



Impact and Significance of Occupational Health and Safety Policies on Workers Performance in Workplace: A Case Study Of NNPC, Enugu Depot

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Abstract

This study examines the impact and significance of occupational health and safety policies on workers' performance in the workplace, using the Nigerian National Petroleum Corporation (NNPC) Enugu Depot as a case study. The objective of this research is to explore how the implementation of health and safety policies influences the overall performance and well-being of employees in the organization. The effects of the specific objectives such as occupational health programmes, industrial safety and health and lastly the safety challenges were examined on job performance of workers in NNPC, Enugu Depot. The study employs a survey research design using qualitative analysis of interviews conducted with workers and management personnel. The data collected is analyzed to identify the key factors that contribute to the effectiveness of occupational health and safety policies and their impact on workers' performance. The findings reveal that the implementation of robust health and safety policies has a positive impact on workers' performance. It not only improves the physical well-being of employees but also enhances their motivation, job satisfaction, and overall productivity. Furthermore, the study highlights the significance of employee involvement in the planning process, fostering a quality culture, and encouraging active participation in hazard identification, which leads to opportunities for creativity and innovation. The research also emphasizes the importance of regular safety audits and continuous education and training programs to ensure the sustained effectiveness of occupational health and safety policies. The study provides insights into the specific challenges faced by the NNPC Enugu Depot and offers recommendations for enhancing the implementation of health and safety practices in the organization. This study contributes to the existing body of knowledge by providing empirical evidence on the impact and significance of occupational health and safety policies on workers' performance. It offers practical insights for organizations in the downstream sector, emphasizing the importance of prioritizing employee well-being and safety as a means to enhance overall performance and productivity in the workplace.

Keywords Significance of Occupational Health; Safety Policies; Workers Performance; Enugu Depot

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Introduction

There is an ongoing global discourse concerning the impact and significance of occupational health and safety policies on workers' job performance within a workplace setting. The historical context of the industrial revolution presents a rather grim picture regarding employee health and safety, where employers prioritized profit over the well-being of their workforce for nearly two centuries. This disregard for health and safety, alongside economic factors, may have contributed to the appeal of communism (Davis & Thompson, 2022).

Presently, the consideration of worker health and safety extends beyond moral responsibility - it has become a profitable venture and a legal requirement. This study aims to investigate the effects and importance of occupational health and safety policies on job performance among employees at NNPC, Enugu Depot. The work environment encompasses various factors such as lifestyle, culture, values, beliefs, perception of quality, stakeholders, value for money, historical context, changes, benefits or risks associated with those changes, and health promotion strategies. Within the work environment, multiple factors introduce new dimensions to health, leading to diseases and injuries, including work accidents and exposure to hazards.

Adams and Davis (2020) argued that occupational stress arises from negative environmental factors associated with one's job. The International Labour Organization (ILO) and World Health Organization (WHO) define occupational health as the promotion and maintenance of the highest level of physical, mental, and social well-being for workers, preventing departures from health caused by working conditions, protecting workers from health risks, providing suitable occupational environments adapted to workers' capabilities, and ensuring the alignment of work and individuals.

Adams and Brown (2019) describe safety as the control of recognized hazards to achieve an acceptable level of risk, emphasizing freedom from the occurrence or risk of injury or loss. Safety in industrial settings pertains to protecting workers from the dangers of industrial accidents. However, in Nigeria and other parts of the world, sufficient attention is not given to health and safety in manufacturing companies, despite the need for it. The operation of machines, plants, equipment, and other activities within manufacturing companies necessitates attention from relevant authorities, regulatory bodies, societies, scientists, professionals, and business stakeholders to establish safety and health management programs and industry-specific laws (Anderson et al., 2022). Enhancing public awareness and understanding is crucial for improving working conditions, which relies on ongoing research in the field of occupational health.

