

**OCCUPATIONAL SAFETY PRACTICES AMONG  
SELECTED BANANA PLANTATION IN  
PANABO CITY**

The thesis project titled "OCCUPATIONAL SAFETY PRACTICES AMONG  
SELECTED BANANA PLANTATION IN PANABO CITY" prepared and  
submitted by Jayne Q. Bastillada, Keith John B. Loquero and Emel Jhon  
C. Marcellones in accordance with the requirements of the University and  
affiliated under the Department of Marketing and Business Management  
Education, U.M. Panabo College, Panabo City is hereby accepted.

**A Thesis**

Presented to the Faculty of  
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Panabo City

APRIL 20, 2020, O.M.  
Research Coordinator

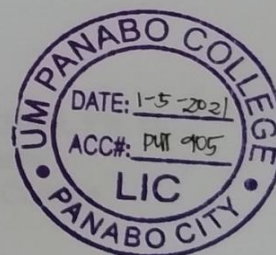
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In Partial Fulfillment  
of the Requirement for the Course  
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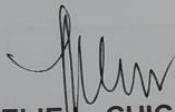
Jayne Q. Bastillada  
Keith John B. Loquero  
EmelJhon C. Marcellones



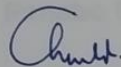
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ACCEPTANCE SHEET

This thesis entitled "OCCUPATIONAL SAFETY PRACTICES AMONG SELECTED BANANA PLANTATION IN PANABO CITY" prepared and submitted by **Jayne Q. Bastillada, Keith John B. Loquero and Emel Jhon C. Marcellones** in compliance with the requirements in the Marketing 222 subject under the **Department of Accounting and Business Management Education, UM Panabo College, Panabo City** is hereby accepted.



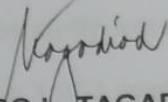
**AMELIE L. CHICO, DM, FRIM**  
Research Coordinator



**LIEZEL V. CHAN, Ph. D**  
Dean of College  
UM Panabo College

## APPROVAL AND ENDORSEMENT SHEET

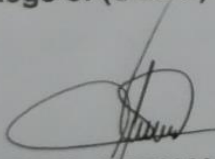
This thesis entitled "OCCUPATIONAL SAFETY PRACTICES AMONG SELECTED BANANA PLANTATION IN PANABO CITY" prepared and submitted by Jayne Q. Bastillada, Keith John B. Loquero and EmelJhon C. Marcellones in partial fulfillment of the requirements for the course Marketing research (Mktg. 222) has been examined and accepted, and is hereby endorsed.

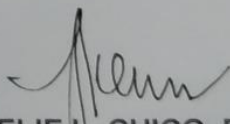
  
CELSO L. TAGADIAD, Ph. D  
Research Adviser

## PANEL OF EXAMINERS

Acceptance and Approved, after examining during the final defense as per requirements of Marketing 222.

Favorably endorsed for approval to Dr. Liezel V. Chan, Dean of College of (UMPC) UM Panabo College, Panabo City.

  
JOYCE B. HERNANDO, MAEd.  
Member

  
AMELIE L. CHICO, DM, FRIM  
Chairperson

## **ABSTRACT**

The study aimed to determine the differences between occupational safety practices and workers among selected banana plantation in Davao del Norte. The main variable of this study was occupational safety practices. The researchers used the systematic random sampling method in determining the number of respondents and statistical tools used in the study were Mean and Pearson-r. The result of the computation using f-value 1.033 associated with the significant value of 0.408 which is greater than the alpha 0.05. Thus, it was found out that there is no significant difference between occupational safety practices and workers among selected banana plantation in Davao del Norte.

**Keywords:** *Occupational Safety Practices, Banana Plantations in Panabo City worker*

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**-The Researchers**

## DEDICATION

We dedicated this study to many people. First of all to the Lord, for his blessings and giving us knowledge and wisdom and eagerness to achieve and being successful in doing things that we've ever did before. To those people who heartedly help us and support us from the beginning until the completion of this study especially to our parents and also to our wives who has been there to understand us during the time of making of our research. We highly appreciated also to our friends and classmates by giving some idea and suggestions, especially to my co-researcher in having eagerness to complete this study, patience and understanding to work with. And lastly, our whole family who are the most supportive in my studies, motivating me throughout my entire life, and through their prayers and unconditional love.

~Jayne  
~Keith Jhon  
~EmelJhon

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## Chapter 1

### THE PROBLEM AND ITS SETTING

#### Background of the Study

Safety hones related to Word are taught with a broad scope, including various specialized areas. Advancing and promoting the most extraordinary degree of physical, mental, and social well-being of workers in all professions, setting up and retaining professionals in a word-related environment tailored to physical and mental needs, and adapting work to individuals. In other words, Word related security includes the social, mental, and physical well-being of laborers.

