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AN INVESTIGATION INTO THE IMPACT OF OCCUPATIONAL HEALTH AND SAFETY PRACTICES ON ORGANISATIONAL COMMITMENT AMONG SELECTED AVIATION WORKERS IN LAGOS STATE, NIGERIA

ABSTRACT

The study investigated the Influence of Occupational Health and Safety (OHS) practices on Organizational Commitment among Aviation Workers in Lagos State, Nigeria. The objectives were to determine the impact of Occupational Hazard Prevention (OHP); Safety Procedure and Risk Management (SP &RM); Occupational Safety Support (OSS); First-Aid Support and Training (FAS&T); and Safety and Health Rules (S&HR) on Organizational Commitment (OC) among Aviation workers. This study adopted a descriptive survey design. The population for the study comprised all the staff of the four public agencies in the aviation industry operating in Murtala Mohammed International Airport, Ikeja, Lagos State, Nigeria, which was 2,560 as at the time of the study. Ten per cent of the population were selected as sample through proportionate sampling techniques. Linear Regression Analysis, tested at 0.05 alpha levels, were used to test the five hypotheses postulated to achieve the objectives. The results of the study showed the contribution of the indicators. Occupational Hazard Prevention (OHP) contributed with Beta value = .779 $p < .05$ (sig = .000) and t-value = 28.945; SP&RM contributed with Beta value = .812 $p < .05$ (sig = .000) and t-value = 22.626. OSS contributed with Beta value = .889 $p < .05$ (sig = .000) and t-value = 31.620. FAS&T contributed with Beta value = .857 $p < .05$ (sig = .000) and t-value = 31.620. S&HR contributed with Beta value = .857 $p < .05$ (sig = .000) and t-value = 31.620. Thus they all have significant influence on Organizational Commitment. The study then concluded that occupational health and safety practices have influence on Organizational commitment among Aviation workers in Murtala Mohammed International Airport, Lagos State Nigeria in particular and other Airports in general. The study therefore recommended that

Aviation related organizations should allocate adequate resources towards robust OHS Practices which include regular risk assessments, hazard identification and preventive measures. They should also prioritize the development and implementation of comprehensive Safety Procedure and Risk Management strategies.

KEYWORDS: occupational hazard prevention; safety procedure and risk management support; first-aid support and training; safety and health rules

INTRODUCTION

Organizational commitment is one of the pillars of a successful and productive workplace. It refers to the degree to which employees are dedicated, engaged, and loyal to their organization. When employees are committed, they are more likely to go above and beyond, strive for excellence, and work towards achieving the organization's goals. This, in turn, leads to increased job satisfaction, reduced turnover rates, and improved overall performance. Moreover, committed employees are more likely to be resilient, adapt to change, and promote a positive work culture. By fostering a culture of commitment, organizations can build a competitive advantage, drive innovation, and achieve long-term success. Ultimately, organizational commitment is essential for creating a motivated, efficient, and effective workforce that is dedicated to achieving excellence.

To achieve this desired commitment however, the work environment has to be conducive and appealing. One of the factors that will ensure this is the safety of employees. The occupational health and safety policy and practices of every organization therefore need to be adequate. As organizational health and safety policy and practices improve, the accident rate, personnel injuries, and material damage decrease, and working conditions improve, resulting in increased employee motivation and organizational commitment (Fernández-Muniz et al. 2019).

The commitment of management to safety therefore is related to organizational commitment, job satisfaction, and job-related performance. Furthermore, commitment to safety is associated with employee withdrawal behaviors (Michaels et al., 2015). In addition to improving the safety climate, such positive impressions may influence other work attitudes such as affective commitment.

Perceived occupational health and safety risks can lead to low organizational commitment, which will in turn negatively affects employees' job satisfaction and performance. This also means that the presence of perceived occupational health and safety risks may be detrimental to employees' job commitment. This is an assertion that need to be empirically proven, especially in the aviation industry in Nigeria. This study therefore focused on the influence of occupational health and safety practices can have on organizational commitment among the Aviation industry workers in Murtala Muhammed International Airport, Lagos State, Nigeria. This is to ascertain the contribution of occupational health and safety to employees' organizational commitment in Nigeria's Aviation industry.

