

Appraisal Of the Impact of Employees Health and Safety on Productivity in Enugu-North L.G.A., Enugu State (A Case Study of Parklane General Hospital).

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Abstract- Employee health and safety (EHS) is a critical determinant of organizational performance, particularly in healthcare institutions where workers are routinely exposed to biological, chemical, physical, ergonomic, and psychosocial hazards. Despite the recognized importance of occupational health and safety, many healthcare facilities in Nigeria continue to face challenges in implementing effective workplace safety measures, with potential consequences for employee productivity. This study appraised the impact of employee health and safety on productivity at Parklane General Hospital, Enugu North Local Government Area, Enugu State. A descriptive survey research design was adopted for the study. The target population comprised employees of Parklane General Hospital, from which a representative sample was selected using an appropriate sampling technique. Data were collected using a structured questionnaire designed to assess existing employee health and safety practices, the relationship between health and safety and employee productivity, challenges affecting the implementation of health and safety measures, and strategies for improving workplace safety. The validity and reliability of the instrument were established prior to data collection. Descriptive statistics, including frequencies, percentages, means, and standard deviations, were used to summarize the data, while inferential statistics were employed to test the study hypotheses at a 0.05 level of significance. The findings revealed that effective employee health and safety practices significantly improve employee productivity by reducing workplace accidents, minimizing absenteeism, enhancing employee motivation, and promoting a safer working environment. However, inadequate provision of personal protective equipment, insufficient safety training, limited management commitment, and poor enforcement of occupational safety policies were identified as major barriers to effective health and safety implementation. The study further established a statistically significant positive relationship between employee health and safety and employee productivity. The study concludes that strengthening occupational health and safety practices is essential for improving employee well-being and

enhancing organizational productivity in healthcare institutions. It recommends increased investment in workplace safety programmes, regular staff training, effective policy implementation, continuous hazard monitoring, and stronger management commitment to creating a safe and healthy work environment.

Keywords: *Employee Health and Safety, Employee Productivity, Occupational Health and Safety, Healthcare Workers, Workplace Safety, Parklane General Hospital, Nigeria.*

I. INTRODUCTION

Employee health and safety (EHS) has become a fundamental component of organizational effectiveness and sustainable workforce management across the world. In healthcare institutions, employees are routinely exposed to a wide range of occupational hazards, including biological, chemical, physical, ergonomic, and psychosocial risks. These hazards not only threaten the health and well-being of healthcare workers but also have significant implications for organizational productivity, service quality, and patient safety. Consequently, ensuring a safe and healthy work environment has become a strategic priority for healthcare organizations seeking to improve employee performance and achieve optimal healthcare outcomes (WHO, 2021a; ILO, 2019). The International Labour Organization (ILO) estimates that millions of occupational accidents and work-related illnesses occur annually, resulting in substantial economic losses, reduced workforce efficiency, and avoidable mortality (ILO, 2019). Similarly, the World Health Organization (WHO) recognizes that healthcare workers constitute one of the occupational groups at the highest risk of workplace injuries and diseases because of their frequent exposure to infectious agents, hazardous

chemicals, radiation, workplace violence, and physically demanding tasks (WHO, 2022). These occupational risks often lead to absenteeism, presenteeism, burnout, reduced job satisfaction, increased staff turnover, and diminished productivity (Johnson et al., 2018).

Moreover, healthcare institutions in low- and middle-income countries face additional challenges in maintaining effective occupational health and safety systems. In many developing countries, inadequate funding, insufficient personal protective equipment (PPE), poor infrastructure, limited safety training, weak policy implementation, and ineffective regulatory enforcement continue to expose healthcare workers to preventable occupational hazards (Liu et al., 2018; Nguyen et al., 2018). These challenges have become more evident following recent global public health emergencies, which highlighted the importance of protecting healthcare workers to ensure uninterrupted healthcare delivery (WHO, 2022). In Nigeria, occupational health and safety practices within many public healthcare institutions remain inadequate despite existing policies and regulatory frameworks. Healthcare workers frequently encounter needle-stick injuries, exposure to infectious diseases, poor waste management systems, musculoskeletal disorders resulting from manual patient handling, workplace stress, and psychological exhaustion arising from heavy workloads and inadequate staffing (Ezeani et al., 2018; Adebayo & Adeyemi, 2018). These occupational hazards adversely affect employee well-being, reduce morale, increase absenteeism, and ultimately compromise productivity and the quality of healthcare services.

