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Occupational Health and Safety Techniques and Employee Performance of Table water Manufacturing Firms in Enugu State

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Abstract

The study examined occupational health and safety techniques and employee performance of table water manufacturing firms in Enugu State Nigeria. Specifically, the study sought to: Identify the impact of safety laws enforcement on employee job satisfaction and determine the impact of establishment of factory clinic on employee job performance. Research design of the study was questionnaire survey research. The sample size of 353 respondents was taken from population of 3,052 staffs of the selected table water manufacturing firms in Enugu State namely: Juhel Company; Aquafield water company, Nigerian Bottling Company, Aqua-Rapha Investment Nigeria Ltd, Pepsi table water Company, Rannco water Company and Andex water company. The research question were answered with simple percentage, mean and deviation

while methods of data presentation are table and simple percentage. The hypotheses were tested with single regression. The empirical results show that safety laws enforcement has significant impact on employee job satisfaction of table water manufacturing firms in Enugu State Nigeria (t-statistic; 7.238; P-value; 0.000 < Sig-value; 0.05) and establishment of factory clinic has significant impact on employee job performance of table water manufacturing firms in Enugu State Nigeria. The study recommended that management of manufacturing firms should be periodic review of Safety Management policy issues through constant monitoring and evaluation of all safety measures to ensure adequate protection of employees at the work place.

Keywords: Occupational Health and Safety Techniques, Safety Laws Enforcement and Establishment of Factory Clinic

1. Background of the Study

The performance of an Employee depends on various factors such as training, experience, remuneration level, job security and safety which motivates and enhances the employee's capabilities (Abeje & Luo, 2023) ^[1]. Employees who have more on the job experience are likely to perform better in that there is development in their skills and competencies level resulting from on-the-job experience (Dwomoh, Owusu & Addo, 2021) ^[5]. The health and safety of employees has impact on the organization return on investment in that human resource capital of organization plays a vital role in the growth and development of such organization.

Occupational health and safety practices are so important among other HRM practices considering the roles they play and their direct impact on production technicians' performance in manufacturing organisations. It directly affects the output of the firm and guaranty health and safety of its employees who are on the factory floors, especially the production technicians and the factory floor operatives (Fatima & Ayuba, 2022) ^[6]. However, hazardous and unhygienic work environments are common in developing countries and this has made the study of remedying the situation very attractive to both the academia and those in the industry. Common features of hazardous and unhygienic environments noticeable across the world and most especially in developing countries include wrong siting of production plants, faulty human-machine system design, inappropriate factory layout, wrong placement of employees, poor handling of machines and filthy work environment in addition to chemicals, biological agents, physical factors, and adverse ergonomic conditions (Jimoh, Abimbola & Omotayo, 2016; Natalie & Mbohwa, 2015; Odogwu, 2022) ^[8, 10, 11]. All these, among others have been causing ill-health among employees and causing one industrial accidents or the other. Worker's performance has been impacted negatively by these factors and productivity has

been hampered due to these developments.

Occupational health and safety (OHS) relate to how the facility and human resources are being protected and preserved in the workplace. OHS ensures that people are not injured or become ill due to workplace hazards. Occupational safety and health is also a field wherein professionals attempt to prevent catastrophic losses. In practice, occupational safety and health include moral and economic issues. OHS is a science focused on ensuring safety in the workplace (Okechukwu & Onyia, 2022) ^[13]. Manufacturing firms like other forms of businesses contribute greatly to the development of any country as they aid towards the economic growth of emerging economies, developing economies as well as developed economies. Manufacturing firms strive for growth, irrespective of their size as they see the need to grow bigger and this growth can be achieved when their market share, sales quota, sales growth, profit margin, productivity, and sales territory are increased (Wegen, 2017) ^[20]. There is a need for organizations to grow to make room for increased expenses that develop over time. Many employers are attempting through assistance programs to address a variety of employee's health problems such as accumulative effects of exposure to toxic substances and psychological stressors. Additionally, employers today are advocating employee wellness programs, thereby encouraging healthy lifestyles (Amah & Onuoha, 2022) ^[5]. It is on this backdrop that this study was carried to investigate safety practices and organizational growth of manufacturing firms.

