

**AN EVALUATION ON FACTORS AFFECTING THE IMPLEMENTATION OF  
OCCUPATIONAL HEALTH AND SAFETY PROGRAMS IN  
MANUFACTURING FIRMS IN KENYA: A CASE OF DELMONTE LIMITED**

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## ABSTRACT

The main objective of the study will be to evaluate management of occupational safety and health programs in manufacturing industry. The specific objectives were to determine the safety standards set by DelMonte Company Limited, to determine the role of top management on implementation of safety policies at DelMonte Limited, to establish the benefits of occupational health and safety programs at DelMonte Limited, and to establish the challenges faced by DelMonte limited in implementation of safety programs. The study was done at DelMonte Company in Thika town, Central Kenya in the month of April 2015. The company was chosen because it has been in existence for over 30 years, and has diverse product lines and many employees. The study targeted 114 senior employees from eleven departments. Stratified random sampling design was used to get a sample size of 34 respondents. Data was collected using questionnaires and analyzed using quantitative statistics, while the findings were presented in frequency distribution and percentage tables. The Company set safety rules which enhances good working environment for employees. The company provides safety gears for all employees in high risk areas but not all of them receive the protective gears. The Company incorporates the views of employees on making safety policies.

The top management in the organization ensures development of work place policy, provision of resources to ensure safety at work, monitoring and evaluation of safety standards, and supervision at work place. Occupation safety increases staff motivation, occupation safety increases the staff performance, occupation safety enhances efficiency, and occupation safety enhances cost reduction. The study recommends that the management of the company move with speed to identify high risk areas and provide protective clothing to all staff in such areas. The study further recommends that the company ensure that training needs to the employees are met and that training is done regularly to ensure that the employees are up to date with the safety standards. The study recommends that further research be done to determine the impacts of safety standards on company profitability in manufacturing companies.