



## KNOWLEDGE OF OCCUPATIONAL HEALTH HAZARDS AND SAFETY MEASURE ON BANK WORKERS IN KWARA STATE

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### Abstract

This study was carried out to investigate knowledge of occupational health hazards and safety measure on bank worker in Kwara State. A descriptive research design of the survey type was adopted for the study. The population for the study comprised all bank workers in Kwara State. A Multi-stage sampling techniques was used to select one hundred (100) respondents. Developed structured questionnaire which was validated by experts in the Health Education was used for data collection. The reliability of the instrument was carried out using split-half method using Spearman Brown Prophecy Formula and a coefficient of 0.82 was obtained. The data collected were subjected to frequency counts and inferential statistics of Chi-square to analyze the postulated hypotheses at 0.05 level of significance using SPSS Version 23.0. The findings of the study showed that: occupational safety measure will not significantly have influence on bank workers Level of knowledge of bank workers significantly have influence on occupational health hazards, because cal.  $\chi^2$  value (82.43) > critical value (11.07) at df of 5. Occupational safety measures significantly have influence on bank workers, because cal.  $\chi^2$  value (43.41) > critical value (11.07) at df of 5. The study concluded that level knowledge of bank workers significantly has influence on occupational health hazards. The study recommended that Health and safety need to be emphasized within the terrain or system of safety management approach. Also, workers should be oriented about the occupational safety measure at work.

**Keywords:** Knowledge, Occupational Health, Safety Measure, Hazards

### Introduction

Health and Safety Professionals Alliance, (2017) stated that the continuous improvement in workplace health, and safety has reduced work-related disease, that includes, injuries and illnesses, in all over the world, and especially in developing nations. Globally, the most valuable assets in an organization are Human Resource (HR). Due to high human resource work performance, the efficient utilization of human resource foresees any company at the uppermost level and hence it is important for companies to make sure that they have a healthy and secure workplace for employees. A safe and healthy work atmosphere promotes work productivity and is a key element of worker human dignity (International Labour Organization (ILO), 2010). Internationally, business passings per populace fell by 14% somewhere in the range between 2000 and 2016. This might reflect upgrades in working environment wellbeing and security, the report says. Nonetheless,

passings from coronary illness and stroke related to openness to long working hours rose by 41 and 19 percent individually. This reflects an increasing trend in this relatively new and psychosocial occupational risk factor (ILO, 2021).

According to Borys, Else and Leggett (2019), relevant, reliable and valid health and safety performance data is said to be crucial in informing the operational and strategic decisions by driving management of health and safety effectively. The occupational safety is explained therefore, to be freedom from the risk of injury and health as freedom from the risk of illness (Akparorue, Omotayo, & Ajala, 2021). Putting resources into well-being and security at work must be viewed as a speculation instead of an expense. The grade to which the company cares for the employee by the means of health and safety in the workplace impacts their work relationships (Dowing, 2015)

The employers are supposed to understand that the employees are productive depending on the standard that they set on the issues of safety and health. Employee productivity is the value employees produce on an individual level every hour they work. When employers provide favorable work place environment employees performance is enhanced (World Health Organization (WHO), 2005).

Ricardo (2007) found that “workload is the most pervasive factor connected to work-related stress.” He added that bullying, change, work shift and long working hours are causes of stress in workplace. Measuring the outcome of injury consequently has been said to be at the center of health and safety performance appraisal. Particularly, lost time injury rates have, over time, become the keystone of typical injury reporting and the standard against which organization, industry and national assessments are made (Akparorue Omotayo, & Ajala, 2021).

Mabuza (2018) asserts that safety of employees is very important and employers need to provide protective gears for employees while working so that the employees are able to protect themselves from hazards. Mabuza (2018) asserts that safety of employees is very important and employers need to provide protective gears for employees while working so that the employees are able to protect themselves from hazards.

The measures of health and safety at work have failed to be observed in many companies leaving the employees exposed to health hazards that vary. Sarode & Shirsath, (2015) established that productivity increase is affected by other related risks that are on the rise although there have been reducing measures of the exposure to the 16 risks that are related to machinery and work that is done manually. Yang, Shen, Zhu, Liu, Deng, Chen and See (2015) noted that employees were given welfare facilities by the company they worked for in order to motivate them to be productive and avoid high employee turnover.

Considering the success in improving health and safety over recent years, one would say Nigerian organizations have a great achievement. Although, the ongoing rates of work-related injury and illness has made provision for the evidence to the ongoing challenges that health and safety poses for Nigerian workers, businesses and the broader economy. Not controlling the occupational hazards has contributed to work-related injuries and illness, including more serious injury cases (Akparorue, Omotayo, & Ajala, 2021).

According to Dewe, Michael and Cary (2012) despite the many benefits of workplace such as economic benefits, there are wide range of workplace hazards and risks that affect the safety and health of workers. These hazards include physical factors, psychosocial risk factors, allergies, biological, ergonomic conditions and many more. Bertera, (2003) points out that these factors include safety, labor inspection, employment, gender mainstreaming, labor statistics, maritime safety, child labor and informal economy.

