



Original Research Article

Evaluation and analysis of occupational health and safety practices in pepsi cola Ektam Kibris

Received 24 January, 2022

Revised 3 March, 2022

Accepted 9 March, 2022

Published 28 March, 2022

Adaugo Nnaji¹

¹Department of Health management, European University of Lefke, Gemikona, North Cyprus, via Mersin 10 Mersin Turkey.

Author's Email:
ritannajim@yahoo.com

Tel: +905338220273,

Workplace safety assessment and injury prevention are critical in industrial environments. Work-related injuries are becoming increasingly prevalent. These injuries are impacting all professionals who provide services. This research work aims to evaluate occupational health and safety practices in Pepsi Cola Ektam Kibris Ltd and assess the compliance level compared to occupational health and safety Standards practice in the organization. This studies is qualitative research which made use of Likert scale Questionnaire for data collection. The independent variables tested are; environmental impact, use of personal protective equipment, employee approach towards the use of personal protective equipment, organizational commitment to Occupational Health and Safety (OHS), and employee involvement in policy on OHS. Results were analysed using SPSS. Correlation and Chi-Square analysis were used to analyze data. A total of 125 respondents participated in the study, with the majority being Males between the ages of 29 - 39 and the highest level of literacy was High School Education. Chi-Square test was used to analyze research hypothesis. The result showed that the hypothesis , Employees attitude towards the use of personal protective equipment is significantly and positively related to Employers involvement in OHS issues with the p-value of 0.097. Organizational commitment towards OHS was significant and positively related to Environmental impact with p-value of 0.006. This indicates the need for more enforcement from management on the use of personal protective equipment, and conduct regular safety checks. The results of the evaluation and analysis of Occupational Health and Safety in Pepsi Cola Ektam Kibris Ltd showed that there is awareness of safety among employees and employer which is a good indicator for International best practices.

Keywords: Health, safety, risk at workplace, accident, occupation.

INTRODUCTION

Occupational health and safety is characterized as the study of dangers that emerge from the workplace that could disrupt the well-being of workers, taking into terms the conceivable effect on the encompassing work environment (Dawson and Zanko, 2011). This field of research comprises of an extensive number of various scope of studies, environmental hazards and various working environment.

Work related safety has changed quickly and persistently because of monetary, specialized and, social varieties. In advanced countries, globalization of the world's economies and its effect has been viewed as the highest cause for change in the working environment. Absenteeism due to long term injuries and sickness results in decreased turnover and reduced job satisfaction Choi et al. (2018). The non-restriction on globalization and the work related

health and safety is important in implementing measure for routine checks for hazard of which workers are exposed. A few nations have firm guidelines, while others have adaptable directions; enhancing work related health and safety is useful to administration of all countries, employers, and employees. The establishing of International Labor Organization (ILO) Which is responsible for setting guidelines of health and safety in the work place, sets up models which are in this manner agreed to be "health and safety rules standards" for management and staff to adhere to in the working environment, and is embraced by the global workforce, meeting the work related health and safety convention (No.155) (No.164) of 1981, and the business related Health administrations (No.161), sanction (No.171), of 1985 (ILO, 2017). Work related health and safety cuts across different fields (Daulatzai, 2014). The work system affirmed by the ILO extends to work related health and safety which contain codes of practice of ILO, giving specialized guidance and dissemination of data. From time immemorial, health and safety have been associated which makes consideration given to this sphere of life as it involves human safety in the work place.

