



EVALUATION ON EFFECTIVENESS OF OSH REGULATORY TRAINING

Khairunnizam Mustapa, Mohamad Redzuan Shah Masri, Ruzita Mohd Shariff, M. Parameswaran, Noorhasimah Awang, Nor Amirul Asraf Razali, Syaza Hani Jamaludin, Nor Azlina Abdul Karim, Rohaila Rosly, Haslinah Hamid
National Institute of Occupational Safety and Health

INTRODUCTION

Training is an integral part of Occupational Safety and Health (OSH). To ensure the success of any OSH program at the workplace, adequate and effective training must be implemented for all those responsible in OSH. According to Department of Occupational Safety and Health (DOSH), competent person (OYK) in OSH is a person appointed by the employer and authority to have appropriate training, knowledge, experience and skill to carry out specific task. The study comprises the training effectiveness data of nine regulatory competency program conducted in NIOSH from 2015 to 2019. The most well-known and used model for measuring the effectiveness of training programs was developed by Donald Kirkpatrick named Kirkpatrick Model by measuring factors such as lowered spending, higher returns on investments, improved quality of products, less accidents in the workplace, more efficient production times and a higher quantity of sales.

METHODOLOGY

The population of this study are participant whom have attended NIOSH training, passed exam and competent person from industries. This research will look into nine OSH regulatory programs conducted in NIOSH from 2015 to 2019. The population of this study are divided into two which are competent person and employer. In order to calculate population and sample size, this study will focus on three categories of data which is NIOSH training participant data, candidate whom have passed exam and competent person registered with DOSH.

Population of NIOSH training participant registered as competent person for all nine OSH regulatory training program year 2015 to 2019 is 7,754. Based on Krejcie Morgan, the sample size for competent person is 364. Furthermore, population size for employer is 77 thus sample size is 59.

Questionnaires were distributed to the competent person and to the employer. Method of dissemination is through email to the competent person and employer all over Malaysia. In this study, questionnaires were used as the data collection instrument. Development of questionnaires were by using Question Pro. The questionnaire designed for competent person has 5 sections as which are Section A – Respondent Profile, Section B – Company Profile, Section C – General Evaluation, Section D – Participants' Perception, and Section E – Evaluation of Effectiveness.

Questionnaire for employers also has 6 sections which are Section A – Respondent Profile, Section B – Company Profile, Section C – Management Commitment, Section D – OSH Communication, Section E – OSH Compliance and Section F – Behaviour.

DISCUSSIONS

Report Accident Rate vs Total of NIOSH Training participant registered as competent person

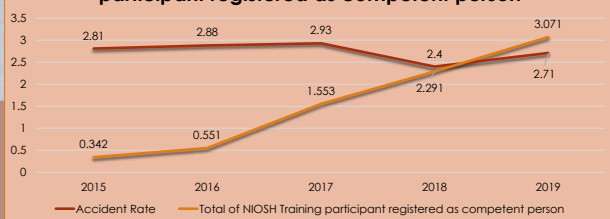


Figure 2 Comparison between Accident Rate and Total of NIOSH Training Participant Registered as Competent Person

Based on *Statistik Kemalangan dan Penyakit Pekerjaan Negara JKPP (2019)* indicates that there is a reduction of accident rate from the year 2015 to 2019. Meanwhile, registered competent person (MyKKP website) shows that there is an increase of 3.07 in 2019. This data concludes that the increase of competent person contributes to reduction of accident rate at workplace. NIOSH as the registered training provider contributes to training and competency development which allows competent person to perform effectively in managing OSH in industries by demonstrating the competence level and contributing to reduction of accident rate.

CONCLUSION

Based on this study, it is recommended that more awareness and information shall be disseminated to encourage more workers to attend competency based training program to enable them to become an effective competent person. Competent person plays an important role in minimizing accident and fatality at workplace by demonstrating knowledge and skills, information dissemination and adhering to company OSH requirements. NIOSH and DOSH respectively has played their part in ensuring knowledgeable and skillful competent person are developed to cater for the industry needs. More workers are willingly attending many types of competency program to develop their competency level and to meet the government requirements. Thus, OSH competent person is recognized as a leading factor in venturing into new career development and to sustain the quality of OSH involvement in the industry.

Contact:

Nama: Mohamad Redzuan Shah Masri
Div: Program Development Department (PDD)
Bandar Baru Bangi, Selangor
No. Tel : 03-8769-3997
Email : mredzuan.shah@niosh.com

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OBJECTIVES

- To determine the effectiveness of NIOSH regulatory competency program in the development of competent person in Malaysia
- To prioritise identified factors that contributes to the effectiveness of NIOSH regulatory competency program
- To identify the effectiveness of NIOSH regulatory competency program involving enhancement of knowledge and skill of competent person

RESULTS

A. COMPETENT PERSON

NIOSH REGULATORY TRAINING PROGRAM (2015-2019)

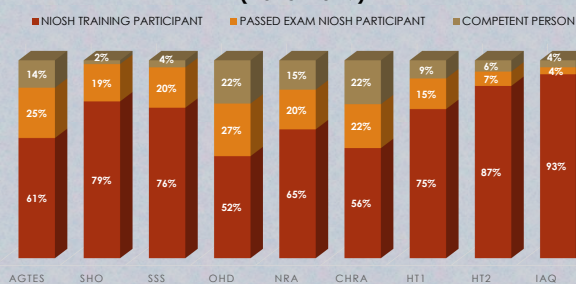


Figure 1 NIOSH Regulatory Training Program from year 2015 to 2019

Based on figure 1, top four of the highest programs where the participant passed exam and registered as competent person are OHD, CHRA, AGTES and NRA while the lowest are SHO, SSS, IAQ and HT2.

Table 1 Level Kirkpatrick Model to measure effectiveness of training

Independent Variables	No of Items	Mean	Std. Deviation
General Evaluation	8	4.22	0.671
Participants' Perception	7	4.17	0.738
Level 1 – Reaction of Trainees Towards Training	9	4.22	0.744
Level 2 – Measurement of Learning on Training Contents	5	4.27	0.697
Level 3 – Measurement of 'Changes in Job Behaviour'	6	4.24	0.695
Level 4 – Outcome / Utility of Training	5	4.21	0.718

Based on table 1, Measurement of Learning on Training Contents is the highest mean by 4.27 with std deviation 0.697 which indicates strongly agree. Meanwhile, Participants' Perception is the lowest mean by 4.17 with std deviation 0.738 which indicates agree. This indicates that most competent person agrees that the competency which has been obtained influences the person while performing a job, mainly on the characteristics, job commitment and work effectiveness. Some competent person is unable to evaluate their own self, which may be due to lack of self-confidence or lack of skill in judging their own character.

B. EMPLOYER

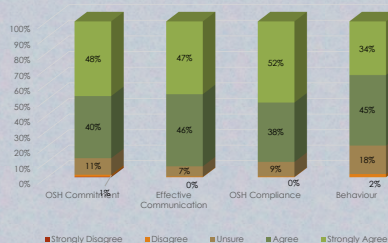


Figure 2 : Employer Trend Analysis

Additionally, 48% of employers strongly agree that management needs to be committed to OSH followed by 47% of employers strongly agree management needs to have effective communication in conducting OSH in the workplace.

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