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The Effect of Organizational Health and Safety Practices on Employee Job Performance of Non –Managerial Employees in Apparel Industry (With special reference to Kegalle District of Sri Lanka)

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Abstract: The goal of this study was to look into the effect of health and safety practices on nonmanagerial employee job performance in the apparel industry. (With special relevance to the Kegalle District) The independent variables were occupational health and safety practices such as management of occupational hazards, safety training, hazards information system, and personal protective equipment. The dependent variable was considered to be employee job performance.

The study's sample consisted of two garments (MAS Holdings (PVT) LTD and Brandix Apparel Solutions Limited). Following that, proportionate stratified sampling was used to select 225 non-managerial employees from among these garments. Non-managerial employees were polled using a questionnaire. The interval measurement scale was used for both the independent and dependent variables. The Statistical Package for Social Sciences (SPSS) version 21.0 was used to analyze the data. For univariate analysis, mean and standard deviation were used for all variables, while correlation coefficient and regression analysis were used for bivariate analysis.

A positive relationship was discovered between Management of occupational hazard and employee job performance. There was a link between safety training and non-management employees' job performance. Hazards information system was also found to be positively correlated with employees' job performance.

Key words: Employee Job Performance, management of occupational hazards, safety training, hazards information system, personal protective equipment

I. Introduction

The Clothing production, which was considered an art form in the prehistoric period, has undergone several technological changes. Technological advancements have assisted apparel producers, brand sales people, and retailers in transitioning to a new global reality in which customer choice and service are not only priorities, but have the potential to make the difference between success and failure in a highly competitive market. (Nayak & Padhye, 2015) In 1980, the US apparel industry utilized over one million people; today, it employs only about one-third of that number. The common explanation for this collapse is reorganizing of production to low-wage countries, but this ignores the advantages of speed, flexibility, and proximity to fashion and design centers that have helped some suppliers in high-wage countries, such as Italy, defend niche markets for fashionable products. This paper investigates why the US apparel industry has failed to capitalize on these advantages. (Crean, 2006). Researcher has selected leading garment factories in the Kegalle District. The main reason for this was to pay special attention to the health and safety system of the organization in large scale factories and to ensure that their health is properly ensured as it has a large number of employees. When considering the safety and health policy system of an organization, it includes many different concepts. Accordingly, the existing health and safety systems at MAS Holding (Pvt) Ltd and Brandix (Pvt) Ltd. are responsible for the performance of the company's employees.

According to the World Health Organization (1999), health is defined as a state of complete physical, mental, and social well-being rather than simply the absence of diseases or infirmity; and three aspects such as employees' physical health, mental health, and social well-being are 2 considered. Because the working environment in the apparel sector is mostly associated with various types of workers, machinery, and management teams, it should be safe and free of safety and health risks and hazards. Accordingly, it is more important for the organization to maintain a health and safety system because it solves the problems of the existing employees in the organization. The learning and teaching environment exposes both teaching and nonteaching staff to a variety of safety and security risks. Workplace accidents, lung diseases, work stress, drug abuse, and suicide are all health risks, attempts and fights. (Kago Njeru, 2015).

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Employees' attitudes towards work need to be improved in order to increase the employer's workforce so that the organization can treat them responsibly and at the same time take care of their health as a more important factor. Hiring workers with a diverse set of skills is a valuable asset for a company because it serves as the foundation for developing multiple alternatives to current or future job requirements. (Diamantidis & Chatzoglou, 2018). Job Performance can be described as an individual contribution to an organization's overall performance in order to meet or exceed its goals. It can also be improved through proper job planning, inspection, and assessment of direct implications with organizational goals (Perera, 2019).

Accordingly, the research is being conducted to determine the extent to which the organization's contribution to the existing health and safety practices in the garment industry's employee job performance is justified.

II. Literature Review

Performance is the result of work that can be accomplished by a person or group of people in an organization, in compliance with their authority and responsibilities, objectives of the organization. Performance is the outcome of work that a person or party in an organization can complete in accordance with their authority and responsibilities the firm's goal. (Purnama, 2017). Job Performance can be described as an individual contribution to an organization's overall performance in order to meet or exceed its goals. It can also be improved through proper job planning, inspection, and assessment of direct implications with organizational goals (Perera, 2019). Employee Job performance is thus defined as the job-related activities that an employee is expected to perform and how those activities are carried out. Employee job performance consists of observable behaviors that people exhibit in their jobs that are relevant to the goals of the job definitions. Employee job performance should be measured based on behaviors rather than qualifications, outcomes (Dugguh & Dennis, 2014).

