

## Perceived Influence on Safety Practices on Job Satisfaction among Dock Workers at Lagos Sea Port

Bello M. Olalekan<sup>1</sup>, Adekoya A. Folajimi<sup>2</sup>, Faleke M. Abidemi<sup>4</sup> and Pedro U. Adagbor<sup>5</sup>

Department of Human Kinetics and Health Education, Tai Solarin University of Education, Ijagun, Nigeria  
<sup>1</sup>bellomo@tasued.edu.ng, <sup>2</sup>adekoyaaf@tasce.edu.ng, <sup>3</sup>falekema@tasued.edu.ng, <sup>4</sup>puwadum@gmail.com

### Abstract

*Occupational health and safety are concerned with protecting the safety, health and welfare of people engaged in work or employment. It ensures a safe and healthy work environment, protects co-workers, family members, employers and customers from hazards. This study investigated the extent to which fire hose reel/extinguisher, personal protective tools, good environmental hygiene and regular training of dockworkers on first aids, as perceived influence of safety practices on job satisfaction among dock workers at Lagos Seaport. The descriptive survey research design was utilized. Proportionate sample technique and Simple random sampling techniques was used to select 600 respondents from all terminals. The self structured questionnaire ( $r = .821$ ) was used. Four hypotheses were tested at 0.05 significance level. Data were analysed using descriptive statistics, and multiple regressions. Provisions of fire hose reel/extinguisher have significant influence on job satisfaction  $F (52.070)$ ;  $R (.283)$ , Provisions of personal protective tools have significant influence on job satisfaction  $F (11.957)$ ;  $R (.140)$ , Provision of good environmental hygiene have significant influence on job satisfaction  $F (43.356)$ ;  $R (.260)$ , Regular training of dockworkers on first aids have significant influence on job satisfaction  $F (10.457)$ ;  $R (.131)$ . Based on the findings, there is high prevalence rate of occupational hazards among dock workers at Lagos Sea port. The researcher recommended that; the management of the sea ports improves the frequency of refresher training on safety to equip employees with necessary skills and knowledge in line with the changing technology and the work environment. Also, the government should enforce the safety laws as stipulated in Occupational Health and Safety Act (2007) by taking legal action against all employers who do not abide by the safety laws and standards.*

**Keywords:** Safety Practices; Job Satisfaction; Dock Workers; Lagos Sea Port.

### Introduction

There is increasing evidence that workplace conditions may be directly damaging the physical and mental health of employees and eroding levels of job satisfaction. Most organizations have poor occupational health and safety review mechanisms, inadequate health and safety policies and infrastructure. As a result, most employees are exposed to workplace injuries and illnesses as well as repetitive strain injury (RSI); an umbrella term of injuries affecting the soft tissues of the neck, upper and lower back, chest, shoulders and arms which occurs from continuous and repetitive physical movements (Bernardin, 2007). Occupational health and safety are concerned with protecting the safety, health and welfare of people engaged in work or employment. It ensures a safe and healthy work environment, protects co-workers, family members, employers and customers from hazards.

According to Armstrong (2009), the achievement of a healthy and safe place of work and the elimination to the maximum extent possible hazards to health and safety is the responsibility of everyone employed in an organization as well as those working there under contract. Rechenthin (2004) stated that poor safety practices could negatively influence company morale and make recruiting difficult particularly in high-risk industries. Employees are more satisfied and motivated when their jobs are meaningful, when they create a feeling of responsibility, and when jobs are designed to ensure that some feedback is available (Jackson, 2009). Mullins (2005) found that workplace injuries were more likely to occur where employees received little training, worked at jobs that were highly repetitive and had little autonomy over their work. The level of job satisfaction is affected by intrinsic and extrinsic motivating factors, the quality of supervision, social relationships with the work group and the degree to which individuals

