Awareness and Compliance on Occupational Health and Work Safety among Employees in a Private Company

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ABSTRACT

Gaining awareness of occupational health and work safety is a precursor to its implementation and compliance. This study was to establish baseline information about awareness and compliance on occupational health and work safety among employees at a local level. This quantitative research made use of the descriptive, correlational, comparative research design to assess the interrelationship among demographic characteristics, awareness, and compliance among employees in a private company for the third quarter of 2024. Findings of the study revealed that the employees were aware of the six indicators. On the other hand, the respondents were not aware of the compliance of risk analysis studies to determine risky jobs in the workplace. On the level of compliance, employees complied with the use of mask, work-clothes and the rules for cleanliness inside the workplace but were not compliant with the use of fall arrestors when working at height. There was a significant relationship between the level of awareness and level of compliance. The researcher offered the occupational health and safety plan to address the findings of the study.

Keywords: Awareness; Descriptive, correlational and comparative; Hospital employees; Hospital waste management, Implementation.

INTRODUCTION

Aside from the comfort and solitude of our homes, the workplace is where we spend the majority of our time. This is the reason why it is critical for workplace organizations to provide therapeutic conditions that are conducive to producing and motivating everyone to function into highly productive individuals. This is the premise on the fact that one of the most important factors affecting an organization's performance is employee performance, however to ensure good performance, its employees must be provided with healthy and safe working environment.

In a modern work environment, organization put premium importance on the knowledge of occupational health and how the people working manifest this into their attitudes and in their practice which gave rise and relevance to the need for organization to put premium value on occupational health and safety. It is a multidisciplinary field concerned with the safety, health, and welfare of people at work. The goal of an occupational safety and health program is to promote a safe and healthy working environment. Co-workers, family members, employers, customers, and others who may be affected by the workplace environment may be protected by OHS (Fanning, 2013). The primary goal of workplace security and wellbeing programs is to stop injuries, sicknesses, and possible deaths, as well as the suffering that these actions can cause for employees, their families, and employers, while also improving their performance.

This approach entails thinking of ways to stay safe while also reducing the risk of future harm. It may entail preparing for a future crisis, weighing your options, and deciding on your next course of action. Finding

ways to stay and feel safer can be a big step toward recovery, but these plans and actions shouldn't put you in danger (Rainn, 2021). Every employer must pay attention to their employees' health as well as the safety and security of the environment in which they work. It could be their home, workplace, or any other location where they live. For employees to live a happy life, their surroundings must be clean, hygienic, safe, and secure.

The necessity of OSH involves the maintenance of good working conditions and ensuring the protection of the employees for example, from health issues and accidents. There are many reasons for it being necessary (Oak, 2017). OSH is also necessary for moral reasons. After all, not all companies value human life above other priorities like goals, productivity and profits. Productivity and profits can exclude the safety and health of employees. Companies can see injuries and illnesses as just another part of the job. However, the losses brought by these can be costlier than utilizing OSH. So following OSH can be done for many reasons such as financial, ethical and legal ones. It is also part of OSH professionals job to convince management – based on sound business practices after all companies need profit to exist – to utilize OSH and convince them to not leave OSH as a low priority. Safety and profitability are what OSH professionals are aiming for (Friend & Kohn, 2014). OSH is necessary for example considering the long work hours. Work is where employees show their abilities, spend time and effort and hope to feel healthy and safe. It is also not only important for employees but also for their families and other people who depend on the employees. It is beneficial to keep them motivated and to have a positive workplace (Oak, 2017). These reasons include what would happen without OSH. There are all kinds of costs, for example, the government would be required to offer compensation, social security, and medical treatment and the employer´s organization would also have to offer compensation along with losing trust from both employees and customers alike. There are also morals and responsibilities to consider for the employer (Oak, 2017).

The concern for occupational health has always been at the forefront of the LBC Corporation where the researcher has been part of. In several years, there were programs and initiatives made by the company to ensure health among its employees but observably, they do not strictly follow what has been mandated to be complied and in recent years there has been a gap in implementation especially after the post-COVID era has been lifted by the Department of Health. Aside from that, there was no method of realizing its impact on the health and safety of its employees. There were also reported cases of work-related injuries and illnesses in the last six months this year which prompted the researcher to pursue this study. The reports also in the Medical Section indicated several leave applications were filed due to work-related discomforts and injuries.

The study is therefore carried out to determine the occupational health and safety awareness and compliance among its employees. This study eventually will empower the organization to promote the value of providing a healthy work environment which aligns with the United Nations' 17 Sustainable Development Goals (SDGs) aim to achieve decent lives for all on a healthy planet by 2030. For this research undertaking, SDG number 3 has been sustained and sufficiently promoted which focus on Good Health and Well-being. It is also the intent of the researcher to determine how their of awareness of the employees on occupational health affects their compliance on safety practices so that an Occupational Health and Safety Enhancement Plan will be produced and offered to the company as a framework of how it will structure the Occupational Health Program that are beneficial to the entire workforce.