In Costa Rica, many of the banana ranches had an issue with word-related safety hones due to the need for security hone tests. In banana plantation, prominent specialists came up with a pesticide introduction to well-being and health threat wherein airborne showering in banana manors was considered a significant indicator of the population living adjacent manors, counting helpless children. In any case, in connection with the processing of bananas, there was a violation of lawfully created ethereal splashing separations and natural development and introduction of human pesticides; that influence in well-being condition helped by (Barraza, Brisbois, Delgado (2011).

Within the Philippines, one of the largest banana manors requires hones related to the word security. Some of their banana manor staff isn't aware of the risk of pesticides. Defensive items like gloves and boots were released. In any case, most banana manor specialists complain that these items were not regularly replaced as endorsed or demanded by specialists when items were worn out and accepted (CTUHR, 2013).

In Davao del Norte, we have met one of the specialists in the banana ranch named Jay r. They experienced issues on Word related security hones since of awkward individual defensive gear; a few of that defensive gear issued is for everyday review purposes only.

### **Statement of the Problem**

This study aimed to determine the occupational safety practices among selected banana plantation in Panabo City. It sought to answer the following question:

1. What is the level of occupational safety practices among selected banana plantation in Panabo City in terms of workplace operation?
2. Is there a significant difference in occupational safety practices among selected banana plantations in Panabo City in terms of their work position?

### **Hypothesis**

This null hypothesis was tested at 0.05 level of significance, which stated that there is no significant difference in the occupational safety practices among selected banana plantations in Panabo City.

### **Theoretical and Conceptual Framework**

This is anchor on the proposition of Word-related Security and Prosperity, (2006). Who pointed out that Word related to security sharpens the working environment for security development. It takes care of the pros and cons of the environment that could affect the threat for protection and prosperity.

As shown in Figure 1, the variable of the study is Occupational Safety Practices with an indicator of workplace operation which refers to the actual location or place where the operation is being performed. The workplace operations are

classified according to the position of the worker namely: packer, weigher, de-handler, selector, and van loader.

### **Significance of the Study**

This finding of this study would be beneficial to the following:

**Operation Manager.** The result of this study will give high production to the Operation Manager Supervisor. It will boost the performance and quality of work of a worker.

**Foreman.** The outcome of this study will decrease the incident report of the Foreman because it increases the awareness of the workers about their job and the expectations of the company.

**Laborers.** The findings of this study will give the workers more knowledge and awareness for them to be efficient and productive workers..

**Variable**

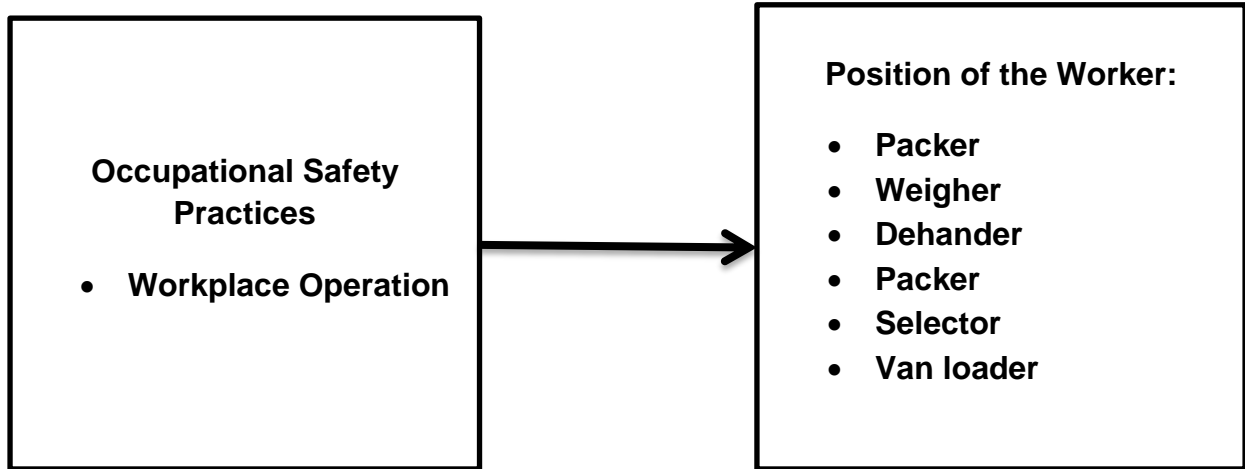


Figure 1. The Conceptual Paradigm Showing the Variable of the Study.

## **Definition of Terms**

The term used in this study is herein defined for clarity and understandable to the readers.

**Occupational Safety Practices.** This may be a multidisciplinary area concerned with the health, security, and well-being of people at work who have helped (Word related Security and Wellbeing, 2006). In this consider, it alludes to the advancement and upkeep of the highest degree of physical, mental, and social well-being of specialists in the Tadeco banana plantation.

