



DECLARATION

**Study on Occupational health and safety in hotels of
Northern Province**

*This dissertation is submitted as a partial fulfillment of the degree of Bachelor of
Business Management in Hospitality, Tourism and Events Management*

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ABSTRACT

An organizational culture that places a greater value on speed money than on safety can result in work place accidents. Some which involve the loss of human life. To disregard safety and health issues can cause more than legal difficult for on organization. It can sever the trust between workers and management, irretrievably damage employee commitment and performance, and ruin an organization's reputation. Managers then must understand safety and health issues and take steps to maintain a safe work environment with the help of human resource staff. Because of nowadays human resource plays a vital role on any organization sine, none of the organization can achieve their objective without effective human resource management.

The objective of this research is, to identify the Occupational Health and safety practices in Northern Province of Sri Lanka. Further, this study also aims to achieve the following as the secondary objectives, to identify the employee perception on Occupational Health and safety practices in Northern Province of Sri Lanka and to identify the perception of managers on Occupational Health and safety practices in Northern Province of Sri Lanka.

The health is determined by three variables. Those are occupational diseases, stress and burn out, and work place violence. And the safety is determined by tow dimension one is unsafe condition and other is unsafe act. The research derived the research problem, question that is how these factors are affecting the condition of the health and safety of the employees and recommend some suggestions to overcome these problems. To conduct this research Jaffna and Mannar districts were selected and 80 employees and 20 managers were selected as a random sample out of employees. The data collected by using questionnaire and interview.

Key Words: Occupational Health and Safety, Employee Satisfaction, Human Resource Management, Hospitality Sector