



The Effectiveness of the Occupational Health and Safety System in Reducing Work-Related Accidents (A Field Study at the National Well Services Corporation (ENSP))

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Abstract ;

The study examined the role of the occupational health and safety system in reducing workplace accidents at the Well Services Company (ENSP). To address the research questions, the descriptive method was applied due to the nature and importance of the topic. A questionnaire was distributed to 44 ENSP employees, and the collected data were analyzed using SPSS (V26). The findings revealed a positive correlation between all dimensions of the occupational health and safety system and workplace accidents. Statistically significant differences in workplace accidents were found based on gender. However, no significant differences were identified in relation to experience, educational level, or job position. The results also showed that 43% of the variation in workplace accidents was explained by changes in the occupational health and safety system within the company.

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1. Introduction

The success factors of organizations, especially economic ones, represent a central element in their development. These factors vary and include several aspects that influence institutional performance and the achievement of its objectives. Effective leadership, organizational culture, strategic planning, employee motivation, innovation, information technology, and process management are all essential elements that determine the success path of any organization.

On the other hand, these success factors may be threatened by several risks, most importantly work accidents, which constitute a real danger to organizational success. Such accidents cause production interruptions and additional financial costs resulting from compensation for injured workers and repair of damaged property. They also negatively affect the company's reputation and the confidence of customers and investors, deteriorate the work environment, and impact employees' health and well-being, which reduces productivity and overall organizational performance.

Moreover, accidents may lead to legal issues and expose the organization to legal and financial penalties.

In this study, we seek to understand the relationship between the occupational health and safety system and work accidents due to its importance in maintaining workers' safety and ensuring business continuity. We also aim to analyze how occupational health and safety systems are designed and implemented to reduce the likelihood of accidents, improve the work environment, and increase workers' productivity and well-being.

1.2 study problem

To what extent is the occupational health and safety system effective in reducing work accidents at the National Well Services Company (ENSP)?

1.3 study problem

- ✓ What are the most common accidents faced by workers at the Well Services Company (ENSP)?
- ✓ What occupational health and safety mechanisms are implemented by the company?
- ✓ Does the applied occupational health and safety system comply with international standards?

1.4 Study Hypotheses

- **First Hypothesis:** The organization is committed to implementing the rules and procedures of the occupational health and safety system.
- **Second Hypothesis:** The organization is committed to providing health and safety measures within the work environment.
- **Third Hypothesis:** The organization is committed to training employees on the occupational health and safety system.

1.5 Importance of the Study

This study derives its importance from highlighting the significance of the occupational health and safety system in reducing workplace accidents in economic institutions in general, and in the National Well Services Corporation in particular. A strong and effective occupational health and safety system contributes to the success of the organization and enhances its overall performance.

1.6 Research Methodology

To answer the proposed questions, and given the importance of the study and the nature of the topic in order to cover its main aspects, we adopted the descriptive approach. This is considered one of the most important, widely used, and prevalent research methods, as it focuses on describing and interpreting the phenomenon under study as it exists. It involves collecting quantitative and qualitative data, organizing, analyzing, and interpreting it, and then drawing conclusions.

In addition, the study combines both theoretical and field research. A case study method was adopted in the field study, using interviews with some employees of the National Well Services Corporation (ENSP) to understand the details of the occupational health and safety system and workplace accidents within the organization.

Furthermore, a questionnaire was distributed to employees and workers of the National Well Services Corporation (ENSP), as it represents a fundamental research tool in this study, providing respondents with the freedom to express their answers. The research also relied on reviewing various references related to the topic. For data analysis, the Statistical Package for the Social Sciences, SPSS (Version 26), was used.

