

Security and Occupational safety and Its Impact on Job Satisfaction

Assistant Professor Dr. Talal Subhi Mousa

8\11\2018

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Research Objective:

This study aims to highlight on importance of occupational safety and security and its impact on the job satisfaction of the employees of Al- Najim Alsata steel industries company in Misurata, Libya.

Research Hypothesis:

There is a positive relationship between job satisfaction, security and safety.

Data Collection and Analysis

A total of 20 questionnaires were distributed to members of that company

The questionnaire was divided into two main groups of question

First: The first part of the questionnaire contains personal information such as gender, age, academic qualification, years of experience in the field of specialization or work, and career level

Second: The second part of the questionnaire contains information related to the subject of the research.

Table (1) on the distribution of the sample by gender indicates that all the sample members are male.

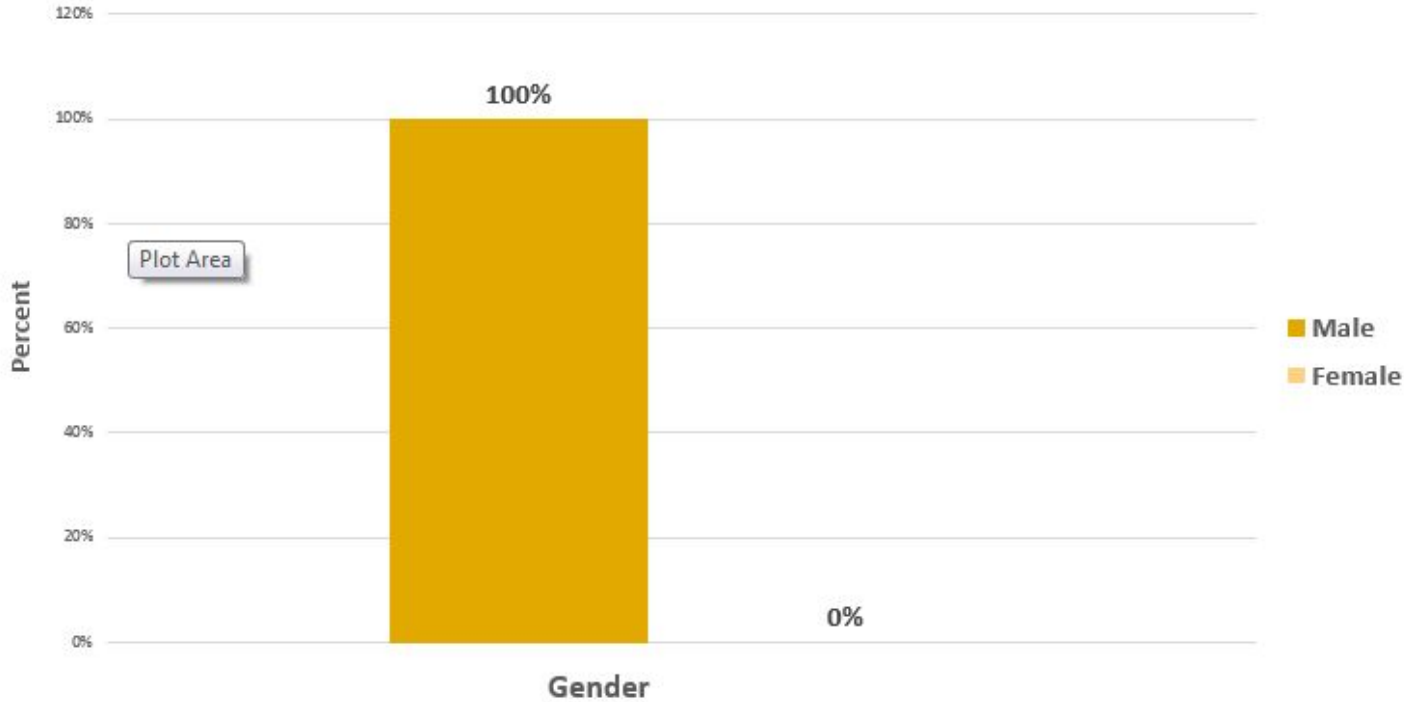


Table (2) shows the distribution of the sample by age

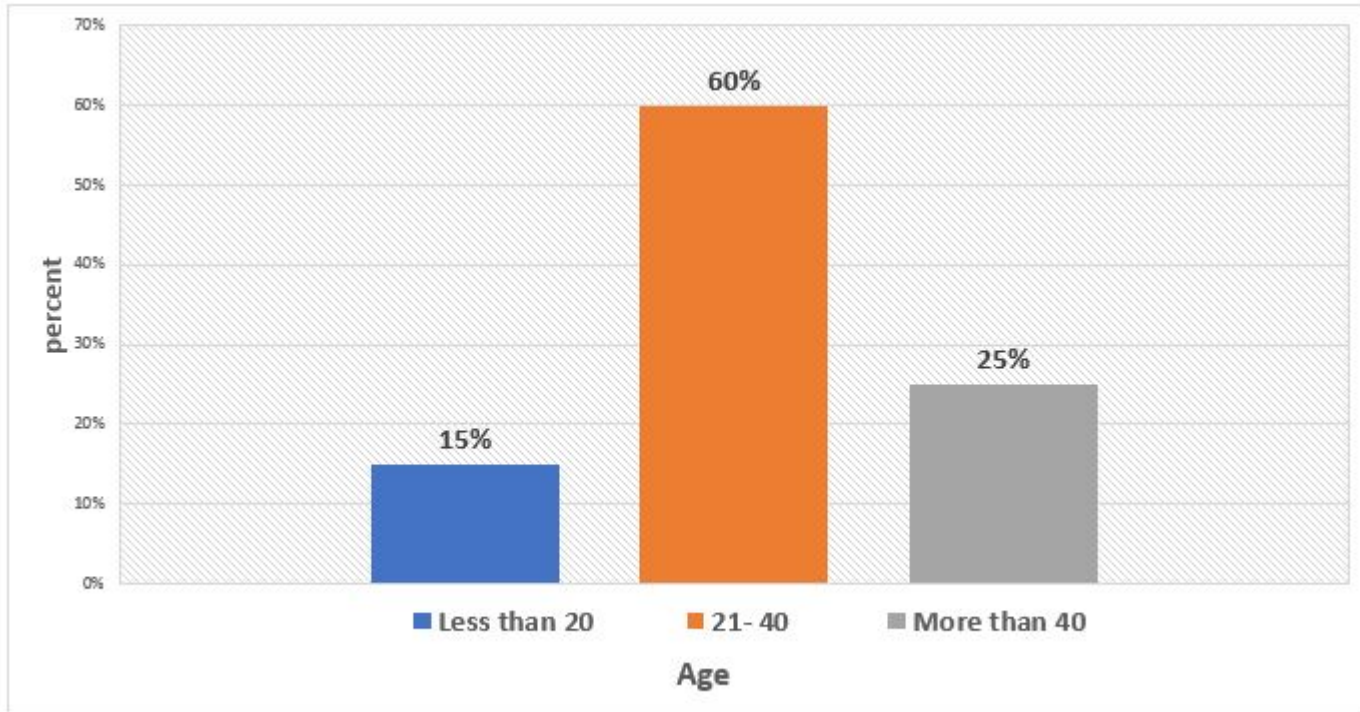


Table (3) shows the distribution of the sample according to the practical qualification.