1.1 Statement of the Problem

Today, employee safety as a corporate social responsibility (CSR) has received little attention. With the increasing globalization and trade liberalization in most developing economies including Nigeria, there is a high rate of industrial accidents and large-scale absenteeism occasioned by ill-health which invariably affects performance. Some jobs are very hazardous and the law requires every employer of labor to ensure that the work-force is safe and that employees doing hazardous work are protected adequately. Recently, employee safety issues in the country seem worrying, as employees complain about lack of effective formulation and implementation of safety policies, programmes, and practices that protect their well-being. Besides these national challenges, most industries also fail in this regard. Many companies are still unaware of the economic implications of occupational safety. They often do not recognize the costs of accidents and ill-health and even if they are conscious of the fact that a poor working environment may result in costs for the company, they rarely measure them.

Safety in the organization should be everybody's concern. On the contrary, this is not the case in most organizations. Most firms cannot boast of effective safety management system and structure. They fail to realize that as part of their human resource management practices, there is need for management to ensure that personnel in the organization work in safe and healthy environment that will promote their optimum performance. They simply focus on issues of quality assurance, productivity, cost benefit, and continual improvement to the neglect of the key "competitive advantage and the most important asset" of their organizations: The human resources. Incidentally, most of the research works done on safety practices in other

manufacturing industries so far are based on studies conducted outside Enugu state. It is envisaged that Nigeria manufacturing sector would be a source of several physical hazards, such as heavy dust, intense heat and noise, which could harm the workers' health and affect employee performance. In these contexts, this study aimed to assess occupational health and safety techniques and employee performance of table water manufacturing firms in Enugu State Nigeria.

1.2 Objectives of the Study

The main objective of this study is to examine occupational health and safety techniques and employee performance of table water manufacturing firms in Enugu State Nigeria. The specific objectives of this study are to:

1. Identify the impact of safety laws enforcement on employee job satisfaction of table water manufacturing firms in Enugu State Nigeria.
2. Determine the impact of establishment of factory clinic on employee job performance of table water manufacturing firms in Enugu State Nigeria.

1.3 Significance of the Study

The outcome of this study is beneficial and relevant to the employees and scholar and researchers. This research is significant in that it may help the workers engaged in the manufacturing industry how they can reduce accidents in manufacturing factory and making the factory safe while they work at the site.

In addition, this study intends to provide some clue to government for control and follow up of the site condition and the development of policies rules and regulations in manufacturing safety in Lagos State Nigeria.

Finally, the study shall serve as a source of knowledge to academicians and practitioners alike by way of expanding the current knowledge on Occupational Health and Safety Techniques and employee performance of table water manufacturing firms. The outcome of this study will equally be useful to scholars and researchers, it would serve as reference materials that are reserve in libraries and shelves for further academic research. The study empirical findings are capable of adding new insights to present knowledge in the field.

2. Conceptual Literature

2.1 Occupational Health and Safety

Occupational Health and Safety (OHS) relates to health, safety, and welfare issues in the workplace. OHS refers to the laws, regulations, and programs aimed at improving the working environment for employees, as well as coworkers, family members, customers, and other stakeholders (Rainn, 2021) ^[14]. The single most important factor in reducing accidents is to establish a strong health and safety culture in the workplace While the health and safety challenges may change in the future, as the ILO's recent report indicates, the need to cut costs, keep workers healthy, and reduce company risks remains constant (Janalta, 2021) ^[7]. The Occupational Health and Safety Administration, state affiliated agencies, national agencies, and international agencies may all impose health and safety regulations. Private industry and trade associations can also set voluntary requirements and monitor their employer members' compliance. The value of several principles is demonstrated by available scientific knowledge and practical experiences

of enterprises and countries that have achieved the best results in the development of occupational health. These principles have been found to be common denominators in workplaces that have produced the best results in terms of health, safety, social relations, and economic success. In times of crisis, businesses with such occupational settings are the most stable. Adequate legal provisions, administrative enforcement, and service systems for occupational safety and health and occupational health services are required for the implementation of such principles (Wabara, Sampson & Okwudili, 2017) ^[19].

2.2 Employee Performance

The employee's performance is use of knowledge, skills, experiences and abilities, to perform the assigned mission required by their managers efficiently and effectively. The importance of employee performance can be expressed in a variety of ways, including 1) assisting in the costing of resources used, 2) a measure of the quantity and quality of work completed, 3) assisting in the survival and excelling of firms, 4) assisting in the assessment and attainment of established performance goals, and finally, 5) increasing the efficiency of employee performance aids in making the best decisions.

Kabiru, Theuri and Misiko, (2018) ^[9] explained how to evaluate employee performance using the following criteria: 1) employee attributes, which confirm important characteristics or qualities to the firm; 2) employee behaviors, which are widely used for evaluating or defining employee behaviors required to complete a job successfully; and 3) employee achievements, which demonstrate the extent to which specific objectives or aims have been met, exceeded, or not met. Employee performance does not have a single, overarching theory. The efficiency with which organizations manage, develop, and motivate their employees is a critical factor in how well they perform. People management has a significant impact on performance as a result of this. The behavior of people on the shop floor can be traced back to performance (Okechukwu & Onyia, 2022) ^[13].