1.7 Previous Studies

- **Study by Mohamed Tayeb Khemgani (2023):** The study by Mohamed Tayeb Khemgani (2023) aimed to identify the role played by safety barriers in controlling and managing risks in the oil industry. This was examined through a set of material and non-material methods and procedures designed as defensive layers to reduce the severity and seriousness of occupational injuries according to their causal factors. The field study was conducted at the Regional Production Directorate of Sonatrach in Hassi Messaoud. The researcher adopted the descriptive method.
- The study concluded that human factors are the primary cause of occupational accidents, accounting for 46% of total workplace accidents. This is followed by organizational and environmental factors at 20%, accidents occurring outside working hours at 13%, and technical factors at 11%. Other miscellaneous causes accounted for 10%. The findings highlight the need to strengthen the culture of safety barriers and emphasize their effective role in reducing the severity and risks of occupational workplace accidents (Khemgani, 2023).
- **Study by Rabah Hamida (2023):** The study conducted by Rabah Hamida (2023) aimed to examine the role of occupational health and safety procedures in reducing workplace accidents. The study focused on the the National Corporation for proudact ele chimistics (ENPEC), specifically the Storage Unit. To test the study's hypotheses and achieve its objectives, the researcher adopted the descriptive method. The primary data collection tool was a questionnaire, while observation and interviews were used as supporting tools in the analysis. A representative sample of 40 workers was selected from the study population. The study reached several key findings, most notably that the organization under study does not significantly implement occupational health and safety procedures, nor does it accurately identify the causes of workplace accidents. This was largely attributed to negligence related to human factors (Hamida, 2023).
- **Study by Tatenda Musungwa (2023):** The study conducted by Tatenda Musungwa (2023) aimed to examine the auditing of Occupational Health and Safety Management Systems (OHSMS) in reducing occupational accidents in the food and beverage industry, specifically at Delta Sparkling Beverages in Harare, Zimbabwe. The study was based on analytical research using a combination of qualitative and quantitative techniques. Interviews and observation were used to collect data, in addition to a questionnaire. A total of 84 questionnaires were distributed to employees from different departments of Delta Sparkling Beverages using a stratified random sampling technique. Quantitative data were analyzed using the Statistical Package for the Social Sciences, SPSS (Version 26). The results of the

Chi-square test ($p > 0.05$) indicated that there was no statistically significant relationship between the occurrence of accidents at Delta Sparkling Beverages and the auditing of occupational health and safety management systems. The findings also revealed that non-compliance with safe operating procedures (unsafe acts) by employees was the primary cause of accidents within the company (Musungwa, February 19, 2022).

Study by Grace Katunge Jonathan (2016): The study conducted by Grace Katunge Jonathan (2016) aimed to identify teachers' opinions regarding their role in ensuring safe and healthy working environments in secondary schools in Western Mboni County. The study targeted all teachers and deputy principals working under the Teachers Service Commission (TSC) and those under the management of secondary schools. The research employed the descriptive method, using a questionnaire to collect data, which was then analyzed using the Statistical Package for the Social Sciences, SPSS (Version 26). The results revealed that the majority of teachers did not participate in training programs that provide them with workplace safety skills and were not involved in discussions regarding workplace safety policies (Jonathan, 2016).

2 Theoretical Framework –

In this framework, we will discuss the nature of the occupational health and safety (OHS) system as follows:

2.1. Concept of Occupational Health and Safety System

2.1.1 Occupational Health (OH)

According to the International Occupational Hygiene Association (IOHA), occupational health is defined as:

“The branch of knowledge concerned with anticipating, recognizing, evaluating, and controlling health hazards in the work environment, with the aim of protecting workers' health and well-being and preserving society in general.” Similarly, the International Labour Organization (ILO) defines occupational health as:

The promotion and maintenance of the highest degree of physical, mental, and social well-being of workers in all occupations, by preventing health deviations, monitoring risks, and adapting work to humans and humans to their work” (Salmi, 2019).

2.1.2 Occupational Safety

Occupational safety refers to the process of managing risks in the workplace to ensure the continuous safety of employees. This process involves identifying all hazards present in the work environment, prioritizing them, and implementing measures to reduce and control them. Hazards include any elements that may affect employees' health and safety, such as:

- ✓ Recurrent accidents (chemical spills, vehicle accidents, fires, tripping over wires) ;
- ✓ Long-term exposure risks (chemicals, excessive noise, intense lighting) .

2.1.3 Definition of Occupational Health and Safety System

Occupational health and safety is defined as the science that focuses on preserving human safety and health by providing a safe working environment free from hazards that cause accidents, injuries, or occupational diseases. In other words, it is a set of procedures, rules, and systems within a legislative framework designed to protect humans from injury and preserve property from damage or loss (Al-Tarawneh, 2017).

2.2 Concept of Workplace Accidents

2.2.1 Occupational Diseases

Occupational diseases are complex, as a disease is theoretically considered occupational if it arises from performing a job or craft that exposes the worker to specific risks. Distinguishing between occupational and non-occupational diseases can be challenging due to: Symptoms that do not directly indicate the origin or type of disease, requiring in-depth medical examination and analysis of causes (Al-Taher, 2016), and some occupational diseases may appear only after a period of time, especially if the worker has stopped working, which can expose them to latent risks.