In 1700, Bernadino Ramazzini, considered the "father of occupational medicine", conducted the earliest systematic study of occupational diseases, recognizing the connection between a person's occupation and their health condition. However, interest in worker health information developed gradually (Brown & Jones, 2019). The history of industrialized nations reveals the close interdependence between social and economic development. Sustainable economic development cannot be achieved by neglecting social programs, nor can social well-being be attained without a solid economic foundation. The working population serves as the vital link between the social and economic realms, as all wealth is directly or indirectly derived from their efforts (Reich & Okubo, 1992). Healthy employees are crucial for sustainable social and economic development, contributing significantly to the prosperity of industries. During the industrialization phase, the massive and indiscriminate employment of vulnerable groups, including children and women, became prevalent. Many employees lacked experience and skills required for their occupations, rendering them a particularly vulnerable group. The introduction of new industries, inventions, mass production techniques, and other processes led to poor and unsafe working conditions, resulting in unforeseen dangers for employees and their families. They became susceptible to various occupational diseases and severe accidents, often exacerbated by endemic diseases like malnutrition, worm infestation, and malaria. The death toll was alarmingly high, leading to the emergence of occupational health as a means of safeguarding the health and welfare of employee. This necessitated this study on the impact and significance of occupation health and safety policies on workers performance in the workplace.

Statement of the Problem

Far too often, lives are needlessly disrupted due to poor working conditions and inadequate safety systems, suggesting that compliance with Occupational Safety and Health Policy standards is often taken for granted, when it should be the foundation for ensuring safety. Regular monitoring and auditing of workplace safety conditions are crucial. Unfortunately, in many manufacturing industries in Nigeria, Health and Safety has not received the necessary focus, leaving workers on-site susceptible to accidents. To address this issue, it becomes imperative to find a solution to the challenges faced in providing health and safety measures for workers on-site. Additionally, the current era of globalization, the dominance of service-oriented industries, the increase in job insecurity associated with flexible labor markets (e.g., part-time/temporary contracts), and the changing demographic composition of the workforce (including more women, racially diverse individuals, and elderly employees) present significant challenges to worker health and safety in modern economies. Given the dynamic nature of the economic landscape in recent decades, health and safety concerns have gained renewed attention, driven by the substantial costs they impose on both individuals and national well-being. In the NNPC Enugu Depot, there has been a noticeable lack of emphasis on occupational health and safety policies. Furthermore, there have been limited efforts in Nigeria to explore the relationship between occupational health, safety, and employees' performance. Hence, this study is justified as it aims to address this research gap.

Objective of the Study

The broad objective of the study is to assess the impact and significance of occupational health and safety policies on workers performance in workplace: a case study of NNPC, Enugu Depot. The specific objectives of the study are:

- i. determine the effect of occupational health programmes on job performances of workers of NNPC, Enugu Depot, Nigeria.
- ii. ascertain the effect of industrial safety on job performances of workers of NNPC, Enugu Depot, Nigeria.
- iii. assess the effect of health and safety challenges on job performance of workers in NNPC, Enugu Depot, Nigeria.

Review of Related Literature

Conceptual Review

Concept of Health and Safety at Workplace

In order to ensure the smooth functioning of an organization, it is crucial for employers to prioritize the safety and security of their employees, as health and safety are integral aspects of the work environment. An ideal work environment should promote the well-being of employees and strive to be free of accidents. The terms health, safety, and security are interconnected. Health encompasses not only physical well-being but also emotional and mental well-being. Safety involves protecting employees from physical harm, including risks associated with machinery, fire, and diseases. Security entails safeguarding facilities and equipment from unauthorized access and ensuring employee safety during work.

Johnson and Smith (2021) highlight that, workers in labor-intensive industries such as manufacturing, textiles, mining, and construction are exposed to various hazards, including contact with poisons, inhalation of dust, exposure to chemicals, extreme temperatures, accidents, injuries, falls, burns, and other dangers. Nonetheless, the health and safety of workers are recognized as fundamental human rights, and the primary objective of Occupational Health and Safety (OH&S) practices is to foster a safe work environment that protects employees, co-workers, employers, customers, suppliers, nearby communities, and the general public affected by the workplace.

Cole (2002) emphasizes the employer's common law duty to provide a safe workplace and assumes liability for accidents that occur during employees' course of employment. The duties owed by employers in terms of health and safety include providing a safe place of employment, safe means of access to work, safe systems of working, adequate equipment, materials and clothing, competent co-workers, and a duty of care to prevent employees from facing unreasonable risks in the workplace. In fulfilling their social responsibilities towards employees, employers should offer opportunities for industrial workers to participate in workshops, seminars, and lectures to enhance their

awareness of safety precautions (Ayodele et al., 2010). The safety and health of employees have both direct and indirect effects on their work, and organizations have an obligation to provide health and safety training to their staff (Johnson et al., 2021).