This implies maintaining a strategic distance from injuries and death in the workplace and setting up laws of compensation for those harmed directly or indirectly. Setbacks from health care and development are on rise and along these lines more bills are to be passed into laws, as policy for employers and workers to hold fast to. harmful compounds and working with hazardous equipment are significantly capable of causing injuries. Working in dangerous environment adds to contracting infectious sickness which is detrimental to the workers well-being Shirali et al. (2013). Amid the industrialization procedure, workers work in hazardous conditions (Khameneh, 2011). Safe environment can't be over looked as it's a significant angle in appraisal of hazardous process and the utilization of evaluating control measures up to the point where adjustment exist in the working environment and procedures are instituted as a rule to guaranteeing safety in the working environment The techniques incorporate course of action for unforeseen crisis conditions, as assessing and checking the viability of safety policies. Danger counteractive action systems are best when hazard are expected and there is knowledge of the issue, simplicity of change of this approach describe some of its flexibility, not disregarding its impediment Taouk et al. (2001). Perception of hazard is an extremely doubtful issue as it differs from person to person and can prompt abnormality in hazard examination.

Working in an industry is characterized with potential dangers and risks especially in the bottling business, workers are prone to a high danger of harm from glass bottles, which may fall and break while its washed or burst while being filled. Glass bottles create high state of noise which can hinder the hearing ability of workers in the bottling plant (Tomoda, 1993). Workers are additionally exposed to different dangers including fall from wet floors,

collision with inside vehicles such as container lifters and forklifts which causes wounds (<http://www.cdc.gov/vhf/ebola/hcp/procedures-for-ppe.htm>).

There are different categories of hazards varying from Exposure to Noise, Biological Hazard, and Chemical Hazards. Biological hazards are possibly related to ingestion of microbes especially in humid conditions Valtonen (2017). Technician's health can be affected by several Chemical agents depending on the conditions and the exposure routes, as well as on their physicochemical and toxicological properties. On the other hand, the chemical risk is not limited to the laboratory but also extends to nearby and distant areas depending on the establishment of activities and environmental impacts that it can generate (Apatsidou et al., 2018).

In Occupational Health Hazard Prevention, hazard evaluation and organization are keys to controlling dangers in the work environment. The vital parts of hazard evaluation incorporate ensuring every single important hazard is contemplated, capability of the security measures acknowledged, archiving the results of the evaluation and examining it routinely to keep it upgraded. The International Labor Organization (ILO) in 2003 distributed a worldwide methodology on OHS. The methodology expresses that one of the setting up establishment of a worldwide OSH procedure incorporates the building and protection of wellbeing of society and national safety ILO (2003).

In the work environment, safety is first, resulting in the use of safety kits. Hazards range from chemical hazards, radiological hazards, or mechanical irritants which workers are exposed to in a work location which causes injury, or by physical contact with heavy machines used in the workplace. After training has been administered by the employer, it is expected that employee put to practice all that have been taught in the training. Employees are taught when to use PPE, what type of PPE to use, how to use the PPE, life span of individual PPE, and maintenance of PPE (Cox and Tait, 1998). Examples of PPE include hand gloves, ear muffs, helmet, safety boots, laboratory coats, eye goggles, nose mask, and safety jackets. Employers, when necessary should repair or replace the PPE, during working hours HSA (2007).

Commitment is one of the occupation related dispositions that has gotten broad consideration from specialists around the world. Organizational commitment is the state in which a worker relates to a specific organization and its objectives, and wishes to keep up enrollment in the organization Miller et al. (2003).

Meyer et al (2002) expresses commitment as affective, continuance, and normative. Affective commitment is expressed as an employee enthusiasm, recognizable proof, the manner of inclusiveness of staff members by the organization. Continuance commitment is portrayed by a person's need to keep working for the organization in view of the seen costs connected with leaving, and Normative commitment is the sentimental conviction to stay with an

organization Meyer et al. (2002). Also, Sinclair et al. (2013) are of the view that when associations neglect to address poor working conditions, for example, health and safety issues, workers are more probable to judge the expenses of remaining with the firm as surpassing the expenses of clearing out (Sinclair et al., 2005).

Occupational Health and Safety preparation should address the issues of all workers, and be advanced in a way that is fitting to national practice and conditions (Robson et al., 2007). In the contribution of the workers to safety and health practice in the workplace, there should be a partnership between employers and employees as there are three collaborating levels which are: balanced working environment with representation from employee member group, employee elected safety representative, external safety experts (Walters and Frick, 2000). When all concerned with occupational injuries and prevention is fully engaged, it results into physical, cognitive and emotional labor which in turn improves the level of safety practice and also leads to continuous maintenance of health safety measure from year to year (Fujishiro et al., 2017).

