

Work Environment and Occupant Health and Safety in Magsige (MPC)

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Abstract— This study intended to look at the relationship between the independent variable, work environment, and the dependent variable, Occupant Health and Safety, among selected employee of MAGSIGE Multipurpose Cooperative. The researchers used adapted questionnaires and random sampling technique to the 80 respondents. The researchers' statistical tools used were weighted mean and Pearson-r, and a qualitative descriptive Correlational design. The researchers found out that the overall mean in work environment was 3.97 which describe as high level while the occupant health and safety overall mean was 4.00 which also describe as high level. The r-value is 0.848** and the p-TMvalue is 0.000, thus the null hypothesis (H₀) was rejected since the p-value is less than 0.05. It means that there was a significant relationship between the independent and dependent variable, work environment and Occupant health and safety in MAGSIGE Multipurpose Cooperative.

Keywords— Work Environment, Occupant Health and Safety: Quantitative Research.

I. INTRODUCTION

In today's dynamic world of Human resource management, managing occupant health and safety is one of the significant things a company needs to secure in the everyday work environment. An Ineffective occupational health and safety policy will hurt the organization its employees. Lack of occupational health and safety procedures exposes workers to many health dangers, which can impair their health. This impairs their performance, creating unhealthy and unstable working environments that lower job dedication and performance (Huei, Ya-Wen, Ming, Chen, Yi & Hung, 2022, p. 2). Currently, the epidemiological profile of worker health issues and fatalities is marked by the presence of illnesses that are closely linked to working conditions: occupational diseases and typical workplace accidents, which see variations in their frequency, emergence, and severity influenced by the nature of the work performed (Magalhaes, Silva Costa, Capistrano, Leal & de Andrade, 2022, p. 1).

Researchers have methodically fixated on and extensively explored the importance of occupant health and safety in diverse studies of studies and literature that hold the entirety of health and safety of every employee in the work environment to achieve the common goal: success. This investigation will further illuminate positive of knowledge on health and safety outcomes will be further illuminated by this investigation. Concurrently, employee health and safety are

substantially affected by management prioritization, attitude, and practice (Kineber, Antwi-Afari, Elghaish, Zamil, Alusban, & Qaralleh, 2023, p. 2). The reduction of work-related injuries and illnesses is indicative of the positive impact of occupational health and safety services on the work environment (Tan, Tan, & Choong, 2023, p. 416). The most significant reason is that Health and safety initiatives should be a top priority for leaders as they save lives, boost productivity, and lower compensation expenses.

Theory examines how the role of the work environment in shaping employee's well-being (Dumitriu, Bocean, Varzaru, Al-Floarei, Sperdea, Popescu, & Baloi, 2025, p. 27) safe and well-organized work environment practices, including behavioral and physical are the constituents are considered the independent variable. On the other hand, researchers view occupant health and safety, indicated by work environment, as the independent variable and occupant health and safety as the dependent variable. An analysis reveals that Manuel Guianga and Sirib Growers and Employees Multipurpose Cooperative (MAGSIGE MPC) have implemented their organizational and employee's health and safety.

However, there are unpredictable aspects of the workplace, such as injuries, accidents, stress, and death, but management can avoid or control risks by implementing and executing a health and safety policy

for employees (Ahamed & Mariappan, 2023, p. 2). Successful organizations must emphasize the workplace's impact on occupant health and safety. High occupant health and safety rates boost staff morale and reduce turnover. Managing an organization's workforce requires prioritizing employee health and safety. To be productive, employees must feel safe in the workplace, which visualizes their well-being. This theoretical framework links work environment and occupant health and safety.

The Work environment plays a crucial role in every organization today. Health and safety programs should emphasize the employee participation, ongoing assessment, and comprehensive wellness to reduce accidents, absenteeism, and turnover. Management must prioritize these programs because it saves lives, boost productivity, and lower costs (Shiri, Nikunlaakso & Laitinen; 2023, p. 5). Understanding the consequences of workplace safety requires that safe working conditions not put workers at danger of becoming unfit. Health and safety in the workplace is to provide conditions, skills, and practices that enable employees to work efficiently while reducing the risk of work incidents and injuries (Bernal, Garcia and Lara, 2024, p. 3). It is clear that a safe working environment and conditions have an effect on the employees, which can directly impact efficiency. This explains that an employee that is working in a safe work environment can perform more of their tasks and become more and more productive.