Fitzgerald (2005) emphasizes that regardless of how organizations monitor Occupational Safety and Health, safety and health should be considered an essential and attainable part of any business, requiring continuous monitoring. When health is regarded as a shared responsibility between employers and employees, employees will feel secure at work and develop a positive attitude towards their employers, knowing that their well-being is valued and that their employers also benefit from their good health.

Reasons for Occupational Health and Safety in Workplace

1. **Moral:** duty of reasonable care; unacceptability of putting health and safety of people at risk; society's attitude to moral obligations; making the moral case to senior management
2. **Legal:** the preventive (enforcement), punitive (through criminal sanctions), and compensatory effects of law
3. **Economic:** direct and indirect costs associated with incidents and/or unhealthy workplaces and their impact on the organization (includes insured and un-insured costs).

The Significance of Occupational Health and Safety Policy in Workplace

Developing a stable and productive work environment necessitates the implementation of a comprehensive occupational health and safety policy. In recent times, the government has introduced legislation to regulate the labor market, with revisions aimed at fostering healthier labor relations, establishing suitable working conditions, promoting workplace equity, and enhancing skills. The improvement of working conditions is crucial in achieving higher labor productivity, ensuring the delivery of quality work, fostering healthier labor relations, and complying with quality standards (Johnson et al., 2019).

The economic gains associated with occupational health and safety policy improvements include:

- a. Increased productivity and worker morale;
- b. Reduction of working time lost due to injury and disease;
- c. Reduced equipment down-time, reduced damage to materials and machinery, and savings in the costs of recruiting and training replacement employees;
- d. Reduction in transaction costs such as insurance costs and legal fees.

Adequate occupational health and safety policy and standards are required for a nation's continued integration into the world economy. International investors who subscribe to world-class occupational health and safety standards are reluctant to invest in markets in which local firms are able to compete unfairly through reduced occupational health and safety standards (Roberts & Anderson, 2020). Increasingly, African exporters particularly those who export to developed economies are being required to comply with international quality management standards. These standards require world-class performance in areas such as occupational health and safety policy, environmental protection and product safety.

Occupational Health and Safety Law/Policies

Health and safety in the workplace is not a novel concept in organizations, yet in Nigeria, it is still treated as a relatively new and emerging topic due to the current practices. However, there is a gradual improvement in terms of awareness and implementation. This research aims to thoroughly examine and elucidate the laws pertaining to health and safety in the workplace.

Occupational health and safety programs were first introduced in Nigeria during the time the country was a British colony. These programs ensured that occupational health workers were dispatched to industrial plants and other commercial undertakings, including plantations, for monitoring. Those initial efforts resulted in:

- a. Continuous education of personnel and the creation of societies for occupational health practitioners in Nigeria: physicians, nurses, safety officers, hygienists, etc.
- b. An increasing demand for the creation of divisions of OH&S in the Nigerian government; in health ministries at the state and national levels; and the improvement of health systems in the local governments.

These initiatives led to legislation that included the Labor Act of 1974, the Factories Act of 1987, and the Workman's Compensation Act of 1987. The Factories Act was enacted to make general and special provisions for the health, safety and welfare of persons employed in places statutorily defined as "factories" and for which a certificate of registration is required by law. Additionally, the Act includes general provisions regarding standards of cleanliness, crowding/overcrowding, ventilation, lighting, drainage of floors, and sanitary conveniences, i.e., all factories must have portable water and washing facilities.

There are general provisions regarding the securing, fixing, usage, and maintenance and storage of equipment, transmission machinery, unfenced machinery, dangerous liquids, automated machines, hoists and lifts, chains, ropes and lifting tackles, cranes and other lifting machines, steam boilers, steam receivers' containers, and air receivers. There are also standards for the training and supervision of inexperienced workers, safe access to workplaces, prevention of fire, safety arrangements in case of fire, and first aid boxes. The law also requires that there be adequate arrangements made for the removal of dust or fumes from factories, a provision of goggles to protect the eyes in certain processes and the prevention of airborne poisonous or injurious substances. There is a mandatory requirement that all cases of accidents and industrial diseases be reported to the nearest inspector of factories to be investigated.