2.2.2 Workplace Accidents

Researchers and specialists have defined workplace accidents in various ways, but generally, two key points are considered:

1. The accident occurs without intent or deliberate action.
2. It results in bodily injuries that lead to work impairment or interruption.

According to the Algerian legislator (Article 6 of Law No. 83-1383 on Workplace Accidents and Occupational Diseases):

“A workplace accident is any incident that results in a bodily injury caused by a sudden and external factor within the framework of employment. Workplace accidents occur during working hours, are sudden and unplanned, may result from external circumstances, and lead to physical injury” (Asma, p.17).

3. Applied Section: Statistical Analysis and Hypothesis Testing

The study population consists of the employees of the National Well Services Corporation (ENSP). This population was selected based on previous studies, as it serves the objectives of this research, given that the employees are directly involved with the implementation and application of the organization's OHS system. ENSP operates in the energy sector, which makes the study of occupational health and safety highly relevant.

3.1 Study Sample

The study was conducted at ENSP, which has a total workforce of 3,500 employees distributed across multiple provinces. Due to the difficulty of conducting a full survey of the entire population—because of the size of the workforce and time constraints—a sample was selected, and distributed questionnaires 50, and questionnaires were distributed among employees, and returned questionnaires, all 50 questionnaires were returned, and valid questionnaires for analysis: After reviewing the returned questionnaires, 6 were found invalid because they did not meet the required conditions. Therefore, 44 questionnaires were considered valid for analysis.

The table below summarizes the distribution and validity of the questionnaires:

This sample is considered representative of the study population and sufficient for performing statistical analysis to answer the research questions regarding the effectiveness of OHS in reducing workplace accidents.

Table (01): Distribution of Questionnaires

Statement	Number	Percentage
Number of questionnaires distributed	50	100%
Number of questionnaires returned	50	100%
Number of questionnaires canceled	06	12%
Number of valid questionnaires for analysis	40	88%

Source: **Prepared by the researcher based on SPSS output.**

From Table (01), we observe that the number of returned and accepted questionnaires reached 50, representing 100% of the distributed questionnaires. This is considered a significant rate, given the difficulty of convincing the study sample to respond to all items.

Demographic Characteristics of the Study Sample

Table (02): Distribution of Sample Individuals by Gender

Table (02): Distribution of Questionnaires

Gender	Frequency	Percentage
Male	26	59.1%
Female	18	40.9%
Total	44	100%

Source: Prepared by the researcher based on SPSS output.

From Table (02), we observe that the majority of respondents are male (59%) and female (41%).

Table (03): Distribution of the Sample by Work Experience

Table (03): Distribution of Questionnaires

Experience	Frequency	Percentage
1 to 5 years	3	6.8%
6 to 10 years	11	25%
10 to 15 years	17	38.6%
More than 15 years	13	29.5%
Total	44	100%

Source: Prepared by the researcher based on SPSS output.

From Table (03), which shows the distribution of sample individuals according to work experience (in years), we observe the following ; employees with less than 5 years of experience: 3 individuals, and employees with 6–10 years of experience: [number not specified], and employees with 11–15 years of experience: [number not specified], and The largest group is employees with 16+ years of experience: 17 individuals, representing 39% of the sample.

Table (04): Distribution of the Sample by Educational Qualification

Table (04): Distribution of Questionnaires

Educational level	Frequency	Percentage
Intermediate education	00	00%
Secondary education	10	22.7%
University education	34	77.3%
Total	44	100%

Source: Prepared by the researcher based on SPSS output.

From Table (04), which shows the distribution of the sample according to educational qualification, we observe that the majority of respondents hold a university degree, with 34 individuals, representing 77% of the sample.

Table (05): Distribution of the Sample by Job Department

Table (05): Distribution of Questionnaires

Departments	Frequency	Percentage
Administration Department	27	61.4%
Maintenance Department	8	18.2%
Security and Safety Department	9	20.5%
Total	44	100%

Source: Prepared by the researcher based on SPSS output.

From Table (05), which shows the distribution of the sample by job department, we observe that the majority of respondents belong to the administration department, with 27 individuals, representing over 60% of the sample.