Work environment refers to the physical, social and organizational conditions, in which occupants or employees perform their work and tasks, it significantly affects the job performance, health and safety and productivity (Dulloh, Limgiani & Suwardi, 2024, p. 127). This necessitates involvement from management and employees to carry out and execute effectively. Furthermore, it encompasses training and orientation for employees. Assessing safety performance, encompassing aspects such as safety management, safety measures, accident statistics, accident investigations, and training practices, can be viewed as an integral component of overall organizational performance (Ajmal, Isha, Nordin, and Al-Mekhlafi, 2022, p. 2).

Work Environment ensures a safe area for everyone to pursue the organization's goals, which greatly impacts employee well-being (Asad, Ali, Mushtaq, and Ullah,

2023, p. 106). In the light of aforementioned definitions, the most recent definition offers a thorough understanding and comprehension about the work environment in organizational settings. The aim of the work environment is to enhance and sustain the overall atmosphere, culture, and spaces in which individuals carry out their tasks.

Work Environment this pertains to individuals receiving compensation for completing their assignments. This term usually refers to places like offices, stores, or any work environments where people come together to do their jobs. This serves as an important signal that can directly encourage people to boost their productivity and enhance their performance. This indicator helps assess the physical, emotional, and cultural aspects of a workplace (Zhenjing, Chupradit, Ku, Nassani & Haffar, 2022, p. 1).

Work Environment transcends being merely a location for tasks; it plays a crucial role in shaping productivity. Effectively managing this environment is essential to inspire individuals and facilitate the seamless execution of their activities (Ramadhan, Defrizal, 2024, p. 11). To achieve the required organizational goals, a positive and supportive work environment encourages individuals to uphold a beneficial and healthy mental state in the workplace. Such individuals may achieve remarkable results. The ongoing drive of an individual is seen as a key factor in reaching meaningful and rewarding goals (Shammout, 2021, p. 78).

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The first indicator of work environment is Job Safety and Security is an important factor for various types of organizations. It refers to the likelihood that an employee will keep their position, and it significantly influences both team performance and overall company effectiveness. Job security can also be viewed as a potential risk, as it encompasses behaviors or actions that might lead to negative or harmful outcomes (Sa'ad Al-Hyari, 2023, p. 535)

Job security is essential for fostering employees' comfort, enhancing retention, and driving superior performance within an organization. Job security is a crucial element of human resource management that impacts organizational stability and employee well-being. The assurance of employment plays a vital role in shaping individuals' stability, contentment, and dedication to their organization. Research highlights that job security is influenced by a range of organizational

elements, including policies, equitable procedures, respect for employee rights, and effective leadership (Ateeq, Garad, Saif Almuraqab, Abdulmohsen & Riyadh, 2025, p. 3)

Job security refers to the assurance that an individual can maintain their employment and receive a consistent income over an extended period. This pertains to an individual's confidence that their job will not be ended involuntarily or due to company downsizing or restructuring. The stability and reliability of an individual's employment status and salary level are known as "job security." This is a vital aspect of work that influences employee commitment, efficiency, and overall health (Mohammad Khalid & Sahibzada, 2023, p. 248).

The second indicator of work environment is Relationship with Co- Workers. This term refers to interpersonal communication or the quality and nature of how employees socialize with each other inside the organization. This is related to communication, support, trust, collaboration, and how to resolve conflict. Organizational relationships with co-workers can affect work engagement and employee work well-being. This can also contribute to the work environment's positivity. In the employment relationship, organizational factors are the main factors that affect employee behavior (Che, Zhu & Huang, 2022, p. 3). Relational systems operate similarly to a gear wheel within organizational processes, facilitating connections and maintaining momentum among individuals. These relationships are developed and maintained in the professional environment to accomplish objectives efficiently. Nonetheless, these relational systems are generating a range of outcomes that influence the organizational process in both direct and indirect ways (Fiaz & Qureshi, 2023, p. 1).