OBJECTIVES OF THE STUDY

The broad objective of the study was to determine the impact of Occupational Health and Safety Practices on Organizational Commitment among Aviation workers in Murtala Muhammed International Airport.

The specific objectives are to:

- i. determine the impact of Occupational Hazard Prevention on Organizational Commitment among Aviation workers;
- ii. examine the influence of Safety Procedure and Risk Management on Organizational Commitment among Aviation workers;
- iii. investigate the contribution of Organizational Safety Support on Organizational Commitment among Aviation workers;

- iv. analyze the impact of First-Aid Support and Training on Organizational Commitment among Aviation workers; and
- v. evaluate the impacts of Safety and Health Rules on Organizational Commitment among Aviation workers.

RESEARCH HYPOTHESES

This paper postulated the following null hypotheses for testing.

H01: Occupational Hazard Prevention has no significantly influence on the Organizational Commitment among Aviation workers.

H02: Safety Procedure and Risk Management has no significant influence on the Organizational Commitment among Aviation workers.

H03: Organizational Safety Support has no significant influence on the Organizational Commitment among Aviation workers.

H04: First-Aid Support and Training has no significant influence on the Organizational Commitment among Aviation workers.

H05: Safety and Health Rules has no significant influence the Organizational Commitment of Aviation workers.

SCOPE OF THE STUDY

The study focuses on aviation workers at the Murtala Mohammed International Airport. The four public agencies in the airport were used for the study; viz. The Nigerian Meteorological Agency, the Federal Airports Authority of Nigeria, the Nigerian Airspace Management Agency, and the Nigerian Civil Aviation Authority.

1. LITERATURE REVIEW

Theoretical Review

Health Belief Theory: The Health Belief Theory propounded by Rosenstock et al. (1960), is a widely recognized theory that explains individuals' health-related behaviors and decision-making processes. The theory posits that people's beliefs about their susceptibility to a health threat, the severity of that threat, the benefits of taking preventive actions, and the barriers to taking those actions influence their likelihood of engaging in health-promoting behaviors. The Health Belief Theory is particularly relevant to occupational health and safety practices as it helps understand how individuals perceive and respond to risks in the workplace.

The Health Belief Theory's relevance to occupational health and safety practices lies in its ability to inform interventions and strategies aimed at promoting safe behaviors in the workplace. By understanding employees' beliefs and perceptions related to occupational hazards, organizations can tailor their safety programs to address specific barriers and promote positive health behaviors. This theory emphasizes the need to provide clear and accurate information about risks, communicate the benefits of safety practices, and address perceived barriers through practical solutions and support. Applying the principles of the Health Belief Theory can help organizations foster a safety-conscious culture and encourage employees to actively engage in behaviors that protect their health and well-being at work.

Systems Theory: This theory emphasizes the interdependence and interaction of various components within a system. It is applied to occupational health and safety to understand how different factors within a workplace interact and influence overall safety. James Reason, a prominent researcher in human factors and safety, contributed to the application of systems

theory in occupational safety. System theory, also known as systems thinking, is an interdisciplinary framework that views a system as a complex and interconnected set of components that work together to achieve a common goal. It emphasizes the interdependencies and relationships among the various elements within a system, and how changes in one component can have ripple effects throughout the entire system. System theory is highly relevant to occupational health and safety practices as it provides a holistic perspective that recognizes the interconnectedness of factors influencing safety outcomes.

In the context of occupational health and safety practices, system theory highlights that workplace safety is not solely dependent on individual behaviors or isolated factors, but rather the result of interactions among multiple components. This theory recognizes that occupational health and safety are influenced by various interconnected elements, including organizational culture, management systems, work processes, equipment, and human factors. By understanding these interdependencies, organizations can identify and address systemic issues that contribute to unsafe conditions and behaviors.

System theory's relevance to occupational health and safety practices lies in its ability to identify and address the root causes of safety issues. Instead of focusing solely on correcting individual errors or incidents, this theory encourages organizations to analyse the broader system and identify underlying systemic factors that contribute to safety risks. This approach helps organizations move beyond a reactive mind-set and adopt a proactive stance by implementing preventive measures, improving safety policies, and designing work systems that support safe practices.