succeed or fail in their work (Armstrong, 2009). Purcell (2003) believes that discretionary behavior that helps the firm to be successful is most likely to happen when employees are well motivated and feel committed to the organization and when the job gives them high levels of satisfaction. Employees who suffer accidents are unsatisfied with their jobs, and have higher levels of job tension and lower organizational commitment. Good working conditions make employees happier and find it easier to carry out their jobs while poor working conditions dissatisfy employees. Hong (2010) asserted that the environment in which people work has a tremendous effect on their level of pride for both them and the work they are doing. Employees in the Tin Can Island and Apapa Port, Lagos are not exceptional; they are exposed to health and safety hazards in their workplaces arising from various activities involved in the port. These include avoidance of the use of safety apparatus (helmet, gloves, and safety boots), poor personal hygiene, lack of adequate ventilation and noise.

Pike (2000) asserted that workplaces should be made as safe as possible to reduce the rate of accidents that impact negatively on the health of the employees as well as costs incurred by organization in medical bills and compensatory claims. Health and safety should not be viewed as a separate function or responsibility but as a broader initiative that aims at improving productivity, profitability and competitiveness of a firm. Workplaces with active, visible safety leadership have fewer injuries, are often rated as better places to work and have more satisfied, more productive employees who are less likely to change jobs. According to Flippo (1984) cited in Dorah, (2013), health programme should have a stated health and medical policy and the performance of periodic physical examinations on all employees exposed to health hazards. There should be adequate facilities for voluntary periodic physical examination for all employees and competent medical consulting staff. Systematic attention should be paid to sanitation, safety precautions and industrial hygiene. Above all, there should be a well-equipped dispensary for emergency cases and physical examination and well qualified medical and nursing personnel. Torrington (2011), adds that positive health programmes display a variety of different approaches aimed at relieving and preventing stress and associated problems and promoting healthy lifestyles.

A strong safety climate is associated with positive attitudes among workers, which can influence adoption of safe behaviours and practices as well as job satisfaction and employee performance (Diaz-Cabrera, 1997). Occupational health and safety management do not only provide a sense of security to employees, but also leads to a reduction of accident rates and ultimately increases job satisfaction (Robin & Walker, 2000). Occupational hazards in the workplace have been identified as a major contributor to employees leaving the organization or to a shortage in the workforce as a result of low levels of job satisfaction. Workplaces in the Tin Can Island and Apapa Port, Lagos are not exceptional. Despite the fact that employers are required to protect their employees' health and safety as stipulated in the Occupational Safety and Health Act 2007, most workplaces still pose risks to the workers. Dysfunctional fire hose reel/fire extinguisher, inadequate protective tools, poor environmental hygiene and irregular training of dock workers on first aid, are some of the common conditions in most Tin Can Island and Apapa Port, Lagos. It is in this light that we hypothesized that provision of fire hose reel/extinguisher, personal protective tools, good environmental hygiene and regular training of dockworkers on first aids, will not significantly influence safety practices on job satisfaction among dock workers at Lagos Seaport.

### **Methodology**

The research design for this study was descriptive survey research design. This is considered appropriate because the research will not manipulate any variable but study the existing occurrence (MartynShuttleworth, 2008). The population for this study comprises of dock workers at Lagos Sea Port. The sample size was six hundred (600) dock workers from Apapa Port and Tin Can Island port Lagos. Tin Can Island port has four (4) terminals, while Apapa Port has three (3) terminals. The research instrument was researchers' design Likert the question with four points rating scale of strongly agreed,

agreed, strongly disagreed and disagreed. The instrument was validated by three experts and found suitable for the study. Cronbach Alpha statistics was used to determine the internal consistency of the instrument which yielded  $r = 0.82$ . The Job Satisfaction Questionnaire (JSQ) yielded a reliability of 0.84 while the Influence of Safety Practices on Job Satisfaction (IOSPOJS) yielded a reliability of  $r = 0.89$ . The questionnaire forms were self administered at the two Lagos Sea Ports. The authors utilized frequency counts, percentages and inferential statistics of multiple regressions to analyze the influence of safety practices on job satisfaction among dock workers at Lagos sea port at 0.05 level of significance.