## Chapter 2

### REVIEW REVIEW OF RELATED LITERATURE

Different reading sources from here in the Philippines and abroad are summarized by the topic and presented to provide better background insights.

#### **Occupational Safety Practices**

In the study of Edmund (2015), Specified that the professionals in various professions were exposed to numerous enormous torments and sufferings. It is believed that the work atmosphere is the specialists' domestic moment, having each week placed in a parcel of hours inside the work climate. Shockingly, some of the threats posed by specialists are brought on by the laborers' numbness, which does not obey the governing rules of the workers' profession. Therefore, the administrators themselves contribute to placing these risks in the work environment.

Cited by Barraz, Brisbois, and Delgado (2011), Innate plantain ranchers and banana ranch employees had a few specific pesticide knowledge about yield assurance, but little on constant (antonymous) prosperity individual property and little on presentation courses and pathways, and delayed particular property. Individuals convey hazy feelings about risks to the chemical material. Inter-community contrasts were linked to advances in pesticides used in banana and plantain production, multinational manor status versus the status of smallholder and class.

Moreover, Jacobi (2010) stressed that the disposal of hazardous chemicals could be a collaborative effort between experts on health and safety. Although the Faculty of Wellbeing Aid is mindful of the negative impacts of implementation and anticipates them, Safety and business venture cleanliness organization are consistently the leading sources of data about the contaminants and which staff and



sectors of trade are most at risk for posing naiveté hazards. Security experts are too at risk to be aware of the planning of danger and precautionary details needed for staff.

Occupational Safety Health (2006) Bringing a strong case for skill and efficiency form to the number of workers and organization and the gadget this will be daily correspondent's all-out prophylactic plan, harmonizing them, transmuting scary institutions and department, and eventually developing a beefed-up and included OSH human action gadget and crew.

In expansion, Henneberger, Hoffman, Magid& Lyons (2014), Proposed restriction affiliations with two pesticides and circumstantial work activities are consistent with the belief that heightened-related bronchial asthma cases may be lever-related. Given that the measure and the transversal-expanse of mental actions are governed by little outline, our analysis suggests that the use of specific pesticides can increase bronchial asthma among people with allergies.

Notwithstanding, McCurdy and Kwan (2003), Expressed that, in this cohort, the rural harm experience is comparable with that experienced by agricultural workers in the other Joined States creating. Collected risk among women's compensable portion-charge proposes pre-examination and an apparent idle change of contention over installment schemes. Within this population, the non-uniformity of harm poses a condition of primary avoidance of problems. Ergonomic mediations are worth researching, given the highest level of strain and turn wounds.

This may true, Negatu, Kromhout, Mekonnen, Vermeulen (2017) Situated that the chance of pesticide prosperity among experts. As these individual properties occurred a long time in youthful specialists mean age 27 and within a socially abbreviated presentation span (4 a long time), performing tight wordrelated

prosperity measures are assured. However, Siriruttanpruk (2015), Claimed the popular advance the high-risk occupations are both in agricultural and commercial divisions endeavor. Wordrelated wounds seem to be the driving problem. However, word-related infections, particularly chemical substances and normal science inebriation, are still needed by raising the assignment and reporting bunch to benefit from fundamental cognitive handling.

Concurring to Lu (2017), there is an association between implementing pesticides and working hones with the ranchers' Word associated wellness. The study's outcome highlights the progress made in assurance steps to reduce the population's exposure and ecosystem to pesticides. The pesticide effect is also not limited to the extreme impacts on well-being and growth and suggests long-term hazards to well-being. Users of pesticides have a higher chance of developing cancer. There is a growing need to plan and reduce pesticides, Moreover, Hutter, Moshammer, Wallner, Shahrakisanavi, Ludwig, and Kundi (2017).

Based on OswaldoJara, Ballesteros & Carrera (2017), There are mistakes in banana production involving the implementation of ergonomic risks by choosing unbalanced roles, conducting repeated errands, and taking care of loads weighing more prominently than 3 kg. A medium-risk was determined within the repetitive tasks; the variables that affect are the need for rests, high recurrence of work, and over the top muscle exhaustion of wrists. The only essential chance is to lift and transport the natural product with an unsatisfactory level in all errands evaluated.

Nevertheless, Huang (2006), Expressed that accident avoidance can be avoided through the presence of knowledge among workers, industry, and society at large. A company that provides an OSHP well will impact employees to boost workplace safety efficiency. I, however, successful implementation of OSHP in the

organization would minimize the risk of injuries. It will lead to a lot of advantages for the organization. Safe work practices should be developed to complete a job protection review (JSA) or a hazard risk assessment (HRA), which should closely resemble the most common activities in the business's form or construction field. All healthy work practices should be kept centrally linked to the work being carried out and readily accessible to the workforce. Some healthy work practices may require different job procedures, precisely denying each move in sequential order.