3.2 Data Analysis of the Study

3.2.1 Analysis of Statements Related to the Occupational Health and Safety System

Table (06): Analysis of Statements Related to the Occupational Health and Safety System

Number	Phrases	Arithmetic mean	Standard deviation	Ranking of the phrases	Level of agreement
01	There is a clear and well-defined occupational safety system established by the institution's management	4,18	0,691	01	High
02	There is a work risk assessment conducted by the management within the workplace environment.	4,14	0,668	02	High
03	You feel that there is cooperation between you and the management to achieve the implementation of safety and health rules and procedures	3,91	0,802	04	High
04	The technical resources are provided to implement the occupational health and safety system.	3,89	0,754	05	High
05	Financial resources are provided to implement the occupational health and safety system	3,95	0,714	03	High
06	There are occupational safety plans and programs in place, and efforts are made to follow up on them	3,89	0,722	06	High
07	I feel that department heads and supervisors are convinced of the importance of implementing the occupational health and safety system	3,77	0,985	07	High
8	The management takes strict measures and imposes penalties on anyone who violates safety instructions	3,39	1,017	08	Medium
Total		3,89	0.501		High

Source: Prepared by the researcher based on SPSS output.

The table presents the results measuring employees' level of agreement with statements related to the occupational health and safety (OHS) system. Key observations include: the statements with the highest mean scores (4.18 and 4.14) relate to the presence of a clear occupational safety system and risk assessment by management. This indicates that employees recognize the existence of these systems and management's commitment to

them, and there is a sense of cooperation between management and employees in applying safety rules, with a mean score of 3.91 and a standard deviation of 0.714, reflecting a positive work environment where everyone collaborates to achieve safety goals, and high agreement was recorded regarding the provision of technical (3.89) and financial resources (3.95) to implement the OHS system, indicating that the organization supports the application of these systems with the necessary resources, and employees also confirm the existence of OHS plans and programs and their follow-up, with a mean score of 3.89, showing that the organization has a structured and continuous approach to safety management, and relatively high agreement (3.77) was observed regarding department heads and supervisors' commitment to OHS, demonstrating that leadership at different levels supports these efforts, and the lowest mean score (3.39) relates to strict procedures and penalties for violating safety instructions, which may indicate some employee reservations or concerns about the severity or application of these measures.

Table (07): Commitment to Providing Health and Safety Measures in the Workplace

Number	Phrases	Arithmetic mean	Standard deviation	Ranking of the phrases	Level of agreement
01	The workshop (walls, doors, and windows) should be constructed of non-combustible materials that are resistant to chemicals and explosions.	3,59	1,106	06	High
02	The workshop's equipment (lighting, ventilation, temperature, noise) is considered suitable.	3,66	0,888	04	High
03	Specialists are concerned with periodic inspection (water, electricity, gas).	3,36	0,990	07	Medium
04	Personal protective equipment (coat, gloves, helmet, face mask, goggles, mask, shoes) is easy to obtain.	3,61	0,895	05	High
05	There are alarm systems available and clearly audible throughout the facility, and fire suppression systems are effectively distributed and regularly maintained.	3,73	0,899	03	High
06	There is a system in place for medical examinations of new employees.	4,30	0,553	01	High
07	There are sufficient fire extinguishers of all types (gas, powder, foam, or liquid).	3,95	0,939	02	High
	Total	3,74	0,617		High

Source: Prepared by the researcher based on SPSS output.

The data in the table specifically reflect the provision of health and safety measures in the workplace at the National Oilfield Services Company (ENSP). Analysis of the results shows: the organization has a medical examination system for new employees, with a mean score of 4.30 and a moderate standard deviation of 0.553, reflecting attention to the health of new workers before starting work—a critical factor in promoting workplace safety and health, the company provides sufficient fire extinguishers of various types (gas, powder, foam, or liquid), confirmed by the sample with a mean score of 3.95 and standard deviation 0.939, enhancing preparedness for emergencies, and alarm systems are clearly audible throughout the facility, and fire-fighting equipment is effectively distributed and regularly maintained, with a mean score of 3.73 and standard deviation 0.899, which strengthens the organization's capacity to respond effectively in emergencies, and the workshop facilities (lighting, ventilation, temperature, noise levels) are appropriate, as indicated by a mean score of 3.66 and standard deviation 0.880, showing that employees work in a safe and comfortable environment, and employees can easily access personal protective equipment (PPE), including coats, gloves, helmets, face masks, goggles, respirators, and safety shoes, supported by a mean of 3.61 and standard deviation 0.895, demonstrating the organization's commitment to ensuring personal protection during work tasks, and regarding the infrastructure of the building, walls, doors, and windows are constructed from non-flammable, chemical-resistant, and explosion-resistant materials, with a mean of 3.59 and standard deviation 1.106, reflecting the organization's focus on safety and health in the facility's structure, and finally, attention to the periodic inspection of water, electricity, and gas systems shows a moderate level of compliance, indicated by a mean of 3.36 and standard deviation 0.990, suggesting that further improvements may be needed to ensure continuous safety.

