

THE INFLUENCE OF INDUSTRIAL HEALTH AND SAFETY PRACTICES ON EMPLOYEES' ATTITUDE AMONG NURSES IN OAUTH, OSUN STATE.

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ABSTRACT

This study looked at the influence of industrial health and safety on workers' attitudes among nurses in Obafemi Awolowo University Teaching Hospital Complex (OAUTHC). Specifically, the purpose of the study is to investigate the influence of industrial health and safety on employee engagement, employee performance, and job satisfaction among nurses in the Obafemi Awolowo University Teaching Hospital Complex. A cross-sectional survey was adopted for the study using quantitative approaches to determine industrial health and safety influence on workers' attitudes among nurses in Obafemi Awolowo University Teaching Hospital Complex (OAUTHC). The target population was 809 nurses from OAUTHC. Purposive, stratified, and simple random sampling techniques were used to sample 267 respondents comprising all the units and the nurses from OAUTHC. Data was collected through drop and drop-and-pick questionnaire and analyzed with the aid of descriptive and inferential statistics. Linear regression models and ANOVA were used in determining the significant influence of independent variables on industrial health and safety. The formulated hypotheses were tested. The study found that industrial health and safety significantly influence job satisfaction, employee performance, and employee commitment among nurses in OAUTHC Ile-Ife Osun State. The conclusion from the findings of this study is that industrial health and safety contribute to workers' attitudes when perceived as threatening to their well-being. The frequency of industrial health and safety was observed to be the leading cause of workers' attitudes and low commitment to work, and it affects both the life of the employee and their performance level. The study recommended creating and implementing a policy that sensitizes and allows for good welfare services such as drinking water facilities, toilet facilities, canteen services, and parking spaces in the work environment to improve employees' job satisfaction levels.



Keywords: Industrial Health and Safety, Workers' Attitude, Employee Performance, Job Satisfaction, Employee Commitment, Nurse.

1- REAMBLE

Health workers are at the center of any society's sustainable social and economic development at local and national levels. They play a crucial role in how well a particular health system function (Nwanko, 2018). Osungebemi, Adejumo, Akinbodewa, and Adelosoye (2016) argue that health workers are part of the largest workforce in the world, constituting over 12% of the working population in the whole world. Nigeria has one of the largest health workforces in Africa (WHO, 2021), and they make up about one-third of the total working population in Nigeria. However, health employees carry out their duties in an increasingly hazardous environment and occupational settings (Osungebemi, Adejumo, Akinbodewa & Adelosoye, 2016).

Most health workers provide health care services to society, while others perform administrative tasks and paramedics provide support. However, the harmful part of their job is while performing their duties, these employees are exposed to a wide range of harmful and hazardous substances that could cause illness and injuries (Nwanko, 2018). In most cases, attention is on the patients rather than the health workers (Adamu & Abdulahi, 2017). Akinwale and Olusanya, (2016) argue that occupational health incorporates different areas of employees' health, including the physical, mental, and social well-being of employees in various organisations.

One of the most effective and reliable ways to control health hazards among hospital workers is to comply with the industry's health and safety measures and make safety the most important priority. However, poor manpower training, lack of safety awareness, and poor acceptance of safety measures may increase the undesirable situation even more (Orme, et al, 2014; Melissa, 2014).are critical factors to consider when developing an employee attitude. Industrial health and safety (IHS) practices protect the workforce and people affected by workplace activities, products, and services against hazards (Iheanacho & Ebitu, 2016). Edmumd, (2015) defines industrial health and safety as factors that affect the health and safety status of workers or other employees (including both temporary workers and contractors), visitors, or any other person in the organisation.

The issue of IHS is very important from the view of all stakeholders in the organisation because IHS affects every aspect of organizational life. Although the advantage of having industrial safety practices in an organization is well recognized and several scholars have shown a clear positive correlation between industrial health and safety (IHS) practices and organizational performance in other sectors of the economy, such as the construction sector and other sectors of the economy, little or no research has been carried out on the health sector, especially among nurses in the Obafemi Awolowo University Teaching Hospital Complex (OAUTHC), Ile-Ife, Osun State. Furthermore, there is little or no empirical literature in the field of industrial health and safety. This gap or lacuna has motivated the researchers to undertake the current study. This study will examine the influence of industrial health and safety on employees' attitudes among nurses in the Obafemi Awolowo Teaching Hospital, Ile-Ife, Osun State. According to the International Labour Organisation (ILO, 2017), work-related diseases and accidents cause economic losses of up to 4% of global GDP. Nurses work in what is widely regarded as one of the most dangerous industrial settings. Nurses are at risk due to a lack of safety knowledge, improper handling of medical equipment, failure to follow simple procedures in completing tasks, or management failing to provide adequate safety standards and resources for the workers. Illness, accidents, and significant costs for the organisation result from poor health and safety practices (Wijewantha,2018).