Occupant health and safety as the dependent variable means to protect workers' occupational health and safety, which has become indispensable and to promote industrial and economic transformation and development (Hwang, Yao, Li, Liu, 2024, p. 1). This reflects to the health and safety of the employees that are implemented, evaluated, and measured in the organization.

The first indicator of occupant health and safety is Occupational Health surveillance. The most common perception of occupational health surveillance is that it,

foremost, protects the individual worker from ill-health. There are several approaches for achieving this goal: removing hazardous exposures, early detection of ill-health, and restricting exposure for sensitive individuals (removing the individual from the work task). However, occupational health surveillance also serves as an indicator of hazardous work environments, and thereby, it is essential part of occupational health and safety management (OHSM) in an organization. (Eliasson, Dahlgren, Hellman, Lewis, Palm, Svartengren, Nyman, 2021, p.1).

The second indicator is the Health and Safety Committee. An OSHC must be able to foresee safety and health issues and act accordingly before the incident occurs. The OSHC, representative of employees, has to be able to educate management and non-management members alike at the workplace about safety and health issues and consider how the promotion of safety and health issues can enhance productivity and reduce costs. Lastly, the OSHC, as a representative institution, should have the ability to transform work processes/practices, equipment/materials, and substances/chemicals prevalent at the workplace, especially when safety and health hazards are inherent within them (Magalhães, Silva Costa, Capistrano, Leal and Andrade, 2022, p.1-2).

The third indicator is the Employee wellness Program. Wellness programs are not new, and it is also not new strategy organizations are implementing to reduce health care costs. With health care costs continuing to increase on a yearly basis, leadership needs to focus on using wellness programs as an incentive to improve the health of employees and, in some instances, offer discounts on premiums based on participation in the wellness program. The early development of wellness programs and the focus of these early wellness programs included five dimensions and 16 skill areas, including personal responsibility, individual excellence, cultivating personal passion, refining critical thinking skills and lifelong quest to become or stay healthy (Marshall, 2020; p.3).

The fourth indicator is Health and Safety Policy. Policies are made to clarify functions and responsibilities, promote consistency, meet standards, and make decision-making transparent. Health and Safety policy implementation can significantly reduce work-related violence and conflict (Danli, 2023, p. 111). Maintaining an organization's social license to operate

requires designating and implementing effective safety policies and safety systems; paying more attention to incentive plans can improve enterprise employees' occupational health and safety performance, and implementing occupational health and safety management policies can improve performance and reduce occupational hazards (Ghahramani, Ebrahimi, & Hajaghazadeh, 2023, p. 111).

This study discusses the research gap and examines the connection between occupant health and safety in the Manuel Guianga and Sirib Growers and Employees Multipurpose Cooperative (MAGSIGE MPC) and Work Environment. Occupant health and safety is now recognized as one of the dilemmas that can affect or influence employees' well-being, productivity, and performance at work. Occupant health and safety in the work environment minimizes the hazard by implementing comprehensive safety protocols, providing regular training, and fostering open communication about health concerns to empower employees to take an active role in their safety.

This study enhances occupational health and safety measures as a vital part of human resource management in the global context. The research supports UN Sustainable Development Goal (SDG): Good health and well-being; Decent work and economic growth, which promotes safe and secure workplaces for all. Socially, it promotes healthier, more productive workplaces, reduces accidents, and improves employee well-being, which are crucial across industries. The study addresses community specific concerns and provides evidence-based recommendations to improve employee working conditions by focusing on the Manuel Guianga and Sirib Growers Multipurpose Cooperative (MAGSIGE MPC). Sustainable organizational development ensures that workplaces are safe and enhance employee mental and physical health, according to the research. The findings of this study can help policymakers, corporate leaders, and cooperatives create proactive and inclusive occupational health and safety strategies that benefit individuals, organizations, and society.