3.2.2 Commitment to Training Employees on the Occupational Health and Safety System

Table (08): Commitment to Training Employees on the Occupational Health and Safety System

Number	Phrases	Arithmetic mean	Standard deviation	Ranking of the phrases	Level of agreement
01	Employees receive training on evacuation and emergency plans.	3,93	0,789	02	High
02	Training on how to handle safety systems and equipment is provided in the workshop.	3,80	0,851	04	High
03	Training on occupational health and safety procedures is provided through lectures.	3,61	0,920	05	High

04	Training on occupational health and safety procedures is provided through printed leaflets.	3,84	0,861	03	High
05	Occupational health and safety procedures are taught through practical training.	4,55	0,147	01	High
06	Workers participate in international seminars and conferences related to occupational safety and health.	3,36	0,892	06	Medium
Total		3,85	1,242		High

Source: **Prepared by the researcher based on SPSS output.**

Based on the data presented in the table regarding commitment to training employees on the occupational health and safety (OHS) system, several key points emerge: there is a notable focus on practical training, with employees being trained in OHS procedures through hands-on exercises. This received a high mean score of 4.55 and a very low standard deviation of 0.147, reflecting strong consistency in responses and the organization's emphasis on practical safety skills, and the mean score of 3.93 with a standard deviation of 0.789 indicates that the organization ensures employees are trained on evacuation and emergency plans, a vital aspect of workplace health and safety, and training via printed materials and brochures also shows good effectiveness, with a mean of 3.84 and standard deviation 0.861, demonstrating that the organization actively distributes information on OHS procedures, and Lecture-based training on occupational health and safety measures received a mean of 3.61 and standard deviation 0.920, reflecting a moderate level of formal instruction, and training employees on how to operate safety systems and equipment in the workshop obtained a mean of 3.80 and standard deviation 0.851, highlighting the organization's commitment to preparing employees to safely handle safety devices in the work environment, and however, participation in international seminars and conferences related to occupational health and safety received the lowest mean score of 3.36 with a standard deviation of 0.892, indicating some variability in participation levels and suggesting this area could benefit from improvement.

3.2.3 Organization's Commitment to International Occupational Health and Safety Standards

Table (09): Organization's Commitment to International Occupational Health and Safety Standards

Number	Phrases	Arithmetic mean	Standard deviation	Ranking of the phrases	Level of agreement
01	The organization is developing an occupational health and safety system to comply with the ISO 18001 standard for occupational health and safety management.	3,68	0,829	04	High
02	The organization establishes procedures for identifying and evaluating the legal framework for occupational health and safety.	3,84	0,805	02	High
03	The organization puts in place procedures for investigating accidents and incidents related to occupational health and safety.	4,00	0,835	01	High
04	There is an assessment of occupational health and safety procedures.	3,70	0,930	03	High
Total		3,81	0,719		High

Source: Prepared by the researcher based on SPSS output.

The results from the table indicate that the organization generally adheres to international occupational health and safety (OHS) standards, with an overall mean score of 3.81 and a standard deviation of 0.719, reflecting a high level of agreement and highlighting the efforts made in system development, legal framework compliance, accident investigation, and evaluation of applied procedures.

A detailed analysis of the organization's commitment to international OHS standards shows: The organization actively develops and improves its OHS system in accordance with OHSAS 18001 standards, with this statement receiving a mean score of 3.68 and a standard deviation of 0.829, indicating a high level of agreement, although slightly lower compared to other statements, and effective procedures are in place to identify and evaluate the legal framework for occupational health and safety, with a mean of 3.84 and a standard deviation of 0.805, reflecting strong compliance with legal standards, and accident and incident investigation procedures related to health and safety received the highest evaluation, with a mean of 4.00 and a standard deviation of 0.835, demonstrating the organization's strong emphasis on preventive measures, and The organization conducts periodic evaluations of OHS procedures, with this statement showing a mean of 3.70 and a standard deviation of 0.930, indicating a consistently high level of compliance and agreement among employees.

3.3 Study Results

Based on the study findings, the following key points can be highlighted regarding occupational health and safety (OHS) at ENSP:

- ✚ Neglecting to train some employees due to the urgent need for their presence in workshops is one of the main reasons for the high rate of workplace accidents.
- ✚ Employees demonstrate a good awareness of compliance with occupational safety requirements.
- ✚ The reduction in occupational accidents has had a positive impact on the organization's overall performance.
- ✚ The organization conducts investigations to ensure environmental protection in the workplace.
- ✚ Management enforces disciplinary actions against employees who violate safety instructions.
- ✚ The organization provides training for new employees and assigns specialized doctors and trainers for occupational health and safety.