RESEARCH OBJECTIVES

The study assessed the relationship between awareness and compliance on occupational health and work safety among employees of a private organization in Cebu City for the 2nd quarter of 2024. The findings served as basis for proposing an enhanced occupational health promotion plan.

Specifically, the following sub-questions were answered:

1. What was the level of awareness of occupational health and work safety among employees?
2. What was the level of compliance on occupational health and work safety among the employees?

3. Was there a significant relationship between awareness and compliance on occupational health and work safety?
4. What occupational health and safety enhancement plan was made based on the findings of the study?

Statement of Null Hypothesis. There was no significant relationship between awareness and compliance on occupational health and work safety among employees.

RELATED LITERATURE AND STUDIES

Occupational Health

Occupational safety and health, also commonly referred to as occupational health and safety, occupational health, or occupational safety, is a multidisciplinary field concerned with the safety, health, and welfare of people at occupation. According to Adebola (2014), occupational safety is the total wellbeing of workers at work places with the absent of injury and harm. The Cambridge Advanced Learner's Dictionary defines "welfare' as "well-being". Therefore, health and safety are strictly aspects of employee welfare, which have been separately identified as being significant areas of welfare provision for sometimes. Cascio and Wayne (2016) defines safety hazards as those aspects of the work environment that have the potential of immediate and sometimes violent harm to an employee; for example, loss of hearing, eye sight, or body parts, cuts, sprains, bruises, broken bones, burns and electric shock. Health hazards as those aspects of the work environment that slowly and cumulatively (and often irreversibly) lead to the deterioration of an employee's health; for example: cancer, poisoning and respiratory diseases. Typical causes include physical and biological hazards, toxic and carcinogenic dusts and chemicals and stressful working conditions (Cole, 2014).

Law Related to Occupational Health and safety

Organizational health and safety practices are indispensable to any organization whether public or private. Consistent with the provision of the Labor Code of the Philippines (PD 442), is the promotion and protection of workers against workplace hazards. Workforce health promotion benefits the organization and its employees. According to the World Health Organization (WHO) a well-managed health and safety program ensures a caring image, improved staff morale, reduced staff turnover, reduced absenteeism and increased productivity. Also, it benefits the employees in terms of: enhanced self-esteem, reduced stress, improved morale, increased job satisfaction, increased skills for health protection, improved health and improved sense of well-being. Occupational Safety and Health (OSH) is defined as the science of the anticipation, recognition, evaluation and control of risks or hazards arising in or from the workplace that may affect the health and well-being of workers (Alli, 2015). In the Philippines, OSH pertains to the "set of rules issued by the Department of Labor and Employment which mandates the adoption and use of appropriate practices, means, methods, operations or processes, and working conditions reasonably necessary to ensure safe and healthful employment" (Gabriel & Panahon, 2017). There are numerous laws, rules and regulations on OSH crafted in the Philippines, among which are: (a) paragraph 2, Section 3, Article XIII of the 1987 Constitution; (b) Presidential Decree (PD) 442 or the Labor Code of the Philippines or Article 162 – Safety and Health Standards; (c) Republic Act 11058 or Act Strengthening Compliance with Occupational Safety and Health Standards and Providing Penalties for Violations Thereof; (d) Department Order No. 198, Series of 2018 or the Implementing Rules and Regulations (IRR) of RA 11058; and e) Joint Memorandum Circular No. 1 s. 2020 by the Civil Service Commission, a policy considered as the OSH Standards for public sector employees.

When managers and HR work together, a safe, secure, and healthy workplace is achieved. Safety specialists and HR managers can coordinate health and safety initiatives, investigate accidents, provide safety materials, and provide formal safety training. However, department supervisors and managers ensure safe and healthy workplaces (Mathis & Jackson, 2014). Mathis and Jackson (2014) say safety management involves corporate commitment to a complete safety effort. High-level management should coordinate this to involve everyone. Managers should behave accordingly. Employers may reduce accidents by providing machines, equipment,

and work settings that discourage daydreaming and dangerous employment. Workplace safety can be improved by installing machine guards, emergency switches, ventilation, safety rails, clear aisles, lighting, heating, and air conditioning. Physical location matters in job design. A worker's workspace usage affects job performance. Work space size, materials, sensory conditions, distance between work zones, noise, and traffic flow affect safety. Safety activities involve setting rules and disciplining violators. Rewarding safe conduct and offering safety feedback also improves worker safety. Managers, supervisors, and workers must participate.

According to Michael (2016), numerous companies have implemented safety challenges and incentives to encourage safe labor. Safety awards include jewelry, clocks, watches, and vacations. Unfortunately, incentives seem to promote accident knowledge and "creative" classification. Safety incentives may cause employees and management to hide accidents and injuries to receive awards. No waiting is needed to inspect the workplace for safety issues. Safety committees or coordinators can inspect. They must be done regularly. Eva and Oswald (2015) recommend that the employer's safety committee review accidents. The scene should be investigated immediately after an accident to ensure that the conditions have not altered. Interviewing the injured worker, supervisor, and accident witnesses is the second step. Then come suggestions. Organizations should assess safety efforts. A company's safety measures and records should be reviewed periodically, much like its accounting records.