If Herzberg's Two-Factor Theory of Motivation is applicable to government employees, it has the potential to be promising. This study examines the effects of motivation factors and hygiene factors on the job satisfaction of public managers and determines whether there is a complete contrast to how private-sector employees are motivated. (Hur, 2017). Task performance refers to an individual's ability to perform activities that contribute to the organization's "technical core." The above impact can be both Direct (as in the case of manufacturing workers) or indirect (as in the case of managers) or personnel on the job). Contextual performance refers to those activities that do not contribute to the technical core, but which also improve organizational, sociocultural, and psychological environment in which organizational goals are pursued the term "contextual performance" refers to the ability to perform in a given only behaviors such as assisting coworkers or being a dependable part of the organization, but also making recommendations on how to improve working process.

Industries have realized that in order to survive in a constantly changing market environment, they must develop unique dynamic characteristics that empower their competitive advantages. As a result, they are concentrating on the utilization of their human resources (HR), especially on Employee performance can be used to gain a strategic advantage. According to the World Health Organization (1999), health is defined as a state of complete physical, mental, and social well-being rather than simply the absence of diseases or infirmity; and three aspects such as employees' physical health, mental health, and social well-being are considered. Employers take into account Mathis and Jackson (2004) defined safety as "protection from harm." people's physical health, whereas Glossary of Occupational Health and Safety Terms (2011) defined occupational safety as "the servicing of a safe work environment." relatively free of definite or potential dangers that could injure employees. (Perera, 2019).

Many workplaces have unavoidable safety hazards. Employees must be productive as well as safe; however, conflicting safety and production demands can have a negative impact on either safety or production, or both. Employee perceptions of the compatibility of management's safety and production expectations may be a predictor of such outcomes. (Jarrell & McLain, 2007). There is a lack of clear strategies on how to the failure to manage occupational safety and health will result in an increase in work-related injuries. (Thatshayini & Rajini, 2018).

The rapid expansion of the CoViD-19 viral infection among living beings has heightened decision-makers' interest in industrial automation and Intelligence alternatives. (Dwivedi, Hughes, Coombs, Constantiou, & Duan, 2020). In Singapore, for example, the government uses the 'Trace Together' app, which uses the Bluetooth functionality of smartphones to identify and safely capture when two devices are in close proximity been in constant contact When someone who has been using this app performs a test, if a person tests positive for CoViD-19, they are asked to share their data, which can then be used to help others. notify anyone else who may have come into contact with this individual in the near history. The rapid expansion of the CoViD-19 viral infection among living beings has heightened decision-makers' interest in industrial automation and Intelligence alternatives. (Dwivedi, Hughes, Coombs, Constantiou, & Duan, 2020). In Singapore, for example, the government uses the 'Trace Together' app, which uses the Bluetooth functionality of smartphones to identify and safely capture when two devices are in close proximity been in constant contact When someone who has been using this app performs a test, if a person tests positive for CoViD-19, they are asked to share their data, which can then be used to help others. notify anyone else who may have come into contact with this individual in the near history.

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Specific occasions, training may still be chosen as an involvement. Assume a location is seeing an increase in the number of injuries. Site management may need to address environmental hazards rather than simply providing additional employee training. concentrate on enforcing key safety rules, or put in place proper working procedures and rules. (Blair & Seo, 2007). Safety training has indeed been recognized as among the most essential safety management practices capable of influencing better safety business results in a wide range of industries. (Ashour, Hassan, & Alekam, 2018).

This is especially useful when going to define prevention measures in response to heat stress among health care situation and to increase their productivity all through emergency situations such as the CoViD19. pandemic, or other previous similar measures requiring the same approach as an importance. (Messeri, Bonafede, Pietrafesa, Pinto, & de'Donato, 2021). The following factors were associated with the risk of adverse reactions among that situation due to personal protective equipment use, among others: female sexual preference, relatively young age, fatness, diabetes mellitus, and pre-existing smoking. headaches, longer shifts wearing PPE, and more consecutive days with PPE, as well as increased exposure to COVID-19 patients who have been confirmed or suspected of having the virus (Galanis, Vraka, Fragkou, Bilali, & Kaitelidou, 2021). The effective implementation of a Safety and Health Program as a tool for hazard management is low. This is due to the absence of a Safety and Health Policy document. which serves as a guide for the implementation of health and safety Management system and is insufficient utilization of resources (KagoNjeru, 2015).