2- REVIEW OF EMPIRICAL LITERATURES

The statistical relationship between measures of industrial health and safety (HIS) practices and outcomes like employee performance, job satisfaction, employee commitment, and employee engagement has been reported in previous studies (Funmilola, Adesola & Chidizie 2014; Heri, Siswoye, & Fauziyah, 2019). Although these studies have been useful in demonstrating the relationship, they have failed to investigate the impact of industrial health and safety on employee attitudes and behavior. This study filled in this gap by establishing the influence of industrial health and safety during employment on workers' attitudes to work among nurses in OAUTHC, Ile-Ife, Osun State, a developing state, and one of the teaching hospitals in Nigeria. OAUTHC, Ile-Ife, is one of the largest and first-generation teaching hospitals in Nigeria with the capacity for the employment of nurses in various departments especially in sensitive and hazardous areas.

Sembe and Ayuo (2020) studied the perception of occupational health and safety management practices on job satisfaction on university campuses in Nakuru Town, Kenya using a sample of 258 respondents, and multiple regression was used in its analysis. Sembe and Ayuo (2020) reported that the practices of occupational health and safety management practices enhance the level of job satisfaction of the employees.

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Funmilola, Adesola & Chidizie (2014) examined occupational hazard awareness and safety practices among sawmill workers in Nigeria. This cross-sectional survey found 94 sawmill workers, comprising machine operators, plank pushers/carriers, and plank vendors in Ile-Ife, Nigeria as respondents. The survey instrument was a structured questionnaire developed from related studies and was analysed using descriptive statistics. Another study by Heri, Siswoye, & Fauziyah, (2019) analyzed the influence of occupation safety and health and job satisfaction to employee performance with commitment organizational as an intervening variable. The results of this study are OSH (Occupational Health and Safety) affects employee performance and not directly affect organizational commitment.

The findings reported by Funmilola, Adesola, and Chdize, (2014) show that there was a high level of awareness but incorrect conceptualizations of occupational hazards among Nigerian sawmill workers, while Heri, Siswoye, and Fauziyah's (2019) study points to the influence of industrial health and safety on the employee attitudes and cognitive behaviour of the workers.

3. RESEARCH METHOD

Research Design

The study under investigation adopted cross sectional design because it involves data that are time bound and a particular period. While survey was adopted a research strategy.

The Study Population

The target population for this study was all the nurses in OAUTHC Ile-Ife, Osun State. According to the administrative department, the total number of nurses is 809 (OAUTHC, 2021).

Determination of Sample Size

The sample size was determined by the adoption of Yamane sample size determination (Yamane, 1967), with the following formula, which assumes a 95% confidence limit:

$$n = \frac{N}{1+N(e)^2} , n= 267 \quad \text{Based on the Yamane formula, the sample size is 267 approximately.}$$

Where:

N = population size

n = sample size required

e = error term (5%)

Based on the formula above,

$$n = \frac{809}{1+\{1200(0.05)^2\}}$$

$$n = \frac{809}{1+\{809(0.0025)\}}$$

$$n = \frac{809}{1+\{2.0225\}}$$

$$n = \frac{809}{3.0225}$$

$$n = 267$$

Research Instruments

The main instrument that will be used for the study is a questionnaire. The questionnaire will consist of 3 sections. Section 'A', which is self-designed, contains socio-demographic information, Section 'B' will contain information on Industrial Health and Safety Practices, and Section 'C' will contain information on Work Attitudes. The industrial health and safety practices Scale was guided by Christopher et al. (2012), constituting 16 items scored on a seven-point Likert scale ranging from strongly Agree =5 to disagree = 1 strongly. Weiss, Dawis, England developed workers' Attitude, and Lofquist (1967) scored on a Likert scale of measurement ranging from 1= Strongly Disagree to 5=Strongly Agree with 17 items.

Validity of the Research Instruments

Validity refers to the accuracy and meaningfulness of the inferences based on the obtained results (Mugenda & Mugenda, 2012). Content validity was used to test the validity of the instrument. The content validity was established on two levels. The first level was on the researcher, who reviewed



the entire items one after the other to see whether they could measure what they were designed to measure. The second level was when the instrument was presented to the supervisors and research experts. The researcher gave a copy of a questionnaire to his supervisor to comment on the wording of the questions. The comments were used to correct the questionnaire to obtain meaningful information.