The result of this study may help the future researchers by giving additional information and fresh insights that can be a foundation for new knowledge about work environment and employees health and safety. This research examines the impact of the work environment on occupant health and safety. The study aims to understand the connection between the work

environment and the occupant's health and safety and how these practices can affect the organization. This study identifies how it can enhance the workplace safety standards, compliance and regulation, employee well-being. This research will be necessary in all industries.

The study aimed to assess and improve the work environment and occupants' health and safety in Manuel Guianga and Sirib Growers and Employees Multipurpose Cooperative (MAGSIGE MPC) while exploring the impact of the workplace environment on employees' well-being. This research intends to review and understand the current safety protocols, employees' feedback, and environmental factors that can affect employees both physically and mentally. This study aimed to find the relationship between IV and DV of Manuel Guianga and Sirib Growers and Employees Multipurpose Cooperative (MAGSIGE MPC). Specifically, this sought to answer the following objectives: (1) To determine the level of work environment. (2) To determine the level of occupant health and safety. (3) To know if there is a significant relationship exist between work environment and occupant health and safety. The null hypothesis of this study was tested at a significance level of 0.05, stating that there is no significant relationship between work environment and occupant health and safety in MAGSIGE (MPC).

II. METHOD

In this section discussed the research participants, research materials and instruments, designs and procedures used in this study, and the statistical data treatment.

Participants

The respondents of this study were the employees of Manuel Guianga and Sirib Growers and Employees Multipurpose Cooperative (MAGSIGE MPC), with a total population of 100 occupants. By using the Raosoft Sample Size Calculator, 80 employee's population Manuel Guianga and Sirib Growers and Employees Multipurpose Cooperative (MAGSIGE MPC) was identified, with 45 regular, 15 casual, and 20 probationary employees with ages ranging from 18 to 55 years old. The researchers selected the 80 personnel. Using a random sampling technique where each person in a population has an equal chance of being chosen. A sample size of 80 respondents is generally sufficient for quantitative studies, especially when the population is homogeneous, and the study aims to identify general

trends or test specific hypotheses. The researchers were confident that their chosen respondents provide valuable feedback on the effect of work environment and occupants' health and safety in Manuel Guianga and Sirib Growers and Employees Multipurpose Cooperative (MAGSIGE MPC). The researchers choose the respondents by the length of service they offered to the company. This study adhered to the ethical standards to ensure confidentiality and privacy of all the respondents. The respondents are properly informed of the nature and purpose of the study.

Material/Instrument

This study used two sets of standardized questionnaires to assess the work environment and occupant health and safety in Manuel Guianga and Sirib Growers and Employees Multipurpose Cooperative (MAGSIGE MPC) employees. The research questionnaires consist of two parts; part one contains the respondents' working environment; part two refers to the occupant's health and safety. This instrument was an adapted questionnaire from Olouch 2015, p. 62-66 and Abdul Raziq". Raheela Maulabakhsh (2014) Romero & Bantigue. (2017). These questionnaires were verified by the panel members with specialized backgrounds in the areas of interest. The respondent were also asked to indicate the necessary questions in the questionnaires. A pilot test was conducted to assess the reliability. The independent variable demonstrated acceptable reliability, registering a Cronbach's Alpha of 78.23 percent, while the dependent variable exhibited good reliability, with a Cronbach's Alpha of 86.16 percent.

The following scaling used to determine the level of work environment in MAGSIGE (MPC) are as follow: 4.21-5.00(very high), which means that the respondents were strongly agreed about work environment; 3.41-4.20(high), indicates that the respondents were agreed on work environment; 2.61-3.40(moderate), indicating that the respondents were moderately agreed on work environment; 1.81-2.60(low), meaning that the respondents were disagreed about work environment; 1.00-1.80(very low), means that the respondents were strongly disagreed on work environment.

