

Demographic Variables, Safety, Self-Awareness and Protocol Adherence Among Private Company Workers: Basis for an Enhanced OHS Framework

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ABSTRACT

Awareness of occupational health and safety practices is essential for encouraging safe behavior and compliance in the workplace. This study evaluated the level of occupational health and safety awareness and compliance among employees of a private company during the third quarter of 2024. A quantitative research approach that included descriptive, correlational, and comparative research designs was utilized to analyze employees' demographic characteristics and their levels of awareness and compliance with workplace safety practices. The results indicated that employees generally recognized the six occupational health and safety indicators included in the study. However, their awareness was comparatively lower concerning the conduct of risk analysis studies to identify jobs that may present

hazards in the workplace. In terms of compliance, employees consistently adhered to proper mask and work clothing usage and maintained cleanliness in the workplace. Conversely, compliance with the use of fall arrestors during work at heights was notably lower. The study also revealed a significant relationship between employees' awareness of occupational health and safety and their compliance with safety practices. Based on these findings, an occupational health and safety plan was proposed to address the identified gaps in awareness and enhance adherence to workplace safety practices.

Keywords: *Occupational health and safety awareness, safety compliance, descriptive analysis, correlational analysis, comparative analysis, workplace safety practices, private company employees.*

INTRODUCTION

This study evaluated the extent of occupational health and safety (OHS) awareness and regulatory compliance among personnel at a local private enterprise during the third quarter of 2024. Employing a quantitative framework with descriptive, correlational, and comparative designs, the research investigated the interplay between employee demographics, safety consciousness, and adherence to established protocols.

The findings revealed general familiarity across six primary OHS indicators, though employees demonstrated diminished comprehension regarding the execution of risk analyses for hazardous tasks. While personnel consistently followed standards involving personal protective equipment, such as masks and required attire, alongside facility sanitation, compliance remained critically low concerning the utilization of fall arrest systems during elevated operations. Statistical analysis confirmed a direct, significant correlation between safety awareness and procedural compliance. To mitigate these

vulnerabilities, a targeted OHS improvement plan was formulated to strengthen safety protocols and foster consistent adherence across the organization.

METHODS

The study employed a quantitative approach using a descriptive-correlational research design. A complete enumeration of qualified employees was conducted, involving 120 employees from the different departments of the organization. Employees who met the inclusion criteria participated in the study, while management-level personnel and employees who had been with the company for less than three months were excluded. Data were collected through a structured questionnaire consisting of measures of OHS awareness and compliance. Mean scores and standard deviations were used to determine the levels of awareness and compliance, while Pearson product-moment correlation was applied to determine the relationship between the two variables.

Research Design

The study was conducted at a major corporate office and operational facility located in Mandaue City, Cebu. This research setting was selected because the organization encompasses a diverse workforce operating across various functional areas where occupational health and safety practices are vital to daily business activities. The work environment comprises both corporate office spaces and operational zones, including warehouses and logistics handling areas, where personnel may encounter distinct workplace hazards. Consequently, the setting provided an ideal environment for thoroughly evaluating employees' awareness of and adherence to occupational health and safety protocols.

Research Locale

The study was conducted at a major corporate office and operational facility located in Mandaue City, Cebu. This research setting was selected because the organization encompasses a diverse workforce operating across various functional areas where occupational health and safety practices are vital to daily business activities. The work environment comprises both corporate office spaces and operational zones, including warehouses and logistics handling areas, where personnel may encounter distinct workplace hazards. Consequently, the setting provided an ideal environment for thoroughly evaluating employees' awareness of and adherence to occupational health and safety protocols.

Sampling Technique

The study utilized total enumeration sampling. All qualified personnel who met the established inclusion criteria were invited to participate. The final participant pool comprised 120 employees from diverse operational sectors, regardless of employment status, provided they fulfilled the parameters established for the research.

Personnel who had no direct involvement in organizational operations were excluded from the study. Newly hired and contractual staff who had been affiliated with the organization for less than three months were likewise excluded. Furthermore, top-level management personnel—including chief executive officers, department heads, directors, and other senior management officers—were not included. Total enumeration enabled the researcher to gather data from the entire target population rather than relying on a subset.