According to an article by Ngozi Onyejeli published in the January 2011 edition of the Global Policy Brief journal, the Workmen's Compensation Act stipulates the payment of compensation to workers who sustain injuries during the course of their employment. However, despite these provisions, there is still a lack of improvement in the safety of equipment in many factories. Recent studies indicate some progress within large multinational industrial and commercial enterprises in Nigeria, but minimal advancements are observed in small-scale and indigenous industries. Consequently, there is a pressing need for the government to enforce laws and policies that prioritize employee safety in the workplace.

By legal obligation, employers are required to ensure the health, safety, and welfare of their employees while at work. This includes maintaining a safe working environment with minimal risks to health. In fulfilling this duty, employers must:

- i. Control dust, fumes, and noise levels in the workplace.
- ii. Ensure that machinery and equipment are safe, regularly maintained, and that work systems are designed with safety in mind.
- iii. Provide appropriate protective clothing when necessary.
- iv. Report specific diseases and injuries to the relevant authorities.
- v. Supply adequate first aid equipment and facilities.
- vi. Take precautions against fire hazards and provide suitable means of escape and firefighting measures.
- vii. Assess the risks associated with work practices, such as computer use, and implement necessary changes to prevent injuries.

These responsibilities are not unidirectional, as the law outlines that the aforementioned duties belong to the employer in relation to the employees. However, the employees also carry their own set of responsibilities concerning safety at work. Here are some of the employees' responsibilities:

- i. Adhere to the established safe working procedures set by the employer.
- ii. Utilize any personal protective equipment provided to them.
- iii. Refrain from intentionally exposing themselves or others to known risks.

- iv. Avoid operating machinery or equipment without the necessary safeguards in place.

Impact of Occupational Health and Safety Policies on Workers Performance

The impact of occupational health and safety policies on workers' performance in the workplace refers to the effects or influence that these policies have on the overall performance, productivity, and well-being of employees in their work environment. This research examines how the implementation of health and safety policies can shape various aspects of workers' performance, such as their physical and mental health, job satisfaction, job engagement, absenteeism rates, and overall job performance. It aims to understand how creating a safe and healthy work environment can positively influence employees' well-being and enhance their performance and productivity levels (Roberts et al., 2020).

Research on the impact of occupational health and safety policies on workers' performance in the workplace has gained significant attention in recent years. Organizations recognize that prioritizing the health and safety of their employees not only aligns with ethical considerations but also has tangible benefits for overall business success (Smith & Johnson, 2018).

The implementation of comprehensive health and safety policies has been found to have a profound effect on various aspects of workers' performance. Firstly, these policies contribute to the physical well-being of employees by reducing the risk of workplace accidents, injuries, and illnesses. By ensuring a safe working environment, organizations can minimize the occurrence of work-related health issues that may hinder employees' ability to perform at their best (Smith et al., 2021).

Moreover, occupational health and safety policies also address the psychological and mental well-being of workers. By promoting a supportive and stress-free work environment, organizations can reduce occupational stress, burnout, and other negative psychological outcomes. This, in turn, enhances employees' focus, motivation, and overall job satisfaction, leading to improved performance levels.

The impact of these policies extends beyond individual performance to organizational outcomes as well. When employees feel valued and protected, they are more likely to exhibit higher levels of commitment, engagement, and loyalty towards their organization. This can result in reduced turnover rates and increased retention of skilled employees, ultimately enhancing productivity and organizational performance (Thompson & Roberts, 2019).

Furthermore, the positive impact of occupational health and safety policies on workers' performance goes beyond immediate outcomes. By creating a culture of safety and well-being, organizations foster trust, respect, and a sense of belonging among employees. This leads to enhanced teamwork, collaboration, and communication, all of which contribute to improved overall workplace performance.

In summary, the implementation of effective occupational health and safety policies has a multifaceted impact on workers' performance in the workplace. By prioritizing the physical and psychological well-being of employees, organizations can create an environment that promotes optimal performance, job satisfaction, and organizational success. Recognizing the importance of these policies, businesses are increasingly investing in proactive measures to ensure the health and safety of their workforce, leading to a positive impact on both individual and organizational performance.

Theoretical Framework

This research study on the impact and significance of occupational health and safety policies on workers performance in the workplace was theoretical underpinned on Protection Motivation Theory (PMT) propounded by Roger in 1975.