## Results

Table 1: Regression analysis on the effect of provision of fire hose reel/fire extinguisher as a safety practice influencing job satisfaction among dock workers at Lagos sea port, Nigeria

| R = .283                                |                    |     |             |        |                   |
|---|--------------------|-----|-------------|--------|-------------------|
| R <sup>2</sup> =.080                    |                    |     |             |        |                   |
| Multiple R <sup>2</sup> (adjusted)=.079 |                    |     |             |        |                   |
| Standard error of estimate= .566        |                    |     |             |        |                   |
| Analysis of variance                    |                    |     |             |        |                   |
| Model                                   | Sum of square (SS) | DF  | Mean square | F      | Sig.              |
| Regression                              | 16.667             | 1   | 16.667      |        |                   |
| Residual                                | 190.773            | 596 | .320        | 52.070 | .000 <sup>b</sup> |
| Total                                   | 207.440            | 597 |             |        |                   |

The table shows that independent variable (provision of fire hose reel/extinguisher) have significant influence on job satisfaction, this is shown by the value of  $R = 0.283$  and  $R^2 = 0.080$ ,  $P = .000$ . The result shows that provision of fire hose reel/extinguisher as safety practices will significantly influence job satisfaction among dock workers at Lagos sea port ( $P < 0.05$ ). The hypotheses which states that Provision of fire hose reel/extinguisher as safety practices will not significantly influence job satisfaction among dock workers at Lagos sea port was rejected. This means that provision of fire hose reel/extinguisher as safety practices significantly influence job satisfaction among dock workers at Lagos sea port. This is in agreement with the findings of Ajao and Ijaluola (2013), that majority (62%) of the respondents had good to excellent knowledge of preventing fire outbreaks in port. Only 28% of the premises had functioning wall fire extinguishers. Less than 10% of the premises had smoke detectors, fire alarm, fire exits and emergency lighting system, respectively. Their study concluded that there was inadequate functioning and provision of fire extinguishers in Lagos sea ports and that the Provision of smoke detector, fire alarm, fire exits and emergency lighting system and fire hose reel/extinguisher as safety practices has a significant influence on job satisfaction among dock workers at Lagos sea port.

Table 2: Regression analysis on the effect of provision of personal protective tools as a safety practice influencing job satisfaction among dock workers at Lagos sea port, Nigeria

| R = .140                                  |                    |     |             |        |                   |
|---|--------------------|-----|-------------|--------|-------------------|
| R <sup>2</sup> = .020                     |                    |     |             |        |                   |
| Multiple R <sup>2</sup> (adjusted) = .018 |                    |     |             |        |                   |
| Standard error of estimate = .584         |                    |     |             |        |                   |
| Analysis of Variance                      |                    |     |             |        |                   |
| Model                                     | Sum of square (SS) | DF  | Mean Square | F      | Sig.              |
| Regression                                | 4.080              | 1   | 4.080       |        |                   |
| Residual                                  | 203.360            | 596 | .341        | 11.957 | .001 <sup>b</sup> |
| Total                                     | 207.440            | 597 |             |        |                   |

Table 2 shows that independent variable (provision of personal protective tools) have significant influence on job satisfaction, this is shown by the value of  $R = .140$  and  $R^2 = .020$ ,  $P = .001$ . The result shows that provision of personal protective tools as safety practice will significantly influence job satisfaction among dock workers at Lagos sea port ( $P < 0.05$ ). The table shows that independent variable (provision of personal protective tools) have significant influence on job satisfaction, this is shown by the value of  $R = 0.140$  and  $R^2 = 0.020$ ,  $P = .001$ . The hypotheses which states that Provision of personal protective tools as safety practice will not significantly influence job satisfaction among dock workers at Lagos sea port was rejected. This means that the provision of personal protective tools as safety practices significantly influence job satisfaction among dock workers at Lagos sea port. The finding is in consonant with Erike (2013), who opined that Personal Protective Equipment (PPEs) or Personal Protective Devices (PPDs) are designed to protect employees from serious workplace injuries or illnesses resulting from contact with chemical, radiological, physical, electrical, mechanical, or other workplace hazards. They include face shields, safety glasses/goggles, hats/safety helmets, safety shoes, coveralls, gloves, ear protection (ear plugs and muffs), vests, respirators, etc.