III. Theoretical Framework

This study A theoretical framework is a conceptual model that describes how one theorizes or makes logical sense of the relationships among the various factors identified as important to the problem. Considering the theoretical evidence as discussed in the previous chapter, the health and safety practices are considered as independent variable and Employee job performance is considered as dependent variable. According to the explanations in previous chapter, expect health and safety practices such as the Management of occupational hazards, safety training, hazards information system and personal protective equipment are affected employee job performance. Considering the relationship between research variables, the following theoretical framework was proposed for the purpose of the study.

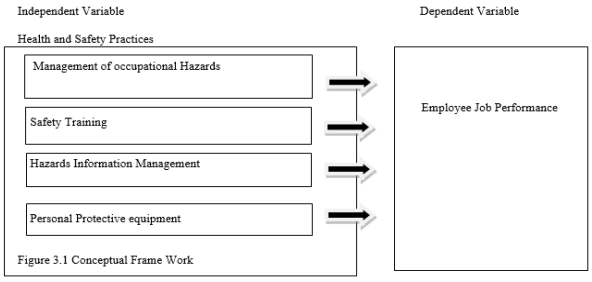

Figure 3.1: Theoretical frame work

IV. Methodology

3.1. Research Hypothesis

A hypothesis is a logically conjectured relationship between two or more variables expressed in the form of a testable statement.

H1: There is a relationship between management of occupational hazards and employee job performance.

H2: There is a relationship between Safety training and employee job performance.

H3: There is a relationship between hazards information system and employee job performance.

H4: There is a relationship between personal protective equipment and employee job performance.

3.2. Conceptualization of variables

3.2.1. Independent variables

3.2.1.1. Conceptualization of Management of Occupational Hazards

Management of occupational hazards and job performance have been linked. Furthermore, the various organizations pay special attention to workplace health within the organization, as well as how the organization does equality to the employee when it is

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infringed and how the organization works tirelessly to prevent it. It has an impact on organizational performance and increases productivity.

3.2.1.2. Conceptualization of Safe training

The more employees train, the more their performance and adaption the production process will increase. If the organization explains to the employees a safety training system to protect themselves from the organization's machinery within the organization, the organization's security will be maintained and the employee job performance will be able to work effectively.

3.2.1.3. Conceptualization of Hazards Information System

Employees in a manufacturing company are constantly exposed to hazards during production, but if the company has a formal hazard control system as well as the necessary information system to prevent it, it is effective and efficient for employees to prevent it. When employee job performance has significant relationship.

3.2.1.4. Conceptualization of Personal Protective Equipment

Manufacturing equipment is used in an organization's manufacturing process, and safety equipment is used to avoid accidents during the production process. As a result, their personal protective equipment is more crucial to stop such accidents while also removing the employee's fear and allowing them to progress. If employees have good protective equipment, they have any risk and achieve the higher performance.

3.2.2. Dependent Variable

3.2.2.1. Employee Job Performance

The dependent variable means the variable of interest to the researcher. The researcher's goal is to comprehend and explain the dependent variable, as well as to explain or predict its variability. In other words, it is the primary variable that lends itself to investigative process as a viable factor. Performance seems to be the appearance of doing, describing, and producing things, both physical and non-physical, in accordance with instructions, functions, and duties based on knowledge, attitude, and skills (Purnama, 2017).

According to above literature, one of the primary reasons why job performance is so significant is that it determines the organization's success as well as its future, so the company is constantly striving to maximize the workforce and increase the workforce of employees. As a result, the company is constantly striving to improve employee job performance by scrutinizing policies affecting their health and safety.

3.3. Population & Sampling

This study's population consists of all non-managerial employees of apparel garments in the Kegalle District of Sri Lanka. Because of the geographical dispersion of the garments and the large population, it was not possible to reach all non-management employees of the apparel garments to participate in the study. As a result, 225 non-management employees were chosen as the study's sample. The sampling method for selecting non-managerial employees in these two garments is proportionate stratified sampling. The population is stratified by one or more-character traits in stratified sampling. These two factories can be identified as the two main garment factories existing in the Kegalle District of Sri Lanka. The reason for paying special attention to these two factories was to do justice to the research by getting a lot of true and fair responses from them, especially as it has a large number of employees. These factories are larger in size than other factories and have attracted a lot of attention, especially due to their emphasis on health & safety practices.

3.4. Data Collection Methods

In order to create a good questionnaire, survey design principles were followed. Each question's purpose was considered carefully. As a result, factors are adequately measured and no unnecessary questions are asked. The questionnaire employs simple language and choice of language in order to elicit the correct response. Questions are closed and worded positively.