Reliability of the Research Instruments

Reliability refers to how the instrument yields the same results on replicated trials (Orodho, 2009). Thus, reliability is the consistency in the results obtained from the instrument. For reliability, a Cronbach's Alpha Coefficient was employed for testing the reliability of the instruments of industrial health and safety scale and workers attitudes scale and results were provided after that. In addition, the alpha coefficient results for each instrument were provided.

To measure the reliability of the instrument a pilot study was carried out. The questionnaires were administered to the population on two occasions at intervals of one month to investigate the internal consistency of the questionnaires. The reliability of the research instrument was analyzed using the internal consistency measurement of Cronbach Alpha. The results revealed that industrial health and safety had a 0.761 coefficient, employee performance had a coefficient of 0.837, job satisfaction had a coefficient of 0.866, and employee commitment had a 0.702 coefficient. In addition, all the variables had Alpha values above 0.7 from the Cronbach alpha value. Therefore, the research found that to capture the variables, the instruments used in the study was accurate and reliable.

4. RESULTS AND FINDINGS

The inferential statistics employed to test the hypotheses are the regression analysis. However, these statistical tools were computed with the Statistical Package for Social Sciences (SPSS) version 26.0.

Table 1: Reliability Test

S/N	Variable	No of Items	Cronbach's Alpha (α)	Comment
1	Industrial Health and Safety	15	0.761	Reliable
2	Employee Performance	5	0.837	Reliable
3	Job Satisfaction	5	0.866	Reliable
4	Employee Commitment	7	0.702	Reliable

Source: SPSS Computation Version 26

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Table 2: Response Rate

Response	Frequency	Percentage
Returned	245	91.8
Unreturned	22	8.2
Total	267	100

Source: Author's Fieldwork (2023)

The table above indicates the response rate of the respondents who participated in the study. Out of 267 questionnaires that were distributed, 245 questionnaires were returned and utilised for the data analysis, while 22 questionnaires were not returned. It implies that there is a reasonable response rate of 91.8%.

4.1 Hypothesis One

Industrial health and safety have no significant influence on job satisfaction among nurses in Obafemi Awolowo University Teaching Complex Hospital, Ile-Ife, Osun State.

Table 3: Model Summary of Industrial health and safety on job satisfaction

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.949 ^a	.900	.820	1.35485

a. Predictors: (Constant), IHS

Regression analysis was conducted to determine whether industrial health and safety was a significant determinant of job satisfaction. Table 4.3 shows that the goodness of fit for regression between industrial health and safety and job satisfaction was strong. The coefficient of determination (R^2) attested to it. The $R^2 = 0.900$. This indicated that industrial health and safety could explain 90.0% of the variation in job satisfaction. In contrast, the remaining can be explained by other variables not captured in this study. These results further mean that the model applied to link the relationship of the variable was satisfactory.

Table 4: Analysis of Variance (ANOVA)

Model		Sum of Squares	Df	Mean Square	F	Sig.
1	Regression	4015.928	1	4015.928	2187.787	.000 ^b
	Residual	446.054	243	1.836		
	Total	4461.981	244			

a. Dependent Variable: Job Satisfaction

b. Predictors: (Constant), Industrial Health and Safety

Table 4 provides the results on the analysis of the variance (ANOVA). The ANOVA results indicated F calculated with $F(1,243) = 2187.787, P < .05$. This implied that the model was statistically significant and that there was a goodness of fit. Furthermore, the result implied that the independent variables in the study (industrial health and safety) was a good predictor of job satisfaction. This agreed with the value of $p = 0.000$, which was less than the alpha value (the conventional probability) of 0.05 significance level. This implies that the model applied could statistically significantly predict the outcome variable. The study, therefore, concludes that industrial health and safety would significantly influence the job satisfaction among nurses in OAUTHC Ile-Ife Osun State.

Table 5: Coefficients

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		β	Std. Error	Beta		
1	(Constant)	.743	.258		2.879	.004
	HIS	.894	.019	.949	46.774	.000

a. Dependent Variable: Job Satisfaction

The model's regression coefficient, t statistic and p-value imply that industrial health and safety ($\beta = 0.894, t = 46.774, p\text{-value} = 0.000$) exerts a positive and statistically significant influence on job satisfaction. This means that a one-unit improvement in employees' industrial health and safety would boost nurses' level of job satisfaction by 0.894 units. Therefore, the null hypothesis is rejected. Based on the findings, industrial health and safety significantly influence job satisfaction among nurses in OAUTHC Ile-Ife Osun State.