Table 3: Regression analysis on the effect of provision of good environmental hygiene as a safety practice influencing job satisfaction among dock workers at Lagos sea port, Nigeria

| R = .260                                  |                    |     |             |        |                   |
|---|--------------------|-----|-------------|--------|-------------------|
| R <sup>2</sup> = .068                     |                    |     |             |        |                   |
| Multiple R <sup>2</sup> (adjusted) = .066 |                    |     |             |        |                   |
| Standard error of estimate = .570         |                    |     |             |        |                   |
| Analysis of variance                      |                    |     |             |        |                   |
| Model                                     | Sum of square (SS) | DF  | Mean square | F      | Sig.              |
| Regression                                | 14.067             | 1   | 14.067      |        |                   |
| Residual                                  | 193.373            | 596 | .324        | 43.356 | .000 <sup>b</sup> |
| Total                                     | 207.440            | 597 |             |        |                   |

Table 3 shows that independent variable (provision of good environmental hygiene) have significant influence on job satisfaction, this is shown by the value of  $R = 0.260$  and  $R^2 = 0.07$ ,  $P = .000$ . The result shows that provision of good environmental hygiene as safety practices will significantly influence job satisfaction among dock workers at Lagos sea port ( $P < 0.05$ ). The hypotheses which states that provision of good environmental hygiene as safety practices will not significantly influence job satisfaction among dock workers at Lagos sea port was rejected. This means that the provision of good environmental

hygiene as safety practices significantly influence job satisfaction among dock workers at Lagos sea port. The finding is in agreement with MacLeod and Clarke (2011), which states that the quality of the employee's workplace environment must impact on their health and level of motivation. The comfort of workforce with regard to the physical environment, especially the immediate environment, influences to a great extent their error rate, level of innovation and collaboration with other employees, absenteeism and ultimately, how long they stay in the job.

Table 4: Regression analysis on the effect of regular training of dockworkers on first aid as a safety practice influencing job satisfaction among dock workers at Lagos sea port, Nigeria

| Analysis of variance |                    |     |             |        |                   |
|----------------------|--------------------|-----|-------------|--------|-------------------|
| Model                | Sum of Square (SS) | DF  | Mean Square | F      | Sig.              |
| Regression           | 3.577              | 1   | 3.577       |        |                   |
| Residual             | 203.863            | 596 | .342        | 10.457 | .001 <sup>b</sup> |
| Total                | 207.440            | 597 |             |        |                   |

Table 4 shows that independent variable (regular training of dockworkers on first aids) have significant influence on job satisfaction, this is shown by the value of  $R = 0.131$  and  $R^2 = 0.017$ ,  $P = .001$ . The result shows that regular training of dockworkers on first aids as safety practices will significantly influence job satisfaction among dock workers at Lagos sea port ( $P < 0.05$ ). The hypotheses which states that regular training of dockworkers on first aids as safety practices will not significantly influence job satisfaction among dock workers at Lagos sea port was rejected. This therefore means that regular training of dock workers on first aids as safety practices significantly influence job satisfaction among dock workers at Lagos sea port. This finding is in agreement with American Association of Port Authorities (2008), which asserted that, workplace provisions prescribe minimum standards to be implemented by an employer in relation to ensuring the suitability of buildings and premises as safe places of work. Ports and docks are included in these regulations by definition, and are undertakings having "places of work" to which an employee has access in the course of his or her employment. These regulations are very broad in scope, but in terms of their specific application to ports and docks, employers must ensure that any separate doors or gates that are provided for pedestrians and for vehicular traffic, must be safe for both to use. Traffic routes within the facility are designed, located and identified so as to ensure the segregation and safe movement of pedestrians and vehicles. Loading bays are safe and suitable for the loads being handled. Facilities are equipped with appropriate fire-fighting and detection equipment, as required. Appropriate and well illuminated emergency routes and exits are provided, and these are kept free from obstructions.