MATERIALS AND METHODS

Study area

The Research area is in occupational health and safety practice in Pepsi Cola Ektam Ltd, the adherence to safety policies and also identifying areas where improvement is needed for better safety of workers at work. Data was obtained from two sources, primary and secondary sources.

Research design

The research design is a simple random sampling using quantitative tools in analyzing the data gathered from primary sources. These data are mainly concerned with occupational health and safety which is the dependent variable, while the independent variables are; use of personal protective equipment, environmental impact, employee approach towards the use of personal protective equipment, organizational commitment to OHS, and employee involvement in policy on OHS.

Data collection procedure

The method used in gathering primary data was by questionnaire distribution and personal observation by the researcher. The majority of the questions asked were close-ended. The closed-ended questions were structured and the opened-ended questions were aimed at allowing participants to supply their demographic data. In the demographic data, level of literacy and Working experience on current job details were adopted from a research on Appraisal of Occupational Health Hazards in Selected Manufacturing Industries in Kano state of Nigeria. Structured questions were answered with Yes or No. The

questionnaire was adopted from the research by Parejo-Moscoso et al. (2013) with modification done to suit the current research survey. The questions were separated into two parts; one part for management and other part for staff.

Population and sampling technique

The population target for the data collection is workers and the management of Pepsi Cola Ektam Kibris Ltd, North Cyprus. Prior to this research, the organization conducted downsizing exercise which drastically reduced the number of staff at work due to fall in marketing rate. The total population of staff was 142 and sample size was 125.

Data Analysis

Results were generated from distributed questionnaire in the research survey conducted. The analysis was conducted using Statistical Package for Social Sciences (SPSS) Version Firstly, descriptive statistics which comprised frequency was analysed to obtain knowledge of all elements of research analysis. Secondly, correlation analysis was employed to show relationship between impact of environment, use of personal protective equipment, workers approach to the use of personal protective equipment, organizational commitment toward OHS, and workers involvement in OHS.

RESULT

Data Analysis

The data collected consist of 125 participants. The demographic details of respondents include work experience, gender, age, literacy level, marital status. The analysis of the data collected is shown in Table 1.

Demographics of Respondents (Management)

Table 1 shows 39 of the respondents are Male which accounts for 86.7%, while 6 of the respondents are Female which accounts for 13.3% of the total respondents for management staff

The Table 2 shows the respondents are between the age range of 18-28 years which is 2.2% of respondents, 21 of respondents between the age range 29-39 years accounts for 46.7% of respondents, 15 of the respondents are between the ages 40-50 years which is 33.3% of the respondents, 8 of the respondents are 51 years and above which accounts for 17.8% of the total. The highest age range of respondents was between 29-39 years and the lowest age range being between 18-28 years due to lack of experience.

Table 3 illustrates that 66 of the respondents are Male which accounts for 82.5% of respondents, 14 of respondents are Females which accounts for 17.5% of

Table 1. Gender of Respondents

	Frequency	%	Valid %	Cumulative %
MALE	39	86.7	86.7	86.7
FEMALE	6	13.3	13.3	100.0
TOTAL	45	100.0		

Table 2. Age of Respondents

	Frequency	Percent	Valid Percent	Cumulative Frequency
18-28	1	2.2	2.2	2.2
29-39	12	46.7	46.7	48.9
40-50	11	33.3	33.3	82.2
51 Above	12	17.8	17.8	100.0
Total	45	100.0	100.0	

Table 3. Gender of respondent

	Frequency	Percent	Valid Percent	Cumulative Percent
MALE	66	82.5	82.5	82.5
FEMALE	14	17.5	17.5	100.0
TOTAL	80	100	100.0	

Table 4. Age of Respondents

	Frequency	Percent	Valid Percent	Cumulative Percent
18-28	6	7.5	7.5	7.5
29-39	36	45.0	45.0	52.5
40-50	27	33.8	33.8	86.3
51 ABOVE	11	13.8	13.8	100.0
Total	80	100.0	100.0	

respondents. Due to the nature of production industry male gender is predominant as the job involves operation of heavy machines. The few females who work in this industry are mostly in the packaging, reception and finance sections.