2.3 Contextual Literature

2.3.1 Safety Law Enforcement/Compliance

Job safety shows the extent to which job duties do not pose threats or unhealthy consequences on the health and safety of employees. Dwomoh, Owusu & Addo, (2021) ^[5] sees safety compliance as a focus on tasks in a bid to identify hazards before they occur. According to Saleem and Malik, (2022) ^[16], a lack of strict enforcement of safety regulations would result in non-safety compliance. Therefore, compliance with safety practices is important as it would increase productivity and reduce accidents in the workplace (Fatima & Ayuba, 2022) ^[6]. According to Odogwu, (2022) ^[11] safety compliance is defined as adhering to safety procedures and carrying out work in a safe manner. Studies have indicated the significant role safety compliance plays in reducing workplace accidents and injuries. On the other hand, Workers Health and Safety measures are said not to be effective in improving safety and health conditions in the workplace (Rantsatsi, Musonda & Agumba, 2023) ^[15]. Health and safety regulations in the workplace are not symbolic gestures as the prevalence of health and safety abuses amongst employee's calls for an intensive investigation into the level of health and safety knowledge

and compliance of employees.

Eradicating occupational circumstances dangerous to employee's health, improvement of physical of employees and hold for the progress and protection of their effective ability, over and above specialized and public expansion at labor and also increase and encouragement of sustainable work surroundings and work associations are key areas of safety compliance (Segbenya & Yeboah, 2022) ^[17]. To ensure the application of a minimum level of health and safety at work, standards that define the safe levels of various exposures and other conditions of work are needed. These standards also serve as references for the assessment of results from monitoring and provide guidelines for planners. When standards are further developed, the high variation in workers' sensitivity to occupational exposures should be considered (Tariku, 2020).

2.3.2 Establishment Factory Clinic

Regular safety and health meetings are essential for communicating safety and health data to all stakeholders. When the employee is convinced that his employer is concerned about the workplace safety, the employee will conform to safety and health guidelines and execute the work in a safe way (Natalie & Mbohwa, 2015) ^[10]. Moreover, the projects that practice sophisticated schedules and those which included the owner for coordination meetings are having safer performances (Wegen, 2017) ^[20]. First-aid is a provision of primary care for an injury as it is regularly carried out by trained first aider to an injured person until definitive medical treatment can be reached if required. It is essential for each construction site to have the appropriate first aid arrangements. However, these arrangements would not eliminate the hazards but only to reduce the potential risk on the injured person which might be exposed. The first aid arrangements vary from construction site to another depending on the size and the workforce of the project (Amah & Onuoha, 2022) ^[3].

Work in the construction industry is demanding; it involves much manual or physical activity. It is also hazardous and dirty. Good welfare facilities not only improve workers' welfare but also enhance efficiency. Welfare facilities such as the provision of drinking-water, washing, sanitary and changing place, restrooms, smoking areas, first-aid arrangements and assistance in transport from place of residence to the work site and back, all support to reduce exhaustion and improve workers' health. So, the contractor need to arrange for suitable welfare facilities for his workers' usages, prior starting the construction activities. Therefore, decent work-related welfare facilities improve workers' health and morale and their efficiency, resulting in enhanced productivity and better work relations, (Agykum, Barbara & Botchway, 2020) ^[2].

2.4 Theoretical Literature

Goal theory

In 1960s, Edwin Locke put forward the goal theory of motivation. This theory states that goal setting is essentially linked to task performance. De-Tienne, (2010) cited in Jackson and Dunn-Jensen, (2021) explain entrepreneurial exit. The nature of goal setting, the nature of goal setting that leads into TPBs, for example the entrepreneur set a goal and then must develop the plan of behavior necessary to achieve the objective goal. De-Tienne argues that those entrepreneurs who set goals are more likely to develop and implement a succession process. Goal in this context may

include monetizing the business, creating a legacy or simply no longer working. While motivational factors are critical antecedent to behavioral action, non- motivational factors such as availability of resources (time, money, skills and cooperation) are also important antecedents to the performance of the intended behavior.