4.2 Hypothesis Two

Industrial health and safety have no significant influence on employee commitment among nurses in Obafemi Awolowo University Teaching Complex Hospital, Ile-Ife, Osun State.

Table 6: Model Summary of Industrial health and safety on employee commitment

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.939 ^a	.881	.881	1.51057

a. Predictors: (Constant), IHS

Regression analysis was conducted to determine whether industrial health and safety was a significant determinant of employee commitment. Table 6 shows the goodness of fit for regression between industrial health and safety and strong employee commitment. The coefficient of determination (R^2) attested to it. The $R^2 = 0.881$. This indicated that industrial health and safety

could explain 88.1% of the variation in employee commitment. In contrast, the remaining can be explained by other variables not captured in this study. These results further mean that the model applied to link the relationship of the variable was satisfactory.

Table 7: Analysis of Variance (ANOVA)

Model		Sum of Squares	Df	Mean Square	F	Sig.
1	Regression	4115.052	1	4115.052	1803.399	.000 ^b
	Residual	554.485	243	2.282		
	Total	4669.537	244			

a. Dependent Variable: Employee Commitment

b. Predictors: (Constant), Industrial Health and Safety

Table 7 provides the results on the analysis of the variance (ANOVA). The ANOVA results indicated F calculated with $F(1,243) = 1803.399, P < .05$. This implied that the model was statistically significant and that there was a goodness of fit. Furthermore, the result implied that the independent variables in the study (industrial health and safety) was a good predictor of employee commitment. This was in agreement with the value of $p = 0.000$, which was less than the alpha value (the conventional probability) of 0.05 significance level. This implies that the model applied could statistically significantly predict the outcome variable. The study, therefore, concludes that industrial health and safety would significantly influence the employee commitment among nurses in OAUTHC Ile-Ife Osun State.

Table 8: Coefficients

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		β	Std. Error	Beta		
1	(Constant)	.388	.288		1.347	.179
	IHS	.905	.021	.939	42.466	.000

a. Dependent Variable: Employee Commitment

The model's regression coefficient, t statistic and p-value imply that industrial health and safety ($\beta = 0.905, t = 42.466, p\text{-value} = 0.000$) exerts a positive and statistically significant influence on employee commitment. This means that a one-unit improvement in employees' industrial health and safety would boost nurses' level of commitment by 0.905 units. Therefore, the null hypothesis is rejected. Based on the findings, industrial health and safety significantly influence employee commitment among nurses in OAUTHC Ile-Ife Osun State.

4.3 Hypothesis Three

Industrial health and safety have no significant influence on employee performance among nurses in Obafemi Awolowo University Teaching Complex Hospital, Ile-Ife, Osun State.

Table 9: Model Summary of Industrial health and safety on employee performance

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.956 ^a	.915	.914	1.34880

a. Predictors: (Constant), Industry Health and Safety

Regression analysis was conducted to determine whether industrial health and safety was a significant determinant of employee performance. Table 9 shows the goodness of fit for regression between industrial health and safety and strong employee performance. The coefficient of determination (R^2) attested to it. The $R^2 = 0.915$. This indicated that industrial health and safety could explain 91.5% of the variation in employee performance. In contrast, the remaining can be explained by other variables not captured in this study. These results further mean that the model applied to link the relationship of the variable was satisfactory.

Table 10: Analysis of Variance (ANOVA)

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	4734.189	1	4734.189	2602.246	.000 ^b
	Residual	442.083	243	1.819		
	Total	5176.272	244			

a. Dependent Variable: Employee performance

b. Predictors: (Constant), Industrial Health and Safety

Table 10 provides the results on the analysis of the variance (ANOVA). The ANOVA results indicated F calculated with $F(1,243) = 2602.246$, $P < .05$. This implied that the model was statistically significant and that there was a goodness of fit. Furthermore, the result implied that the independent variables in the study (industrial health and safety) was a good predictor of employee performance. This agreed with the value of $p = 0.000$, which was less than the alpha value (the conventional probability) of 0.05 significance level. This implies that the model applied could statistically significantly predict the outcome variable. The study, therefore, concludes that industrial health and safety would significantly influence the employee performance among nurses in OAUTHC Ile-Ife Osun State.

