

Occupational Safety and Health- A Study of WAPDA and NOKIA



Rabeeya Parvez

Enrollment # 01-120022-022

Submitted to the Faculty of

Bahria Institute of Management and Computer
Sciences Islamabad

In partial fulfillment of the requirement for the
Degree of Masters in Business Administration 2005

ABSTRACT

This study analyzes Occupational Safety and Health (OS&H) systems in the public sector organization Water and Power Development Authority, (WAPDA) and the private Sector, multinational organization Nokia Networks. It assesses the level of OS&H practices in both companies, in order to not only make a comparison between the two but also to draw a conclusion as to what are the reasons for shortfall in good safety and health practices in organizations in Pakistan. This research also highlights the value of Societal Culture and System for multinational organizations working in Pakistan. Researches previously conducted give the foundation to establish what is expected of a good OS&H system and hence allow concluding where these companies are experiencing a shortfall, further allowing giving sound recommendations from which the whole country can benefit. The tool used for gathering primary data and information is a questionnaire that is based on an already conducted study by the Department of Mineral Resources, New South Wales. The Government Policy of Pakistan on the subject forms an integral part of the study and is reflected largely in the analysis of the Questionnaire, the Conclusion and the Recommendations.

TABLE OF CONTENTS

CHAPTER 1: INTRODUCTION	1
BROAD PROBLEM AREA/ BACKGROUND	2
RESEARCH QUESTIONS	5
RATIONALE OF THE STUDY	5
PROBLEM STATEMENT	8
OBJECTIVES OF THE STUDY	9
LIMITATIONS OF THE STUDY	9
CHAPTER 2: LITERATURE REVIEW	10
CHAPTER 3: METHOD	19
TYPE OF RESEARCH	19
RESPONDENTS OF THE STUDY	20
SAMPLE	21
INSTRUMENTS AND MEASURES	22
PROCEDURE	23
CHAPTER 4: RESULTS AND DISCUSSION	24
QUESTIONNAIRE ANALYSIS.....	24
<i>Safety & Health Management</i>	25
<i>Leadership and People</i>	31
<i>Safety and Health Processes</i>	47
<i>Information and Evaluation</i>	54
<i>People and the Workplace</i>	59
<i>Major Hazards and Work Processes</i>	68
CHAPTER 5: CONCLUSION AND RECOMMENDATIONS	72
SUMMARY.....	72
CONCLUSION	72
RECOMMENDATIONS	77
BIBLIOGRAPHY	86
ANNEXURE	89