

Firstly, learn more about the latest safety trend all the time and there should be effective recording system on health and problems relating to health, safety and other related matters at the work place with a view to minimizing such problems.

Secondly, follow safety rules displayed on the factory premises and also should take adequate and proper precautions to save themselves against the life threats that are part and parcels of some professions.

Thirdly, use the safety devices any time they are on duty and also avoid pouring water, oil or other chemicals that can make the work environment slippery to cause accident.

Finally, discuss with the management freely about safety on the job.

with safety rules. However, there are shortages of safety devices from the management for the protection of the workers and thereby workers had to provide by themselves.

5.3 RECOMMENDATION

Based on the findings of this research work, the following recommendations were made for both the management and workers:

The management should;

Firstly, improve on the adequacy of protective devices otherwise it may affect the productivity of the organizations.

Secondly, usage of safety devices while in the industry should be enforced and all the workers should be trained and retrained periodically on how to use the protective devices provided by the management in the language familiar to them; regular supervision and monitoring to ensure compliance to the proper use of the devices; information on safety provisions and their importance should be displayed on the posters and notice boards and the sign posts mounted at strategic positions in the company. At times hand bills should be provided for personal keeps for constant consultation and reminder. Managers should show good example by using the devices always.

Thirdly, adequate training should be given on safety measures because this will minimize the effect of the hazards on the workers. Safety policies and programmes should be directed to employees on health and safety hazards that may arise in the course of performing their work. Safety meetings should be held with the workers regularly where new trends in safety measures can be discussed.

Lastly, improved remunerations, starting with those workers who comply best with safety rules and regulations. This should also serve as incentive for workers to boost performance, productivity and commitment to their job.

The workers should;

he/she suspect his/her health has been compromised in any way in the discharge of his/her duties for immediate action to be taken.

Even though that it was believed that the occupational health and safety measures put in place at the companies are sufficient. Most of the factory workers (78.8%) were satisfied with the current occupational health and safety measures at both companies. This was confirmed from the analysis in chapter four when the factory workers indicated that there is significant relationship between occupational health hazard and productivity with the F calculated value of (118.066) greater than the tabulated value of (3.90). For example, in most of the departments, more than half of the workers wear protective devices due to adequate provisions by both individual and management. The paper therefore concluded that, a healthy worker is a productive worker. It recommended that health educational programmes should be carried out in various industries to create awareness about peculiar hazard. In such industries, safety measures should be provided for workers against health hazard, while injured, sick or diseased workers due to occupational hazards should be duly compensated.

5.2 CONCLUSION

From the study, there exist occupational health problems in Olam's Floor Mills. The study focused on the effect of occupational hazard on worker's productivity in manufacturing industries in Nigeria. The findings show that increased productivity in the organizations may be due to the young, educated and capable workforce under their control.

The predisposing factors associated with occupational health problems in Olam's Floor Mills Ilorin include low pay, and lack of formal education. However there is increased level of knowledge of occupational hazards among workers. The management of both companies has adequate safety policy as well as safety committee that organizes induction courses for new employees, educates workers on safety and monitors the workers to ensure strict compliance

CHAPTER FIVE

SUMMARY, CONCLUSIONS AND RECOMMENDATIONS

5.0 INTRODUCTION

The purpose of this chapter is to summarize the findings of this study, stating the broad aim of the study, the method of data collection and analysis. Conclusion based on the study is drawn and some valuable recommendations are made. Therefore, this chapter is divided into three major parts: Summary of findings, Conclusions and Recommendations.

5.1 SUMMARY

The health and safety of every employee in an organization is important if the organization is to continuously operate to meet its stated goals and objectives. In Nigeria, industrialization and mechanization are increasing while occupational health problems are becoming prominent. These health problems are caused by exposure to harmful chemicals, biological agents, physical, mechanical and ergonomic hazards. Health problems resulting from such hazards may appear to occur less frequently than other major disabling diseases, due to lack of knowledge and pattern of illness of such hazardous diseases. This paper provided evidence through the content analysis of literature reviewed that, the illness from such hazards affect a considerable number of workers in the industrial sector in their job performance in Kwara State, specifically those emanated from Ilorin.

It is therefore stamped in the light of this why the project examined the significance relationship between occupational hazards and productivity using Olam's Floor Mills as the selected case study, established research questions between the two companies and determines if the companies comply and observe the safety rule. From this examination, one remarkable and general safety and health precaution that has been put in place by the management of the company used in this study and which cut across the production departments is the policy that every employee in the company is to report to the appropriate authority if