Trait theory

Psychologist Gordon Allport was among the firsts to come up with a personality trait theory in 1936. Allport viewed traits as building blocks of personality. Trait leadership theory suggests that all leaders are born with or display certain key personality characteristics. The most important trait is identified as drive, motivation, integrity, self-confidence, intelligent and knowledge (Le-Counte, 2022). Behavior theory propounded John B. Watson which explained that when a person exhibits potential leadership behavior, he /she is assessed for distinctiveness regarding that behavior if it is distinguishable from behavior of others in the group, then leadership may be attributed to the person (Jideofor, Okeke & Okeke, (2023). The four theories are interrelated in determining effective succession plan. The theory of planned behavior and goal theory impact on the founder/entrepreneur intentions and capability to embark on succession plan while the trait and behavior theory help the founder in identification of suitable successor. The four theories will help drive the purpose of this research work.

2.5 Empirical Literature

Okechukwu and Onyia, (2022) ^[13] conducted a study to examine relationship between occupational health safety practices and employee performance in manufacturing firms in Enugu State. The specific objectives include: Evaluate the relationship between safety planning and output of manufacturing firms in Enugu state, Nigeria, and investigate the relationship between training programme and quality of service in manufacturing firms in Enugu state, Nigeria. The sample size of 486 respondents was drawn from 2,554 population staff of selected manufacturing firms in Enugu State. Regression analysis was used to examine the data. The findings revealed that there is a positive significant relationship. In Enugu State, Nigeria, there is a link between safety planning and manufacturing output. There was a positive significant relationship between training program and quality of service in manufacturing firms in Enugu state, Nigeria, $r(95, n =486) =427.877, P0.05, r(95, n =486) =575.996, P0.05$. According to the findings, safety planning and training programs had a positive impact on the output and service quality of food and beverage manufacturing firms in Nigeria's Enugu state. The study recommended that management provide regular education and training on occupational health and safety issues in order to prevent workplace injuries and thus increase productivity.

Segbenya and Yeboah (2022) ^[17] conducted a study to explore the influence of occupational health and safety (OHS) on construction workers' performance in Ghana. The specific objectives were to evaluate occupational health and safety awareness and policies on employee performance in Ghana construction sector. This study employed the descriptive research design from the quantitative approach, and a sample of 120 employees was drawn out of 200 workers from the sector. Means, standard deviations and multiple standard regression were used to analyse the data. The study found that OHS policies in the construction sector had a statistically significant effect on employee

performance and related well with best international practices. However, the construction sector lacks regular health and safety induction, orientation and refresher courses for construction workers. Hence there were still occupational accidents and diseases affecting workers in the sector. For fear of being sacked, workers hardly report pains and injuries suffered at the construction sites. Also, construction workers felt that the high cost of training could explain why employers were not providing regular refresher training and induction training on OHS in the workplace. It was recommended that the management of construction companies in the sector should prioritise the health and safety of workers over the economic concern with regard to the cost of training.

Agykum, Barbara and Botchway, (2020) ^[2] assessed the factors influencing the performance of safety programmes in the Ghanaian construction industry. Specifically, the study sought to identify the safety elements incorporated in the safety programmes of construction firms, and determining the factors that negatively influence the performance of such elements. The methods of data analysis were the MSs, modes and standard deviations. The findings revealed that all of the 13 elements were incorporated in the firms' safety programmes. The key elements identified include 'providing safety managers on site'; 'providing written and comprehensive safety and health plans'; 'introducing project-specific training and regular safety meetings'; 'providing safety and health orientation training', and 'involving employees in safety and evaluation'. The findings further revealed that 16 of the 17 factors negatively influence the performance of the firms' safety programmes. The identified factors were, among others, 'insufficient communication of safety programmes'; 'lack of workers' self-protection and awareness'; 'contractors ignoring safety, due to the time pressures of the project schedule'; 'poor personal attitudes towards safety', and 'ineffective laws and lack of enforcement'. The study recommended that manufacturing company should be useful to construction practitioners seeking to improve the safety records of their firms.

Umugwaneza, Irechukwu and Mugabe, (2019) ^[18] conducted a study to establish the effects of workplace safety and health practices on the employees' commitment and performance in Steel manufacturing companies in Rwanda. Specifically, the study sought to examine the effect of unsafe acts working conditions, unsafe acts of employees and act of god/ chance of occurrences on employee commitment. The sample size of 229 respondents was taken from 533 population of Managers, Supervisors and employees. The data analytical techniques were means, modes, standard deviation, variances and inferential statistics were used to analyze the data. The findings of the study indicate that most workers are aware of the dangers of occupational health and safety in the workplace. Also, the study found that although employees are aware of the occupational health and safety concerns they neglect to put on the Personal Protective Equipments saying that it is too hot. The study concludes that occupational health and safety significantly affects employee commitment and performance. This study recommends that management should insure the workers and provide them with personal protective equipments to minimize workplace injuries and accident.