Employers often argue that safety and health costs and benefits cannot be quantified, according to Wayne and Cascio (2014). Technically, yes, but a behavior costing model may help. Avoid confusing nondiscretionary and discretionary safety and health spending. Some governments and localities mandate safety and health compliance for businesses. Companies may need machine guards, safety switch interlocks, and non-slip flooring to comply. Nondiscretionary expenses. Otherwise, you face steep fines and responsibility and damage actions. Cascio and Wayne (2016) reiterated that organizations have several alternatives for investing in employee safety and health beyond compliance. A "think safety" poster initiative is a cheap and simple endeavor. Creating a safety committee to promote employee complaints costs more. All staff receive safety training in the most expensive option. Training may include films, safety expert lectures, or hands-on drills and emergency equipment demos.

Each safety and health program level has investment costs, according to Boyd (2013). Staff salaries, outside service charges, and program implementation costs are included. Unfortunately, such efforts' benefits are tougher to link to revenues. The primary benefit of a good safety and health program is lower casualty and workers' comp costs. Non-measurable benefits include reducing the "indirect" costs of an accident, such as lost income, material or equipment damage, and overtime. The cost of supervisors' wages while the injured worker returns to work, uninsured medical costs borne by the company, time spent by higher management and clerical workers to investigate or process worker's compensation forms, training a new worker, and labor costs arise from the accident. Cost and trend forecast are hard. Use historical data to measure trend and manager judgment to determine accident severity. It makes economic sense for companies to eliminate accidents and health risks without limit.

Unsafe work conditions (physical and environmental) and conduct cause accidents, claim Pirani and Reynolds (2016). Unsafe scenarios include broken equipment, inadequate machine guards, and no protection. Environmental risks include noise, radiation, dust, pollution, and stress. Accidents result from unsafe practices. A method that requires a worker to lift and twist a heavy part to set it on a bench is dangerous. It will not help to remind the worker not to raise and twist. The worker needs a lifting device or material flow restructure to fix the unsafe condition. Engineering controls eliminate hazardous work conditions and behaviors. Management controls protect. Engineering restrictions include covering lawnmower blades with metal to prevent grounds staff from tripping.

Awareness of Occupational Health and Safety.

A good knowledge and practice of occupational safety will ensure a safe environment, a safe plant/equipment and a safe system of work which will lead to a workplace free of inquiries and all forms if

accidents. According to Pika (2015), occupational safety is the absence of danger of physical harm to people; freedom from those conditions that can cause death, injury, occupational illness, damage to loss of equipment or property, or damage to the equipment or property, or damage to the environment. The International Labour Organization (2015) reported that, more than 2.3 million workers die every year as a result of occupational accidents or work-related diseases. It stated that in addition, each year 313 million accidents occur on the job resulting in extended absences from work and that the annual cost to the global economy from accidents and work-related diseases alone is a staggering $3 trillion. As observed in a survey by Pika (2015), 81% of senior managers believed that occupational safety performance and reputation. In a case study carried out on companies in the North Eastern States of Nigeria, to evaluate the effect of industrial accidents in their productivity, Pika (2015) also observed the performance records of companies over ten-year period.

Cascio and Wayne (2016) outline four approaches in promoting job safety and to health. These technical responses-this involves replacing or redesigning equipment, modifying physical work places and providing worker protection (engineering controls)., information responses-which refers to changes in the way that health and safety information is transmitted within the organization, administrative responses include changes in the authority structure or in policies and procedures with respect to safety and health (e.g. upgrading the safety function and shifting it from engineering to the human resource department) and external responses refer to legal or political actions to change the enforcement of safety and health regulations.

Byars and Rue (2018) suggest the following as things that can be done to promote the safety and health of the organization. These include; a) Making the work interesting. Uninteresting work often leads to boredom, fatigue and stress, all of which can cause accidents. Often simple changes can be made to make the work more meaningful. Attempts to make the job interesting are usually successful if they add responsibility, challenge, and other similar factors that increase employees' satisfaction with the job, b) Establishing a safety committee composed of operative employees and representatives of management. The safety committee provides a means of getting employees directly involved in the operation of the safety programs, c) Feature employees' safety contests. Give prizes to the work groups or employees having the best safety record for a given period. Contests can also be held to test safety knowledge. Prizes can be awarded periodically to employees who submit good accident prevention ideas, d) Publicize safety statistics. Monthly accidents reports should be posted. Ideas as to how accidents can be avoided should be solicited, e) Use bulletins boards throughout the organization. Pictures, sketches, and cartoons can be effective, f) Encourage employees including supervisors and managers to have high expectations for safety, g) Periodically hold safety training programs and meetings. Have employees attend and participate in these meetings as role players or instructors.

Mills and Quin (2013) state that until recently, organizations attempted to avoid employees' problems that were not job-related. Although aware of the existence of these problems, most managers did not believe they should interfere with employees' personal lives. In the past, organizations tended to get rid of troubled employees. In recent years, however, cost considerations, unions and government legislation altered this approach. The accepted viewpoint now is that employees' problems are private until they begin affecting job performance. When and if that happens, personal problems become a matter of concern for the organization. As a result of this, many large organizations and a growing number of smaller ones are attempting to help employees with personal problems. These problems include not only alcohol and drug abuse but also depression, anxiety, domestic trauma, financial problems, and other psychiatric/medical problems. This help is not purely altruistic; it is largely based on cost savings.