Consider demographic information about employees, such as gender, service period, age, and departments in the first section of the questionnaire. Based on the developed conceptual framework, the second part of the questionnaire asked questions to identify organizational health and safety practices. The third section of the questionnaire focuses on non-managerial jo performance. The second and third parts of the questions considered answers such as, and each category was assigned a score of strongly agree-1, agree-2, neutral-3, disagree-4, and strongly disagree-5.

3.6. Data Presentation & Analysis

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According to Sekaran (2006), descriptive statistics entails transforming raw data into a form which it provides factor structure of a set of factors in a situation, which is accomplished through the ordering and manipulation of the raw data collected. Percentages, means, and standard deviation are among the descriptive statistics considered appropriate for this study.

The personal characteristics of non-managerial employees were analyzed using percentages. In this research study, the mean value was used to calculate the central tendency for each variable. In this study, the standard deviation was also used.

A Pearson correlation matrix will show the direction, strength, and significance of the bivariate relationships between all variables measured at the interval or ratio level. The correlation coefficient (r) measures the strength of the relationship between two variables. Regression analysis is used when it is hypothesized that one independent variable will affect one dependent variable (Sekaran, 2006).

According to him, multiple regression analysis is used to investigate the simultaneous effects of several independent variables on interval scaled dependent variables. In addition to the square of multiple r, R-square, or as it is more commonly known, is the amount of variance in the dependent variable explained by the predictors. The t-test is used to identify significant difference between the two groups on a dependent variable. An analysis of variance (ANOVA) was used to examine the significant mean differences between more than two groups on an interval or ratio scaled dependent variable. (Sekaran, 2006).

IV. Findings

The targeted population is non-management employees in apparel garments in Kegalle District of Sri Lanka. (With special reference to MAS Holdings (PVT) LTD and Brandix Apparel Solutions Limited). This study used a structured questionnaire to collect data from 225 employees**.**

Table 4.1. Demographic characteristics of respondents

Description	Range	Frequency	Percentage (%)
Gender	Female	145	64.6
	Male	80	35.4
Marital Status	Married	115	51.7
	Single	110	48.3
Age	Below 25	40	18.1
	25-34	93	41.6
	35-44	64	28.3
	45-55	25	4.1
	Above 55	3	0.9
Service Time	Under 06 months	16	7.1
	06-12 months	78	35.4
	01-03 years	70	31.4
	04-06 years	42	18.4
	Above 06 years	19	8.4
Department	Knitting	58	25.7
	Dye House	50	22.6
	Quality Management	48	21.2
	Engineering	10	4.4
	Human Resources	13	5.8
	Sewing	46	20.4

Source: Survey data

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4.1. Reliability & Validity

Table 2: Reliability & Validity

Variable	Cronbach's alpha	Number of items	KMO Value
Management Occupational hazards	0.911	4	0.719
Safety Training	0.953	5	0.900
Hazards information system	0.754	4	0.738
Personal protective equipment	0.904	6	0.905
Employee Job Performance	0.896	12	0.929

Source: Survey data

Prior to actually analyzing the statistical tools, a reliability test was carried out to determine the dependability of each question used to measure research variables. The most common measure of internal consistency is the reliability test (Cronbach's alpha) (reliability). It is most frequently used when multiple Likert questions form a scale in a survey or questionnaire and you want to know if the scale is reliable. That is, the researcher ensured that the instrument created was trustworthy. Cronbach's alpha should be greater than "minimum value of 0.7" for those questionnaires to be considered.

4.2. Descriptive Analysis

Descriptive statistics are used to assess the general properties of the data under consideration. Descriptive statistics show the mean (average), standard deviation, maximum and minimum values of all variables. Measures of central tendency are considered to be among the mean.

The mean values are the averages of a set of observations. Management of Occupational Hazards, Safety Training, Hazards Information System, Personal Protective Equipment, and Employee Job Performance have mean values of 3.1400,3.1609,3.5567,2.9556, and 3.1952, respectively. Here, Hazards information system and Personal protective equipment are not favorably on employee job performance. So that it has deviated relationship for employee job performance. In comparison to other dimensions, safety training has a higher mean value. That is, nonmanagerial employees in the Kegalle district safety training as very important for affecting employee job performance.

Personal Protective equipment dimension has the lowest average. It was implied that when non-managerial employees in the Kegalle district evaluate employee job performance, they give it a lower rating. In comparison to other variables All of the determinants of employee job performance are moderate. According to customers who evaluate non-managerial employees in the Kegalle district.