The scale utilized to gauge occupant health and safety in MAGSIGE (MPC) are as follow: 4.21-5.00(very high), meaning that the level of occupant health and safety is very satisfactory; 3.41-4.20(high), meaning that the level of occupant health and safety is satisfactory; 2.61-3.40(moderate), meaning that the level of occupant

health and safety is fair; 1.81-2.60(low), meaning that the level of occupant health and safety is very low; 1.00-1.80(very low), meaning that the level of occupant health and safety is deficient.

Design and Procedure

The research employs a quantitative, non-experimental, and correlational design to examine the observable occurrences of each theory (Creswell, 2021). A quantitative research design is a structured approach that utilizes specific methods and measurements to produce quantifiable and distinct values. (Asenahabi, 2019, p. 79). The collected numerical data was analyzed through descriptive techniques. Descriptive analyses yield non-experimental and correlational results, highlighting issues requiring further investigation (Wamalwa, Simiyu, & Wanjala; 2016 p. 1337). Non-experimental design refers to a type of quantitative research that does not involve experiments in the process of collecting data. A correlational design explores how two variables relate to each other and the intensity of those relationships. Descriptive research is characterized by a careful and methodical approach to collecting, analyzing, categorizing, and structuring data regarding existing circumstances, practices, processes, trends, and causal relationships. This involves making precise conclusions based on the gathered data, which might require the use of statistical techniques (Alieto & Rillo, 2018 p.84).

This study underwent a month-long process, and to gather data information, the researchers took the following steps: (1) Permission to conduct the study. The researchers sent a letter to the Human Resource Manager of Manuel Guianga and Sirib Growers and Employees Multipurpose Cooperative (MAGSIGE MPC) asking for permission to conduct a survey. (2) Create and develop a questionnaire. The researchers modified the questionnaire to ensure their applicability with the guidance of adviser panel members. (3) After acquiring permission to conduct. The researchers deliver the questionnaire to the respondents to conduct the study. (4) Gathering responses and evaluating data. The data was collected and submitted to the statistician for statistical analysis. The study uses the following statistical tools: (1) the mean to determine the level of work environment and occupant health and safety, and (2) the Pearson Product Moment Correlation coefficient (r) to determine if there is a significant relationship between the variables work environment and occupant health and safety in MAGSIGE (MPC).

III.RESULTS AND DISCUSSION

This section presents an analysis, interpretation, and presentation of data pertaining to work environment and occupant health and safety in MAGSIGE MPC. The findings are presented in both tabular and textual formats.

Level of Work Environment

Table 1 shown the level of work environment within MAGSIGE MPC, with overall mean 3.97, which had a descriptive equivalent of high, which means the level of work environment is high.

Table 1. Level of Work Environment

Variable	Standard Deviation	Mean	Descriptive Equivalent
Job Safety and Security	0.85	3.98	High
Relationship with Co-workers	0.93	3.95	High
OVERALL	0.87	3.97	High

Job safety and security got the highest overall mean of 3.98 classified as 'high.' This indicates that employees feel safe and secure in their jobs at Manuel Guianga and Sirib Growers and Employees Multipurpose Cooperative (MAGSIGE MPC). Employees believed that the management is doing a good job in keeping them safe from accidents or risks. When employees feel safe, they are more likely to be happy with their work, stay longer in the company, and perform better (Zhenjing, Chupradit, Ku, Nassani and Haffar, 2022, pp. 2).

Relationship with Co-workers, item 2 got the lowest overall mean of 3.95 also classified as 'high.' There is really an impact stipulated by (Gayathrie, 2025, p. 2124) suggests that strong coworker relationships can reduce workplace stress and increase job comfort. This means that even small improvements in how employees relate to one another can have a positive impact on their well-being and work experience. Strengthening collaboration and support among co-workers can lead to a more comfortable, productive, and less stressful work environment.

In addition, to support this study, Zhenjing, Chupradit, Ku, Nassani and Haffar, (2022, p.3), that employees spend a lot of time on their work, which is why their work environment impacts their performance. Employees who are comfortable and satisfied with their work environment are more likely to have positive, productive and sound work output because employees, in return, do their best to achieve the goals set by their organizations. They will perform better in a favorable

The highest mean among the work environment indicators is from the question no. 1, with a mean of 4.33. This is described as very high, and it is all about the environment's pleasant atmosphere in the workplace.