Demographic for Respondents (Employee)

In this Table 4, it shows that 6 of the respondents are between the age of 18-28 years which accounts for 7.5% of respondent, 36 of the respondents are between the ages 29-39 years which accounts for 45.0% of the respondents, 27 of the respondents are between the 40-50 years which is 33.8% of respondents, 11 of the respondents are ages 51 years and above. Low percentage of young workers are employed due to lack of experience, as mostly middle aged workers are employees.

The 28 research items (Questions) were tested and the result of the Cronbach's Alpha reliability coefficient of the research items is 0.720. The degree of association was tested using correlation analysis between the variable (environmental impact, use of personal protective equipment, employee attitude towards the use of personal

protective equipment, organizational commitment towards OHS and employee involvement in OHS)

In Table 5, the Correlation coefficient between the use of Personal Protective Equipment and Environment impact is 0.411; it is significant at the 0.05, which simply means there is weak positive relationship between environmental impact and personal protective equipment. The result shows the possible occupational hazard in the work environment did not quite motivate the employees to use appropriate personal protective equipment to protect themselves. In Correlation between Personal Protective Equipment and Employees Involvement in OHS the correlation matrix shows that there was a weak relationship between use of personal protective equipment and employee's involvement in OHS with the correlation coefficient of 0.159, showing that there is failure on the part of employees to make use of their personal protective equipment. In Correlation between Personal Protective Equipment and Organizational commitment Towards OHS. There is association between organization commitment and personal protective equipment with a coefficient 0.49. Meaning that organizational commitment affect use of

Table 5. Correlation Analysis

		ENVIRONMENTAL IMPACT	EMPLOYEE S INVOLVEMENT	USE OF PPE	EMPLOYERS INVOLVEMENT	ORGANIZATION COMMITMENT
ENVIRONMENTAL IMPACT	Pearson Correlation	1	.105	.411**	.361**	.360**
	Sig. (2-tailed)		.245	.000	.000	.000
	N	125	124	125	125	125
EMPLOYEES INVOLVEMENT	Pearson Correlation	.105	1	.159	-.041	-.082
	Sig. (2-tailed)	.245		.078	.654	.364
	N	124	124	124	124	124
USE OF PPE	Pearson Correlation	.411**	.159	1	.310**	.049
	Sig. (2-tailed)	.000	.078		.000	.589
	N	125	124	125	125	125
EMPLOYERS INVOLVEMENT	Pearson Correlation	.361**	-.041	.310**	1	.610**
	Sig. (2-tailed)	.000	.654	.000		.000
	N	125	124	125	125	125
ORGANIZATION COMMITMENT	Pearson Correlation	.360**	-.082	.049	.610**	1
	Sig. (2-tailed)	.000	.364	.589	.000	
	N	125	124	125	125	125

** . Correlation is significant at the 0.01 level (2-tailed).

Table 6. Chi-Square Tests

	Value	Df	Asymp. Sig. (2-sided)
Pearson Chi-Square	36.873 ^a	27	.097
Likelihood Ratio	41.695	27	.035
Linear-by-Linear Association	.203	1	.652
N of Valid Cases	124		

a. 29 cells (72.5%) have expected count less than 5. The minimum expected count is .09.

personal protective equipment.

Chi - square test

Chi-square test is mostly employed to test and confirm connection between categorical data. In the test, a two- way table is formed and the detected counts are matched to the anticipated counts of the cells.

H0: Employees attitude towards the use of personal protective equipment is not significantly and positively related to employer's involvement in OHS issues.

H1: Employees attitude towards the use of personal protective equipment is significantly and positively related to Employers involvement in OHS issues.

