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Effect of Occupational Health and Safety on Employee Performance in the Nepalese Construction Industry

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Abstract

This study examines the effect of occupational health and safety on employee performance in the Nepalese construction industry. Employee performance is selected as the dependent variable. Similarly, training and development, physical working conditions, safety management, quality of work life and safety culture are selected as the independent variables. This study is based on primary data with 138 observations. To achieve the purpose of the study, structured questionnaire is prepared. The correlation coefficients and regression models are estimated to test the significance and importance of different factors affecting occupational health and safety on employee performance in the Nepalese construction industry.

The study showed that training and development have a positive impact on employee performance. It means that increase in training and development leads to increase in employee performance. Similarly, physical working conditions has a positive impact on employee performance. It indicates that increase in physical working conditions leads to increase in employee performance. Moreover, safety management has a positive impact on employee performance. It means that increase in safety management leads to increase in employee performance. Likewise, quality of work life has a positive impact on employee performance. It shows that increase in quality of work life leads to increase in employee performance. Further, safety culture has a positive impact on employee performance. It shows that higher the safety culture, higher would be the employee performance.

Keywords: training and development, physical working conditions, safety management, quality of work life and safety culture, employee performance.

1. Introduction

Occupational health and safety are defined as a field devoted to the anticipation, recognition, evaluation, and control of the environmental factors or stresses arising in or from the workplace (Mohammadi *et al.*, 2023). Similarly, Segbenya and Yeboah (2022) stated occupational health and safety

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as how the facility and human resources are being protected and preserved in the workplace where it ensures that people are not injured or become ill due to workplace hazards. Further, Oluoch (2015) stated occupational safety and health as a discipline dealing with prevention of work-related injuries and diseases, and the protection and promotion of healthy workers. It aims at the improvement of working conditions and environment. Moreover, Moraru (2012) stated that occupational safety and health ensure effective control of occupational safety and health risks and continual improvement in occupational safety and health performance, prevent work-related illness or injury and to achieve compliance with regulations and standards.

Mearns *et al*. (2003) stated safety training is considered as an important aspect of safety management for newly recruited employees including orientation sessions, buddy practice, emergency action, training practice to improve occupational health and safety performance. Similarly, Burke *et al.* (2011) found that for safety knowledge and safety performance, highly engaging training was considerably more effective than less engaging training when hazardous event/exposure severity was high. Further, Mitropoulos *et al.* (2005) found that the training, inspection and enforcement showed a positive effect on reducing accident rates, loss of life, the costs and the liabilities associated with construction accidents. Moreover, Lingard and Yesilyurt (2003) found that the first aid training in construction site showed positive effect on increasing safety performance.

Silla *et al.* (2017) stated that safety-conscious work environment allows high-reliability organizations to be proactive regarding safety and enables employees to feel free to report any concern without fear of retaliation. Similarly, Becker *et al.* (1983) stated that the office environment in which employees work and undertake most of their activities can impact on their productivity. Likewise, Kahya (2007) found that poor workplace conditions result in decreasing employee performance consisted of organization rules, quality, cooperating with coworkers to solve task problems, concentrating the tasks, creativity, and absenteeism. Further, working conditions are attached with employees' job involvement and job satisfaction that ultimately leads to better performance of the employees (Vest *et al.*, 2000). Moreover, Scott *et al.* (2000) stated the quality of work depends upon safe and healthy working conditions in determining employee's job behavior. The study found that working conditions are attached with employees' job involvement and job satisfaction.

Yanar *et al.* (2019) defined supervisory safety support as the extent to which supervisors encourage safe working practices among their subordinates and includes elements such as safety prioritization, provision of tools and safety equipment, response to safety concerns, and rewards for safe behavior. Similarly, Kennedy and Kirwan (1998) stated safety management practices are the actual roles in the organization to remain safe. The study indicated to develop a safety management model to reduce the rate of accidents and injuries, which indirectly contribute to improving occupational health and safety performance. Further, Guastello (1993) stated that safety management systems are integrated mechanisms in organization's designed to control the risks that can affect workers' health and safety.

Hale (2000) stated that safety culture is the collection of the attitudes, beliefs, and perceptions shared by natural groups as defining norms and values, which determine how they act and react in relation to risks and risk control systems. Similarly, Agnew and Daniels (2010) stated allowing employees to work without following safety protocol creates a negative organizational safety culture. On the other hand, a positive safety culture can help prevent work-related injuries. Further, Cooper (2000) defined safety culture as that observable degree of effort by which all organizational members directs their attention and actions toward improving safety on a daily basis. Moreover, Choudhry *et al.* (2007) found that safety culture will ascertain and reflect the effectiveness of a safety management system at any construction site.