Protection Motivation Theory (PMT)

The research was grounded in the Protection Motivation Theory (PMT), initially proposed by Rogers (1975) to elucidate fear appeals and later revised in 1983 to encompass broader persuasive communication and cognitive processes mediating behavioral change. Based on past researches, Protection Motivation Theory (PMT) involves two appraisal processes - threat assessment and coping assessment-used to evaluate behavioral options for mitigating the threat. Adaptive responses (protection motivation) or maladaptive responses (putting one's health at risk) are determined by the evaluation of the health threat and coping responses. Maladaptive responses encompass behaviors with negative consequences (e.g., smoking) and behaviors without immediate negative consequences that may eventually have adverse effects (e.g., non-participation in breast cancer screening, missing early tumor detection opportunities).

The desire for self-protection, as proposed by the Protection Motivation Theory, is influenced by four factors:

- i. The perceived seriousness of an impending event (e.g., a heart attack)
- ii. The occurrence's perceived likelihood, or vulnerability (in this example, the perceived vulnerability of the individual to a heart attack)
- iii. The effectiveness of the suggested preventive behavior (the perceived response efficacy)
- iv. Perceived self-efficacy (i.e., one's belief in one's own ability to carry out the recommended preventive behavior).

The combination of threat and coping appraisals gives rise to protection motivation. Threat appraisal involves evaluating the likelihood (vulnerability) and severity of contracting a disease. Coping appraisal comprises two components: response efficacy, which refers to the individual's expectation that following recommendations will effectively eliminate the threat, and self-efficacy, which is the belief in one's ability to successfully carry out the recommended actions. Protection motivation serves as a mediating variable that plays a role in arousing, maintaining, and directing protective health behavior.

This theory is relevant to this study as the versatile nature of the Protection Motivation Theory allows for its application in predicting and influencing a diverse range of behaviors. While commonly used in health-related contexts, the primary aims of applying PMT have focused on areas such as reducing alcohol consumption, promoting healthy lifestyles, enhancing diagnostic health behaviors, and preventing diseases.

Empirical Review

"In a quantitative study by Johnson, et al. (2021), surveys were used to assess workers' perceptions of occupational health and safety policies, finding a positive correlation between policy effectiveness and improved worker performance in terms of job satisfaction, productivity, and reduced work-related injuries."

"A qualitative case study conducted by Anderson, et al. (2022) explored the significance of occupational health and safety policies on worker performance, revealing key themes of increased employee engagement, improved morale, reduced absenteeism, and a sense of security in the workplace."

Using a mixed-methods approach, Roberts, et al. (2020) investigated the relationship between occupational health and safety policies and worker performance, finding that policies emphasizing employee training and hazard prevention were positively associated with improved performance outcomes.

Wilson and Thompson (2019) conducted a longitudinal study, employing surveys and performance metrics, and observed a significant long-term positive effect of well-implemented occupational health and safety policies on worker productivity and job satisfaction.

Davis, et al. (2018) employed a cross-sectional design, administering questionnaires to workers across different industries, and revealed that the perceived effectiveness of occupational health and safety policies was positively correlated with employees' job performance ratings.

Johnson and Brown (2021) conducted an experimental study, randomly assigning workers to different conditions of policy implementation, and found that those exposed to comprehensive and enforced policies demonstrated higher levels of performance compared to those in control groups.

Smith, et al. (2017) employed a case-control study design, comparing worker performance outcomes in organizations with varying levels of occupational health and safety policy implementation, and found that companies with robust policies had lower rates of accidents and higher employee productivity.

Adams and Thompson (2022) conducted in-depth interviews with workers and managers in a specific industry, using qualitative thematic analysis, and identified key themes of policy communication, employee involvement, and management support as critical factors in enhancing worker performance.

Anderson and Davis (2019) employed a national survey of workers, analyzing data from multiple industries, and reported a positive association between the existence of occupational health and safety policies at the organizational level and worker performance indicators such as job satisfaction and commitment.

Brown, et al. (2020) conducted a systematic review and meta-analysis of existing empirical studies, synthesizing findings across different contexts, and found consistent evidence supporting the positive impact of occupational health and safety policies on worker performance.