Furthermore, system theory promotes a continuous improvement mind-set in occupational health and safety practices. It emphasizes the importance of feedback loops, monitoring, and learning from incidents and near misses. By adopting a learning-oriented approach, organizations can identify patterns, make adjustments, and implement changes to prevent future occurrences of similar incidents. This iterative process of learning and adaptation allows organizations to continually enhance their safety practices and mitigate potential risks.

Ultimately, system theory provides a valuable framework for organizations to understand the complex dynamics of occupational health and safety. It encourages a holistic perspective, focusing on the relationships and interdependencies among various components within a system. By considering the interconnected nature of safety factors and taking a systems thinking approach, organizations can develop comprehensive strategies, implement effective interventions, and create work environments that prioritize the well-being and safety of their employees.

Human Factors Theory. Human factor theory, also known as ergonomics or human-centered design, focuses on understanding and optimizing the interaction between humans and their work environment. It recognizes that human capabilities, limitations, and behaviors play a critical role in occupational health and safety. Human factor theory is highly relevant to occupational health and safety practices as it provides insights into how to design work systems, equipment, and processes that minimize human error, promote safety, and enhance overall well-being.

One of the key contributions of human factor theory to occupational health and safety practices is its emphasis on designing work environments that match human capabilities. This theory recognizes that humans have physical, cognitive, and psychological limitations that need to be considered when designing tasks, workstations, and equipment. By understanding and accommodating these limitations, organizations can reduce the risk of errors, injuries, and musculoskeletal disorders, leading to improved safety outcomes.

The theory provides valuable insights into the design and management of occupational health and safety practices by considering human capabilities, limitations, behavior, and the interaction between humans and their work environment, organizations can optimize safety, reduce errors, enhance user satisfaction, and improve overall well-being. Applying human factor principles can lead to safer and more efficient work systems, reduced occupational hazards, and increased employee engagement in safety practices.

Empirical Review

Adejoh and Okoye (2015) conducted a critical review of OHS practices in the aviation industry in Nigeria and found that there was a need for greater compliance with OHS regulations. The authors noted that many aviation workers in Nigeria lack basic knowledge about OHS and are not trained to identify and manage OHS risks. Oyeyemi and Adejoh (2016) examined the relationship between safety culture and compliance with OHS regulations in the Nigerian aviation industry. The authors found that while there was a general recognition of the importance of OHS among aviation workers, there was a lack of commitment to OHS at the organizational level.

Onyekwelu and Obasi (2017) conducted a study on OHS management practices in the Nigerian aviation industry and identified areas for improvement to enhance compliance with OHS regulations. The authors noted that many aviation organizations in Nigeria lack a comprehensive OHS management system and do not have effective procedures for managing OHS risks. Obimma (2018) investigated OHS practices and challenges in the Nigerian aviation industry and provided recommendations for improving compliance with OHS regulations. The author emphasized the need for effective OHS policies and procedures, regular training and education for workers, and increased engagement with workers and stakeholders to promote a culture of OHS awareness and commitment in the aviation industry.

Adejumo and Adekunle (2017) examined that OHS practices in the aviation sector of Nigeria were inadequate, leading to a high rate of workplace accidents and illnesses. The authors concluded that the lack of commitment by both the public sector and employers to implementing OHS policies and procedures was a major contributing factor to the poor state of OHS in the sector. Okogbule (2018) investigated the relationship between OHS and employee well-being in the aviation sector. The results showed that employees who perceived their workplace as safe and healthy reported higher levels of job satisfaction, lower stress levels, and better physical and mental health compared to those who did not.

Oyeyemi et al. (2020) also found that OHS practices significantly predict employee well-being in the Nigerian aviation sector. The study revealed that when organizations adopt OHS practices, employees feel more valued, motivated, and committed to their jobs, leading to higher levels of well-being. Onyia & Ezeani (2019) examined the relationship between OHS and job satisfaction in the Nigerian aviation sector. The study found that OHS significantly predicts job satisfaction among aviation employees. When employees feel safe and healthy at work, they are more likely to be satisfied with their jobs, leading to increased well-being and reduced turnover rates.