A primary result of personal problems brought to the workplace is reduced productivity. Absenteeism and tardiness also tend to increase. The increased cost of insurance programs, including sickness and accident benefits, are a direct result of personal problems brought to the workplace. Lower morale, more friction among employees, and more grievances also result from troubled employees. Permanent loss of trained

employees due to disability, retirement and death is also associated with troubled employees. Difficult to measure, but a very real cost associated with troubled employees, is the loss of business and a damaged public image (Litwin & Stringer, 2016).

David and Stephen (2016) indicate that unhealthy work environment is a concern to us all. If workers cannot function properly at their jobs because of constant headaches, watering eyes, breathing difficulties, or fear of exposure to materials that may cause long-term health problems, productivity will decrease. Consequently, creating a healthy work environment not only is the proper thing to do, but it also benefits the employer. Often referred to as sick buildings, office environments that contain harmful airborne chemicals, asbestos, or indoor pollution (possibly caused by smoking) have forced employers to take drastic steps. For many, it has meant the removal of asbestos from their buildings.

Palmer (2017) makes suggestions for keeping the workplace healthy. These include making sure workers get enough fresh air. The cost of providing it is peanuts compared with the expense of cleaning up a problem, avoiding suspected building materials and furnishing. A general rule is that if it stinks, it is going to emit an odor, testing new buildings for toxins before occupancy. Failure to do so may lead to potential health problems, providing a smoke-free environment. If you do not want to ban smoking entirely, then establish an area for a smoker that has its own ventilation, keeping air ducts clean and dry. Water in air ducts is a fertile breeding ground for fungi. Servicing the air ducts periodically can help eliminate the fungi before they cause harm, paying attention to workers' complaints. Dates and particulars should be recorded by a designated employee. Because employees are often closest to the problems, they are a valuable source of information.

Compliance with the Occupational Health and Safety

Occupational diseases are essentially preventable and can be ascribed to faulty working conditions. The control of occupational health hazards decreases the incidence of work-related diseases and accidents and improves the health and morale of the work force, leading to decreased absenteeism and increased worker efficiency. In most cases the moral and economic benefits far outweigh the costs of eliminating occupational hazards (Encyclopedia Britannica, 2009).

Relationship between Awareness and Compliance in Occupational Health and Safety

As in all fields of work, OHS is a crucial aspect that concerns everyone accountable and requires participation, particularly in health, in line with all necessary legal regulations. Encountering prescribed industrial diseases and accidents around the workplace is something undesirable and disregarded (Boughaba et al, 2016). Workplace accidents and work-related diseases cause multiple losses in terms of their consequences. The government, businesses, employers, and employees all suffer substantial losses in this regard. In addition to the extreme work schedule and patient density in the health sector, considering especially invasive interventions, locations performed surgical operations frequently, the operating environment and conditions in the health sector with employee behaviors, the rate of occupational accidents is relatively higher in the health sector than in other fields. Such constraints have the potential to impact staff members and their work performance (Griffin, 2015).

OHS refers to safeguarding employees from all types of occupational accidents (OA) and diseases (OD) that potentially occur within the scope of the actual work and conveying the workplace into a safe and healthy state (Zopcuk, 2015). The objectives of OHS in this context are to ensure the safety of employees, enterprises, and productions. In addition to being a legal obligation, OHS is a value to assign to the human being mandatorily. The subject is multidisciplinary, encompassing several technical and disciplines which in this study refers to the LBC Company which is a freight and parcel company. Assuring the compliance of the job to the employee and the employee's eligibility for that job is among the rudimentary prerequisites. Consequently, it is a crucial matter requiring holistic supervision in its physical, psychological, and social aspects and sustaining its protection and progress (Zopcuk, 2015).

Knowledge comes from experience, familiarity, or learning (Bust et al., 2015). According to the study (Robert, 2017), knowledge generation requires information and relevant information demands knowledge application. Akinwale et al. (2016) noted that Health and Safety (H and S) expertise on worker risk reduction improves site safety. Safety knowledge includes occupational H and S facts and a review of the organization's H and S programs. According to studies, incident investigation, teamwork, collaborations, and safety culture surveys provide safety information. Akpan (2015) noted that trainings promote H&S expertise. According to Kumar and Bansal (2013), construction workers with good safety understanding reduce accidents and project costs. Kamar et al. (2014) agree. Sunindijo and Zou (2014) advised that employees, especially project staff, should be trained in safety, and H and S to work safely and urge others to do likewise. Thus, construction companies should promote safety learning. Based on this, Adebiyi et al. (2019) concluded that safety learning should be the result of a dynamic and collective construction process rather than a classroom or other formal learning process. This safe workplace is the outcome of ongoing engineering of numerous factors like knowledge and skills, equipment, and social interactions, which are essential to project stakeholders' work practices.