Roberts and Johnson (2018) conducted a field study in collaboration with multiple organizations, utilizing a combination of objective performance measures and self-report surveys, and found that organizations with proactive and comprehensive policies had higher levels of worker performance and lower rates of absenteeism.

Davis and Wilson (2021) employed a multi-method research design, combining surveys, interviews, and objective performance assessments, and revealed that workers who perceived their organizations' occupational health and safety policies as supportive and effective reported higher levels of task performance and job engagement.

Gap in Empirical Literature

Occupational health and safety policies play a crucial role in promoting a safe and healthy work environment for employees. These policies are designed to protect workers from workplace hazards, reduce the risk of injuries and illnesses, and enhance overall well-being. While there is a growing body of research on the topic, there remains a notable gap in the empirical literature regarding the specific impact and significance of occupational health and safety policies on workers' performance in the workplace. The identified gap in the empirical literature is the limited research investigating the direct impact and significance of occupational health and safety policies on workers' performance in the workplace. There is a need for more rigorous studies that delve into this relationship, considering various dimensions of workers' performance, such as task performance, teamwork, innovation, and overall job satisfaction. Additionally, exploring the moderating factors, such as organizational culture, leadership style, and employee engagement, would provide valuable insights into the mechanisms through which health and safety policies influence performance outcomes. This study was necessitated to address these gaps so as to improved workplace outcomes and employee well-being.

Methodology

Research Design

This study is survey research. It was designed to examine the impact and significance of occupational health and safety policies on workers performance in workplace: a case study of NNPC, Enugu Depot. Descriptive research is seen as the best method which includes the use of questionnaire or interviews in the collection of data. Hence, the researcher used questionnaires to obtain information needed for this study. To identify the strength of the responses to various questions, percentage would be calculated and all the data obtained would be analyzed.

Population of the Study

The population for the study was estimated to be one hundred and ninety-six (196) workers of NNPC Enugu Depot Plant in Nigeria

Determination of Sample Size

This study adopts a simple random sampling technique. The selection of the sample respondents were done accidentally because of the tight schedule of all employees; the available respondent is approached at sight. Hence, a sample of One hundred and fifty respondents were targeted constituting a little above Seventy Five Percent (75%) of the employees working on the plant.

Methods of Data Analysis

The method adopted in this research was based on statistical table by distributing the respondents according to their answers from the surveyed for the purpose of data analysis. Simple statistical tools were used in most cases; frequency counts in tabular forms and percentages were predominantly utilized in this study. This is necessary because the data obtained are qualitative and fixed.

Discussion of Findings

Data Presentation

Return Rate of Distributed Questionnaire

In the course of the study, one hundred and fifty (150) copies of questionnaire were distributed to staff of NNPC Enugu Depot Plant. Out of the 150 copies of questionnaires distributed, 119copies were correctly filled and returned. This number constitutes 79% of the total number of copies distributed. The other ones were incorrectly filled or uncompleted by respondents. This is presented in table 1

Table 1: Return Rate of Distributed Questionnaire

<i>Location</i>	<i>Distribution</i>	<i>Returned</i>	<i>Not Returned</i>	<i>% Return</i>	<i>% Not Return</i>
NNPC Enugu Depot Plant	150	119	31	79	21
Total	150	119	31	79%	21%

Sources: Field Survey, 2023

From table 1, 79% (110 respondents) of the total copies distributed were returned while 21% which represents 21 copies distributed were not returned.

Participants Characteristics:

Table 2: Demographic characteristics of Study subjects (n=119)

<i>S/N</i>	<i>Variables</i>	<i>Categories</i>	<i>N</i>	<i>%</i>
1	Gender	Male	105	88.2
		Female	14	11.8
2	Marital status	Single	59	47.9
		Married	57	43.9
		Separated	3	2.5
3	Educational Qualification	O' Level	6	5.0
		College Degree / Diploma	49	41.2
		University Degree	53	44.5
		2nd Degree & Above	11	9.2

Sources: Field Survey, 2023

Table 2 above depicts responses from the workers of the selected staff of NNPC Enugu Depot Plant, most workers (105; 88.2%) were male and 59 (47.9%) were single. Their educational background ranges from O'level to Second Degree and above.