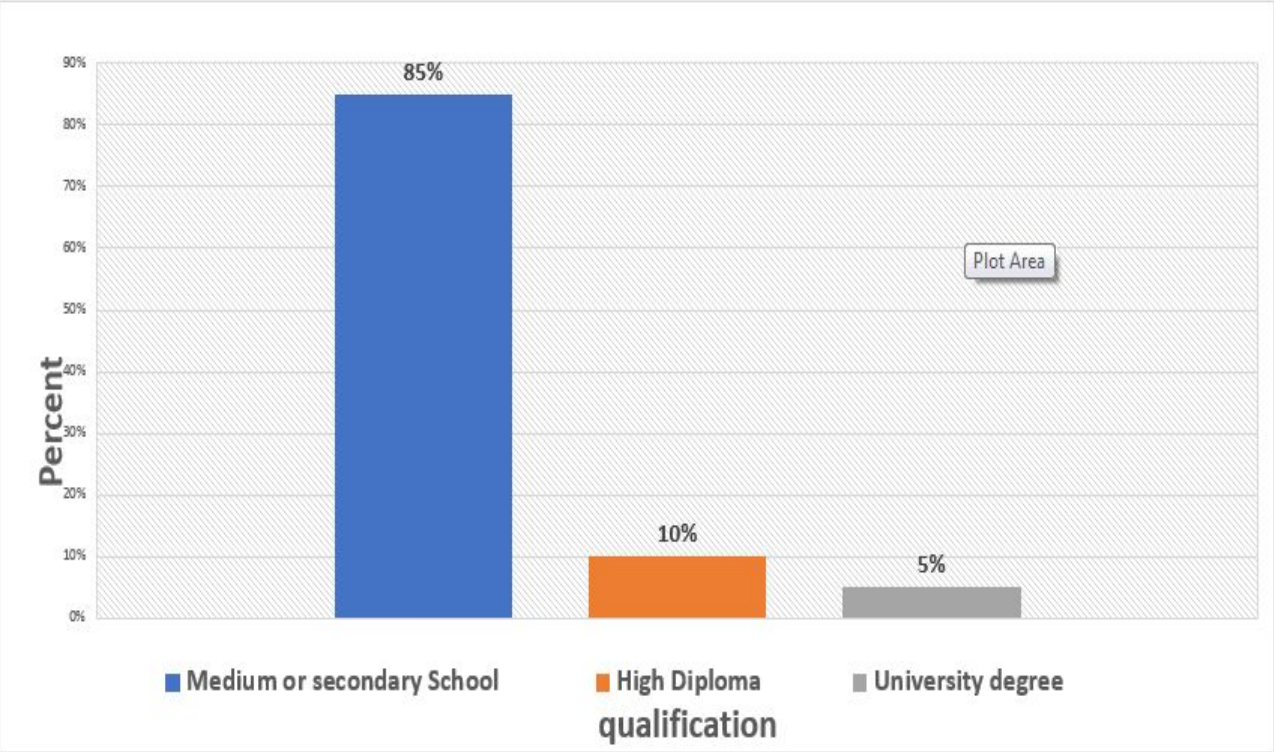


Table (4) shows the distribution of the sample by experience in the field of work.