This implies that the employee was satisfied with the work environment; meanwhile, the lowest was no. 2, with the mean of 3.71, and was described as high. The question is, "culture diversity is sometimes interpersonal in our unit".

working environment. The working environment is not the only factor contributing to employees' comfort levels; management and relationships with co-workers also have an impact, creating favorable impressions that motivate employees to work harder and focus better as they finish their tasks. (Ramadhan and Derizal, 2024, p. 11).

Level of Occupant Health and Safety

As shown in table 2 the level of occupants' health and safety is also demonstrated. The overall mean in this variable is 4.00, with a descriptive equivalent of high, which means the information on occupant health and safety among employees in MAGSIGE multipurpose cooperative was highly notified. On the other hand, the highest item out of 15 questions is the number 11 which stated that the policy clearly defines procedure for handling complaints on health and safety, which has a mean of 4.25, with the descriptive equivalent of very high. While the lowest item is number 8 which stated that the company provides weekly physical exercise for the employees, which has mean of 3.83, with the descriptive equivalent of high.

Moreover, table 2 consist of questions about occupant health surveillance, health and safety committees, employee wellness program, health and safety policy, and health and safety inspection, which will help how to identify and mitigate health risks, ensure compliance with regulations, promote well-being, and will encourage a culture of safety and shared responsibility to occupant employees.

Table 2. Level of Occupant Health and Safety

Variable	Standard Deviation	Mean	Descriptive Equivalent
Occupational Health Surveillance	0.80	3.93	High
Health and Safety Committees	0.88	4.09	High
Employee Wellness Program	0.97	3.88	High
Health and Safety Policy	0.85	3.98	High
Health and Safety Inspection	0.91	3.98	High
OVERALL	0.89	4.00	High

Presented in the table above the first indicator to determine the level of occupant and safety is the Occupant Health Surveillance which has a mean of 3.93 and descriptive equivalent of high as it is vital and should be prioritized in the workplace since the employees are an essential part of the enterprises producing goods and services (Gomathy and Hemalatha, 2021 p. 3143).

The second indicator is the Health and Safety Committee has a mean of 4.09 and descriptive equivalent of high and among the five indicator these has the highest mean and when health and safety committees actively involve management and frontline employees in the iterative, participatory design of workplace interventions, they can optimize both the social (people) and technical (tools, procedures) components, which is necessary for effective performance, including employee well-being and safety (Robertson MM, Tubbs D, Henning RA, Nobrega S, Calvo A, Murphy LA, 2021 p. 13).

Among the five indicators the Employee wellness program has the lowest mean of 3.88 and a descriptive equivalent of high, therefore management should enhance programs for these as research indicates that employees with good physical, mental, and emotional health perform better at work. Healthy and happy workers have a better quality of life and fewer workplace ailments and injuries (Adams, 2019 p. 583).

Both fourth and fifth indicators which is the Health and Safety Policy and the Health and Safety Inspection has

mean of 3.98 and a descriptive equivalent of high as it is refers to the science and art of preventing disease, securing health, and saving lives by protecting the safety and improving the health of the employees through education, policy-making and research for disease and injury (Adamopoulos, Barsdavouras, Syrou 2023 p. 1)

In addition, the study of Argyropoulos, Obasi, Akinwande and Ile (2024 p. 3) safety audits and inspections serves as critical intervention for enhancing health and safety performance in the industry. This involves workplace evaluations that identify if the employees are near the potential risks.

Significant relationship between work environment and occupant health and safety in MAGSIGE Multipurpose Cooperative

Presented in Table 3 is the result of the significant relationship between work environment and occupant health and safety in the MAGSIGE multipurpose cooperative. The grand mean of the work environment is 3.97, and for occupant health and safety is 4.00, with the descriptive equivalent of high and the standard deviation of the two variables are 0.87 for the Work Environment and 0.89 for the Occupants Health and Safety.