RESULTS AND DISCUSSION

Level of Occupational Health and Safety Awareness

The findings indicated that employees possessed an overall fair level of awareness regarding occupational health and safety, reflected by a grand mean of 3.05 and a standard deviation of 0.671. Six specific indicators were interpreted as Aware, which included the presence of workplace warning and safety

signs, periodic medical examinations, adherence to general housekeeping rules, vigilance toward hazardous tasks, the provision and mandatory use of work attire, and the presence of designated safety specialists.

The highest mean score was recorded for the statement concerning the provision and required use of work clothing, yielding a mean of 4.10. This suggests that personnel were exceptionally familiar with organizational requirements regarding appropriate work apparel. Awareness was also rated high concerning workplace cleanliness, the identification of hazardous duties, safety personnel, and routine medical checkups.

Conversely, several areas reflected lower awareness levels. Employees exhibited limited awareness regarding regular safety training, emergency drills, the legal mandates governing drill execution, and the perception that safety training is solely a voluntary employer responsibility. The lowest rating was recorded for the execution of risk analysis studies to determine hazardous tasks, yielding a mean of 1.36, which was interpreted as Not Aware at All.

These findings highlight that while workers were well-versed in visible and routine safety measures, their familiarity was significantly weaker in formal safety assessments, emergency preparedness, structured training programs, and comprehensive risk analysis. This points to a clear need to expand employee exposure to structured safety programs, emphasizing active engagement rather than passive observation of existing routines.

Level of Occupational Health and Safety Compliance

The overall level of compliance with occupational health and safety practices was categorized as Occasionally, registering a grand mean of 3.01 and a standard deviation of 0.693. The results showed that employees consistently complied with several fundamental safety procedures. The highest compliance ratings were recorded for the use of respiratory protection, such as face masks when necessary, and the maintenance of clean and orderly work stations, both scoring a mean of 3.90.

Personnel also reported consistent compliance with hand protection usage, verifying that machine guards remained in place, attending section toolbox meetings, and utilizing appropriate work apparel. These outcomes suggest that workers were more inclined to adhere to safety measures that were easily observable and directly integrated into their daily workflows.

In contrast, lower adherence was noted in workplace incident reporting, participation in safety seminars, and the use of hearing protection. The most critical finding involved the use of fall arrestors during elevated work tasks, which obtained a mean of 1.49 and was interpreted as Never. This highlights fall protection as a critical safety vulnerability requiring immediate intervention, particularly for employees whose responsibilities involve heights.

These findings demonstrate that high awareness does not automatically translate into uniform compliance across all safety practices. Although employees displayed favorable adherence to routine protective measures, protocols involving specialized equipment, formal reporting, training, and fall prevention demand targeted reinforcement.

Relationship Between Occupational Health and Safety Awareness and Compliance

The statistical analysis revealed a significant relationship between occupational health and safety awareness and compliance. The Pearson correlation coefficient yielded $r = 0.984$ with a p-value of 0.000, which falls well below the 0.05 level of significance. Consequently, the null hypothesis positing no significant relationship between awareness and compliance was rejected.

This indicates a very strong positive correlation between employees' awareness and their compliance with safety protocols. Practically speaking, personnel who demonstrated higher awareness tended to exhibit greater adherence to workplace safety guidelines. This emphasizes the critical importance of equipping workers with adequate information, structured training, and comprehensive opportunities to understand safety requirements.

Furthermore, this outcome provides empirical justification for enhancing the organization's safety framework. Elevating awareness should extend beyond informational distribution to encompass regular training simulations, emergency drills, hazard identification initiatives, and practical demonstrations of safety protocols, with specific focus on areas previously identified as having low awareness and compliance.

CONCLUSION

The employees demonstrated a fair level of occupational health and safety awareness alongside an occasional level of adherence to workplace safety practices. While personnel proved knowledgeable about basic safety requirements, distinct gaps persisted concerning routine safety training, emergency drills, regulatory mandates, and structured risk analysis.

Furthermore, workers generally complied with everyday protective measures, including masks, work attire, hand protection, machine guards, and housekeeping maintenance. However, the alarming lack of compliance regarding fall arrestors during elevated tasks represents a critical safety risk that warrants immediate organizational intervention.

Crucially, the study established a robust positive relationship between safety awareness and compliance. This confirms that enhancing employees' knowledge and comprehension of workplace safety standards directly drives better adherence to safety practices. To resolve these gaps, the organization should bolster its safety programs through regular training, simulated drills, rigorous risk assessments, streamlined reporting workflows, accessible personal protective equipment, and continuous monitoring, thereby fostering a safer and more health-conscious working environment.

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