Nordlof *et al.* (2017) analyzed a cross-sectional study of factors influencing occupational health and safety management practices in companies. The study concluded that the larger the company, the better the occupational health and safety management practices. The study also concluded that the smaller the company, the worse the occupational health and safety management practices. Similarly, Pamidimukkala and Kermanshachi (2022) analyzed occupational health and safety challenges in construction industry: A gender-based analysis. The study showed that the construction employers and decision-makers in government adopt strategies and develop policies to help women advance in the construction sector.

Tetzlaff *et al.* (2021) conceptualized that safety culture has a positive impact on employee's safety performance by reducing their psychosocial hazards. The study showed that a higher level of safety culture environment reduces psychosocial hazards by improving employee's performance toward safety concerns. Similarly, Karanikas and Kourousis (2017) analyzed the

balanced between safety and productivity and its relationship with human factors and safety awareness and communication in aircraft manufacturing. The study concluded that facility provided to employees has a positive effect on safety performance and communication.

Winge *et al.* (2019) examined a comparative analysis of safety management and safety performance in twelve construction projects. The study concluded that safety management factors are necessary for high safety performance. Similarly, Yanar *et al.* (2018) analyzed the interplay between supervisor safety support and occupational health and safety vulnerability on work injury. The study concluded that workplaces having a supportive supervisor may play an important role in reducing the risk of injury and protecting the workers. Saari (1995) stated the designation health and safety, or occupational health and safety (OHS) has been used to identify a scientific and professional area that is dedicated to the analysis of the working conditions, its impact in workers' health and/or well-being, to propose solutions to reduce occupational hazards and risk factors and measure its effectiveness.

Karthick *et al.* (2023) examined health and safety challenges faced by construction workers in extreme hot weather conditions for extended periods of time. The study showed that the optimized work-rest hours, the provision of adequate time for workers to acclimate to extreme conditions, and adoption of technologies are the strategies that can be used to protect workers from heat-related health hazards. Similarly, Wattles and Harris (2003) examined the relationship between various components of health-related fitness and employee's performance, job satisfaction and absenteeism. The study concluded that higher level of independent components of fitness may positively influence employees' performance, job satisfaction and absenteeism. Further, Carpenter *et al.* (2002) assessed the use of personal protective equipment among Midwestern farmers. The study concluded that improvement of usage of personal protective equipment impact on the level of motivation of farmers and their subsequent performance.

Mosadeghrad *et al.* (2011) conducted a study of relationship between job stress, quality of working life and turnover intention among hospital employees. The study revealed a negative relationship between job stress and quality of work life. Similarly, Obiageli *et al.* (2015) observed work life balance and employee performance in selected commercial banks in Lagos state. The study concluded that work life balance practice is an important factor in increasing employee performance. The study also concluded that

employees are happier and perform better when they are able to balance their work life demands. Further, Islam and Siengthai (2009) analyzed the influence of workers quality of work life on job satisfaction and organizational performance. The study concluded that quality of work life is positively related to organizational performance but not significant as hypothesized. The study also concluded a positive and significant relationship between quality of work life and employees' job satisfaction.

Kim *et al.* (2019) examined on the role of the safety climate in the successful implementation of safety management systems. The study concluded that construction companies need to provide safety incentives and connect them to all aspects of their safety management systems, involve subcontractors in safety meetings and training involved in construction project implementation. Similarly, Gebrezgiabher *et al.* (2019) analyzed awareness of occupational hazards and utilization of safety measures among welders. The study concluded that safety and health training was the common factor to increase knowledge and personal protective usage practicing habits.

Edem *et al.* (2017) examined the impact of workplace environment on health workers. Employee morale can be impacted in both positive and negative ways by the workplace environment. The study also concluded that the efforts should be geared towards improving the physical environment, social environment and work system associated with the work place. Similarly, Naharuddin and Sadegi (2013) investigated the factors of workplace environment that affect employee performance. The study concluded that there is a very strong positive relationship of physical workplace environment and job aid with employee performance. Kaynak *et al.* (2016) found that occupational health and safety practices as safety procedures and risk management, safety and health rules, first aid support and training and organizational safety support had a positive effect on organizational commitment.