Adebayo and Ojo (2015) investigated OHS practices and commitment in the Nigerian aviation industry, finding that while workers were aware of the importance of OHS, they lacked proper training and equipment to effectively manage OHS risks. The study concluded that there is a need for the government and aviation organizations to invest in OHS education and training for workers. Oladipo and Ibitoye (2017) found that a lack of commitment to OHS by both employers and workers was a major contributor to OHS risks in the aviation sector in Nigeria. The study recommended that the government implement policies and programs to increase OHS

2. METHODOLOGY

This study adopted a descriptive survey design to investigate the influence of occupational health and safety practices which served as the Independent Variable on organizational commitment, which served as Dependent variable, among Aviation workers in Murtala Mohammed International Airport, Lagos State, Nigeria. The study was carried out in the four government owned aviation related agencies operating in the airport, namely The Nigerian Meteorological Agency (NIMET), The Federal Airports Authority of Nigeria (FAAN), The Nigerian Civil Aviation Authority (NCAA), and The Nigerian Airspace Management Agency (NAMA), having a total population which stands at 2,560 (Two thousand, five hundred and sixty) at the time of this study. The choice of Murtala Mohammed International Airport (MMIA) is because it has the largest concentration of all the agencies in the Aviation Industry and it is the busiest of all the airports in Nigeria and one of the busiest in Africa, with a capacity of over 7 million passengers per year. A simple percentage of 10% was utilized to determine the sample size out of the population. The final respondents were selected proportionately according to the strata of the agencies as shown in table 1 below.

Table 1. Stratification of the Agencies Respondents by Sample Size

S/N	Name of Agency	No of Employees	Proportional Representation of the Employees (10 %)
1.	NIMET	100 /10	10
2.	FAAN	1900/10	190
3.	NAMA	500/10	50
4.	NCAA	60/10	6
	TOTAL	2,560/10	256

Source: Researchers' Survey, 2024

Primary data was sourced through the use of a structured questionnaire. The questionnaire was divided into three sections. Section A provides relevant socio-demographic data of the respondents such as gender, marital status, age, highest educational qualification, agency and length of service. Section B contain Occupational Health and Safety Practices Scale (OHSPS), which was designed by Christopher et al (2012) to determine the occupational health and safety practices (Occupational Hazards Prevention (OHP), Organizational Safety Support (OSS), First Aid Support and Training (FAS&T), Safety Procedure and Risk Management (SPRM), and Safety and Health Rules (SHR). The reliability coefficient for different segment of the scale range between 0.85 and 0.92. Section C, contain Employee Commitment Scale (ECS) developed by Mowday, Steers, and Porter (1979). It has 13 statements that describe the degree of attachment and loyalty the workers in the public sector have towards their organization. All items were scored based on 5-point Likert-modified rating scale ranging from Strongly Disagree = SD, disagree = D, Undecided = U, agree = A, Strongly Agree = SA. The reliability coefficient for the scale is 0.85. Descriptive and inferential statistics were used to analyses the data. The Regression Analysis was used to test all the hypotheses one, two, three, four and five. All the hypotheses were tested at 0.05 alpha levels.

3. RESULTS

Hypotheses Testing

Hypothesis One: Occupational Hazard Prevention (OHP) has no significant influence on Organizational Commitment among Aviation workers.

Table 2. A Summary of the Linear Regression Analysis of the relationship between Occupational Hazard Prevention and Organizational Commitment. Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.779 ^a	.608	.606	1.84873

a. Predictors: (Constant), Occupational Hazard Prevention (OHP)

b. Dependent Variable: Organizational Commitment (OC)

Source: Researchers' computation using SPSS 22.0 (2024).

The model 1 summary Table 2 gives R2 value = .608. This shows that occupational hazard prevention variables have significant positive influence on organizational commitment. Thus, the models predict 60.8% commitment of the variance in occupational hazard prevention pooling all factors together enhance organizational commitment among aviation workers; meaning that 60% commitment of the variance in among the workers can be predicted from the occupational hazard prevention of the study area to the workers about hazard captured in the models from the selected area.

Table 3. Linear Regression Analysis showing Significance of Predictors

ANOVA ^a						
Model		Sum of Squares	Df	Mean Square	F	Sig.
1	Regression	1396.845	1	1396.845	408.698	.000 ^b
	Residual	902.297	254	3.418		
	Total	2299.143	255			

a. Dependent Variable: Organizational Commitment (OC)

b. Predictors: (Constant), Occupational Hazard Prevention (OHP)

Source: Researchers' computation using SPSS 22.0 (2024).

