

Employee Perception of the Impact of Occupational Health and Safety Management on Organisational Commitment: A Case Study of an Energy Sector Organisation in Trinidad and Tobago

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Abstract: *Occupational Health and Safety (OHS) is one dimension of the work environment which can impact employee commitment to organisations. A poor work environment can lead to high attrition rates, employee unrest and disruption in production. A cross-sectional case study was conducted using 31 non-managerial employees identified in the Petroleum Sector in Trinidad and Tobago. Data was collected using a virtual snowball sampling technique, utilising an online questionnaire which combined the Survey of Perceived Organisational Support (SPOS) and the Organisational Commitment Questionnaire (OCQ). The data was then analysed using Spearman's Correlation. Findings revealed that employee perception of managerial OHS support practices had a significant and positive correlation with affective commitment ($r_s(22) = 0.4, p = 0.03$). This indicates that managerial OHS support would have an impact on employees wanting to remain employed in the organisation. It was concluded that the prioritisation of occupational health and safety in the workplace facilitates employees' organisational commitment. It is therefore critical to recognise that the workers, who perceive that their health and safety are given sufficient consideration by management, will demonstrate strong emotional attachment and therefore commit to the organisation.*

Keywords: *Employee Perception, Occupational Health and Safety Management, Organisational Commitment*