Adebiyi (2020) found that site workers had average H and S knowledge of first aid, safety signs and symbols, PPE use, safe operation, and site regulations. This information was likewise poorly complied with. The results showed that management commitment and lack of monitoring and enforcement affected compliance. Compliance with health and safety information positively correlated with worker safety, though not significantly. The study found a favorable but non-significant link between compliance and worker safety. Despite its strong positive link with worker safety, this study found that compliance alone cannot significantly improve worker safety. This means that other factors affect worker safety. Further investigation can discover such elements.

RESEARCH METHODOLOGY

Design

This study employed the descriptive-correlational method of research. In this study, the descriptive method will determine the level of awareness of occupational health and their level of safety practices among the employees.

Environment

The study was conducted in LBC Main Corporate Office, Mandaue City.

Respondents

There were 120 employees in the different department of the company.

Sampling Design. There was no sampling as a complete enumeration was utilized. All those who qualified based on the inclusion and exclusion criteria was invited to participate in the study.

Inclusion and Exclusion Criteria. Included were the employees in the different areas of operations of the company regardless of employment status. The employees referred to those who were occupying irganic positions and were considered to be all other members of the team that took care of the other aspects of the company. Excluded were those who were not involved in the operations and those who were newly hired and contractual employees under three (3) months of affiliation with the company. Also those employees and corporate officers that belonged to the management level such as the CEO, Department Heads and other Directors in the different areas of the operations.

Instrument

This study used an instrument composed of two parts. The first part determined the level of awareness which was adopted from the study of Bostan and Yildiz (2022). Part two determines the level of compliance which was adapted from the study of Righteous (2021).

Data Gathering Procedure

The researcher sent a communication to the University Dean for the Graduate Program in Health Allied Courses and the Academic Office asking their good office to allow the researcher to conduct the study. Upon consent and approval, relevant documents were prepared for the researcher to conduct the survey and collect the data relevant to the study. Another communication was sent to the company manager to secure the consent to conduct the study. Since the researcher gathered data from the employees, the researcher individually furnished each respondent with the survey questionnaire inside the campus specifically at the waiting or lounge area of the company where they held it for a specific period of time during the data gathering. The researcher also distributed the survey questionnaire during other days of the week. Questionnaires were collected after 15 minutes or at a time convenient to the respondents. Once all questionnaires were taken back and collected, the researcher started collating the raw data which the same were forwarded to the statistician for treatment and further analysis.

Data Analysis

In order to treat statistically the data gathered, the researcher used the following:

Mean Scores and Standard Deviation. These were used to determine the level of awareness and compliance on the occupational health and work safety of the employees.

Pearson-r. It was used to assess the relationship between the level of awareness and compliance on the occupational health and work safety of the employees.

Ethical Considerations

It is important that all researches involving humans require the approval of the Ethics Committee. The study was submitted for ethical approval prior to data gathering.

PRESENTATION, ANALYSIS AND INTERPRETATION OF DATA

Table 1 Level of Awareness on Occupational Health and Work Safety among Employees

Areas/aspects of awareness	Means score	SD	Interpreta0tion
1. There is an emergency action plan for work accidents and disasters that may occur at the workplace I work for.	2.77	.614	Fairly aware
2. Regular training on occupational health and safety is carried out in our workplace.	2.25	.772	Poorly aware
3. Drills are conducted against the accidents that may occur in our workplace.	2.15	.740	Poorly aware
4. There are warning signs and signs about work safety in our workplace.	3.57	.836	Aware
5. Our medical examination and checks are periodically performed by our occupational physician.	3.83	.781	Aware
6. It is a legal obligation to make an emergency action plan at workplaces	3.12	.704	Fairly aware

7. It is a voluntary job for the employer to carry out the OSH trainings of the employees.	2.42	.752	Poorly aware
8. It is a legal obligation to drill against accidents in the workplace.	2.43	.774	Poorly aware
9. In my workplace, teams to intervene in case of work accidents and disasters have been established and it is known who is responsible.	2.96	.607	Fairly aware
10. The general cleaning rules are strictly obeyed in my workplace.	3.92	.567	Aware
11. Our attention is pointed to risky and dangerous jobs	3.92	.521	Aware
12. Work-clothes are provided at the workplace, employees are strictly required.	4.10	.474	Aware
13. Our workplace has a specialist in occupational health and safety and is doing his/her job well.	3.94	.598	Aware
14. Risk analysis studies are carried out in order to determine risky jobs in our workplace.	1.36	.660	Not aware at all
Grand mean	3.05	.671	Fairly aware

Note: *n=120*.

Legend: 5 (4.20-5.00) Highly aware   4 (3.40-4.19) Aware   3 (2.60-3.39) Fairly aware, 2 (1.80-2.59), Poorly aware 1 (1.00-1.79) Not aware at all.

The table revealed that there are six indicators that have been rated as aware by the respondents. They are aware of the provision of work-clothes at the workplace which the employees are strictly required. The result is indication how critical is the company when it comes to proper work attire and on the provision of ideal work garments that are required and ideal to the work environment. This will promote safety and protection since the LBC Company work environment does not only pertains to the offices but also the field operations which includes warehouses, cargo areas and other critical related to the business operations. The level of awareness as manifested on the responses of the responses are also strong indicators that the employees valued the need for them to wear their work clothes and uniform which is not only for identity but also for protection and safety at the workplace.