Also, Mustangbols (2017) stressed that the essential factor in which legislation is being implemented is the severity of the public health outcome being discussed. Regulation is, therefore, more common in transport and the workplace. The potential for fatal injury is perceived to be relatively high and less common in the home and sports environments; where the chance of serious injury is considered lower. Regulations are frequently imposed in circumstances where one person's actions may harm other individuals who are unable or unwilling to determine whether to consider the risks associated with such activities. The most common examples are regulations that protect the safety of children and staff.

Furthermore, Alli (2008), Occupational safety and health (OSH) is commonly characterized as the science of predicting, identifying, evaluating, and managing hazards occurring in or from the workplace that may affect the health and well-being of employees, taking into account the possible effect on the surrounding communities and the general environment. This scope is inherently vast, encompassing a complete number of disciplines and various environmental and occupational hazards. There is a need for a wide variety of processes, expertise, experience, and analytical capacities to organize and enforce all of the "building

blocks" that make up national OSH frameworks to extend security to both staff and the environment.

Moreover, Geneva (2018). Training is an integral part of the deployment process for response workers in an emergency response to outbreaks, chemical and radiation incidents, and natural disasters to equip them with knowledge, attitudes, and skills to ensure good behavior to protect their health and safety – both so that they can remain healthy and safe and so that they can react activities effectively.

However, WHO (2002), Occupational safety and health efficiency can be managed in a structured and coordinated way if correctly performed, consistently monitored, and enhanced. It is important to remember that the full engagement of enterprise management and enterprise workers' involvement are necessary prerequisites for success in workplace safety and health activities. To establish an action plan for occupational safety and health tailored to the needs of the company, it is necessary to agree among all stakeholders on the underlying situation of the company, to set common goals, plan procedures and strategies for intervention, and to decide how and when to assess the results.

Nevertheless, OSHA (2016) claimed that safety and health systems encourage a constructive "finding and repairing" approach to workplace hazards before they can cause injury or illness. Instead of responding to an accident, managers and staff work together to recognize and x issues before they arise. This collaboration builds trust, enhances communication, and often leads to further improvements in the business. Employers who have introduced safety and health initiatives for small and medium-sized companies, like those in OSHA 's Voluntary Protection Programs (VPP) or the Safety and Health Achievement Recognition

System (SHARP), have also found that managing safety results in a better-quality product or production and higher income.

Moreover, UNESCO (2003). In the informal sector, there are especially evident in inadequate protection and health practices and environmental hazards. Staff in the informal sector does not have the requisite education, technological means, and tools for taking health and safety steps. Protecting workers' safety and welfare in the informal sector is a problem that should be tackled through an integrated approach to health promotion, social security, and job development. Innovative ways of preventing workplace injuries and diseases and environmental hazards must be built through cost-effective and sustainable initiatives at the work level to allow for building capacity within the informal sector itself. It will be critical to building upon local institutional support to extend social protection gradually. To shift their conventional position into a preventive and promotional approach, particular attention should be paid to sensitizing policymakers, local authorities, and labor inspection services. Extending occupational health care to informal-sector employees should be facilitated by integrating occupational health into the district- and local-level public health care services and establishing a link between rest aid and work-site prevention.

Consequently, Towlson (2003), Stipulated that occupational safety and health is aend concerned with safeguarding the safety, health, and welfare of persons engaged in employment or work. Occupational safety and health services have as their goals the development of a safe and healthy work environment. Occupational Safety and Health (OSH) is a cross-disciplinary area concerned with safeguarding persons' safety, health, and welfare engaged in employment or work. Health is concerned with both mind and body's physical health, of all people at work, including

workers, contractors, and visitors, and their safety from injury or disease. Health is linked to the on-site physical environment. It refers to a situation in which the risk of harm and damage has been eliminated or minimized to a tolerable level. So, environment security is typically composed of two forms. First is the internal workplace environment, and it is related to the overall workplace situation. Second, the unhealthy conditions which exist outside the workplace in the external environment.

Also, Kaminski (2001). Physical working conditions include workspace, stairwell width, lighting, re escape equipment, and toilet counts. Evidence suggests the physical working conditions in the industries are also insufficient. The products and organizational procedures often became more complicated that injected possible health hazards in the workplace. The staff has had to cope with job stress because of mechanization and the need for improved productivity that has decreased their well-being, Kabeer (2004).