Furthermore, employee productivity within healthcare organizations depends largely on the physical, psychological, and social well-being of employees. A safe working environment promotes employee motivation, commitment, efficiency, and job satisfaction, whereas unsafe working conditions contribute to fatigue, work-related injuries, reduced concentration, medical errors, and poor organizational performance (Bakker & Demerouti, 2018; Rugulies et al., 2018). Consequently, investment in employee health and safety should be

regarded not merely as a legal obligation but as a strategic approach to improving organizational productivity and healthcare service delivery. Although several studies have examined occupational health and safety in healthcare settings, limited empirical evidence exists regarding its influence on employee productivity in public hospitals within Enugu State, particularly at Parklane General Hospital. Most previous studies have focused primarily on occupational hazards or compliance with safety regulations without comprehensively assessing how employee health and safety practices influence productivity among healthcare workers (Ugwu & Onoh, 2022). It is against this background that this study appraised the impact of employee health and safety on productivity in Enugu North Local Government Area, Enugu State, using Parklane General Hospital as the case study. Hence, the findings are expected to contribute to the growing body of knowledge on occupational health and safety and provide evidence that can assist hospital administrators, policymakers, and other stakeholders in developing strategies that enhance employee well-being, improve productivity, and strengthen healthcare service delivery.

II. MATERIALS AND METHODS

STUDY AREA

The study was conducted at Parklane General Hospital, Enugu North Local Government Area, Enugu State, Nigeria. The hospital is a government-owned tertiary healthcare facility that provides comprehensive medical services to residents of Enugu State and neighbouring states. It employs a multidisciplinary workforce comprising doctors, nurses, pharmacists, laboratory scientists, administrative staff, and other healthcare professionals who are exposed to diverse occupational hazards during the course of their duties.

STUDY POPULATION

The study population consisted of 520 employees of Parklane General Hospital, comprising doctors, nurses, laboratory scientists, pharmacists, administrative staff, and cleaners/technicians. These employees represented the various professional

groups within the hospital and formed the target population for the study.

STUDY DESIGN

This study adopted a descriptive survey research design to appraise the impact of employee health and safety on employee productivity at Parklane General Hospital, Enugu North Local Government Area, Enugu State. A descriptive survey design was considered appropriate because it enables researchers to collect quantitative data from a defined population and describe existing conditions without manipulating the study variables (Creswell & Creswell, 2018).

SAMPLE SIZE AND SAMPLING TECHNIQUE

The sample size for the study was determined using the Taro Yamane formula for finite populations (Yamane, 1967). Based on the study population of 520 employees and a 5% margin of error, a sample size of 226 respondents was obtained. A simple random sampling technique was employed to ensure that every eligible employee had an equal opportunity to participate in the study.

$$n = N / 1 + N (e)^2$$

Where:

n = sample size

N = population size (520)

e = level of significance (0.05)

$$n = 520 / 1 + 520(0.05)^2 = 226$$

Based on the Taro Yamane's formula used in the computation above, the sample size drawn from this study population is two-hundred and twenty-six (226) respondents. Out of the 226 questionnaires administered based on the computed sample size, 220 were returned which is over the 80% required. The distribution of the sample was as follows:

Category	Estimated Staff Population	Sample Size
Doctors	60	26
Nurses	200	87
Laboratory Staff	50	22

Pharmacists	30	13
Administrative Staff	100	43
Cleaners & Technicians	80	35
Total	520	226

INSTRUMENT FOR DATA COLLECTION

Data were collected using a structured, self-administered questionnaire developed in line with the objectives of the study. The questionnaire comprised sections covering respondents' socio-demographic characteristics, existing employee health and safety practices, the relationship between health and safety and employee productivity, challenges affecting the implementation of health and safety measures, and strategies for improving workplace safety. Responses were measured using a five-point Likert scale ranging from Strongly Agree to Strongly Disagree.

VALIDITY AND RELIABILITY OF THE INSTRUMENT

The questionnaire was subjected to face and content validation by experts in research methodology and occupational health. The reliability of the instrument was assessed using Cronbach's Alpha coefficient. The overall reliability coefficient indicated that the instrument possessed satisfactory internal consistency and was therefore considered suitable for data collection (Cronbach, 1951).

DATA COLLECTION PROCEDURE

Permission to conduct the study was obtained from the management of Parklane General Hospital before data collection commenced. Copies of the questionnaire were distributed personally to the selected respondents after explaining the purpose of the study and obtaining their informed consent. Completed questionnaires were retrieved, checked for completeness, and prepared for analysis.