The table further revealed that there are three indicators rated as fairly aware by the respondents. These include the awareness of the emergency action plan for work accidents and disasters that may occur at the workplace. The awareness on the establishment of teams to intervene in case of work accidents and disasters and the last is the legal obligation to make an emergency action plan at workplaces. The fair level of awareness are indicators that the activities are not carried out or being imposed by the company as part of the operations to ensure safety and to establish contingencies during work emergencies. Action plans and formation of teams to address work related emergencies such medical, fire, earthquake and other related incidents are very important. The results provides strong implication for LBC Company to comply with this requirement and recognize the need to form strategic teams and action plan that will be used during emergencies to ensure safety of all the employees working in the company. This will further provide all of them that they are protected and assured of safety in times of emergencies.

The table also revealed that there are items that the respondents are poorly aware which is on the voluntary job for the employer to carry out the OSH trainings of the employees and the legal obligation to drill against accidents in the workplace. The level of awareness are indications that the culture of inculcating the passion of learning in the areas of safety and the knowledge on the legal obligation to drill against accidents are all indications of the inadequacy of both the employees to have basic knowledge and the management to carry out such activities essential to the promotion of safety among employees and everyone in the workplace.

The table also indicated that there are four items which the respondents are poorly aware. These includes the drills are conducted against the accidents that may occur in our workplace. Next is on regular training on

occupational health and safety is carried out in our workplace. Training and drills are crucial in disaster management for several reasons. It promotes preparedness and enhances readiness to respond to emergencies, reducing chaos and panic. It promotes coordination among the employees and other team players within the organization. And the processes involves promotes skill development and equips the employees with necessary skills and knowledge.

On the other hand, the result revealed that among all the 14 indicators, there is one indicator that the respondents are not aware at all which is the risk analysis studies are carried out in order to determine risky jobs in our workplace. The need to create a mechanism to improve the promotion of occupational health thru research is essential. Research is essential in promoting occupational health for several reasons. It identifies hazards and helps detect workplace hazards, allowing for proactive measures on both part of the employees and the management as well. It can be a good mechanism to develop safety protocols since research creates evidence-based proof on what to do and how it impact to the whole organization. It improves working conditions since it creates initiatives to enhance workplace environment. Research also supports evidence-based policies and evaluates effectiveness of the laid out and implemented policies in the entire company.

A wide variety of emergencies adversely affect workplaces and employee health. Besides, large-scale disasters cause material damage in large proportions and most importantly threaten working life too (Geldar, 2018). Major incidents may negatively affect employee health which includes workplace accidents, occupational diseases and all kinds of emergencies and disasters that occur while working can adversely affect the wellbeing and the productivity of the employees (Fernandez, 2018).

The result will further provide stronger and a more aggressive implication for the company to be proactive in ensuring that everyone in the company taking care of its operation must be aware of the safety standards. The company must institute improvement of knowledge and make sure that everyone working are knowledgeable of the protocols and the standards that will guide them to promote and sustain a safe working environment for everyone. Thus, a healthful working environment is a positive environment for everyone to be more productive, satisfied and efficient.

Table 2 Level of Compliance on Occupational Health and Work Safety among Employees

Areas/aspects of awareness	Means score	SD	Interpretation
1. I follow company rules and regulations on occupational health and safety	2.95	.524	Occasionally
2. I report workplace hazards and faulty equipment	2.61	.811	Occasionally
3. I report workplace incidents	2.24	.869	Hardly
4. I attend safety meetings	3.20	.728	Occasionally
5. I participate in "toolbox/section meetings"	3.77	.586	Always
6. I take part in fire and emergency drill	2.89	.658	Occasionally
7. I take part in safety training	2.49	.673	Hardly
8. I use foot protection like safety shoes at work especially in cargo areas	2.66	.665	Occasionally
9. I use head protection like helmet at work	2.93	.575	Occasionally
10. I use eye protection like eye goggle at work	2.89	.546	Occasionally
11. I use hand protection like hand glove at work	3.85	.589	Always
12. I use hearing protection like ear muff or ear plug at work	2.09	.565	Hardly
13. I use of Respiratory protection like mask at work whenever necessary and appropriate	3.90	.534	Always
14. I use fall arrestors when working at height	1.49	.850	Never
15. I use work clothing like coverall or work uniform at work	3.35	.826	Always

16. I ensure my work area is clean and orderly	3.90	.571	Always
17. I ensure that machine guards are in place	3.81	.849	Always
18. I correct other workers who do not follow safety rules	3.23	1.065	Occasionally
Grand mean	3.01	0.693	Occasionally

Note: *n=*

Legend: 1.00 – 1.75 is never; 1.76 – 2.50 is hardly; 2.51 to 3.25 is occasionally; and 3.26 – 4.00 is always.