Notwithstanding, Alhajeri (2011), Health is the defense of people's bodies and minds from disease resulting from the materials, processes, or procedures employed in the workplace. Health is shielding humans from physical injury. The distinction between health and safety is ambiguous, and the two words are usually used in combination to show concern for the individual's physical and mental well-being at the workplace. Safety is an essential issue for ensuring continuous work and saving workers ' lives in any industry.

Charles, Pillay& Ryan (2007), Studies have shown that the health risks are not adequately addressed for both tenders and contracts. The research reveals a movement towards best value procurement as an answer to that. This happens when selection criteria for contractors include intangible factors such as protection

and care of the environment, social and economic sustainability, integrity and reputation; Life cycle operation and repair costs, construction aspects, demolition and reconstruction aspects, and other considerations such as health and safety, protection advantages for the local community and versatility about alternative use and upgradability. In addition to these training and education resources, the overall safety plan should include positive and negative feedback for improving on-site protection.

Vinodkumar and Bhasi (2010), Several facets of health and safety management activities have been established, including worker involvement, health, safety training, hiring practices, incentive systems, management engagement and communication, and feedback. Several studies that have focused on already occurring events have shown that a few of these variables have identified organizations with a lower number of incidents: Health and safety officers held important positions; management showed great interest in health and safety practices; high-quality training for new employees; ongoing training for existing employees; health and safety posters advertising to identify hazards; well-explained promotional and job placement actions; Frequent communication between workers and the Higher Authority on health and safety; periodic health and safety inspections; increased priority is given to work practice gatherings and actions on health and safety issues; comprehensive accident investigation; the more constant presence of senior managers at health and safety discussions and empowerment of the labor force; Aksorn and Hadikusumo (2008).

Andi (2008), Researchers and business strategists who research organizational culture and safety dynamics have claimed that a good safety culture drives safety efficiency in no small measure initiatives. Organizations will also help

enhance their workers' awareness and interpretation to continue to strengthen protection within the organization. The existence of safety rules and procedures will mitigate accidents caused by unsafe conditions. They provide a clear picture of the operation of the safety program in construction projects. The problem is also found that the rules and procedures are hard to understand and enforce, outdated, and over-specified for current situations.

Garcia-Herrero (2012) states that health at work means that safe working conditions do not pose a substantial risk of rendering people unable to do their job. Accordingly, health and safety at work aim to create environments, skills, and behaviors that allow the worker and his / her organization to conduct their work effectively and in a manner that prevents events that could affect them. Healthy working conditions affect the employees' behaviors, which in turn affects performance. It means that employees who work in a safe state are likely to perform in a way that will not benefit them.

Houten (2012), Applied sciences on "Health at Work" concluded that personal protection, a healthy atmosphere, and positive conduct are essential components that workers need to maintain flexibility within their organizations. According to this study, it is necessary to implement safety by changing the atmosphere in which people work and identify risks at work to avoid unsafe situations. Logasakthi and Rajagopal (2013). The two said workplace health, safety, and welfare programs are necessary to improve employees' working conditions and economic and living standards. We were also quick to determine that employers exploited the worker in the olden days by paying fewer wages and obtaining more labor in an unsatisfactory working environment. With the introduction of the 1948 "Regudetermine end Jobs Act," Employers also had to have a suitable work environment. Stresses that health



and safety inspections are intended to investigate a specific area of the organization — locate and describe any device, machinery, factory, or mechanical defects. Such authors' concerns show the value of maintaining facilities for health and safety, Armstrong (2006).

Kortum (2005), The work environment, therefore, exposes workers to no mechanical health hazards. It contributes to respiratory diseases, injuries, musculoskeletal disorders, cancer, reproductive disorders, cardiovascular diseases, eye damage, hearing loss, mental and neurological diseases, and other contagious diseases. Workers in these industries are most affected and face lung cancer, skin and eye allergies, and deafness. Therefore, the government must establish the Health and Safety Council at national, provincial, and plant levels to ensure workers' lives and health; Awan (2001).

The Center for Occupational Safety (2012), Stipulated that self-employment is the basis for free and stable working conditions. The employer and the employees serving as agents of the employer are legally responsible for occupational safety and health. Employment health and safety co-operation workers are professionals improving working standards. The law also requires that employees take care of their security and the safety of their colleagues. The Occupational Safety and Health Administration is the official body that ensures compliance with the minimum standards for working conditions. The goal is to ensure that work is safe and comfortable and those workplace problems are handled cooperatively. Throughout the practice, these acts allow employers to identify work-related risks, organize and direct workers to do their job, provide occupational health insurance, and improve the employees' workability. Above all, the purpose of occupational health and safety research is to ensure that employees are able and willing to perform their jobs

effectively. Occupational health and safety may be seen as a burden. Still, as healthy employees enjoy their work more and are likely to be more successful, it has significant benefits.

## **Chapter 3**

### **METHOD**

This chapter contains the discussion of research design, research subject, research instrument, data gathering procedure, and statistical treatment data.