Management of hazards has a skewness of 0.333, which indicates that it is positively skewed. The Skewness of safety training is -0.050, indicating that it is negatively skewed. The skewness 43 of the hazards information system is 1.507, and it is positively skewed, according to the figure. Personal protective equipment has a skewness of 1.630 and is positively skewed, according to the figure. Employee performance has a skewness of 1.365, which indicates that it is positively skewed.

4.3. Correlation Analysis

Figure 4.1: Correlation Analysis

Correlations

		MOH	ST	HIS	PPE	EJP
MOH	Pearson Correlation	1	.296**	-.154*	-.073	.556**
	Sig. (2-tailed)		.000	.021	.274	.000
	N	225	225	225	225	225
ST	Pearson Correlation	.296**	1	-.110	.066	.435**
	Sig. (2-tailed)	.000		.099	.321	.000
	N	225	225	225	225	225
HIS	Pearson Correlation	-.154*	-.110	1	.082	.123
	Sig. (2-tailed)	.021	.099		.222	.064
	N	225	225	225	225	225
PPE	Pearson Correlation	-.073	.066	.082	1	-.092
	Sig. (2-tailed)	.274	.321	.222		.169
	N	225	225	225	225	225
EJP	Pearson Correlation	.556**	.435**	.123	-.092	1
	Sig. (2-tailed)	.000	.000	.064	.169	
	N	225	225	225	225	225

**. Correlation is significant at the 0.01 level (2-tailed).

*. Correlation is significant at the 0.05 level (2-tailed).

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According to the findings of this study, the management of occupational hazards of use is significantly related to employee job performance in relation to management of occupational hazards. (p=0.000, r=0.556). This means that improving management of occupational hazards improves employee job performance.

As a result, the management of occupational hazards and employee job performance in there is a moderate positive relationship and correlation. 44 The study's findings indicate that safety training is significantly related to employee job performance among non-managerial employees. (p=0.000, r=0.435). This ensures that increasing safety training improves employee job performance. In other words, there is a moderately positive relationship between safety training and employee job performance. Other variables are poor relationship for Employee job performance.

4.4. Regression Analysis

Multiple regression analysis was used to test the overall conceptual model. The specific objectives of this study are to determine the effect of each determinant (Occupational Hazard Management, Safety Training, Hazard Information System, and Personal Protective Equipment) on employee job performance on non-management employees in the apparel industry.

A multiple regression analysis was carried out in order to test the hypothesized relationship between one and another. There is one dependent variable and four independent variables. As a result, the following regression model was created to examine the relationship between the independent and dependent variables.

Table 4.3: Table of Model summery

Model	R	R Square	Adjust R Square	Std. Error of the Estimate
1	.673[a]	.453	.443	.51210

Predictors: (Constant), MOH, ST, HIS, PPE

The summary of the model is shown in the table. The figure "R" multiple correlation described how strongly the multiple independent variables related to the dependent variable; R is denoted by 0.673. It suggests a link between non-managerial employees in the apparel industry and employee job performance. R square, also known as the coefficient of determinants, is a measure of the contribution of non-managerial employees in the apparel industry to the fitted regression line. It demonstrated how much of the variation in the model explains the dependent variables (employee job performance).

The table shows that this study's coefficient of determination, or R square, was 0.453, demonstrating how the performance toward non-managerial employees in the apparel industry with a focus on Kegalle district. (Dependent variable) changed with Occupational Hazard Management, Safety Training, Hazards Information System, and Personal Protective Equipment (independent variables). This means that the independent variables or even the fitted regression model explain 45.3 percent of the variation in the dependent variable. Standard deviation represented the expected level of employee job performance It is 0.5121.

4.5. Coefficients

The regression coefficients of the independent variables indicated a positive correlation between employee job performance in the Apparel industries. According to the significance of the independent variables in the regression model, all of the variables are significant are important. As a result, it can be assumed that all four independent variables have an effect on the non-managerial employee job performance in the apparel industry (MOH, ST, HIS, PPE) These variables have a positive impact on employee job performance for non-managerial employees.

The findings show that factors such as occupational hazards management, safety training, hazard information systems, and personal protective equipment have a significant impact on employee job performance among non-managerial employees in the apparel industry in the Kegalle district.

When the Management of Occupational Hazards factor is considered, there is a significant positive relationship between employee job performance toward Management of Occupational Hazards among non-management employees in the Kegalle district. MOH factor increases by 1%, there is a 26.6% increase in Employee job performance.

