

AN EVALUATION OF OCCUPATIONAL HEALTH AND SAFETY (OHS) AND EMPLOYEE WELL-BEING IN THE PUBLIC SECTOR IN ZIMBABWE: A CASE STUDY OF THE SALARY SERVICE BUREAU

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ABSTRACT

Human resources management (HRM) practices enhance employee well-being through promoting safe and hazard-free work environments. Empirical evidence on Occupational Health and Safety (OHS) has highlighted consequences of non-compliance on employee well-being, loyalty, commitment as well as organisational productivity, profitability and image. Drawing on data collected from forty-six (46) public sector employees in Zimbabwe, this paper found evidence on non-compliance with OHS legislation by the government, which is the custodian of the pertinent laws and regulations. The key recommendations are that at the minimum the government should comply with statutory occupational health and safety regulations within the public sector. More importantly, public sector workers are susceptible to various types of work-related hazards and diseases within government buildings and office settings. The key recommendation is that public and private organisations should comply with health and safety regulations and enhance employee well-being, productivity and attainment of human resource management and organisational strategies.

KEYWORDS: Employee Wellbeing; Occupational Health and Safety; Occupational Hazards, Occupational Health and Safety Framework