#### **Research Design**

The researchers used descriptive method in analyzing the gathered data because by using a descriptive method; it described the occupational safety practices. According to Shield and Rangarajan (2013), the descriptive method was suitable to be used because it explained the characteristics of a population or phenomenon being studied.

#### **Research Subject**

The respondents of this study were the selected banana workers in different positions. The researchers utilized a simple random technique. Table 1 show the distribution of the respondents in 5 banana plantations who responded on the said endeavor.

#### **Research Instrument**

The instrument used in determining the respondent's response was a researchers' made questionnaire. The research questionnaire consists of only one part, named occupational safety practices among workers and which was validated by an expert. The respondents were asked to check a single selected choice on the range of five to one.

**Table 1**  
**Distribution of Respondents**

Banana Plantation	Respondent Worker Agriculture
COOP 1	10
COOP 2	10
COOP 3	10
COOP 4	10
COOP 5	10
<b>Total</b>	<b>50</b>

To determine the level of occupational safety practices among selected banana plantation in Davao del Norte, the following rating scales were used: **Scale**

	<b>Mean</b>	<b>Descriptive Equivalent</b>
4.21- 5.00	Very High	This means that occupational safety practices is always manifested.
3.41 – 4.20	High	This means that occupational safety practices is often manifested.
2.61 – 3.40	Moderate	This means that occupational safety practices is manifested.
1.81 - 2.60	Low	This means that occupational safety practices is less manifested.
1.00 – 1.80	Very Low	This means that occupational safety practices is not manifested.

## **Data Gathering Procedures**

The process of conducting the study involved the following steps:

**Permission to Conduct Study.** The researchers sent a letter asking permission to the selected banana plantation owner in Panabo City to conduct the study.

**Validation of the Instrument.** Experts validated the questionnaire, the panel members.

**Administration of the Instrument.** Upon approval, the researchers personally administered the questionnaire. The distribution was being done during their free time. Personal interviews were conducted for clarity of the answers from the respondents.

**Retrieval of the Questionnaire.** After the researcher's administration of the questionnaire, the data were immediately collected.

**Collection of Data.** After collecting the data, it was immediately tallied and be subjected to statistical interpretation.

## **Statistical Treatment of Data**

The following statistical tools were used in this study.

**Weighted mean.** This was used to determine the level of occupational safety practices among selected banana plantations in Panabo City.

**Analysis of Variance.** This was used to determine the significant differences in occupational safety practices among workers.

## Chapter 4

### PRESENTATION AND ANALYSIS OF FINDINGS

The chapter consists of the presentation and analysis of finding relevant to the previous chapter's queries. They are presented both in tabular and textual form with the corresponding logical and profound description of the results

#### **Level of Occupational Safety Practices among selected Banana Plantation in Panabo City**

The level of Occupational Safety Practices is measured in terms of workplace operation. The evaluation is based on a ten-item survey question in an indicator relating to the Occupational Safety Practices among selected Banana Plantation in Davao del Norte.

As shown in Table 2, the occupational safety practices level has an overall mean of 2.30 described as low. It means that the level of occupational safety practices is less manifested. It indicates that occupational safety practices are not practiced. The highest item is item 6 with a mean of 4.28, describe as very high. It means that occupational safety practices were done by conducting Health and Safety Meetings regularly. It implies that occupational safety practices are always manifested. The lowest item is item 10, with a mean of 1.13, described as very low. It means that occupational safety practices are not done by providing first aiders and first aid facility on-premises. It implies that occupational safety practices are not manifested. Banana Plantations should give first aid facilities so that for any circumstances, they are prepared.

**Table 2**  
**Level of Occupational Safety Practices among selected**  
**Banana Plantation in Davao del Norte**

Mean	Descriptive	Equivalent
1. Implementing up-to-date Health and Safety Policy that highlights the people responsible for ensuring it happens.	3.37	Moderate
2. Observing relevant assignments, designations, and appointments in place and up-to-date	3.63	High
3. Identifying Risk Assessment that has been a competent person	2.20	Low
4. Assessing tasks that may include any hazardous Manual Handling activity	1.57	Low
5. Providing a system for keeping up-to-date with the Occupational Health and Safety Act and its Regulations	1.52	Very Low
6. Conducting Health and Safety Meetings regularly	4.28	Very High
7. Providing up-to-date Material Safety Data Sheets	1.58	Very Low
8. Observing a program for regular training regarding health and safety (e.g., induction, Management Training)	1.53	Very Low
9. Supplying a system in place to report and record incidents and near misses.	1.80	Very Low
10. Providing first aiders and first aid facility on-premises	1.13	Very Low

