this is my own work and that this thesis does not incorporate without acknowledgement any material previously submitted for a degree or diploma in any other university or institute of higher learning and that to the best of my knowledge and belief, it does not contain any material previously published or written by another person except where acknowledgement has been made in the text.

.....

H.P Buwaneka Dushyantha

.....

Date

Certification

The above candidate has carried out research for the master's Dissertation under my Supervision.

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Dr. Pournima Sriderran

.....

Date

ABSTRACT

The organization's primary duty is to make sure workplaces are safe and healthy for all workers. The safety climate of any organization shows the perceived value placed on safety in an organisation at a given time. The attitudes, opinions, values & behaviours of employees in an organization may influence on these perceptions & beliefs and can change with time and circumstance. With the recent organizational changes in the fully integrated cement industry in Sri Lanka, there are more concerns about the workers' occupational health and safety. So, the current study tried to investigate the organizational and individual elements which had been affected to the safety climate of the fully integrated cement manufacturing industry in Sri Lanka. In the context of the study mentioned, the researchers also examined the safety climate within the fully integrated cement manufacturing industry in Sri Lanka. This involved assessing the organizational and individual factors that contribute to the overall safety climate and as understanding the impact of these factors on the occurrence of occupational health and safety incidents among non-managerial employees. The 140 non-managerial employees who made up the study's target population completed a questionnaire as part of an empirical study employing a survey research approach. The data were statistically analysed using SPSS statistical software.

The link between the variables was measured using correlations. As a result, a strong positive association between management commitment and leadership on employee occupational health and safety was discovered. Moreover, safety training demonstrated highly strong correlations between employee behaviour that is supportive of OHS and that of the employers. And, Tools & Infrastructure demonstrated a moderately positive correlation strength with OHS of the employees. However, as per the results of multiple regressions, management commitment, safety training, and employer behaviour and tools and infrastructures have a significant influence on OHS of the employees of fully integrated cement manufacturing industry in Sri Lanka. In addition to the focus on organizational and individual elements related to occupational health and safety, the impact of these factors on society was also examined in the study. By ensuring a safe and healthy workplace environment, the fully integrated cement manufacturing industry in Sri Lanka can have a positive impact on the broader society. The study's findings highlight the importance of promoting a strong safety culture within the cement industry to not only protect employees but also make a positive impact on the broader society.

Key Words

Safety Climate, Occupational Health and Safety (OHS), Fully integrated cement industry, Non-managerial employees, Safety culture

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LIST OF ABBREVIATIONS

- OSHA - Occupational Safety and Health Administration
- OSH - Occupational Safety and Health
- PPE - Personal Protective Equipment
- SPSS - Statistical Program for the Social Sciences
- CSI - Cement Sustainability Initiatives
- OSHP - Occupational Safety and Health Practices