Table 11: Coefficients

Model	Unstandardized Coefficients	Standardized Coefficients	t	Sig.
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		β	Std. Error	Beta		
1	(Constant)	-.115	.257		-.446	.656
	IHS	.971	.019	.956	51.012	.000

a. Dependent Variable: Employee Performance

The model's regression coefficient, t statistic and p-value imply that industrial health and safety ($\beta = 0.971$, $t = 51.012$, $p\text{-value} = 0.000$) exerts a positive and statistically significant influence on employee performance. This means that a one-unit improvement in employees' industrial health and safety would boost nurses' performance by 0.971 units. Therefore, the null hypothesis is rejected. Based on the findings, industrial health and safety significantly influence employee performance among nurses in OAUTHC Ile-Ife Osun State.

4.4 Summary of Findings

A summary of the findings of the study is presented in Table 12.

Table 12: Summary of findings

Objective No.	Objective	Hypothesis	Rule	P value	Comment
One	To establish industrial health and safety (IHS) influence on job satisfaction among nurses in OAUTHC, Ile-Ife, Osun State.	H₀₁ : Industrial health and safety have no significant influence on job satisfaction among nurses in OAUTHC, Ile-Ife, Osun State.	Reject H ₀₁ , if $p < 0.05$, otherwise accept H ₀₁	$P < 0.05$	The null hypothesis was rejected; therefore, Industrial health and safety significantly influence job satisfaction among nurses in OAUTHC, Ile-Ife, Osun State.
Two	To determine industrial health and safety (IHS) influence employee commitment among nurses in OAUTHC, Ile-Ife, Osun State.	H₀₂ : Industrial health and safety have no significant influence on employee commitment among nurses in OAUTHC, Ile-Ife, Osun State.	Reject H ₀₂ , if $p < 0.05$, otherwise accept H ₀₂	$P < 0.05$	The null hypothesis was rejected; therefore, Industrial health and safety significantly influence employee commitment among nurses in OAUTHC, Ile-Ife, Osun State.
Three	To examine industrial health and safety (IHS) influence employee performance among nurses in OAUTHC, Ile-Ife, Osun State.	H₀₃ : Industrial health and safety have no significant influence on employee performance among nurses in OAUTHC, Ile-Ife, Osun State.	Reject H ₀₃ , if $p < 0.05$, otherwise accept H ₀₃	$P < 0.05$	The null hypothesis was rejected; therefore, Industrial health and safety significantly influence employee performance among nurses in OAUTHC, Ile-Ife, Osun State.

Source; Authors Computation (2022)



5. DISCUSSIONS OF FINDINGS

The findings of hypothesis one indicated that Industrial health and safety significantly influence job satisfaction among nurses in OAUTHC, Ile-Ife, Osun State. Awareness of industrial health and safety in the workplace will enhance the job satisfaction perceived by the nurses. Nurses with infrequent industrial hazards will significantly be more satisfied with their jobs than the nurses who experience frequent industrial hazards. The findings of this study were supported by the findings of the previous scholar (Funmilola, Adesola & Chidizie 2014; Heri, Siswoye, & Fauziyah, 2019). The second findings of the study show that Industrial health and safety have a significant influence on employee commitment among nurses in OAUTHC, Ile-Ife, Osun State. This finding was supported by the study of Shanewaz and Tarik (2020), Akinwale and Olusanya (2016), Ishola (2017).

Finally, the third hypothesis indicates that Industrial health and safety significantly influence employee performance among nurses in OAUTHC, Ile-Ife, Osun State. The finding was supported by the findings (Iheanacho and Ebitu 2016; Akinbode and Sokefun 2018; Ekowati and Amin (2019; Akinbode & Sokefun, 2018; Ogundara 2020; Nwachuku, Akpuh, Samuel, and Udeme, (2020). The study collaborates with the study by Osungbemi, Adejumo, Akinbodewa, and Adelosoye (2016) examined.

CONCLUSION

Based on the study's findings, the study concluded that industrial health and safety significantly influenced the attitude of nurses in the workplace among nurses in OAUTHC Ile-Ife Osun State. Also, employee engagement, employee performance and job satisfaction of the nurses can be enhanced, through industrial health and safety.

From the perspective of this survey, it can be construed that health and safety hazards affect workers' performance, satisfaction, and commitment to work. Worker's wellness plays a significant role in their attitude to work. A healthy and safe worker will desire to report for duty as expected of him/her and put in his/her best at work. However, unhealthy, and unsafe workers will feel demoralized and record a high rate of low performance, low commitment, and disengagement at work, which reduces the organisation's performance level.

From these findings, it suffices to conclude that industrial health and safety contribute to workers' attitudes when perceived as threatening to their well-being. The frequency of industrial health and safety was observed to be the main cause of workers' attitudes and low commitment to work, and it affects both the life of the employee and their performance level. To make a workplace healthy and safe, management must promote a healthy and safe culture among workers.



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