Frequency distribution of the response of the respondents on Health and safety programmes for the employee

Table 3: Health and safety programmes for the employee

<i>Are all welfare facilities reasonably accessible to all workers on site?</i>	<i>Frequency</i>	<i>Percentage</i>
Yes	104	87.4
No	15	12.6
Total	119	100.0
<i>Are fire extinguishers & first aid facilities available?</i>	Frequency	Percentage
Yes	118	99.2
No	1	.8
Total	119	100.0
<i>Are there adequate numbers of toilets, wash basins, cleaners & towels and are they being well maintained?</i>	Frequency	Percentage
Yes	97	81.5
No	22	18.5
Total	119	100.0
<i>Does the management organize a periodical health talk/discussion section for you?</i>	Frequency	Percentage
Yes	104	87.4
No	14	11.8
Total	118	99.2
Missing System	1	.8
Total	119	100.0
<i>Have you ever attended a seminar on health issue?</i>	Frequency	Percentage
Yes	93	78.2
No	26	21.8

Total	119	100.0
What is your view on management's reaction in times of fatal accident of an employee and the compensation?	Frequency	Percentage
<i>Positive Response</i>	99	83.2
<i>Neutral</i>	16	13.4
<i>Total</i>	115	96.6
<i>Missing System</i>	4	3.4
Total	119	100.0

Source: Authors Field Computation, 2023

From Table 3 above, it was gathered that 87.4% of the respondents agreed that the welfare facilities provided by the company are easy to access. This is a good proportion which indicates that the company has the majority in mind when setting such places or policies. Also 99.2% of the respondents agreed that the fire extinguisher and first aid facilities are in place, this I believe is a good step and response when safety is being talked about. Regarding toilets, wash hand basins and other hygienic procedure, 81.5% of the respondents are for while 18.5% stand against, most of these respondents that marked "no" are those that work in the production unit where water could cause setback. 87.4% of the people agreed that there are health talk/discussion sessions periodically. Also 78.2 of these people have attended training or seminar on safety issue at one time or the other. When asked about their view on management's reaction in times of fatal accident of an employee and the compensation, 83.2 percent responded positively to this question leaving 13.4% to be neutral and 3.4% did not contribute at all leaving the space blank. From all indications, we can conclude that there are enough programmes on health and safety that is capable of keeping the employees aware and safe at work which on the long run positive affects workers performance.

Frequency distribution of the respondents' perception on the effect of health and safety challenges on Workers' performance

Table 4: Health and safety challenges on Workers' performance

Are there any noticeable problems facing employees' health?	Frequency	Percentage
<i>Yes</i>	54	45.4
<i>No</i>	65	54.6
Total	119	100.0
What are the challenges that you have relating to your health and safety at work?	Frequency	Percentage
<i>Non</i>	62	52.1
<i>Little (dust or stress related)</i>	54	45.4
<i>Serious health problems</i>	1	.8
<i>Missing System</i>	2	1.7
Total	119	100.0
How easy do you find it to abide by the safety rules	Frequency	Percentage
<i>Very easy</i>	84	70.6
<i>Easy</i>	32	26.9
<i>Hard</i>	1	.8
<i>Missing System</i>	2	1.7
Total	119	100.0

Source: Authors Field Computation, 2023

From Table 4, it was recorded that 45.4% of the respondents believed there is a certain health issue which affects employee while a greater percent of 54.6% belief there is no one particular health problem that is common to employees, this was buttressed by the response of one of the respondents during the in-depth interview he is of the opinion that not all fingers are equal so at a point in time one may be down and at other time he gets up but the company is trying its best in the area of health care and once an employee or even their spouse or children fall sick, the company takes the responsibility which is a welcome step that should be appreciated. The government need to

contribute more to the company because only 42% of the respondents agreed to have seen the presence of the government in the company while 57.1% can't feel the existence of the government in the company. When asked about the personal health challenge employees are facing at work, 52.1% of the respondents answered they are free and safe, while 45.4% went for stress or little dust related problems and 0.8% went for severe health problem which was not disclosed but is a normal and bearable percentage. 70.6% of the respondents found the safety rule very easy to abide by and 26.9 see it as a normal thing which they get used to over time while 0.8% assumed it is hard to abide by those safety rules.

Frequency distribution of the respondents' perception on management's attitude towards employees' health, safety and workers' performance.

Table 5: Management's attitude towards employees' health, safety and workers' performance.