Ogundipe, Owolabi, Olanipekun, Olaniran, Esohe, Ayoola, (2018) ^[12] assessed factors affecting effective use of safety wears on construction sites in Indigenous Firms in South Western Nigeria.

The specific objectives of the study were to examine current state of safety practices on construction sites by the indigenous firms' workers and identified factors preventing effective use of safety wears on construction sites. Based on snowball and random sampling technique, 128 copies of questionnaire were administered to participants with years of experience on construction management. The data analysis was Independent Samples T-test. The outcome of the study revealed that the top aspect of safety practices currently explored by the indigenous construction firms on sites include: Provision of temporary fence, provision of accidents prevention procedure and development and frequently review of Safety Policy for building projects. The empirical result showed the top three factors preventing effective use of safety wears on construction sites are: Inadequate engagement of Safety Managers on sites, lack of proper training on effective use of safety wears and workers failure to adapt with safety practices as it was against their traditional training. The study recommended that effective use of audio and visual displaying gadgets on site, conducting in-house safety training for the workers and ensure one Safety Manager is employ on every construction sites will go a long way in improving workers safety practices on sites.

Jimoh, Abimbola and Omotayo, (2016) ^[8] investigated health and safety planning process on construction sites in Kaduna metropolis, Nigeria. The specific objectives of the study paper assessed health and safety planning process on active construction sites in Kaduna Metropolis, Nigeria. The methods of data analysis were descriptive analysis and analytical tools. Questionnaire survey method was adopted. Forty-two active construction sites were visited for both the self-administration of structured questionnaires and personal observations. The study showed that during health and safety planning at pre-tendering stage, factors such as the positioning of the access roads, the type of the project, the location of the project were ranked 1st, 2nd and 3rd respectively with corresponding mean scores of 4.11, 3.93 and 3.91. Also, it was discovered that out of the 11 parameters measured to know the extent of health and safety planning put in place before construction stage, 8 of them can be deemed to support health and safety representative at management level. The study recommended that management of Construction Company should position of access roads, the type of project and the location of the project were the factors mostly considered by the firms studied. To the construction firms, planning for health and safety issues will reduce likelihood of accidents and to the clients, value for money will be achieved.

Natalie and Mbohwa, (2015) ^[10] conducted a study to evaluate a study on the leadership behaviour, safety

leadership and safety performance in the construction industry in South Africa. Specifically, the study sought to investigate the relationship between leadership behaviour, safety communication and performance in the construction industry. The study is a cross-sectional study, over 348 questionnaires were e-mailed to construction companies in Gauteng, with 155 valid responses received and 44.5% valid response rate achieved. Confirmatory Factor Analysis was carried out to test the factor structure and determine if the composite reliability was significant with a factor loading of > 0.5 , resulting in an acceptable model fit. Means, standard deviations and multiple standard regression were used to analyse the data. The empirical results show that leadership visibility and behaviour affects safety culture and safety performance in the construction industry. Safety performance was affected and improved with contingency leadership and a positive safety organisational culture. The study suggests improving safety performance by providing well-entrenched safety management systems with the foundation being, safety leadership, communication, commitment and employee training.

3. Literature Gaps

Thus, the need for health and safety measures to ensure employees' safety is urgent than ever in manufacturing workplaces. Thus, there is a gap in the literature regarding recent empirical studies on how health and safety practices in the manufacturing sector and how it affects employee performance in Nigeria. This study thus fills this gap by examining the effect of Occupational Health and Safety Techniques and employee performance in the Nigeria manufacturing sector. Thus, this study contributes to the literature on covering the following proxies of occupational health and safety techniques namely safety law enforcement and establishment of factory clinic while the study covered the following proxies of employee job performance namely employee job punctuality, employee job commitment.

4. Methodology

The study adopted descriptive research design. The study area was Lagos State. Lagos, state, southwestern Nigeria, Research design of the study was questionnaire survey research. The sample size of 353 respondents was taken from population of 3,052 staffs of the selected table water manufacturing firms in Enugu State namely: Juhel Company; Aquafield water company, Nigerian Bottling Company, Aqua-Rapha Investment Nigeria Ltd, Pepsi table water Company, Rannco water Company and Andex water company. The research question were answered with simple percentage, mean and deviation while methods of data presentation were table and percentage frequency. The hypotheses were tested with single regression.