Table 3 shows that occupational hazard prevention variable significantly predicted the level of organizational commitment. $F(1, 255) = 408.698, p < 0.05$ F – statistical indicates that the overall regression model is highly statistically significant in terms of its goodness of fit since the value of $F_{tab} < F_{cal}$. Therefore, null hypothesis is rejected. The study concludes that occupational hazard prevention (OHP) significantly influence Organizational Commitment (OC) among Aviation workers.

Table 4 Contributions of Occupational Hazard Prevention on Organizational Commitment.

Coefficients ^a						
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	4.157	.527		7.882	.000
	Occupational Hazard Prevention (OHP)	.738	.037	.779	20.216	.000

a. Dependent Variable: Organizational Commitment (OC)

Source: Researchers' Computation using SPSS 22.0, (2024).

Table 4 shows the contribution of the indicators. In this case, Occupational Hazard Prevention contributes with Beta value = .779 $p < .05$ (sig = 0.000) and t-value = 7.882. The contribution is statistically significant to the level of Organizational Commitment. From the findings occupational hazard prevention have significant influence on employee commitment. As a result, the null hypothesis was rejected, and the study concluded that occupational hazard

prevention (OHP) significantly influence the Organizational Commitment among Aviation workers.

Hypothesis Two: Safety Procedure and Risk Management (SP&RM) has no significant influence on Employee Commitment among Aviation workers.

Table 5. A Summary of the Linear Regression Analysis of the relationship between Safety Procedure and Risk Management and Organizational Commitment.

Model Summary				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.812 ^a	.660	.658	1.72133

a. Predictors: (Constant), Safety Procedure and Risk Management (SP&RM)

b. Dependent Variable: Organizational Commitment (OC)

Source: Researcher's computation using SPSS 22.0. (2024)

The model 1 summary Table 5 gives R^2 value = .660. This shows that procedure and risk management variables have positive influence on employee commitment. The model explains 66.0% of the variance in employee commitment in procedure and risk management strategy pooling all factors together enhance aviation workers' commitment; meaning that 66% commitment variance were determined among the workers of the aviation workers' predicted from the safety procedure and risk management of the study area to the commitment of the workers captured in the models from the selected area.

Table 6. Linear Regression Analysis showing Significance of Predictors on Organizational Commitment.

ANOVA ^a						
Model		Sum of Squares	Df	Mean Square	F	Sig.
1	Regression	1516.915	1	1516.915	511.955	.000 ^b
	Residual	782.227	254	2.963		
	Total	2299.143	255			

a. Dependent Variable: Organizational Commitment (OC)

b. Predictors: (Constant), Safety Procedure and Risk Management (SP&RM)

Source: Researchers' computation using SPSS 22.0 (2024).

Table 6 shows that safety procedure and risk management variables significantly predicted the level of aviation workers' commitment. $F(1, 255) = 511.955, p < 0.05$ F – statistical indicates that the overall regression model is highly statistically significant in terms of its goodness of fit since the value of $F_{cal(511.955)} > F_{tab(1,255)}$. Therefore, null hypothesis is rejected. The study concludes that Safety Procedure and Risk Management (SP&RM) significantly influenced Organizational Commitment among Aviation workers.

Table 7. Contributions of Safety Procedure and Risk Management (SP&RM) on Organizational Commitment.

Coefficients ^a						
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	4.160	.472		8.811	.000
	Safety Procedure and Risk Management	.745	.033	.812	22.626	.000

a. Dependent Variable: Organizational Commitment (OC)

Source: Researchers' Computation using SPSS 22.0, (2024)

Table 7 shows the contribution of the indicators. In the case, safety procedure and risk management contribute with Beta value = .812, $p < .05$ (sig = 0.000) and t-value = 22.626. The contribution is statistically significant to the level of organizational commitment. From the finding's safety procedures and the risk management has effect on organizational commitment of the aviation workers. As a result, the null hypothesis was rejected, and the study concluded that Safety Procedure and Risk Management (SP&RM) significantly influenced Organizational Commitment among Aviation workers.

Hypothesis Three: Occupational Safety Support (OSS) has no significant influence on Organizational Commitment (OC) among Aviation workers.

Table 8. A Summary of the Linear Regression Analysis of the relationship between Organizational Safety Support and Organizational Commitment.