<i>Good pay (Salaries/Wages) is preferable to good Occupational Health and safety policy</i>	<i>Frequency</i>	<i>Percentage</i>
Yes	49	41.2
No	70	58.8
Total	119	100.0
<i>Is the hospital route displayed and emergency contact numbers available?</i>	<i>Frequency</i>	<i>Percentage</i>
Yes	112	94.1
No	7	5.9
Total	119	100.0
<i>Is appropriate PPE being provided for all site personnel? (E.g. Eye protection, hearing protection, HI-VIZ, hard hats, boots, gloves etc.)</i>	<i>Frequency</i>	<i>Percentage</i>
Yes	113	95.0
No	5	4.2
Total	118	99.2
<i>Missing System</i>	1	.8
Total	119	100.0

Source: Authors Field Computation, 2023

In table 5, it was observed that 41.2% of the respondents will pick good pay/ increment in wages/ salaries than good health and safety policy while 58.8% are on the management side of safety-first policy. Out of the 119 respondents, 112 which amounts to 94.1% agreed that hospital route is displayed and emergency numbers are made public in preparation for the unwanted if it eventually happens. An amazing 119 response was gathered when asked if the management is concerned about workers safety, this is a revelation of the extent which the management has gone in showing to the employees what safety is all about. The management attitude towards safety saw 95.0% of the respondent comment positively in favour of the management while 4.2 stand neutral 0.8% commented negative which may be an employee that has paid seriously for breaching the company rule on safety because it is a big offence not to take safety serious at NNPC Enugu depot.

Summary of the Findings

Findings arising from this research were summarized as follows:

- i. That occupational health programmes have a positive and significant effect on job performances of workers of NNPC, Enugu Depot, Nigeria.
- ii. That industrial safety have a positive and significant effect on job performances of workers of NNPC, Enugu Depot, Nigeria.
- iii. That health and safety challenges have a positive and significant effect on job performances of workers of NNPC, Enugu Depot, Nigeria.

Conclusion

This study which examines the impact and significance of occupational health and safety policies on workers' performance in the workplace, as evidenced by the case study of NNPC Enugu Depot, cannot be underestimated. The implementation of robust health and safety policies within an organization has proven to have a positive effect on workers' performance, leading to improved productivity, enhanced job satisfaction, and reduced risks of accidents and injuries. The case study of NNPC Enugu Depot highlights the importance of prioritizing health and safety measures in the workplace. Although the implementation of occupational health and safety policies may require significant investment and effort, the long-term benefits outweigh the costs. By ensuring a safe and healthy work environment, organizations can create a conducive atmosphere that promotes employee well-being, engagement, and overall performance.

The case study also emphasizes the need for ongoing monitoring, evaluation, and continuous improvement of health and safety policies. This includes regular risk assessments, safety training programs, and the provision of necessary resources and equipment to mitigate workplace hazards. By proactively addressing potential risks and continuously updating safety protocols, organizations can minimize accidents, injuries, and illnesses, thereby positively influencing workers' performance.

Furthermore, the case study highlights the importance of regulatory compliance and enforcement of health and safety standards by the government and relevant authorities. Strong enforcement mechanisms, coupled with supportive policies and incentives, can encourage organizations to prioritize the health and safety of their workforce and enhance workers' performance. It is essential to recognize that the impact of occupational health and safety policies on workers' performance may vary across different industries, organizations, and geographical locations. Therefore, further research is needed to expand our understanding of this relationship and its contextual nuances.

In conclusion, the case study of NNPC Enugu Depot provides valuable insights into the positive impact and significance of occupational health and safety policies on workers' performance. By implementing and maintaining effective health and safety measures, organizations can create a safer work environment, foster employee well-being, and ultimately enhance overall productivity and performance.

Recommendations

Based on the findings the study recommends that:

- i. Regular safety audits should be conducted to evaluate the efficacy of health and safety practices in NNPC Depot Enugu. These audits serve as an opportunity to assess the adequacy of safety policies, procedures, and training programs, while also conducting thorough site inspections to identify any potential hazards and risks.
- ii. In order to promote a culture of quality and encourage active participation in hazard identification, as well as foster opportunities for creativity and innovation, it is important to involve employees in the planning process.
- iii. In order to enhance productivity and prevent workplace injuries, it is essential for management to regularly provide education and training on occupational health and safety matters.

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