4. Conclusion

In conclusion, the occupational health and safety (OHS) system represents a crucial factor in workplace environments. Strict adherence to professional standards and practices significantly contributes to reducing workplace accidents and occupational injuries, while also protecting the mental and physical well-being of employees. This leads to a safer work environment and higher productivity.

Moreover, promoting occupational health and safety enhances employee welfare, strengthens the organization's reputation, and reduces costs associated with accidents and injuries. Therefore, the OHS system is not merely a legal or ethical obligation, but also a strategic investment that supports sustainability and long-term organizational development.

5. Appendices

Gender

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Male	26	59,1	59,1	59,1
	Female	18	40,9	40,9	100,0
	Total	44	100,0	100,0	

by Educational Qualification

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Intermediate education	10	22,7	22,7	22,7
	Secondary education	34	77,3	77,3	100,0
	University education	44	100,0	100,0	

Job Department

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Administration Department	27	61,4	61,4	61,4
	Maintenance Department	8	18,2	18,2	79,5
	Security and Safety Department	9	20,5	20,5	100,0
	Total	44	100,0	100,0	

Work Experience

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 to 5 years	3	6,8	6,8	6,8
	6 to 10 years	11	25,0	25,0	31,8
	10 to 15 years	17	38,6	38,6	70,5
	More than 15 years	13	29,5	29,5	100,0
	Total	44	100,0	100,0	

Descriptive Statistics

	N	Mean	Std. Deviation
There is a clear and well-defined occupational safety system established by the institution's management	44	4,18	,691
There is a work risk assessment conducted by the management within the workplace environment.	44	4,14	,668
You feel that there is cooperation between you and the management to achieve the implementation of safety and health rules and procedures	44	3,91	,802
The technical resources are provided to implement the occupational health and safety system.	44	3,89	,754
Financial resources are provided to implement the occupational health and safety system	44	3,95	,714
There are occupational safety plans and programs in place, and efforts are made to follow up on them	44	3,89	,722
I feel that department heads and supervisors are convinced of the importance of implementing the occupational health and safety system	44	3,77	,985
The management takes strict measures and imposes penalties on anyone who violates safety instructions	44	3,39	1,017
Total	44	3,89	,501
Valid N (listwise)	44		

Descriptive Statistics

	N	Mean	Std. Deviation
The workshop (walls, doors, and windows) should be constructed of non-combustible materials that are resistant to chemicals and explosions.	44	3,59	1,106
The workshop's equipment (lighting, ventilation, temperature, noise) is considered suitable	44	3,66	,888
Specialists are concerned with periodic inspection (water, electricity, gas).	44	3,36	,990

Personal protective equipment (coat, gloves, helmet, face mask, goggles, mask, shoes) is easy to obtain.	44	3,61	,895
There are alarm systems available and clearly audible throughout the facility, and fire suppression systems are effectively distributed and regularly maintained	44	3,73	,899
There is a system in place for medical examinations of new employees.	44	4,30	,553
There are sufficient fire extinguishers of all types (gas, powder, foam, or liquid	44	3,95	,939
Total	44	3,74	,617
Valid N (listwise)	44		

Descriptive Statistics

	N	Mean	Std. Deviation
Employees receive training on evacuation and emergency plans.	44	3,93	,789
Training on how to handle safety systems and equipment is provided in the workshop.	44	3,80	,851
Training on occupational health and safety procedures is provided through lectures.	44	3,61	,920
Training on occupational health and safety procedures is provided through printed leaflets.	44	3,84	,861
Occupational health and safety procedures are taught through practical training.	44	4,55	6,147
Workers participate in international seminars and conferences related to occupational safety and health.	44	3,36	,892
Total	44	3,85	1,242
Valid N (listwise)	44		

Descriptive Statistics

	N	Mean	Std. Deviation
The organization is developing an occupational health and safety system to comply with the ISO 18001 standard for occupational	44	3,68	,829
The organization establishes procedures for identifying and evaluating the legal framework for occupational health and safety	44	3,84	,805
The organization puts in place procedures for investigating accidents and incidents related to occupational health and safety	44	4,00	,835
There is an assessment of occupational health and safety procedures.	44	3,70	,930
Total	44	3,81	,719
Valid N (listwise)	44		

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