There is a significant positive relationship between safety training and employee job performance toward non-managerial employees and apparel industries in Kegalle district, and increasing the safety training factor by 1% results in a 19.8 percent increase in employee job performance.

There is a significant positive relationship between the Hazards information system and employee job performance in the Apparel industry in Kegalle Districts. and a 1% increase in the HIS factor results in a 26.5 percent increase in employee job performance.

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There is a significant negative relationship between employee job performance towards non-managerial employees and the apparel industry in the Kurunegala district, and when the PPE factor increases by 1%, employee job performance decreases by 10.1 percent.

4.6. Hypothesis Testing

Table 4.4: Hypothesis Testing

Variables	Pearson correlation coefficient	Regression analysis	Hypotheses acceptance or rejection
Management of occupational hazards	0.556	000	Accepted
Safety training	0.435	.000	Accepted
Hazards information system	0.123	.000	Accepted
Personal protective equipment	-0.092	.054	Not Accepted

V. Discussion

All of these practices appear to have a positive impact on employee job performance. Safety training had a greater impact on employee job performance than other practices, with a mean value of 3.161. Furthermore, personal protractive equipment had a negligible effect on employee job performance. Because of the analysis confirm that personal protective equipment has lea relationship with the employee job performance. The average value is 1.956.

However, it, like other practices, suggests a positive relationship with the dependent variable. Based on the correlations of the research variables, it is emphasized that occupational hazards management, safety training, and the Hazards information System have a positive impact on employee job performance. When their significant values are considered, all of these variables are significant. However, in the regression analysis, one was rejected while the other three were accepted. Rejected independent variable is Personal protective equipment.

Finally, the researchers concluded that occupational health and safety practices such as management of occupational hazards, safety training, hazards information systems, and personal protective equipment have an influence on employee job performance.

VI. Conclusion

The goal of this study is to look at the level of employee job performance among non-managerial employees in the apparel industry in Kegalle District, whether occupational health and safety practices affect employee job performance, and whether there is a relationship between occupational health and safety practices and employee job performance.

The researcher was able to identify four occupational health and safety practices that have an impact on employee job performance, such as general, occupational hazard management, safety training, hazards information system, and personal protective equipment. To achieve the research objectives, four hypotheses were developed based on these variables.

VII. Recommendations

The researcher shows that organizations pay more attention to occupational health and safety practices, and that they have to implemented and control the health and safety system. It has the potential to improve both the workforce and the organization for which they work. To improve employee job performance, a workplace improvement in terms of occupational health and safety is required. As a result, organizations should make occupational health and safety a priority because it is important for improving employee job performance as well as protecting employees' health.

Management of Occupational hazards is very important part of the organization because of organization have dangerous production process. So, employee have to prevent that production process, they should know how to prevent that hazard. So, hat organization establish safety department and established the management of hazards and maintain that process. Organizational management should arrange for regular health and safety training, workshops, and seminars for employees. Employees should be made aware that safety and health practices are the responsibility of both management and staff, which will go a long way toward making the workplace safe. Displaying instructional posters is an effective method of informing employees. It is very useful because it is simple to create and sends a consistent message. Images, which are a powerful form of communication that target specific behavior, can be used in this context. 53 As well as Hazards information system very essential part of the organization. To calculate the

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correct amount of the hazards and other details included in Hazards information system. That system helps to prevent the hazards on future.

Safety department of the organization always updated and maintain that system and minimize hazards ang get the strategies to prevent those hazards. Therefore, provide necessary information, instruction, training, and supervision based on the worker's literacy level and other circumstances. As a result, the occupational health and safety act of those other workers engaged in the specific work is reasonably practicable. Some industrial accidents could have been avoided if effective supervision had been implemented during the performance of its duties at the workplace.

Equipment, machinery, and other items purchased, planned, produced, or assembled for use in operations must meet occupational health and safety protection standards. Suppliers and manufacturers should provide all relevant information on new equipment. Suppliers must ensure the safety of their supplies. Such information should be communicated to the final users of the machine and equipment. Machines, plants, and equipment should be serviced on a regular basis to ensure their safety in the workplace. To make workers aware of potential hazards, management should post warning notices on faulty machines and equipment, as well as other potential hazard locations. The requirement of safety procedures is critical for workplace safety. As a result, management should establish a regular monitoring team. It is useful in determining whether employees actually put on the protective equipment provided to them before performing their duties. In addition, strict terms must be followed in order to avoid mistakes and accidents.

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