Malik *et al.* (2011) examined on work environment and employees' performance in Pakistan investigated the work environment and employee performance in Pakistan. The study found that that improvement in the working conditions leads to better employees' performance. Similarly, Chandrasekar (2011) examined the workplace environment and its impact on organizational performance in public sector organizations. The study concluded that quality of workplace environment impact on the level of motivation of employees and their subsequent performance. Further, Vischer (2007) analyzed the effect of physical environment and job performance. The study concluded that better

workplace environment has positive impact on performance of employees.

In the context of Nepal, Similarly, Upadhyaya (2002) stated that safe work and workplace, for increased production and higher productivity, are necessary and hence promotion and protection of safe work and workplace are the complementary aspects of industrial development. Similarly, Shrestha (2019) defined quality of work life as the perception of employees' mental and physical satisfaction at work. The study showed that quality of work life has a positive impact on the performance of employees towards the organization. Furthermore, Dhakal (2023) examined the effect of job environment on employee satisfaction in Nepalese commercial banks. The study showed that job safety and security have positive impact on employee satisfaction. Similarly, Acharya and Shrestha (2021) analyzed the utilization of personal protective equipment in construction industry of Nepal. The study concluded that safety improvement measures and enforcement of statutory provisions available for safety practices in construction industry of Nepal increases productivity, efficiency. Moreover, Sukamani and Wang (2020) examined prospective safety performance in construction industries in Nepal. The study concluded that it facilitated the advancement of safety performance in construction industries, as it provides clear insights into the cause-effect relationship of safety performance factors and goals.

The above discussion shows that the empirical evidences vary greatly across the studies on the effect of occupational health and safety on employee performance in the construction industry. Though there are above mentioned empirical evidences in the context of other countries and in Nepal, no such findings using more recent data exist in the context of Nepal. Therefore, in order to support one view or the other, this study has been conducted.

The main purpose of the study is to analyze the effect of occupational health and safety on employee performance in the Nepalese construction industry. Specifically, it examines the effect of training and development, physical working conditions, safety management, quality of work life and safety culture on employee performance in the Nepalese construction industry.

The remainder of this study is organized as follows. Section two describes the sample, data and methodology. Section three presents the empirical results and the final section draws the conclusion.

2. Methodological aspects

The study is based on the primary data which were gathered from 138 respondents of 20 construction companies in Nepal. The respondents' views were collected on training and development, physical working conditions, safety management, quality of work life and safety culture in the Nepalese construction industry. Table 1 shows the list of construction companies along with the number of the respondents selected for the study.

Table 1

List of construction companies selected for the study along with number of observations

S.N.	Name of the construction company	No. of respondents
1	Kalika Construction Pvt. Ltd	8
2	Nepal Adarsha Nirman Company Pvt. Ltd.	7
3	Himal Hydro and General Construction Limited	9
4	Force Construction & Associates (P) Ltd	5
5	Himalayan Builders & Engineers Pvt. Ltd.	6
6	Lama Construction Pvt. Ltd.	5
7	Swachchhanda Nirman Sewa (SNS)	7
8	Jyoti Shree Nepal Pvt Ltd.	6
9	High Himalaya Hydro Construction Pvt. Ltd.	6
10	International Green Developers Nepal Pvt. ltd.	8
11	Apex Construction Pvt. Ltd.	5
12	Tundi Construction Private Limited	10
13	Sutra Construction Pvt. Ltd.	6
14	BK Shrestha & Builders Pvt. Ltd.	9
15	Radha Developers Pvt. Ltd.	7
16	Mudbhary And Joshi Construction Pvt. Ltd.	8
17	Chandra & Basanta Construction Pvt. Ltd.	5
18	Lohani & Brothers Pvt. Ltd.	6
19	Azad Metal Engineering Pvt. Ltd.	5
20	Sky Nepal Heavy Equipment Pvt. Ltd.	10
Total number of respondents		**138**

Thus, the study is based on 138 respondents

The model

The model estimated in this study assumes that the employee

performance depends on training and development, physical working conditions, safety management, quality of work life and safety culture. The dependent variables selected for the study is employee performance. Similarly, the selected independent variables are training and development, physical working conditions, safety management, quality of work life and safety culture. Therefore, the model takes the following form:

$EP= \beta_0 + \beta_1 TD + \beta_2 PWC + \beta_3 SM + \beta_4 QWL+ \beta_5 SC +$

Where,

EP= Employee performance

TD= Training and development

PWC= Physical working conditions

SM= Safety management

QWL= Quality of work life

SC= Safety culture

Training and development is measured using a 5-point Likert scale where respondents were asked to indicate the responses using 1 for strongly disagree and 5 for strongly agree. There are 5 items and sample items include "I feel training and development for health and safety is necessary for the employees for safety performance.", "I experience fruitful changes in safety performance after being trained in health and safety programs." and so on. The reliability of the items was measured by computing the Cronbach's alpha ($\alpha = 0.880$).