From the Table 6, 29 cells (72.5%) have expected counts less than 5. The minimum expected count is 0.9. The Chi square value of $\chi^2(1)36.873$, with the p -value of 0.097 shows there is statistical significance between the parameters tested at > 0.05 coefficient, hence there is solid relationship between employees attitude towards the use of personal protective equipment and employer involvement in OHS. The alternative hypothesis is accepted as employees' attitude to use of protective equipment is significant and positive related to employers' involvement in OHS.

Hypothesis two

H0: Organizational commitment towards OHS is not significant and positively related to Environmental impact.

H1: Organizational commitment towards OHS is significant and positively related to environmental impact. From the Table 7, 14, cells (56.0%) have expected count less than 5, The minimum expected count is .29.the value of $\chi^2(1) 33.590$, with its p value of 0.006 shows there is statistical significance between the parameters tested; hence there is solid relationship between organizational commitment towards OHS and environmental impact. The alternative hypothesis is accepted that organizational commitment towards OHS is significant and positively related to environmental impact.

Hypothesis Three

H0: Employers Involvement is not significant and positively related to Organizational Commitment.

H1: Employers Involvement is significant and positively related to Organizational commitment.

From the Table 8 cells (45.0%) have expected count less than 5.the minimum expected count is 1.06 of $\chi^2(1) 21.071$, the p value of 0.0049 which is <0.05 . Therefore, there is

Table 7 . Relationship between Organizational commitments on Environmental impact

	Value	df	Asymp. Sig. (2-sided)
Pearson Chi-Square	33.590 ^a	16	.006
Likelihood Ratio	37.601	16	.002
Linear-by-Linear Association	16.069	1	.000
N of Valid Cases	125		

a. 14 cells (56.0%) have expected count less than 5. The minimum expected count is .29.

Table 8 . Relationship between Employer Involvement and organizational commitment

	Value	df	Asymp. Sig. (2-sided)
Pearson Chi-Square	21.071 ^a	12	.049
Likelihood Ratio	23.367	12	.025
Linear-by-Linear Association	.832	1	.362
N of Valid Cases	124		

a. 9 cells (45.0%) have expected count less than 5. The minimum expected count is 1.06.

statistical significance between the parameters tested showing there is solid relationship between employers involvement and organizational commitment. The alternative hypothesis is accepted that employers involvement is significant and positively related to organizational commitment.

Hypothesis Four

H0: Environmental Impact is not significantly and positively related to use of personal protective equipment

H1: Environmental Impact is significantly and positively related to use of personal protective equipment.

Relationship between environmental impact and personal protective equipment. From the Table 9, 28 cells (80.0%) have expected count less than 5. The minimum expected count is 0.05 of x (1) 53.838, the p-value of 0.00 which is <.05 shows there is statistical significance between the parameters tested; hence there is solid relationship between environmental impact and personal protective equipment. The alternative hypothesis is accepted null hypothesis is rejected indicating that environmental impact is significantly and positively related to personal protective equipment.

DISCUSSION

In this study different variable were used to evaluate and analyses occupational health and safety practices in the beverage producing industry in North Cyprus using Pepsi Cola Ektam Kibris Ltd as a case study. From the result there is Correlation between Personal Protective Equipment and Employees Involvement in OHS the correlation matrix shows that there was a weak relationship between use of personal protective equipment and employee's involvement in OHS with the correlation coefficient of 0.159, this further supports the findings where alternative

hypothesis was accepted in hypothesis one as employees' attitude to use of protective equipment is significant and positive related to employers' involvement in OHS. According to the findings of a study done by Ewuzie et al. (2016), the majority of employees need to learn how to utilise some of the equipment for their personal protection and increased productivity.