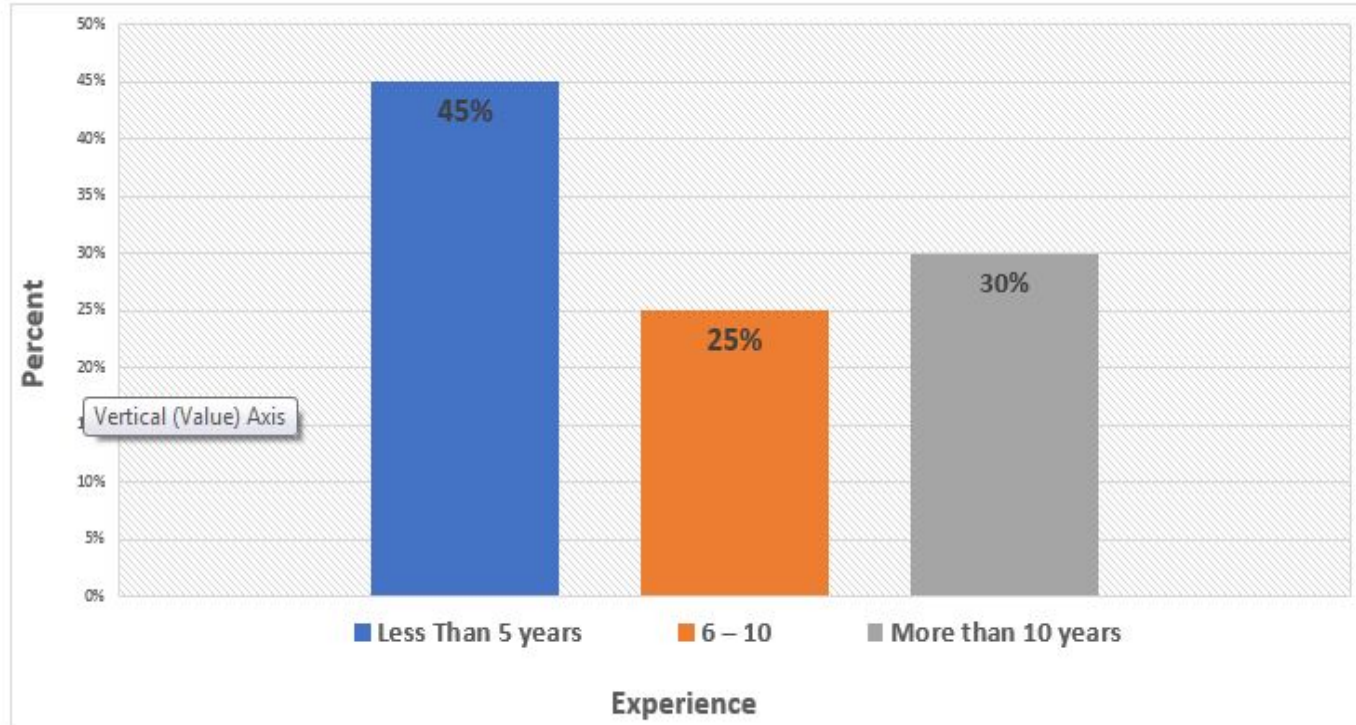
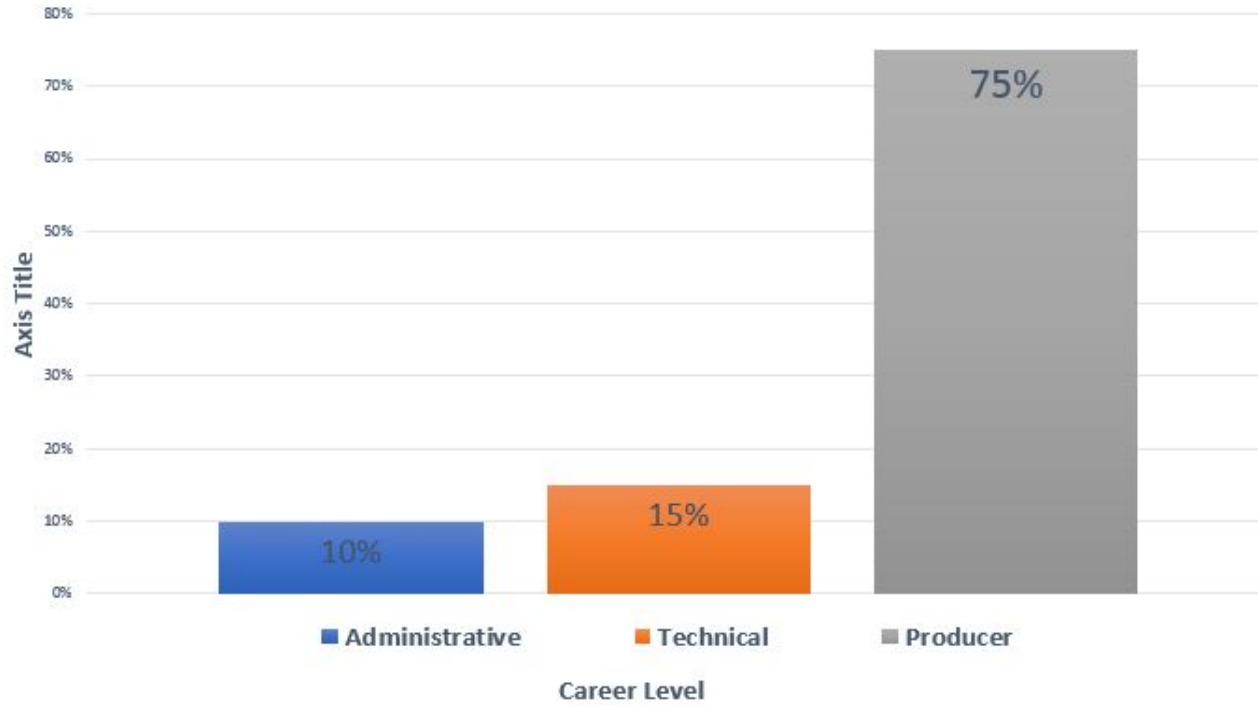


Table (5) shows the distribution of the sample by functional level



In this aspect of the questionnaire, which consisted of the first four items to measure the satisfaction of work by the employees of the company, and some questions were asked to the sample and the results were as follows:

Table (6) shows respondents' answers on the first part of the questionnaire (measuring satisfaction with work).