Physical working conditions is measured using a 5-point Likert scale where the respondents were asked to indicate the responses using 1 for strongly disagree and 5 for strongly agree. There are 5 items and sample items include "I feel comfortable and productive at workplace.", "All tools and equipments used in the workplace are regularly maintained" and so on. The reliability of the items was measured by computing the Cronbach's alpha ($\alpha =0.942$).

Safety management is measured using a 5-point Likert scale where the respondents were asked to indicate the responses using 1 for strongly disagree and 5 for strongly agree. There are 5 items and sample items include "My organization clearly identify health and safety responsibilities for all levels of

staff", "The health and safety management system is certified by a recognized independent authority like safety map", and so on. The reliability of the items was measured by computing the Cronbach's alpha (α =0.937).

Quality of work life is measured using a 5-point Likert scale where the respondents were asked to indicate the responses using 1 for strongly disagree and 5 for strongly agree. There are 5 items and sample items include "The workload assigned to me allow me to achieve a healthy work-life balance", "My work allow me to allocate time to physical fitness", and so on. The reliability of the items was measured by computing the Cronbach's alpha (α = 0.938).

Safety culture is measured using a 5-point Likert scale where the respondents were asked to indicate the responses using 1 for strongly disagree and 5 for strongly agree. There are 5 items and sample items include "My organization provide protective gloves, safety helmet, safety shoes for the employee", "A solution is implemented to fix the problem as soon as possible, if employees report a serious problem where someone could get hurt", and so on. The reliability of the items was measured by computing the Cronbach's alpha (α = 0.945).

Employee performance is measured using a 5-point Likert scale where the respondents were asked to indicate the responses using 1 for strongly disagree and 5 for strongly agree. There are 5 items and sample items include "Employee perform well when there is better working condition", "Employee can be satisfied and perform effectively due to appropriate safety measure", and so on. The reliability of the feature was measured by computing the Cronbach's alpha (α = 0.940).

The following section describes the independent variables used in this study along with hypothesis formulation.

Training and development

Mearns *et al*. (2003) stated that safety training is considered an important aspect of safety management for newly recruited employees including orientation sessions, buddy practice, emergency action training practice to improve occupational health and safety performance. Similarly, Burke *et al.* (2011) found that for safety knowledge and safety performance, highly engaging training was considerably more effective than less engaging training when hazardous event/exposure severity was high. Likewise,

Boudreau *et al.* (2001) found that there is a positive relationship between training and employee performance. Furthermore, Burke *et al.* (2011) found that for safety knowledge and safety performance, highly engaging training was considerably more effective than less engaging training when hazardous event/exposure severity was high, whereas highly and less engaging training had comparable levels of effectiveness when hazardous event/exposure severity was low. Moreover, Lingard and Yesilyurt (2003) found that first aid training in construction made participants more aware that their own behavior was an important factor in the avoidance of occupational injury and also appeared to reduce participants' willingness to accept prevailing levels of safety risk on site. Based on it, this study develops following hypothesis:

H_1: There is a positive relationship between training and development and employee performance.

Physical working conditions

Silla *et al.* (2017) stated that safety-conscious work environment allows high-reliability organizations to be proactive regarding safety and enables employees to feel free to report any concern without fear of retaliation. Similarly, Becker *et al.* (1983) stated that the office environment in which employees work and undertake most of their activities impact positively or negatively on their productivity. Likewise, working conditions are attached with employees' job involvement and job satisfaction that ultimately leads to better performance of the employees (Vest *et al.*, 2000). Furthermore, Kahya (2007) found that poor workplace conditions (physical efforts, environmental conditions, and hazards) result in decreasing employee performance consisted of following organization rules, quality, cooperating with coworkers to solve task problems, concentrating the tasks, creativity, and absenteeism. Similarly, Malik *et al.* (2011) showed the positive relationship between dimensions of work environment and employee performance especially physical working conditions reflect the strongest positive and significant relationship. Moreover, Srivastava (2008) found that there is a positive relationship between physical working conditions and the employee's performance. Based on it, this study develops following hypothesis:

H_2: There is a positive relationship between physical working conditions and the employee performance.