Table 2 presents the level of compliance of the occupational health standards. The data revealed that the overall compliance is rated as occasionally. It is also noted that the use of respiratory protection like mask at work whenever necessary and appropriate were always which also the same with ensuring work area is clean and orderly. This is followed by the use of hand protection like hand gloves at work, ensuring that machine guards re in place, participating in meetings, and the use of work clothing like coverall or work uniform at work.

Compliance with workplace health and safety measures can result in considerable reduction in workplace injuries and fatalities and attributed economic costs. The occasional compliance of the employees on the occupational health guidelines and standards are reflections of the level of awareness reflected in table one. Occupational Health and Safety (OHS) which the LBC Company is bound to follow and implement focuses primarily on protecting employees in the workplace from accidents, injuries, and exposure to harmful substances is always a priority. While accidents can happen at any time, it is still the employer's responsibility to ensure that they take steps to reduce the risk of incidents and maintain a safe working environment. Prioritizing OHS in any business has several key benefits, which includes reduced risk or accidents or injuries by identifying and mitigating hazards, improved efficiency and productivity due to fewer employees missing work from illness or injury, improved employee relations and morale (a safer work environment is a less stressful work environment), reduced costs associated with accidents or injuries (healthcare and rehabilitative costs, losses in productivity, impact on employees' well-being), lower insurance premiums resulting from fewer workplace incidents and workers' compensation claims.

It is no secret that all industries have safety hazards of some sort. The most important aspect of a good Occupational Health and Safety policy is identifying these hazards and ensuring that employees have the training, safety equipment, and other resources needed to work safely. Failure to implement effective policies and precautions can lead to injuries, reduced productivity due to the absence or loss of skilled labor, workers' compensation claims, and possible penalties from what the law of our countries provides.

Most businesses focus on streamlining and perfecting their processes, employees and their needs are often overlooked. It is a well-known fact that employees who feel safe at their workplace are more likely to contribute to their work positively. A happy and secure employee champions the organization's visions. When employees feel safe, they participate in the organization's growth and facilitate better customer service. The responsibility of creating a safe workplace falls largely on the shoulders of management. However, employees have a big part to play in it, too. Employees are at the helm of daily operations, which means they are the first to witness, report, and respond to health and safety incidents. Employees who are well informed and aware can identify and respond to health and safety hazards promptly (Makin & Winder, 2018).

The findings provide strong implications to the company that they need to review their policy implementations and the framework of their overall occupational health program. Capacitating their employees through increasing their knowledge and awareness provide a clearer view of making their organization a more resilient and safer work environment. The results of this study must be a strong indication for the LBC Company to take measures to improve their implementation of the OHS program.

Table 3 Relationship between Awareness and Compliance on Occupational Health and Work Safety

Variables	r value	*p* value	Decision	Interpretation
Level of awareness and level of compliance	.984	.000	Reject hypothesis	Significant

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

Note: Level of compliance (Dependent variable).

The findings revealed that awareness have significant relationship with the compliance. The findings leads to the hypothesis to be rejected. The finding signifies that employees who are highly aware of the occupational health protocol and guidelines are more likely to comply with the company guidelines and regulations. This provides strong indication of the need for the company to ensure that their employees are aware of the protocols and standards so that they can be assured that they can provide a safe conscious workforce. According to Alli (2018), knowledge and awareness in occupational health and guidelines increased on the importance of the complying with the procedures and guidelines imposed by the organization. A change in the behavior can be also be manifest when employees knows that the rules imposed redounds to their benefit and of the company. Awareness to the protocol also provide easement on understanding why company promotes compliance (Sikra, 2019). In similar studies, other authors contended that awareness and knowledge to the different health protocol and protection procedures for the company employees are determinants of their compliance to the guidelines imposed by the company (Mills and Quin, 2015).

CONCLUSIONS AND RECOMMENDATIONS

Conclusions

The need for occupational health and safety in any work setting is an indispensable part of maintaining a productive and dependable workplace. It is concluded that the awareness of the employees affects how they comply with the occupational health and safety. These means that those who are highly aware have a strong tendency to always comply with required occupational health protocols and rules inside the workplace. This findings affirms the Self-Determination Theory and the Theory of Regulatory Compliance to understand how knowledge which is manifested in their level of awareness affects their practice as manifested with their level of compliance on occupational health and safety.

Recommendations

Based on the findings and conclusions, the following recommendations are hereby presented:

1. The study will be presented to the Occupational Health and safety office for review and adaption;
2. The study will be presented in research forums and congress either for poster or for oral presentation to share and disseminate its findings.
3. Objective: To enhance the level of awareness and compliance among employees of LBC company by capacitating them to implement strategies inside the workplace on how to promote healthful work-living. through the following activities:

   a. Encouraging them to participate in trainings, drills and workshops related to occupational health and safety.
   b. To integrate into company-wide strategies the different recommended health and safety activities such as in-service drills and other structured activities to promote the generation of knowledge and compliance towards the occupational health and safety standards.
   c. Encouraging the management to furnish the employees with materials and other learning resource that will be readily made available for everyone.