**Legend:**

<b>Scale</b>	<b>Descriptive Equivalent</b>
4.21-5.0	Very High
3.41-4.20	High
2.61-3.40	Moderate
1.81-2.60	Low
1.0-1.80	Very Low

The remaining items are the following: item 2, with the mean of 3.37 describe as moderate, item 1with the mean of 3.37 describe as high, item 3 and 4withthe mean of 2.20 and 1.97 describe as low respectively and item 5, 7, 8 and 9 with the mean of 1.52, 1.58, 1.53 and 1.80 describe as very low respectively that occupational safety practices is observes relevant assignments, designations and appointments in place and up-to-date, implements up-to-date Health and Safety Policy that highlights the people who are responsible for ensuring it happens, identifies Risk Assessment that has been competent person, assesses tasks that may include any hazardous Manual Handling activityprovides system for keeping up-to-date with the Occupational Health and Safety Act and its Regulations, provides up-to-date Material Safety Data Sheets, observes a program for regular training regarding health and safety (e.g. induction, Management Training) and supplies a system in place to report and record incidents and near misses.

### **Significant Differences in Occupational Safety Practices among selected Banana Plantation Workers in Davao del Norte**

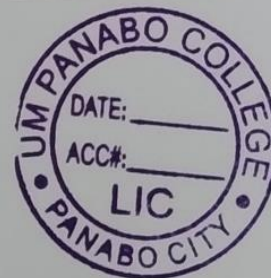
The significant difference in Occupational Safety Practices among selected banana plantation workers is presented in Table 3. Data revealed that the Fvalue is 1.033 and the P-value of 0.408, which is greater than 0.05 level of significance. Thus, the null hypothesis is not rejected. Therefore, there is no significant difference in occupational safety practices among banana plantation workers.



Table 3

**Significant Differences in Occupational Safety Practices among selected Banana Plantation workers in Panabo City.**

Worker	Mean	F-value	P-value	Decision
Harvester	2.34			
Weigher	2.19			
Dehandler	2.3	1.033	0.408	not rejected
Packer	2.23			
Selector	2.28			
Van Loader	2.24			



The result of the study negates the theory of (Occupational Safety and Health, 2006) were pointed out that occupational safety practices promote safety environment workplace.

## **Chapter 5**

### **SUMMARY OF FINDINGS, CONCLUSION, AND RECOMMENDATION**

This chapter presents a summary of the findings, conclusion, and recommendations of the study.

#### **Summary of Findings**

The following were the findings of the study based on the result.

1. The overall mean of the level of occupational safety practices among selected banana plantation in Panabo City is 2.30, which is interpreted as less manifested.

2. The computed Fvalue 1.033 and the Pvalue 0.408. Since P-value is 0.408, which is more significant than 0.05. Therefore, HO is not rejected

#### **Conclusion**

The following conclusions were drawn based on the findings of the study.

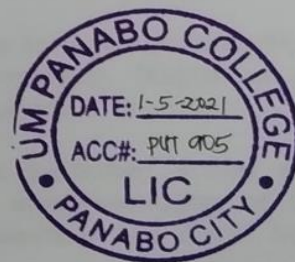
1. The level of occupational safety practices among banana plantation in Panabo City is low.

2. There is no significant difference among workers in their different position of a selected banana plantation in Panabo City.

#### **Recommendation**

Based for the findings and conclusion the following recommendations are suggested:

1. Banana Plantations may provide first aiders and first aid facility on premises so that in case of emergency and for any circumstances, they are prepared and can give first aid.
2. Banana Plantations may create a system that offers up-to-date health conditions of workers and should be practice.
3. Banana Plantations may set programs and training regarding health and safety practices regularly to be updated on new safety practices that can be applied according to the workers' task.
4. Banana Plantations may evaluate and assess functions that may include hazardous and provide manuals on proper handling in using dangerous substances.
5. Banana Plantations may provide up-to-date material safety data sheet and conduct first aid training on the workers.
6. The researchers recommend that there will be another study to be completed by using other variables and indicators to determine the significant differences.



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# Appendix A

## Permission to Conduct the Study

### Letter of Permission to Conduct Study

January 31, 2019

**Mr. Macario Cataytay**  
Manager  
SEARBEMCO  
Farm 4 DAPCO, Panabo city

Sir,

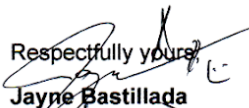
Greetings of happiness and peace to you.


The undersigned are currently conducting a study entitled "Occupational Safety Practices among selected banana plantation in Davao del Norte" as part of the requirement for Mktg.222( Marketing research subject).

In line with this, we would like to ask permission from your end to allow us administer the service quality questionnaire among your workers. The result of this study will provide data in the realization of the required undergraduate business research to be presented to the faculty of UM Panabo College.