DATA ANALYSIS

The collected data were coded and analyzed using the Statistical Package for the Social Sciences (SPSS). Descriptive statistics, including frequencies, percentages, means, and standard deviations, were used to summarize the data, while inferential

statistics (One-Sample t-test) were employed to test the study hypotheses at a 5% level of significance.

ETHICAL CONSIDERATIONS

Ethical principles guiding research involving human participants were strictly observed throughout the study. Participation was voluntary, and respondents were informed of the objectives and purpose of the study before providing informed consent. Confidentiality and anonymity were maintained by ensuring that no personally identifiable information was collected or disclosed, and all information obtained was used solely for academic and research purposes. Participants were informed of their right to decline participation or withdraw from the study at any stage without any adverse consequences.

RESULTS

A total of 226 questionnaires were distributed to employees of Parklane General Hospital, of which 220 were completed and returned, representing a response rate of approximately 97.4%. The respondents comprised both clinical and non-clinical staff from different professional categories within the hospital. The majority of the respondents were female (68.2%), aged 20–29 years (62.3%), possessed a bachelor's degree or equivalent professional qualification (69.1%), and had between one and five years of work experience (81.4%). Clinical staff constituted 52.7% of the respondents, while non-clinical staff accounted for 47.3%.

The findings indicated that employees perceived the existing health and safety practices at Parklane General Hospital to be highly satisfactory, with an overall mean score of 4.50 (SD = 0.67). The provision of personal protective equipment (PPE) received the highest rating (Mean = 4.54), followed by the availability of safety posters and warning signs (Mean = 4.52), functional emergency exits and fire extinguishers (Mean = 4.51), management enforcement of occupational safety standards (Mean = 4.48), and regular staff safety training (Mean = 4.46). These findings indicate that respondents perceived the hospital's occupational health and safety practices to be well established and effectively implemented.

Regarding the influence of employee health and safety on productivity, respondents strongly agreed that effective workplace safety practices positively influenced their performance, with an overall mean score of 4.61 (SD = 0.49). Safe working conditions were perceived to improve employees' efficiency and focus (Mean = 4.67), while the availability of health support services enhanced staff morale (Mean = 4.64). Respondents also agreed that employees who felt safe performed better and were more likely to remain in their jobs (Mean = 4.62). Furthermore, workplace injuries were perceived to reduce employee output and performance (Mean = 4.60), whereas poor safety practices were associated with increased absenteeism and work-related stress (Mean = 4.53).

The respondents generally disagreed that major barriers existed to the implementation of occupational health and safety practices, with an overall mean score of 1.63 (SD = 0.78). Insufficient funding, poor communication between management and staff, inadequate maintenance of hospital facilities, limited staff awareness of safety protocols, and inconsistent management supervision were not perceived as significant barriers to the effective implementation of occupational health and safety practices.

Respondents expressed strong support for strategies aimed at strengthening employee health and safety, with an overall mean score of 4.71 (SD = 0.57). Regular safety training and workshops received the highest level of agreement (Mean = 4.89), followed by improved supervision and enforcement of safety policies (Mean = 4.75), motivation and incentives for compliance (Mean = 4.66), adequate provision of personal protective equipment and first-aid materials (Mean = 4.63), and the provision of mental health support services (Mean = 4.63).

Hypothesis testing demonstrated a statistically significant positive relationship between employee health and safety practices and employee productivity. The one-sample t-test produced statistically significant results ($p < 0.001$), leading to the rejection of the null hypothesis and confirming that employee health and safety practices have a

significant positive effect on employee productivity at Parklane General Hospital.

III. DISCUSSION, CONCLUSION AND RECOMMENDATIONS

DISCUSSION

This study appraised the impact of employee health and safety on productivity among employees of Parklane General Hospital, Enugu North Local Government Area, Enugu State. The findings demonstrated that effective occupational health and safety practices significantly improve employee productivity, highlighting the importance of maintaining a safe and healthy work environment within healthcare institutions.

The findings revealed that employees perceived the existing health and safety practices at Parklane General Hospital to be highly satisfactory. High ratings for the provision of personal protective equipment (PPE), regular safety training, functional emergency facilities, and management enforcement of occupational safety standards suggest that the hospital has established an effective occupational health and safety system. These findings are consistent with Aluko et al. (2016), who reported that consistent provision of PPE, regular staff training, and active managerial oversight significantly enhance employee performance by reducing workplace hazards. Similarly, Erah et al. (2020) observed that structured occupational health and safety practices improve employee efficiency and motivation, while Ilesanmi et al. (2023) emphasized that sustained management commitment and continuous investment in occupational health programmes strengthen organizational performance.