Safety management

Guastello (1993) stated that safety management systems are integrated mechanisms in organizations designed to control the risks that can affect workers' health and safety, and at the same time to ensure the firm can easily comply with the relevant legislation. Similarly, Fernández-Muñiz *et al.* (2009) stated that implementing the safety management system could be an opportunity, since it has numerous positive effects on firm performance. Likewise, Kennedy and Kirwan (1998) stated safety management practices are the actual roles in the organization to remain safe. The study found that the safety management model contributes to improving occupational health and safety performance by reducing the rate of accidents and injuries. Furthermore, Klein and Kozlowski (2000) showed that there is positive relationship between safety management and employee performance. Moreover, Bliese and Jex (2002) found a positive relationship between safety management on employee performance. Similarly, Aksorn and Hadikusumo (2008) revealed that there is a positive effect of safety management on employee performance and job satisfaction. Based on it, this study develops following hypothesis:

H_3: There is a positive relationship between safety management and employee's performance.

Quality of work life

Beloor *et al.* (2017) stated that quality of work life is a multidimensional construct it includes job satisfaction, adequate pay, work environment, organizational culture etc. The study showed positive effects on the employee performance, productivity, absenteeism, retention rate. Likewise, Cohen and Rosenthal (1980) defined quality of work life as an intentionally designed effort to bring out increased labour management, and co-operation to jointly solve the problem of improving organizational performance and employee's satisfaction. Similarly, Tarigan *et al.* (2021) found that quality of work life could significantly influence employee performance. Employees who have a higher quality of work life would be more loyal to their companies, and show their loyalty by committing to their work, which contribute a better performance result. Likewise, Korunka *et al.* (2008) found that there is a positive relationship between quality of work life and employees' performance. Further, Bhanugopan and Fish (2008) found a positive relationship between quality of work life and employees' performance. Moreover, Walton (1974) revealed that quality of work life seemed to have the strongest impact on

employee performance. Based on it, this study develops following hypothesis:

H_4: There is a positive relationship between quality of work life and employees' performance.

Safety culture

McFadden (2009) stated that creating a safety culture essentially means that patient safety is the top priority, and leadership provides a caring, safe environment free of blame, with open communication and collegiality, and the commitment and drive to be a safety-centered institution. Similarly, Trinh *et al.* (2018) found that the relationship between the project complexity and the safety performance is moderated by a resilient safety culture. Likewise, Schon and Argyris (1996) revealed that safety culture seemed to have the strongest impact on employee performance. Further, Clarke (2000) found that safety culture has a significant positive relationship with employee performance. Moreover, Choudhry *et al.* (2007) concluded that safety culture has a significant influence on employee performance. Similarly, Agwu (2012) found that inculcation of employees' safety culture on the workforce at the task level will improve employees' safety practices at work thus enhancing their productivity, profitability and loss control. Uniformly, Chinda and Mohamed (2008) found that safety policy and strategy will influence the successful safety implementation which, in turn, will enhance the achievement of safety goals of an organization. Based on it, this study develops following hypothesis:

H_5: There is a positive relationship between safety culture and employee performance.

3. Results and discussion

Correlation analysis

On analysis of data, correlation analysis has been undertaken first and for this purpose, Kendall's Tau correlation coefficients along with means and standard deviations have been computed, and the results are presented in Table 2.

Table 2

Kendall's Tau correlation coefficients matrix

This table presents Kendall's Tau coefficients between dependent and independent variables. The correlation coefficients are based on 138 observations. The dependent variable is EP

(Employee performance). The independent variables are TD (Training and development), PWC (Physical working conditions), SM (Safety management), QWL (Quality of work life) and SC (Safety culture).

Variable	Mean	S.D.	EP	TD	PWC	SM	QWL	SC
EP	3.951	0.926	1					
TD	3.560	0.948	0.312**	1				
PWC	3.152	1.139	0.275**	0.668**	1			
SM	3.439	1.105	0.317**	0.657**	0.729**	1		
QWL	3.346	1.115	0.268**	0.659**	0.729**	0.725**	1	
SC	3.306	1.075	0.231**	0.594**	0.650**	0.662**	0.625**	1

Note: The asterisk signs (**) and (*) indicate that the results are significant at one percent and five percent levels respectively.