Another study (Apatsidou et al., 2018) investigated the safe use of chemicals by health care personnel, which likewise revealed a lack of adherence to the usage of PPE. The Results showed that 25% of the professional users do not use any PPE. In addition, 30% of the professional users who use PPE, do so after being instructed by their employer or the shift supervisor. The most commonly recommended PPE are gloves (50% in group 1 and 80% in group 2) followed by protective goggles/mask (35% in group 1 and 15% in group 2). Hypothesis two results showed the p value of 0.006 which is >.05 shows there is statistical significance between the parameters tested; hence there is solid relationship between organizational commitment towards OHS and environmental impact. The alternative hypothesis is accepted that organizational commitment towards OHS is significant and positively related to environmental impact. According to the findings of a study conducted by Choi et al. (2018) on exposure to harmful social behaviour in the workplace and sickness presenteeism among Korean workers, workers who are exposed to hazards at work are more likely to sustain muscular skeletal injuries from falls from wet slippery floors. It is critical for organisations to demonstrate their commitment to ensuring a safe working environment. The p value of 0.00, which is .05, in hypothesis four indicates that there is statistical significance between the parameters tested; thus, there is a strong relationship between environmental impact and personal protective equipment; alternative hypothesis is accepted, and null hypothesis is rejected. In a study Khameneh (2011) conducted which evaluates the noise level workers are exposure to in their

Table 9. Chi-Square Tests

	Value	df	Asymp. Sig. (2-sided)
Pearson Chi-Square	53.838 ^a	24	.000
Likelihood Ratio	45.434	24	.005
Linear-by-Linear Association	20.973	1	.000
N of Valid Cases	125		

a. 28 cells (80.0%) have expected count less than 5. The minimum expected count is 0.05.

work environment and awareness and usage of personal protective equipment result showed that the workers non protection of themselves against environmental hazard impacted their health and productivity. According to the findings of a study conducted by Khameneh (2011) that evaluated the noise level workers are exposed to in their work environment as well as awareness and use of personal protective equipment, workers' failure to protect themselves against environmental hazards impacted their health and productivity.

Conclusion

After evaluating and analyzing occupational health and safety in Pepsi Cola Ektam Kibris Ltd using variables such as environment impact, Personal Protective equipment, employers attitude towards occupational health and safety (OHS), employee attitude towards use of personal protective equipment, organization commitment towards OHS, to ascertain the compliance of the organization to safety standard the results showed that there is awareness of safety amongst employees and employer. It was seen that health and safety awareness is taking into consideration with the commitment on the part of employers by the provision of PPE, appropriate placement of signage. However, the management fail to strictly enforce the usage of PPE which protects employees from threatening hazard that injure and harm workers and in turn lowering their productivity rate.

Also not having a residing OHS official to record prompt accidents occurrence has left many accidents unidentified due to contract with external consultants. In a similar research that was conducted on health and safety education needs in Nigerian Bottling Company Ltd in South-East Nigeria where findings showed that Employers must ensure to have regular health education programmes for workers. This will enable them protect themselves at work.

Recommendation

It is crucial to improve health and safety measures on the part of managers by conducting routine checks on employee to ensure all employees utilizes personal protective equipment provided for their use as it protects them from occupational risk that are being exposed to on a daily basis. The management should enforce as this integral

part of the organization policy stating penalties for offenders to show commitment towards occupational health and safety. Another aspect where improvement is needed is environment impact which is the working environment as seen in the hypothesis it showed that organizational commitment towards OHS is significantly and positively related to environmental impact .as a place where the employee spends most hours of the day to which safety is paramount, in the factory the working was clogged with water .slippery floors can lead to falls which causes Work-related upper limb disorders (WRULD), and back injuries. The work environment should be kept clean and dried always to also avoid the growth of microbial organism. In the correlation table gotten it shows that employer's involvement is highly significant with a coefficient of .610 means that the more employer involvement rises automatically organizational commitment improves which will reflect on the employee's compliance to occupational safety standard. An occupational health and safety committee should be more efficient in the organization as it aid the management to record accidents, near misses and creates an opportunity for the employees to lay complains and make suggestions to the committee as it promote their maximum participation.