In the end, specific incidents of health and safety system failure are being informed by injury procedures, even though they cannot be said to provide a valid measures of health and safety system integrity. As a result, the success of an occupational health and safety practices depends on the level of commitment and the support all the employees have towards the programme. All employees are critically committed and constantly promoting a safe work environment.

The status of health and safety conditions in the workplace has been a progressing significant concern in Kenya overtime. Therefore, the aim of this study was to find out the knowledge of occupational health hazards and safety measure among bank workers in Kwara State.

### **Methods and Materials**

A descriptive research design of survey type was used adopted for the study. According to Kothari, (2014) research design is an arrangement of the conditions for collecting and analyzing data in a manner that aims to bring together relevant information to the research purpose with economy in procedure hence it is the conceptual structure within which research is conducted. This design was deemed appropriate for the study. The population for this study comprised all bank workers in Kwara State with a projected population of about two thousand, five hundred and fifty-one (2,551) bank workers. The target populations for the study consist of all bank workers in Offa local government area with purposeful sampling technique in which researcher pick the area of interest toward the study which have a total number of 320 populations.

The sample sizes for the study were one hundred (100) bank workers. The sample was selected through multi-stage sampling techniques of purposeful, proportionate and accidental sampling technique was used for the study. In stage 1: purposeful sampling technique in which researcher pick the area of interest toward the study which have a population of three hundred and twenty (320) which form the target population. Stage 2: proportional sampling technique was used to select 30% of the target population which gives ninety-six (96) bank workers but the researcher decide to make use of one-hundred (100) bank workers for the study. Stage 3: accidental sampling technique was used to select one hundred (100) bank workers in the Local Government Area selected for the study. The researcher administer the questionnaire with the researcher assistant to any staffs of bank which are from Local Government Area selected for the study.

The research instrument adopted for this study was a researcher developed structured questionnaire title “Knowledge of Occupational Health Hazards and Safety Measure among Bank Workers in Kwara State Questionnaire (KOHHSMBWKSQ)”. The questionnaire was validated by given a draft copy of the instrument to experts in the Health

Education for content validity. Comments and suggestions made by the experts were carefully studied and integrated to improve the quality of the research instrument.

The reliability of the instruments was carried out by adopting a split-half method of determine the internal consistency, by which the questionnaire was pretested among twenty staffs of bank from a Oyun Local Government Area in Kwara State who shared similar characteristics with the participants of this study. The result of the administration was analyzed using the Spearman Brown Prophecy Formula and a correlation coefficient of 0.82 was obtained, this shows that the research instrument was reliable enough for the study.

The instrument was administered with the help of five trained research assistants. The training covered sampling procedures, contents of the questionnaire, how to interpret the items in the questionnaire, and how to get participants' informed consent.

Ethical principles guiding the use of human participants in research was upheld throughout the conduct of this study also ethical approval was obtained. Participation in the study was made voluntary and informed consent was obtained from each participant in the study. The researcher kept confidential all the information supplied by the research participants, while also ensuring the privacy of the participants. The researcher ensures where possible that completed copies of the questionnaire were collected back immediately to avoid loss of the instrument. Frequency counts and percentage was used to answer the research questions while inferential statistics of Chi-square was used to test hypotheses set for the study at 0.05 level of significance using Statistical Package for Social Science Version 23.0

## Results and Discussions

**Research Question 1:** What is the level knowledge of bank workers on occupational health hazards?

**Table 1:** Showing frequency counts and percentage of level of knowledge of bank workers on occupational health hazards

S/N	ITEMS	YES (%)	NO (%)
1.	Wearing of high hill shoe at work can lead to fall	73 (73%)	27 (27%)
2.	Standing for long period of time during working hours can result into fracture	64 (64%)	36 (36%)
3.	Sitting in a position for a long period of time can result into back ache	71 (71%)	29 (29%)
4.	An exit door should always be open because of emergency	52 (52%)	48 (48%)
5.	Blue ray glass should be use for prevention of eye contact with computer screen	62 (62%)	38 (38%)
6.	Fire extinguishers must be kept in a visible and easy access place	56 (56%)	44 (44%)
<b>Total</b>		<b>63 (63%)</b>	<b>37 (37%)</b>

The table 1 shows that 63 (63%) respondents indicate that they have knowledge on occupational health hazards while 37 (37%) respondents indicate that they do not have knowledge on occupational health hazards.

**Research Question 2:** What is the occupational safety measure among bank workers?

**Table 2:** Showing frequency counts and percentage of occupational safety measure among bank workers

S/N	ITEMS	YES (%)	NO (%)
7.	Wearing of flat shoe in the banking hall	59 (59%)	41 (41%)
8.	Sitting and standing should not be for long period of time	73 (73%)	27 (37%)
9.	Emergency exit door should not be lock	62 (62%)	38 (38%)
10.	Using of glass for eye protection	70 (70%)	30 (30%)
11.	Fire extinguishers should be in the premises	55 (55%)	45 (45%)
12.	There should be time for break for workers	64 (64%)	36 (36%)
<b>Total</b>		<b>64 (64%)</b>	<b>36 (36%)</b>

The table 2 shows that 64 (64%) respondents indicate that they practice occupational safety measure while 36 (36%) respondents indicate that they don't practice occupational safety measure during working hour.