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.889 ^a	.791	.790	1.34876

- a. Predictors: (Constant), Occupational Safety Support (OSS)
- b. Dependent Variable: Organizational Commitment (OC)

Source: Researches' computation using SPSS 22.0. (2024).

The above table 8 gives R^2 value = .791. This shows that organizational safety support variables have positive influence on organizational commitment. Thus, the models predicting 79.1% commitment of the public sector workers of the variance in occupational safety support pooling all factors together enhance the level of commitment of the workers; this implied that 79% organizational commitments of variability are explained by the occupational safety support of the Aviation workers captured in the models.

Table 9. Analysis showing Significance of Predictors on Organizational Commitment.

ANOVA^a

Model	Sum of Squares	Df	Mean Square	F	Sig.
1 Regression	1818.884	1	1818.884	999.848	.000 ^b
1 Residual	480.258	254	1.819		
Total	2299.143	255			

- a. Dependent Variable: Organizational Commitment (OC)
- c. Predictors: (Constant), Occupational Safety Support (OSS)

Source: Researches' computation using SPSS 22.0. (2024).

Table 9 shows that occupational safety support variables significantly predicted the level of public sector commitment. $F(1, 255) = 999.848$, $p < 0.05$ F – statistical indicates that the overall regression model is highly statistically significant in terms of its goodness of fit since the table value of F ($F - cal > F - tab.$). Therefore, null hypothesis is rejected. The study concludes that organizational safety support has positive significant influence on organizational commitment among Aviation workers.

Table 10. Contributions of Organizational Safety Support (OSS) on Organizational Commitment.

Model	Coefficients ^a				t	Sig.
	Unstandardized Coefficients		Standardized Coefficients			
	B	Std. Error	Beta			
(Constant)	2.256	.398		5.666	.000	
1 Organizational Safety Support	.872	.028	.889	31.620	.000	

a. Dependent Variable: Organizational Commitment (OC)

Source: Researchers' Computation using SPSS 22.0, (2024).

Table 10 shows the contribution of the indicators. In this case, Organizational Safety Support contributes with Beta value = .889 $p < .05$ (sig = 0.000) and t-value = 31.620. The contribution is statistically significant to the level of employee commitment. From the findings, Organizational Safety Support have influence on Organizational Commitment. This implies that the null hypothesis was rejected, and the study concluded that occupational safety support positively and significantly influences the organizational commitment among Aviation workers.

Hypothesis Four: First-Aid Support and Training (FAST) has no significant influence on Organizational Commitment among Aviation workers.

Table 11. A Summary of the Linear Regression Analysis of the relationship between First-Aid Support and Training and Organizational Commitment

Model Summary				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.857 ^a	.734	.733	1.52098

a. Predictors: (Constant), First-Aid Support and Training (FAS&T)

b. Dependent Variable: Organizational Commitment (OC)

Source: Researchers' computation using SPSS 22.0 (2024).

The above table gives R^2 value = .733. This shows that first-aid support and training variables have positive influence on organizational commitment. Thus, the models predicted 73.4% in the level of commitment of the variance in first-aid support and training pooling all factors together enhance commitments of the workers; this implies that 73% organizational commitment of the variance among aviation workers can be predicted from the first-aid support and training provided to the workers captured in the models.

Table 12. Linear Regression Analysis showing Significance of Predictors on Organizational Commitment.

ANOVA ^a					
Model	Sum of Squares	Df	Mean Square	F	Sig.
1 Regression	1688.411	1	1688.411	729.847	.000 ^b
Residual	610.732	254	2.313		
Total	2299.143	255			

a. Dependent Variable: Organizational Commitment (OC)

b. Predictors: (Constant), First-Aid Support and Training (FAS&T)

Source: Researchers' computation using SPSS 22.0 (2024).

Table 12 shows that first-aid support and training variables significantly predicted the level of employee commitment. $F(1,255) = 729.847$, $p < 0.05$ F – statistical indicates that the overall regression model is highly statistically significant in terms of its goodness of fit since the table value of F ($F - cal > F - tab.$). Therefore, null hypothesis is rejected. The study concludes that

first-aid support and training have significant positive influence on organizational commitment among Aviation workers.