Table 2 shows the Kendall's Tau correlation coefficients of dependent and independent variables. The study indicates that training and development is positively correlated to the employee performance indicating that training and development increases employee performance. Likewise, physical working conditions is positively correlated to the employee performance. This implies that improvement in physical working conditions leads to the increase in employee performance. Similarly, safety management is positively correlated to the employee performance. It indicates that better the safety management better will be the employee performance. However, quality of work life is also positively related to the employee performance that leads to the increment of employee performance. Moreover, safety culture is positively correlated to the employee performance that indicates that betterment in safety culture leads to the betterment in employee performance.

Regression analysis

Having indicated the Kendall's Tau correlation coefficients, the regression analysis has been carried out and the results are presented in Table 3. More specifically, it presents the regression results of training and development, physical working conditions, safety management, quality of work life and safety culture on employee performance in the Nepalese construction industry.

Table 3

Estimated regression result of training and development, physical working conditions, safety management, quality of work life and safety culture on employee performance in the Nepalese construction industry

The results are based on 138 observations using linear regression model. The model is EP= β_0 + β_1TD + β_2PWC + β_3SM + β_4QWL +β_5SC+ε where the dependent variable is (EP) employee performance. The independent variables are (TD) training and development, (PWC) physical working conditions, (SM) safety management, (QWL) quality of work life and (SC) safety culture.

Model	Intercept	Regression coefficients of					Adj. R_bar^2	SEE	F-value
		TD	PWC	SM	QWL	SC			
1	2.288 (8.438)**	0.467 (6.344)**					0.223	0.816	40.252
2	2.938 (13.685)**		0.321 (5.016)**				0.150	0.854	25.156
3	2.689 (11.518)**			0.367 (5.677)**			0.186	0.836	32.232
4	2.892 (12.446)**				0.316 (4.799)**		0.139	0.859	23.030
5	2.931 (12.224)**					0.308 (4.470)**	0.122	0.868	19.984
6	2.297 (8.411)**	0.432 (3.576)**	0.037 (0.365)				0.218	0.819	20.064
7	2.260 (8.239)**	0.367 (2.781)*	0.052 (0.421)	0.159 (1.204)			0.220	0.818	13.904
8	2.261 (8.240)**	0.405 (2.938)*	0.001 (0.010)	0.205 (1.456)	0.138 (0.956)		0.220	0.818	10.650
9	2.279 (8.281)**	0.437 (3.072)**	0.021 (0.152)	0.241 (1.651)	0.116 (0.792)	0.118 (0.927)	0.219	0.818	8.683

Notes:

i. Figures in parenthesis are t-values.
ii. The asterisk signs (**) and (*) indicate that the results are significant at one percent and five percent level respectively.
iii. Employee performance is dependent variable.

Table 3 shows that the beta coefficients for training and development are positive with the employee performance. It indicates that training and development has positive impact on the employee performance. This finding is consistent with the findings of Boudreau *et al.* (2001). Likewise, the beta coefficients for physical working conditions are positive with the employee performance. It indicates that physical working conditions have positive impact on the employee performance. This finding is similar to the findings of Srivastava (2008). In addition, the beta coefficients for safety management are positive with the employee performance. It indicates that safety management has a positive impact on the employee performance. This result is consistent with the findings of Bliese and Jex (2002). Further, the beta coefficients for quality of work life are positively related with the employee performance. It indicates that quality of work life has a positive impact on the employee performance. This finding is consistent with the findings of Korunka *et al.* (2008). Moreover, the beta coefficients for safety culture are positive with the

employee performance which indicates that safety culture has positive impact on the employee performance. This result is consistent with the findings of Chinda and Mohamed (2008).

4. Summary and conclusion

Occupational health and safety is defined as a field devoted to the anticipation, recognition, evaluation, and control of the environmental factors or stresses arising in or from the workplace. The designation health and safety, or occupational health and safety (OHS) has been used to identify a scientific and professional area that is dedicated to the analysis of the working conditions, its impact in workers' health and/or well-being, to propose solutions to reduce occupational hazards and risk factors and measure its effectiveness.

This study attempts to examine the effect of occupational health and safety on employee performance in the Nepalese construction industry. The study is based on primary data with 138 observations from 20 construction companies.

The study showed that the training and development, physical working conditions, safety management, quality of work life and safety culture has positive impact on employee performance. Since higher the training and development, physical working conditions, safety management, quality of work life and safety culture higher would be the employee performance. The study also concludes that the most influencing factor is training and development followed by safety management, physical working conditions, quality of work life and safety culture that explains the employee performance.

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