Conflict of Interests

The author declare that there is no conflict of interests regarding the publication of the paper

REFERENCES

- Apatsidou MI, Konstantopoulou E, Foufa K, Tsarouhas P, Papalexis R, Rezaee DA, Spandidos D, Kouretas C, Tsitsimpikou (2018). Safe use of chemicals by professional users and health care specialists *Biomed Rep*, 8(2):160-165.
- Choi S, Yi Y, Kim J (2018) Exposure to adverse social behavior in the workplace and sickness presenteeism among Korean workers: the mediating effects of musculoskeletal disorders. *Int J Environ Res. Pub. Health*. 15(10):21-98.
- Cox & Tait(1998). *Occupational health psychol*. 131-132.
- Daulatzai MA (2014).Role of stress, depression, and aging in cognitive decline and Alzheimer's disease. *Curr Top Behav Neurosci*. 18 (265)-96.

- Dawson P, Zanko M (2011). Social innovation at work: sustainable OHS in HRM. In M. Clarke (Eds.), *Readings in HRM and Sustainability*. 82-99.
- Ewuzie MA, John NN, Ugoani (2016). Health and safety Education needs in the Bottling Industry in Nigeria: A case study of Nigerian Bottling Company Ltd in South-East Nigeria. *Journal of American Educational Science*.2(1):1-7.
- Fujishiro K, MacDonald LA, Crowe M, McClure LA, Howard VJ, Wadley VG(2017)The role of occupation in explaining cognitive functioning in later life: education and occupational complexity in a U.S. National sample of black and white men and women. *J Gerontol B Psychol. Sci. Soc.* 74(7):1189-1199.
- HSA (2007). Guide to the Safety, Health and Welfare at (Work General Application) Regulations 9-26.
<http://www.cdc.gov/vhf/ebola/hcp/procedures-for-ppe.htm>
- ILO(2003).Directive of the European parliament and council of health and safety requirement regarding the exposure of workers to the risk arising from physical agents.
- Khameneh JZ (2011). Occupational Noise Exposure in Small and Medium-Sized Industries in North Cyprus. [.http://i-rep.emu.edu.tr](http://i-rep.emu.edu.tr)
- Meyer JP, Stanley DJ, Herscovitch L, Topolnytsky L (2002) Affective, continuance, and normative commitment to the organization: a meta-analysis of antecedents, correlates, and consequences. *J Vocation Behavior*. 61:20-52.
- Miller K, Robbins SP, Odendaal A, Roodt G (2003) Organizational behavior: global and Southern African perspectives. Cape Town (South Africa): Pearson Education; Values, attitudes and job satisfaction.
- Parejo-Moscoso JM, Rubio-Romero JC, Pérez-Canto S, Soriano-Serrano M (2013) Health and safety management in olive oil mills in Spain. *Safety Sci.*, 51:101-108.
- Robson LS, Clarke JA, Cullen K, Bielecky A, Severin C, Bigelow PL, Irvin E,Culyer A, Mahood Q(2007).The effectiveness of occupational health and safety management system interventions: a systematic review. *Saf Sci.* 45:329-53.
- Shirali GA, Mohammadfam I, Ebrahimipour V(2013) A new method for quantitative assessment of resilience engineering by PCA and NT approach: a case study in a process industry. *Reliab Eng Sys Safety.* 119:88-94.
- Sinclair RR, Tucker JS, Wright C, Cullen JC (2005). Performance differences among four organizational commitment profiles, *J Appl Psychol.*290:12-80.
- Taouk M, Lasswell P, Winder C(2001).workplace risk assessment: A practical approach to safety management, *journal of occupational Health and safety Australia and New Zealand.* 17:555-556.
- Tomoda S(1993). Occupational Health and Safety in Food and Drinks Industries.2-6.
- Valtonen V (2017). (Clinical diagnosis of the dampness and mold hypersensitivity syndrome: review of the literature and suggested diagnostic criteria. *Front Immunol*, 8:951.
- Walters D, Frick K (2000). Worker Participation and the Management of Occupational Health and Safety: Reinforcing or Conflicting Strategies?.101-107.