Table 13. Contributions of First-Aid Support and Training (FAST) on Organizational Commitment.

Model		Coefficients ^a			T	Sig.
		Unstandardized Coefficients		Standardized Coefficients		
		B	Std. Error	Beta		
	(Constant)	2.897	.442		6.552	.000
1	First-Aid Support and Training (FAST)	.827	.031	.857	27.016	.000

a. Dependent Variable: Organizational Commitment (OC)

Source: Researchers' Computation using SPSS 22.0, (2024).

Table 13 shows the contribution of first-aid support and training with Beta value = .857 $p < .05$ (sig = .000) and t-value = 27.016. The contribution is statistically significant to the level of organizational commitment. From the findings first-aid support and training have positive significant influence on organizational commitment among the aviation workers. Hence, the null hypothesis was rejected, and the study concluded that first-aid support and training significantly influence the Employee Commitment among Aviation workers.

Hypothesis Five: Safety and Health rules has no significant influence the Organizational Commitment (OC) among Aviation workers.

Table 14. A Summary of the Linear Regression Analysis of the relationship between Safety and Health rules and Organizational Commitment.

Model Summary ^b				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.674 ^a	.454	.452	4.62436

a. Predictors: (Constant), Safety and Health Rules (SHR)

b. Dependent Variable: Organizational Commitment (OC)

Source: Researchers' computation using SPSS 22.0 (2024).

The model summary Table 14 gives R^2 value = .454. This shows that Safety and Health rules variables have positive influence on public sector commitment. Thus, the models predicting 45.4% in the level of commitment of the variance in safety and health rules pooling all factors together enhance commitment of the workers; this implies that 45% organizational commitment of the variance among aviation workers can be predicted from the Safety and Health rules provided to the workers captured in the models.

Table 15. Linear Regression Analysis showing Significance of Predictors on Organizational Commitment.

ANOVA ^a						
Model		Sum of Squares	Df	Mean Square	F	Sig.
1	Regression	4512.178	1	4512.178	211.000	.000 ^b
	Residual	5431.724	254	21.385		
	Total	9943.902	255			

a. Dependent Variable: Organizational Commitment (OC)

b. Predictors: (Constant), Safety and Health Rules (SHR)

Source: Researchers' computation using SPSS 22.0 (2024).

Table 15 shows that safety and health rules variables significantly predicted the level of public sector commitment. $F(1,255) = 211.000, p < 0.05$. F – statistical indicates that the overall regression model is highly statistically significant in terms of its goodness of fit since the table value of F ($F - cal > F - tab.$). Therefore, null hypothesis is rejected. The study concludes that safety health rules have significant influence on organizational commitment among Aviation workers.

Table 16. Contributions of Safety and Health Rules (SHR) on Organizational Commitment.

Coefficients^a

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
(Constant)	10.351	.949		10.909	.000
1 Safety and Health Rules (SHR)	.589	.041	.674	14.526	.000

a. Dependent Variable: Organizational Commitment (OC)

Source: Researchers' Computation using SPSS 22.0, (2024)

Table 16 shows the contribution of safety and health rules with Beta value = .674 $p < .05$ (sig = 0.000) and t-value = 14.526. The contribution is statistically significant to the level of organizational commitment. From the findings, safety and health rules have significant influence on employees' commitment among the Aviation workers. However, the null hypothesis was rejected, and the study concluded that safety and health rules significantly influence Organizational Commitment among Aviation workers.

4. DISCUSSION

Hypothesis one was evaluated to achieve objective one using regression to show that Occupational Hazard Prevention (OHP) has no significant influence on Organizational Commitment among Aviation workers. The results showed that that occupational hazard prevention significantly influence organizational commitment among Aviation workers. This finding is in line with Okogbule (2018) who investigated the relationship between OHS and employee well-being in the aviation sector, and reported that employees who perceived their workplace as safe and healthy reported higher levels of job satisfaction, lower stress levels, and better physical and mental health compared to those who did not. Also in support of the finding, Shappell and Wiegmann (2003), discovered that effective OHP practices, positively influences job satisfaction and commitment among aviation workers. Dewa (2017) also reported that when workers perceive that their well-being is prioritized through OHP, they experience reduced stress and improved physical and psychological health, leading to better job performance. Griffin and Neal (2000), reported that organizational commitment highlights the significance of safety measures in fostering a sense of commitment among aviation personnel. Likewise, Rantanen (1999) reported that organizations prioritize OHP and its subsequent impact on organizational commitment of aviation workers and the public sector.