**Hypothesis 1:** The level knowledge of bank workers will not significantly have influence on occupational health hazards

**Table 3:** Chi-square analysis showing bank workers knowledge on occupational health hazards

S/N	Variables	YES (%)	NO (%)	df	Cal. $\chi^2$ Value	Critical $\chi^2$ Value	Decision
1.	Wearing of high hill shoe at work can lead to fall	73 (73%)	27 (27%)	5	82.43	11.07	H <sub>0</sub> is rejected
2.	Standing for long period of time during working hours can result into fracture	64 (64%)	36 (36%)				
3.	Sitting in a position for a long period of time can result into back ache	71 (71%)	29 (29%)				
4.	An exit door should always be open because of emergency	52 (52%)	48 (48%)				
5.	Blue ray glass should be use for prevention of eye contact with computer screen	62 (62%)	38 (38%)				
6.	Fire extinguishers must be kept in a visible and easy access place	56 (56%)	44 (44%)				
<b>Total</b>		<b>378</b>	<b>222</b>				

$\alpha = 0.05$

The table 3 above shows the result of the hypothesis one which stated that the level knowledge of bank workers will not significantly have influence on occupational health hazards. The calculated chi-square value of 82.43 is greater than the critical value of 11.07 (cal.  $\chi^2$  val  $\chi^2$  val) with the degree freedom of 5 at 0.05 alpha level of significance. The hypothesis one was therefore rejected. This implies that wearing of high hill shoe at work can lead to fall; also sitting in a position for a long period of time can result into back ache; and standing for long period of time during working hours can result into fractures which have influence on occupational health hazards.

**Hypothesis 2:** Occupational safety measure will not significantly have influence on bank workers

**Table 4:** Chi-square analysis showing occupational safety measure on bank workers

S/N	Variables	YES (%)	NO (%)	df	Cal. $\chi^2$ Value	Critical $\chi^2$ Value	Decision
7.	Wearing of flat shoe in the banking hall	59 (59%)	41 (41%)	5	43.41	11.07	H <sub>0</sub> is rejected
8.	Sitting and standing should not be for long period of time	73 (73%)	27 (37%)				
9.	Emergency exit door should not be lock	62 (62%)	38 (38%)				
10.	Using of glass for eye protection	70 (70%)	30 (30%)				
11.	Fire extinguishers should be in the premises	55 (55%)	45 (45%)				
12.	There should be time for break for workers	64 (64%)	36 (36%)				
<b>Total</b>		<b>4312</b>	<b>2758</b>				

$\alpha = 0.05$

The table 4 above shows the result of the hypothesis two which stated that the occupational safety measure will not significantly have influence on bank workers. The calculated chi-square value of 43.41 is greater than the critical value of 11.07 (cal.  $\chi^2$  val **> tab. > tab.**  $\chi^2$  val) with the degree freedom of 5 at 0.05 alpha level of significance. The hypothesis two was therefore rejected. This implies that sitting and standing at work should not be for long period of time; also, using of glass for blue ray glass for eye protection; and there should be time for break for workers to relax which have influence on bank worker.

**Discussion of Findings**

Hypothesis 1 result revealed that wearing of high hill shoe at work can lead to fall; also sitting in a position for a long period of time can result into back ache; and standing for long period of time during working hours can result into

fractures which have influence on occupational health hazards. This finding is in line with the finding of Ricardo (2007), which discovered that “workload is the most pervasive factor connected to work-related stress.” He added that bullying, change, work shift and long working hours in a position are causes of stress in workplace.

Hypothesis 2 result revealed that that sitting and standing at work should not be for long period of time; also, using of glass for blue ray glass for eye protection; and there should be time for break for workers to relax which have influence on bank worker. In support of these findings, previous studies have found poor compliance and lack of regularity in the utilization of safety measures among workers especially in the developing countries due to lack of firm policies on occupational health and safety (Gillen, Kools, Sum, McCall & Moulden, 2004). The non-use of safety devices among workers can be attributed to forgetfulness or beliefs that they were not convenient or necessary.

### **Conclusion**

Based on the findings of the study, the following conclusions were drawn:

- i. The level knowledge of bank workers significantly has influence on occupational health hazards.
- ii. Occupational safety measures significantly have influence on bank workers.

### **Recommendations**

Based on the conclusion drawn the following recommendations were drawn:

- i. Health and safety need to be emphasized within the terrain or system of safety management approach. Employees ‘well-being, their health-related issues that spread outside the work environment should also be look at.
- ii. Workers should be oriented about the occupational safety measure at work. In synopsis, work environment wellbeing and security practices ought to contribute towards responsibility and guarantee that work environment wellbeing and security policy(ies) are better underscored.

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