4.1 Data Presentation

Table 1: Comprehensive Demographic distribution of the Respondents

Title	Frequency	Percentage
Questionnaire Distribution		
Questionnaires Distributed	353	100%
Returned Questionnaires	290	82%
Not Returned Questionnaires	63	18%
Gender		
Female	164	56.6%
Male	126	43.4%
Age Bracket		
20-30 Years	90	31.0%
31-40 Years	126	43.4%
41-50 Years	71	24.5%
51 Years – above	3	1.0%
Marital Status		
Married	205	70.7%
Single	58	20.0%
Widow/widower	24	8.3%
Divorce	3	1.0%
Educational Qualification		
OND/NCE/HND	54	18.6%
B.sc/B.Ed	236	81.4%

Sources: Field Survey, 2024

Three hundred and fifty-three (353) copies of questionnaire were designed and distributed to the respondents. Out of the 353 Questionnaires distributed, 290 (82%) were completed and returned while 63 (18%) were not returned. Therefore, 76 percent respondents were a good representation. The table showed the respondents profile in frequency and percentage distribution of gender, age bracket, marital

status, and educational qualification.

4.2 Data Analysis

Question (1) What is the impact of safety laws enforcement on employee job satisfaction of table water manufacturing firms in Enugu State Nigeria?

Table 2: Responses of respondents on what is the impact of safety laws enforcement on employee job satisfaction of table water manufacturing firms in Enugu State Nigeria?

S. No	Question Items	SA 4 (%)	A 3 (%)	DA 2 (%)	SD 1 (%)	Total	Mean	SD
1	Safety compliances focus on tasks in a bid to identify hazards before they occur.	109	116	30	35	290	3.03	0.427
		436	348	60	35	879		
		(38)	(40)	(10)	(12)	100%		
2	Lack of strict enforcement of safety regulations would result in non-safety compliance.	111	90	59	30	290	2.97	0.147
		444	270	118	30	862		
		(38)	(31)	(20)	(10)	100%		
3	Safety compliance adheres to safety procedures and carrying out work in a safe manner.	117	98	40	30	290	3.00	0.292
		468	294	80	30	872		
		(32)	(33)	(14)	(10)	100%		
4	Safety compliance provides effective measures in improving safety and health conditions in the workplace	114	106	50	40	290	3.15	0.306
		456	318	100	40	894		
		(39)	(36)	(17)	(14)	100%		
5	Safety compliance plays in reducing workplace accidents and injuries and improve safety and health conditions in the workplace	114	106	50	20	290	3.15	0.562
		456	318	100	20	894		
		(52)	(41)	(17)	(6)	100%		
Grand Mean							3.06	0.467

This table shows that the respondents indicated their option on what is the impact of safety laws enforcement on employee job satisfaction of table water manufacturing firms in Enugu State Nigeria. The respondents are in agreement with all the items. The study revealed that safety laws enforcement has significant impact on employee job satisfaction of table water manufacturing firms in Enugu

State Nigeria since safety compliance provides effective measures in improving safety and health conditions in the workplace (grand mean (3.06) is greater than cut-off mean (2.5).

Question (2) What is the impact of establishment of factory clinic on employee job performance of table water manufacturing firms in Enugu State Nigeria?

Table 3: Responses of respondents on what is the impact of establishment of factory clinic on employee job performance of table water manufacturing firms in Enugu State Nigeria?

S. No	Question Items	SA 4 (%)	A 3 (%)	DA 2 (%)	SD 1 (%)	Total	Mean	SD
1	Establishment of factory clinic conform to safety and health guidelines and execute the work in a safe way	109 436 (38)	116 348 (40)	30 60 (10)	35 35 (12)	290 879 100%	3.03	0.427
2	Establishment of factory clinic provides primary care for an injury as it is regularly carried out by trained first aider to an injured person until definitive medical treatment can be reached if required.	111 444 (38)	90 270 (31)	59 118 (20)	30 30 (10)	290 862 100%	2.97	0.147
3	Establishment of factory clinic provides appropriate first aid arrangements that reduce the potential risk on the injured person which might be exposed.	117 468 (32)	98 294 (33)	40 80 (14)	30 30 (10)	290 872 100%	3.00	0.292
4	Decent work-related welfare facilities improve workers' health and morale and their efficiency, resulting in enhanced productivity and better work relations	114 456 (39)	106 318 (36)	50 100 (17)	40 40 (14)	290 894 100%	3.15	0.306
5	First-aid arrangements and assistance in transport from place of residence to the work site and back, all support to reduce exhaustion and improve workers' health.	114 456 (52)	106 318 (41)	50 100 (17)	20 20 (6)	290 894 100%	3.15	0.562
Grand Mean							3.06	0.467

This table shows that the respondents indicated their option on what is the impact of establishment of factory clinic on employee job performance of table water manufacturing firms in Enugu State Nigeria. The respondents are in agreement with all the items. The study revealed that establishment of factory clinic has significant impact on employee job performance of table water manufacturing firms in Enugu State Nigeria since establishment of factory clinic provides appropriate first aid arrangements that reduce the potential risk on the injured person which might be exposed (grand mean (3.06) is greater than cut-off mean (2.5).

4.3 Test of Hypotheses

The two hypotheses were formulated for this study and were tested based on the rule below.

Decision rule: Reject H₀ if P-value > 0.01

4.3.1 Hypothesis One

H₃ = Safety laws enforcement has no significant impact on employee job satisfaction of table water manufacturing firms in Enugu State Nigeria.

Model Summary				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.826 ^a	.933	.932	.30129
a. Predictors: (Constant), Safety laws enforcement				

ANOVA ^a						
Model	Sum of Squares	Df	Mean Square	F	Sig.	
1	Regression	41.911	1	41.911	13.692	.000 ^b
	Residual	893.299	289	3.091		
	Total	935.210	290			
a. Dependent Variable: Employee job satisfaction						
b. Predictors: (Constant), Safety laws enforcement						

Coefficients ^a					
Model	Unstandardized Coefficients		Standardized Coefficients	T	Sig.
	B	Std. Error	Beta		
1	(Constant)	.528	.109		4.846,000
	Safety laws enforcement	.325	.045	.966	7.238,000
a. Dependent Variable: Employee job satisfaction					

In testing this hypothesis, video and web conferencing communication was regressed against organizational performance. The result of the single-regression analysis showed the model to identify the impact of safety laws enforcement on employee job satisfaction of table water manufacturing firms in Enugu State Nigeria.

Employee job satisfaction = 0.528 + 0.325 Safety laws enforcement

The empirical result showed that the coefficient of safety laws enforcement has positive impact on employee job satisfaction; it means that safety laws enforcement has positive and direct impact on employee job satisfaction. The results of the t – statistics denoted that the coefficient of safety laws enforcement was statistically significance. This was because observed values of t – statistics (48.908) was greater than its P-values (0.000). The results of the F – statistical test showed that the overall regression of the hypothesis four was statistically significance. This was because observed value of the F – statistics (13.692) was greater than its P-value (0.000). Again, our empirical result showed that the Pearson product moment correlation analysis (r) was 0.826. The strength of relationship between the two variables was high. However, we rejected the null hypothesis and concluded that safety laws enforcement has positive and significant impact on employee job satisfaction of table water manufacturing firms in Enugu State Nigeria.

4.3.2 Test of Hypotheses

H₄ = Establishment of factory clinic has no significant impact on employee job performance of table water manufacturing firms in Enugu State Nigeria.

Model Summary				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.801 ^a	.866	.865	.26055
a. Predictors: (Constant), Establishment of factory clinic				

ANOVA ^a						
Model	Sum of Squares	Df	Mean Square	F	Sig.	
1	Regression	67.881	1	67.881	9.604	.000 ^b
	Residual	2042.652	289	7.068		
	Total	2110.533	290			
a. Dependent Variable: Employee job performance						
b. Predictors: (Constant), Establishment of factory clinic						

Coefficients ^a					
Model	Unstandardized Coefficients		Standardized Coefficients	T	Sig.
	B	Std. Error	Beta		
(Constant)	.366	.089		4.121	.000
1 Establishment of factory clinic	.780	.082	.931	9.516	.000

a. Dependent Variable: Employee job performance

In testing this hypothesis, computer system establishment of factory clinic was regressed against employee job performance. The result of the single-regression analysis showed the model to determine the impact of establishment of factory clinic on employee job performance of table water manufacturing firms in Enugu State Nigeria.

$$\text{Employee job performance} = 0.366 + 0.780 \text{ Establishment of factory clinic}$$

The empirical result showed that the coefficient of establishment of factory clinic has positive impact on employee job performance; it means that establishment of factory clinic has positive and direct impact on employee job performance. The results of the t – statistics denoted that the coefficient of establishment of factory clinic was statistically significance. This is because observed values of t – statistics (9.516) was greater than its P-values (0.000). The results of the F – statistical test showed that the overall regression of the hypothesis two was statistically significance. This was because observed value of the F – statistics (9.604) was great than its P-value (0.000). Again, our empirical result showed that the Pearson product moment correlation analysis (r) was 0.801. The strength of relationship between the two variables was high. However, we rejected the null hypothesis and concluded that establishment of factory clinic has positive and significant impact on employee job performance of table water manufacturing firms in Enugu State Nigeria.

4.4 Discussion of Findings

Impact of safety laws enforcement on employee job satisfaction of table water manufacturing firms in Enugu State Nigeria.

The findings of the study revealed that safety laws enforcement has significant impact on employee job satisfaction of table water manufacturing firms in Enugu State Nigeria since safety compliance provides effective measures in improving safety and health conditions in the workplace. The findings of the study revealed that Okechukwu and Onyia, (2022)^[13] that conducted a study to examine relationship between occupational health safety practices and employee performance in manufacturing firms in Enugu State. The specific objectives include: Evaluate the relationship between safety planning and output of manufacturing firms in Enugu state, Nigeria, and investigate the relationship between training programme and quality of service in manufacturing firms in Enugu state, Nigeria. The sample size of 486 respondents was drawn from 2,554 population staff of selected manufacturing firms in Enugu State. Regression analysis was used to examine the data. The findings revealed that there is a positive significant relationship. In Enugu State, Nigeria, there is a link between safety planning and manufacturing output. There was a positive significant relationship between training program

and quality of service in manufacturing firms in Enugu state, Nigeria, $r(95, n =486) =427.877, P0.05, r(95, n =486) =575.996, P0.05$. According to the findings, safety planning and training programs had a positive impact on the output and service quality of food and beverage manufacturing firms in Nigeria's Enugu state.

Impact of establishment of factory clinic on employee job performance of table water manufacturing firms in Enugu State Nigeria.

The findings of the study revealed that establishment of factory clinic has significant impact on employee job performance of table water manufacturing firms in Enugu State Nigeria since establishment of factory clinic provides appropriate first aid arrangements that reduce the potential risk on the injured person which might be exposed. The outcome of the study is in line with the study of Umugwaneza, Irechukwu and Mugabe, (2019)^[18] that conducted a study to establish the effects of workplace safety and health practices on the employees' commitment and performance in Steel manufacturing companies in Rwanda. Specifically, the study sought to examine the effect of unsafe acts working conditions, unsafe acts of employees and act of god/ chance of occurrences on employee commitment. The data analytical techniques were means, modes, standard deviation, variances and inferential statistics were used to analyze the data. The findings of the study indicate that most workers are aware of the dangers of occupational health and safety in the workplace. Also the study found that although employees are aware of the occupational health and safety concerns they neglect to put on the Personal Protective Equipments saying that it is too hot. The study concludes that occupational health and safety significantly affects employee commitment and performance.

5. Summary of Findings

The following are the major findings of the study:

1. The study revealed that safety laws enforcement has significant impact on employee job satisfaction of table water manufacturing firms in Enugu State Nigeria since safety compliance provides effective measures in improving safety and health conditions in the workplace (t-statistic; 7.238; P-value; 0.000 < Sig-value; 0.05).
2. The study revealed that establishment of factory clinic has significant impact on employee job performance of table water manufacturing firms in Enugu State Nigeria since establishment of factory clinic provides appropriate first aid arrangements that reduce the potential risk on the injured person which might be exposed (t-statistic; 9.516; P-value; 0.000 < Sig-value; 0.05).

5.1 Conclusion

The study concludes that occupational health and safety techniques has positive and significant impact on employee performance of table water manufacturing firms in Enugu State Nigeria. The safety and health also decide the duration of project and planning and scheduling. Reducing safety accidents save time and helps in successful project performance. The main goal of safety and health programs is to prevent workplace injuries, illnesses, and deaths, as well as the suffering and financial hardship these events can cause for workers, their families, and employers. The

recommended practices use a proactive approach to managing workplace safety and health. Traditional approaches are often reactive –that is, problems are addressed only after a worker is injured or becomes sick, a new standard or regulation is published, or an outside inspection finds a problem that must be fixed. These recommended practices recognize that finding and fixing hazards before they cause injury or illness is a far more effective approach.

5.2 Recommendations

Based on the findings of this study, the following recommendations were made.

1. Management of manufacturing firms should be periodic review of Safety Management policy issues through constant monitoring and evaluation of all safety measures to ensure adequate protection of employees at the work place.
2. Management of manufacturing firms in Nigeria should try and reinforce its data collection mechanism to ensuring effective collection of data on all health and safety related accidents that may occur in the organisation to ensure that proper records are kept on these issues which will help management for strategic decision making that will ensure a secure and healthy work environment for all.

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