Hypothesis two was evaluated to achieve objective two using regression. The results revealed that Safety Procedure and Risk Management (SP&RM) has significant influence on Organizational Commitment among Aviation workers. The relationship between safety procedures, risk management, and the commitment of workers in the public sector, particularly within the aviation industry, can be influenced by various factors. It was revealed that safety procedure and risk management (SP&RM) significantly influence Organizational Commitment of Aviation workers in Murtala Muhammed International Airport. This finding corroborates the

findings of Oyeyemi et al. (2020), who also found that OHS practices significantly predict employee well-being in the Nigerian aviation sector. Also, Oladipo and Ibitoye (2017) found that a lack of commitment to OHS by both employers and workers was a major contributor to OHS risks in the aviation sector in Nigeria. A study by Griffin and Neal (2020) found that employees' perceptions of safety climate were positively associated with organizational commitment. In addition, Tims et al. (2010) found that there is relationship between safety climate, job satisfaction, and affective commitment.

The results of Hypothesis three revealed that Occupational Safety Support significantly influenced the Organizational commitment among Aviation workers. This finding is in line with Clarke (2016), who submitted that effective safety support positively impacts job satisfaction and overall commitment. Likewise, Zohar (2018), suggested that a positive safety culture enhances commitment to the organization. In addition, Hofmann and Morgeson (1999), highlighted that safety practices have impact on employee retention and commitment. It is therefore concluded that Occupational Safety Support will significantly influence Organizational Commitment among aviation workers, especially in Nigeria. By prioritizing the worker safety, cultivating a positive safety culture, demonstrating organizational values, reducing turnover, and addressing psychological contract obligations, OSS will contribute to a stronger commitment to the organization.

Finding from Hypothesis four revealed that First-Aid Support and Training significantly influence the Organizational Commitment among Aviation workers in Murtala Muhammed International Airport in particular, and Nigerian airports in general. First-Aid Support and Training (FAST) play a pivotal role in ensuring the safety and well-being of aviation workers. It was revealed that first-aid support and training significantly influence public sector commitment. This support the finding of DeJoy et al. (2021) that highlighted the link between organizational support and commitment, he ported that the provision of First-Aid Support and Training sends a clear message to aviation workers that their well-being is a priority for the organization. Also, Zohar (20018) reported that FAS&T contributes to creating a positive safety climate within the aviation workplace. A safety-conscious environment instils a sense of security and confidence among workers, leading to greater job satisfaction and commitment.

Result of hypothesis five showed that safety and health rules significantly influence the OC of aviation workers. Safety and health rules are critical aspects of any workplace, especially in industries like aviation where employee safety is paramount due to the potential risks involved. The findings corroborate the findings in a study conducted by Smith and Johnson (2017), which reported that a positive correlation exists between the perception of effective safety and health rules and a higher level of commitment among workers. In contrary however, Anderson et al. (2019) took a different approach, they explored the determinants of Organizational Commitment among aviation workers, focusing on organizational culture and job satisfaction. While they acknowledged the importance of safety and health rules, their findings suggested that factors like organizational values and opportunities for growth had a more significant impact on Employees' Commitment to their organization than safety measures alone.

CONCLUSION

Premised on the findings that showed a significantly and positively influence of Occupational Health and Safety practices on Organizational commitment of aviation workers, the study concluded that occupational health and safety practices have influence on organizational commitment among Aviation employees in Murtala Mohammed International Airport in particular, and all airports in Nigeria in general. The generalization is premised on the fact that the airport is the best, most equipped, and controls the highest traffic in Nigeria

RECOMMENDATIONS

Based on the findings of this study, it is recommended that Aviation operators should continue to invest in effective Occupational Hazard Prevention measures to ensure the safety and well-being of employees. It is recommended that organizations should implement robust Safety Procedure and Risk Management strategies. Also, provision of Organizational Safety Support (OSS) to employees should be handled with all seriousness. It is also recommended that First-Aid Support and Training (FAST) programs should be organized periodically. And there should be strict adherence to comprehensive Safety and Health Rules.

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