4. Objective: To engage employees in activities that will enhance awareness and skills by conducting the following activities.

   a. Work research related to occupational health and safety.
   b. A symposium on:

- "Understanding work hazards and related risks"
- "Occupational Health, a determinant to employees productivity and work retention"
- "Positive reinforcement towards health and safety compliance"
- "Occupational Health Trends in the in the 21st Century"

5. The following studies are recommended for future research:

   a. Correlation between occupational Health and work productivity;
   b. The challenges of the implementation of the Occupational health and safety;
   c. Work-Life Balance in a multi-operation organizations.

OCCUPATIONAL HEALTH AND SAFETY ENHANCEMENT PLAN

Rationale

A person's health and safety while working is an indispensable investment in any business. Employees are entitled to work in a safe place, free from hazards that could potentially cause injury, illness, or death. It is therefore of paramount consideration for organizations to promote an occupational health and safety environment and take into account the occupational health and safety needs of the employees. The employers and the management must develop an occupational health program to avoid these incidents and help businesses remain compliant with workplace health laws. The study was conducted to determine how the level of awareness affects the level of compliance among LBC Company employees. Based on the data gathered, the employees were only fairly aware and they occasionally complied with the occupational health and safety. This proposed occupational health and safety plan will address the findings of the study and make sure that the level of awareness and compliance will be enhanced.

Specific Objectives:

1. To improve the level of awareness of occupational health among employees;
2. To enhance the level of compliance among employees on the occupational health and safety;
3. To propose strategies that are needed by the company to improve both awareness and compliance; and
4. To propose responsive programs that will address the areas under the occupational health program.

Areas of concerns	Specific Objectives	Methodology/ Strategies	Persons Responsible	Time Frame	Resource Requirements	Success Indicators
OHS - Level of Awareness		-				
Occupational Health Research	To improve the level of awareness and engagement to the company wide activities and strategies relative to the promotion of occupational health and safety.	-conduct group research and in-house survey to determine key areas of deficiencies and strengths in OHS program implementation and to evaluation existing	Top management Company focal persons Company OHS coordinators	All year round	Annual budget of 1M credited from the special program funds allocations,	Research findings presented and key areas for actions are identified

	To initiate action research and practical research that will help contribute the implementation and create/contribute body of knowledge of the company implementation relative to occupational health and safety	strategies implemented related to company OHS compliance				
Trainings and Drills	To conduct activities that will promote awareness, sensitivity, relevance of the basic knowledge on OHS	Launch "OPLAN Kalusugan sa mga Kawani ng LBC" Propose training implementation plan to be presented to the top management for approval and budget allocation; Avail of external stakeholders assessment and development program implementation to guide the company of the ideal strategies in improving the awareness level of OHS	Top management Company focal persons Company OHS coordinators	All year round	Annual budget of 1M credited from the special program funds allocations and from the employee welfare program funds.	Training programs approved and allocated budget for company-wide implementations
Emergency action plan for work accidents and disasters	To introduce company-wide protocols that will be used by the company and its workforce to address any workplace related hazards and emergencies.	Conduct company workshops and related training from experts, consultant and mentors to improve the protocol and other contingencies needed to set up a functional action plan	Top management Company focal persons Company OHS coordinators	All year round	Annual budget of 1M credited from the special program funds allocations for OHS	Emergency plan and other new protocols are approved and in-placed
OHS- Level of Compliance						
Fall Arrestors	Institute and install company/office and plant wide structures, gadgets and equipment that promote safety within the company	Request for structures and equipment to replace, augment and install; Venture for new technologies that are ideal in the company	Top management Company focal persons Company	All year round	Annual budget of P-1M credited from company operation maintenance funds and	Recommended structures, gadgets and equipment are installed, replaced and augmented in

	at anytime of the day.	business set up and operations	OHS coordinators		from the OHS funds	all areas as it may identified ideal and necessary.
report workplace incidents	To institute a company-wide communication, reporting and documentation protocols that are functional, accessible and ideal to the nature of operations of the company.	Install communication hotlines, reporting procedures, access lines for reporting by all members/ employees of the company	Top management Company focal persons Company OHS coordinators	All year round	Annual budget of P-1M credited from company operation maintenance funds and from the OHS funds	Reporting systems are installed and instituted
Training and Development	To conduct activities that will promote improve compliance on the basic protocols and procedures on OHS	Launch "OPLAN Kalusugan sa mga Kawani ng LBC" Propose training implementation plan to be presented to the top management for approval and budget allocation; Avail of external stakeholders assessment and development program implementation to guide the company of the ideal strategies in improving the awareness level of OHS	Top management Company focal persons Company OHS coordinators	All year round	Annual budget of 1M credited from the special program funds allocations and from the employee welfare program funds.	Training programs approved and allocated budget for company-wide implementations
Health and safety gadgets and other mechnisms	To provide employees with protective clothing and devices that will ensure protection and safety	Provision of non-monetary provision of the employees that will promote occupational health and safety such as uniforms, steel-toe shoes, mask, gaggles, Hearing protection like ear muff or ear plug at work and other	Top management Company focal persons Company OHS coordinators	All year round	Annual budget of 1M credited from the special program funds allocations and from the employee welfare program funds.	All needed equipment and garments are furnished by the company

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