The r-value is 0.848** and the p-value is 0.000. Thus, this study's null hypothesis (H_0) was rejected since the P value is less than 0.05. This means a significant relationship exists between the two variables, work environment and occupant health and safety, in MAGSIGE multipurpose cooperative.

Table 3. Significant relationship Between Work Environment and Occupant Health and Safety in MAGSIGE MPC

Variables	Standard Deviation	Mean	Descriptive Equivalent	R-value	P-value	Decision on H_0 @ 0.05 level
Work Environment	0.87	3.97	High	0.848**	0.000	Rejected
Occupational Health and Safety	0.89	4.00	High			

The connection between the work environment and occupant health and safety is strongly supported by the theories of Raziq and Maulabakhsh (2014), Romero and Bantigue (2017), and Oluoch (2015), who emphasize the importance of environmental conditions in shaping employee well-being. Razia and Maulabakhsh (2014) argue that cleanliness, lighting, and spatial layout reduce stress and health-related issues, leading to a more productive workforce. Romero and Bantigue (2017) emphasize the importance of an organized, ergonomic, and hazard-free environment for minimizing accidents and promoting psychological comfort. Meanwhile, Oluoch (2015) emphasizes the requirement for facility design and maintenance to ensure safety, as environmental deficiencies can lead to health problems. Thus, prioritizing the physical and psychological aspects of the work environment is crucial for protecting occupants' health and safety.

IV. CONCLUSION

This section provides the conclusion and recommendation of the study. Based on the result and discussion, the researchers entice the following conclusion and recommendations.

As stated above, following conclusions are created: for the independent variable, work environment, which has the grand mean of 3.97, with high descriptive equivalent. The dependent variable, occupant health and safety, have a grand mean of 4.00, described as high.

The r-value of independent variable (IV) which is work environment and dependent variable (DV) Occupant health and safety is 0.848**, with the P-value of 0.000 which is less than 0.05. Therefore, the hypothesis (H_0) is rejected. This means that there is a significant relationship between the Work Environment and Occupant Health and Safety as resulted in the research conducted in MAGSIGE Multipurpose Cooperative.

V. RECOMMENDATION

In this section, the researcher would like to recommend conducting more studies about companies who do not apply culture diversity that can sometimes lead to interpersonal conflict among employees because in this research paper, it has a lowest mean. Whereas of today's time culture diversity promotes inclusion, collaboration, and innovation in a work environment, reducing discrimination, enhancing teamwork, and boosting employee morale, making it a strategic priority.

Furthermore, the level of Occupant Health and Safety shows that item no. 8 has a lowest mean and it is about the company providing their employee's weekly physical exercise. Therefore, the researcher highly recommended the management to enhance its weekly physical activity program by incorporating a variety of options tailored to different fitness levels and interests of the employees. Additionally, the company could enhance employee participation by scheduling activities during flexible hours or incorporating short wellness breaks, and by offering incentives like wellness points or recognition for consistent participation, fostering a workplace culture of health and well-being.

Moreover, among all indicators for occupant health and safety, the Employee wellness program has the lowest mean, therefore the researcher would like to recommend to make study about employee wellness, as it is crucial for enhancing employee health, productivity, and morale, benefiting the organization as a whole. Wellness initiatives like fitness, mental health support, healthy eating, and preventive care boost engagement and job satisfaction. A well-designed wellness program improves individual health, enhances team dynamics, strengthens workplace culture, and contributes to long-term organizational success. And to the management, it is recommended that the mental health consultation such as neuro test, be conducted to monitor the psychological aspect of the employee.

Lastly, while conducting this research, the researchers experienced some circumstances like some of the respondents were hesitant or may be unwilling to answer the questions. As a researcher, we must be patient and considerate to every respondent. By conducting this research, we may encounter some problems such as financial problems, road traffic, and individuals that have quite challenging behavior. Researchers' may conduct this kind of survey from Monday-Friday in the morning due to some employees being at field work in the afternoon. There was also a respondent that felt hard on how to understand some questions. Therefore, the researchers need to make questions understandable.

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