Attached are the copies of the questionnaires for your information and guidance. We assure you that the data shall be treated with utmost confidentiality.

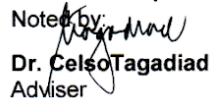
We hope that this request be given favorable action and preferentially attention.

Respectfully yours,  
  
**Jayne Bastillada**

  
**Keith John Loquero**

  
**Emel Jhon Marcellones**

Researchers

Noted by  
  
**Dr. Celso Tagadiad**  
Adviser

**Appendix B-1**  
**Letter for Validation**

**LETTER TO VALIDATOR**

March 15, 2018

**DR. AMELIE L. CHICO**

Research Coordinator  
UM Panabo College  
Panabo City

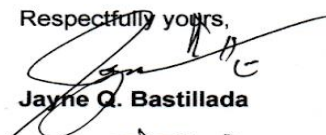
Ma'am:

You are one of the chosen expert validators of our questionnaire entitled "**OCCUPATIONAL SAFETY PRACTICES AMONG SELECTED BANANA PLANTATION IN PANABO CITY**". We would like to inform you that our questionnaire is a standardized questionnaire.


In view of this, it would be much appreciated if you share your expertise by rating it contains. It could be also a great help for the undersigned if you can write your comments, suggestions and recommendations that will improve the above mentioned questionnaire.

Thank you very much for your cooperation and valuable contribution to this request.

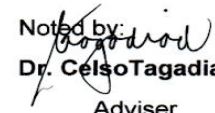
Respectfully yours,

  
**Jayne Q. Bastillada**

  
**Keith John b. Loquero**

  
**EmelJhon C. Marcellones**

Noted by:

  
**Dr. Celso Tagadiad**

Adviser

---

## Appendix B-2

### Letter for Validation

#### LETTER TO VALIDATOR

March 15, 2018

**PROF. JOYCE B. HERNANDO**

Validator

UM Panabo College

Panabo City

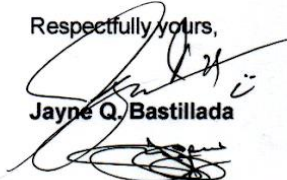
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**Jayne Q. Bastillada**

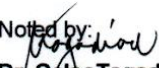


**Keith John b. Loquero**



**Emel Jhon C. Marcellones**


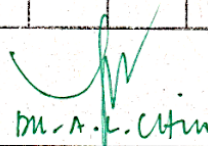
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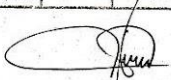
**Dr. Celso Tagadiad**

Adviser

## Validation Sheet

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<b>6. OBJECTIVITY</b> Each item questions require only one specific answer or measures only one behavior and no aspect of the questionnaire suggest bias on the part of the researcher.		/																																															
<b>7. SCALE AND EVALUATION RATINGS SYSTEM</b> The scale adapted is appropriate for the items.	/																																																
 <u>JOYCE B. HERWANDO</u> Signature Above Printed Name																																																	

## Appendix D

### Survey Questionnaire

#### Survey Questionnaire on OCCUPATIONAL SAFETY PRACTICES

Name :( Optional)

Date:

Company:  ARBISM MPC       DARBCO MDS       DARBMUPCO  
 DARBCO IFS       SEARBEMCO

Position:  Harvester     Dehandler     Selector  
 Weigher       Packer       Van Loader

Instruction: Below are the questions to measure the occupational safety of your business. Please put a check mark (/) appropriate to your answer using the given scale.

5 – Always                      3 – Sometimes              1 – Never  
 4-- Oftentimes              2 – Seldom

Occupational Safety Practices	5	4	3	2	1
The worker of banana plantation...					
1. implements up-to-date Health and Safety Policy that highlights the people who are responsible for ensuring it happens.					
2. observes relevant assignations, designations and appointments in place and up-to-date.					
3. identifies Risk Assessments that has been completed by a competent person.					
4. assesses tasks that may include any hazardous Manual Handling activity.					
5. provides a system for keeping up-to-date with the Occupational Health and Safety Act and its Regulations.					
6. provides First Aiders and First Aid facility on your premises.					
7. provides up-to-date Material Safety Data Sheets?					
8. observes a program for regular training regarding Health and Safety (e.g. Induction, Management Training).					
9. supplies a system in place to report and record incidents and near misses.					
10. conducts Health and Safety Meetings regularly.					

# APPENDIX E

## Certificate of Grammarly



Report: Chap 1-5

### Chap 1-5

by Celso Tagadiad

*Tagadiad*  
8/17/19

#### General metrics

20,050	2,930	296	11 min 43 sec	22 min 32 sec
characters	words	sentences	reading time	speaking time

#### Score

99

#### Writing Issues

19	3	16
Issues left	Critical	Advanced

This text scores better than 99% of all texts checked by Grammarly

#### