

**PERCEPTION ON THE OCCUPATIONAL HEALTH
AND SAFETY PRACTICES AMONG EMPLOYEES
OF STEEL COMPANIES IN FCIE AND ITS
INFLUENCE ON THEIR WORK ATTITUDES**

THESIS

MARK KENNARD M. FENOL

SHERWIN P. LIMPIN

MARVIN C. LUDOR

**College of Economics, Management
and Development Studies**

CAVITE STATE UNIVERSITY

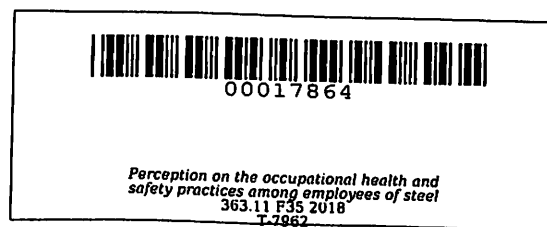
Indang, Cavite

January 2018

**PERCEPTION ON THE OCCUPATIONAL HEALTH AND SAFETY PRACTICES
AMONG EMPLOYEES OF STEEL COMPANIES IN FCIE AND ITS
INFLUENCE ON THEIR WORK ATTITUDES**

Undergraduate Thesis
Submitted to the Faculty of the
College of Economics, Management, and Development Studies
Cavite State University
Indang, Cavite

In partial fulfilment
of the requirements for the degree
Bachelor of Science in Business Management



MARK KENNARD M. FENOL
SHERWIN P. LIMPIN
MARVIN C. LUDOR
January 2018

ABSTRACT

FENOL, MARK KENNARD M., LIMPIN, SHERWIN P., LUDOR, MARVIN C.
Perception on the Occupational Health and Safety Practices Among Employees of Steel Companies in FCIE and its Influence on their Work Attitude. Undergraduate Thesis. Bachelor of Science in Business Management major in Human Resource Development Management, Cavite State University, Indang, Cavite. December 2017. Adviser: Ms. Thea Maries P. Perez.

This research was conducted to determine the: (a) socio-demographic profile of the employees among the steel companies in First Cavite Industrial Estate at Langkaan, Dasmariñas City, Cavite in terms of age, sex, work status, position and length of service in the company; (b) the perception of steel companies' employees on the occupational health and safety practices in terms of chemical hazard, physical hazard, ergonomics, psychological hazard and environmental hazard; (c) the work attitude of employees among steel companies in terms of attitude towards work, attitude towards co-workers, attitude towards supervisors and attitude towards management; (d) the significant relationship between the socio-demographic profile and the work attitude; and (e) the significant relationship between the perception of steel companies' employees on the occupational health and safety practices and the work attitude of the respondents. The statistical analysis used frequency, percentage, mean, standard deviation, chi square and spearman rank correlation.

The summary of the findings revealed that most of the employees were in the age bracket of 24 to 31 years old, majority of the employees were male, contractual, production operators and with 1 to 5 years length of service. The perception of the steel companies' employees on the occupational health and safety practices were very good. Then, the work attitude of employees among the steel companies was highly positive.

In general, the result revealed that there is no significant relationship between the socio-demographic profile in terms of sex, work status, position and length of service to work attitude of employees in terms of attitude towards work, co-workers, supervisors and the management except in term of age which was found highly significant to their overall work attitude. It was also found that there is significant relationship between the socio-demographic profile in term of position and attitude towards supervisors then age and attitude towards management.

The results also showed that a highly positive perception on the occupational health and safety practices has a highly significant relationship to the work attitude of employees among the steel companies in FCIE.

TABLE OF CONTENTS

	Page
BIOGRAPHICAL DATA	iii
ACKNOWLEDGEMENT	vi
PERSONAL ACKNOWLEDGEMENT	viii
ABSTRACT	xi
LIST OF TABLES	xv
LIST OF APPENDICES	xvi
INTRODUCTION	1
Statement of the Problem	2
Objectives of the Study	4
Significance of the Study	5
Time and Place of the Study	6
Scope and Limitation of the Study	6
Definition of Terms	7
Conceptual Framework	9
REVIEW OF RELATED LITERATURE	12
METHODOLOGY	24
Research Design	24
Hypothesis of the Study	25
Sources of Data	25
Participants of the Study	25

Sampling Technique	26
Data Gathering Procedure	26
Statistical Treatment of Data	30
RESULTS AND DISCUSSION	31
Socio-demographic Profile of steel companies' employees.....	31
Perception of steel companies' employees on the occupational health and safety practices	33
Work attitude of employees among steel companies in FCIE.....	37
Relationship between the socio-demographic profile and the work attitude of the employees	41
Relationship between the socio-demographic profile and the attitude towards the supervisors	43
Relationship between the socio-demographic profile and the attitude towards the management	45
Relationship between perception of steel companies' employees on the occupational health and safety practices and work attitude	46
SUMMARY, CONCLUSION, AND RECOMMENDATIONS	48
Summary	48
Conclusion	50
Recommendations	51
REFERENCES	52
APPENDICES	56

LIST OF TABLES

Table	Page
1 Distribution of employees working among steel companies in FCIE	26
2 Mean range, verbal interpretation and adjectival description for the perception of the steel companies' employees on the occupational health and safety practices in FCIE.....	28
3 Mean range, verbal interpretation and adjectival description for the work attitude of employees among the steel companies in FCIE	29
4 Socio-demographic profile of employees among steel companies in FCIE	32
5 Perception of steel companies' employees on the occupational health and safety practices	35
6 Work attitude of employees among steel companies in FCIE.....	39
7 Relationship between the socio-demographic profile and the work attitude of the employees	42
8 Relationship between the socio-demographic profile and attitude towards supervisors	44
9 Relationship between the socio-demographic profile and attitude towards management	45
10 Relationship between the perception of steel companies' employees on the occupational health and safety practices and work attitude.....	47

LIST OF APPENDICES

Appendix	Page
1 Letter of request	58
2 Letter to the participants	60
3 Survey questionnaire	70
4 Results of statistical analysis	88
5 Routing slip	90
6 Certificate of Ethics Review Board	92

PERCEPTION ON THE OCCUPATIONAL HEALTH AND SAFETY PRACTICES AMONG EMPLOYEES OF STEEL COMPANIES IN FCIE AND ITS INFLUENCE ON THEIR WORK ATTITUDE

**Mark Kennard M. Fenol
Marvin C. Ludor
Sherwin P. Limpin**

An undergraduate thesis submitted to the faculty of the Department of Management, College of Economics, Management, and Development Studies, Cavite State University, Indang, Cavite in partial fulfilment of the requirements for the degree of Bachelor of Science in Business Management, major in Human Resource Development Management with Contribution No. _____. Prepared under the supervision of Ms. Thea Maries P. Perez.

INTRODUCTION

Occupational accidents have a huge impact on the sector of employment. According to the Philippine Statistics Authority ([PSA], 2016), there were about 47,440 occupational accidents occurred in the different establishment in the year 2013 resulted in an increase of 0.3 percent in the number of cases of occupational injuries from the past year. If the fatal damages continuous, workers may lead to permanent incapacity.

According to Wright (2000), manufacturing companies has many hazards or dangers. In factories, there are machines and materials used by employees. There are sharps, moving shafts, cutter, hot materials and tools, gases and other conditions that could possibly harm the employees. Through safety practices, the chance of injuries to occur can be reduced through thoughtful action.