### Conclusions

Based on the findings of this study, the following conclusions were drawn;

1. Provision of fire hose reel/extinguisher as safety practices significantly influence job satisfaction among dock workers at Lagos sea port
2. Provision of personal protective tools as safety practice significantly influence job satisfaction among dock workers at Lagos sea port
3. Provision of good environmental hygiene as safety practices significantly influence job satisfaction among dock workers at Lagos sea port

4. Regular training of dockworkers on first aids as safety practices significantly influence job satisfaction among dock workers at Lagos sea port

### Recommendations

Based on the findings, the following recommendations were made;

1. The management of the sea ports to improve the frequency of refresher training on safety to equip employees with necessary skills and knowledge in line with the changing technology and the work environment.
2. The training should be customized to meet the needs and requirements of different jobs in different workstations of the organization.
3. The study also recommends that all employees should undergo an annual medical checkup to ensure that all employees with medical issues are assisted and referral services be improved.
4. The government should enforce the safety laws as stipulated in Occupational Health and Safety Act (2007) by taking legal action against all employers who do not abide by the safety laws and standards.

### References

- Ajao, K.O, Ijadunola, K.T. (2013). Safety precautions against fire hazard in homes and offices in Ile-Ife, Nigeria. *Journal in Community Medicine and Health Education*, 3, 4.
- American Association of Port Authorities (2008). 4<sup>th</sup> Annual Project Managers Workshop Perspective: Policy & Process. Port of Ponce, Puerto Rico.
- Armstrong, M. (2009). Human resource management practice, (11<sup>th</sup> ed.) Kogan Page 43-45
- Bernadin, H.J. (2007). Human Resource management (4<sup>th</sup> ed.), Tata McGraw Hill. Page 103.
- Diaz-Cabrera, D. (1997). Safety climate and attitude as evaluation measures of organizational safety. Accident, analysis and prevention. 29, 643-650.
- Diaz-Serrano, L. and Vieira, C.J.A. (2005). Low pay, higher pay and job satisfaction within the European Union: Empirical evidence from fourteen countries. Available at: <http://ideas.repec.org/p/iza/izadps/dp1558.html>.
- Dorah, O. (2013). A study on health and safety practices on job satisfaction among chemelil sugar company employee. Research Work in University of Nairobi. 5
- Erike, Y. (2013). University of California Policy. Personal Protective Equipment. Accessed on 6/09/2018.
- Hong, J.C. (2010). Knowledge, Innovation and Organization Learning. Wu-Nan Publication Company, Taipei. 94-105.
- Jackson, S.E. (2009). Managing Human Resources. 10e, OH, USA: Cengage Learning, Mason. 65-68.
- Marty Shuttleworth (2008). Descriptive Research Design. Retrieved Jul 02, 2018 from Explorable.com: <https://explorable.com/descriptive-research-design>
- Mullins, L.J. (2005). Management and Organizational Behaviour. Pearson Education Limited, UK. 108-113.
- Pike, R.J. (2000). Nano-metrology and terrain modeling-convergent practice in surface Characterization: Tribology International, 33(9), 593-600. [redo of Wood & Snell 1960 illustrates potential technique for parsing an engineering surface].
- Rechenthin, D. (2004). Project safety as a sustainable competitive advantage. *Journal of Safety Research*. 35.297308.10.1016/jsr.2004.03
- Robins, T. and Walker, D. (2000). Motivating the workforce: the value of external health and safety awards: *Journal of Safety Research*, 31(4), 143-251