

THE KEY FACTORS CONTRIBUTING TO OCCUPATIONAL ACCIDENTS IN “ABC STATIONARY MANUFACTURING COMPANY”, SRI LANKA: INSIGHTS FROM EMPLOYEES AND MANAGEMENT’S PERSPECTIVES

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1. Introduction

Protecting workers against injury while they are at work is known as occupational safety, and it includes a variety of procedures and policies meant to avoid accidents, hazards, and exposure to harmful substances. The current study addresses the central research problem, “Why does ABC Stationary Manufacturing Company have a higher number of occupational safety-related accidents?” The researcher aims to explore the reasons for the higher number of occupational safety-related accidents at ABC Company from both employees and management's perspectives. Research has identified the problem based on prior years' reports on accidents and the employees' viewpoints on the accident rate of ABC Company who were directly contacted.

2. Research Methodology

The study adopts an interpretivist philosophy, emphasizing the understanding of subjective experiences through an inductive approach. A qualitative method was employed, utilizing in-depth interviews with ten purposively selected participants, comprising employees and managers, within a focused case study strategy for their data structuration point. Thematic analysis was used to identify, analyze, and report recurring themes within the data.

3. Findings and Discussion

The study's findings reveal that production pressure, aging machinery, inadequate safety training, poor work floor settings, and inconsistent use of personal protective equipment (PPE) are significant causes of workplace accidents from the employees' perspective. Additionally, factors such as fatigue and mental exhaustion from long working hours further exacerbate these risks. From the management's viewpoint, the challenges also include resistance to safety protocols and the use of temporary workers who lack adequate safety training. Both perspectives highlight a critical balance between production demands and safety compliance.

4. Conclusion and Implications

Enhancing safety training programs, upgrading machinery, and promoting a stronger safety culture could significantly reduce workplace accidents, benefiting employees and management.

Keywords: Employee's perspective, Management's perspective, Occupational accidents, Manufacturing industry