Not Accept		Neutral		Accept		Question	
%	No.	%	No.	%	No.		
30%	6	50 %	10	20 %	4	There is a feeling among employees of their satisfaction about the allowance for risk.	1
5 %	1	20 %	4	75 %	15	There are good relations between the employees of the company.	2
20 %	4	30 %	6	50 %	10	There is absenteeism and leaving work among employees.	3
80 %	16	15 %	3	5 %	1	There is satisfaction by employees on the occupational safety system practiced in the company	4

In this aspect of the questionnaire, which consists of four items, the second to measure the security occupation and safety of the company in question, so that some questions were asked to the sample. The results were as follows:

Table (7) shows the distribution of responses of sample members to measure security occupational and safety.

Questions	Accept		Neutral		Not Accept	
	No.	%	No.	%	No.	%
5- There are safety regulations and procedures for employees in the company	3	% 15	0	% 0	17	85%
6- The distribution of safety equipment and tools continuously on workers	6	% 30	12	% 60	2	10%
7- There are work injuries updated from time to time to employees	18	% 90	% 0	% 0	2	% 10
8- Compensation is awarded to workers who have been injured during work	12	% 60	3	% 15	5	% 25

Use this aspect of the questionnaire, which consists of four items, the second to measure the safety and safety of the company in question, so that some questions were asked to the sample. The results were as follows:

Table 8 illustrates the correlation between job satisfaction and security occupation and safety.

X . Y	Y²	X²	Av. Y	Av. X	
0.42	0.72	0.25	0.85	0.50	1
0.45	0.36	0.56	0.60	0.75	2
0.36	0.81	0.16	0.90	0.40	3
0.48	0.36	0.64	0.60	0.80	4
1.71	2.25	1.61	2.95	2.45	Σ

The Pearson coefficient of correlation is used to measure the strength of the direction of the relationship between two variables. The value of this coefficient is between 1 and -1. If the value of the coefficient is positive, this indicates a positive relationship between the two variables. If the value of the coefficient is negative, it indicates an inverse relationship. The correlation between the two variables the closer the parameter value (± 1).

x: Average responses of sample members related to the independent variable (satisfaction).

y: Average responses of sample members related to the dependent variable (security and safety).

n: Number of sample members (research sample).

r: correlation coefficient.

$$r = \frac{20(1.71) - 2.45 \times 2.95}{\sqrt{20(1.61) - 6 \times 45 - 8.70}}$$

$$r = 0.36$$

The correlation between job satisfaction and occupational safety and security was measured to determine the type and direction of the relationship between them and found that the Pearson correlation coefficient was 0.36.

The correlation coefficient of Pearson is 0.36 with a positive signal. This means that there is a positive relationship between job satisfaction and occupational safety and security, indicating a positive relationship between job satisfaction and security and safety. The research includes that: The low interest in the application of occupational safety and security rules and procedures has led to a decrease in employee satisfaction.

Conclusion:

Through statistical analysis of the collected data, the following conclusions can be drawn:

1. There is a decline in satisfaction by the employees of the company on the system of salaries and the system of rewards and grants in force in the company Table (07) paragraph 2, 3.
2. There is a turnover for the company represented in leaving work and absence schedule No. (07) paragraph 4.
3. The Company should provide occupational safety systems.
4. There are many injuries for employees occurring during work.
5. The company did not care about the provision of health care to the employees .
6. There is a direct relationship between job satisfaction and occupational safety measures, which is confirmed by the Pearson coefficient of correlation ,which proves the hypothesis of research