The study further established that employee health and safety practices have a significant positive influence on employee productivity. Respondents agreed that safe working conditions improve efficiency, increase employee morale, reduce absenteeism, and enhance overall job performance. This finding agrees with Ogbonda et al. (2020), who reported that adherence to occupational health and safety protocols reduces absenteeism and improves staff efficiency. Likewise, Omoijiade & Evbuomwan

(2019) found that compliance with personal protective equipment usage and workplace safety measures improves employee morale, concentration, and productivity. These findings reinforce the view that investment in occupational health and safety contributes directly to improved employee performance and organizational effectiveness.

The respondents generally disagreed that major barriers existed to the implementation of occupational health and safety practices within the hospital. This suggests that employees perceive the existing safety management system as functional and effective. This finding is consistent with Aluko et al. (2016), who noted that hospitals with proactive management and structured occupational health and safety systems experience fewer implementation challenges. Similarly, Erah et al. (2020) emphasized that strong managerial oversight and adequate resource allocation minimize barriers to occupational health and safety compliance. However, the slight variation observed in respondents' opinions suggests that isolated departmental challenges may still exist, supporting the observations of Ilesanmi et al. (2023), who reported occasional lapses in safety compliance among some categories of hospital staff.

Respondents also expressed strong support for strategies aimed at strengthening employee health and safety. Regular safety training, effective supervision, strict enforcement of safety policies, adequate provision of PPE, and increased management commitment were identified as important measures for improving workplace safety and employee productivity. These findings support previous studies, which emphasized that continuous staff training, leadership commitment, adequate resource allocation, and participatory occupational health and safety programmes are essential for sustaining employee well-being and improving organizational productivity (Erah et al., 2020; Ilesanmi et al., 2023).

Hypothesis testing demonstrated a statistically significant positive relationship between employee health and safety practices and employee productivity. The rejection of the null hypothesis confirms that effective occupational health and safety

practices significantly improve employee productivity at Parklane General Hospital. This finding is consistent with the empirical studies discussed in this study, particularly those of Aluko et al. (2016), Ogbonda et al. (2020), Omoijiade & Evbuomwan (2019), Erah et al. (2020), and Ilesanmi et al. (2023), all of which reported that effective occupational health and safety practices improve employee performance by reducing workplace hazards, minimizing absenteeism, increasing motivation, and promoting a safer working environment.

Overall, the findings of this study demonstrate that maintaining effective occupational health and safety practices is fundamental to protecting healthcare workers, improving employee productivity, and strengthening organizational performance. Healthcare managers and policymakers should therefore continue investing in occupational health and safety programmes, strengthen compliance with workplace safety policies, and promote a workplace culture that prioritizes employee well-being and continuous quality improvement.

CONCLUSION

This study appraised the impact of employee health and safety on productivity among employees of Parklane General Hospital, Enugu North Local Government Area, Enugu State. The findings established that effective employee health and safety practices significantly enhance employee productivity by promoting a safer work environment, reducing workplace hazards, minimizing absenteeism, improving employee morale, and increasing organizational efficiency. The study further demonstrated that the implementation of comprehensive occupational health and safety measures, including the provision of personal protective equipment, regular safety training, effective management commitment, and strict adherence to workplace safety policies, contributes positively to employee performance. The statistical analysis confirmed a significant positive relationship between employee health and safety and employee productivity, emphasizing that investment in occupational health and safety is not only essential for protecting employees but also for improving

organizational performance and the quality of healthcare service delivery. Therefore, healthcare institutions should continue to prioritize occupational health and safety as a strategic component of organizational management to ensure sustainable productivity, employee well-being, and quality patient care.

RECOMMENDATIONS

Based on the findings of this study, the following recommendations are made:

1. Management of Parklane General Hospital should continue to strengthen occupational health and safety policies through regular review and effective implementation of workplace safety programmes.
2. Regular training and retraining programmes on occupational health and safety should be organized for all categories of employees to improve safety awareness and compliance with established safety procedures.
3. Adequate personal protective equipment (PPE), emergency response facilities, and other essential safety resources should be consistently provided and maintained to minimize occupational hazards.
4. Hospital management should establish effective monitoring and evaluation mechanisms to ensure compliance with occupational health and safety standards and to identify emerging workplace risks promptly.
5. Government agencies and relevant regulatory bodies should strengthen the enforcement of occupational health and safety regulations in public healthcare institutions to promote safer working environments.
6. Future researchers should conduct similar studies in other healthcare institutions and geographical locations using larger sample sizes and different research designs to enhance the generalizability of the findings.

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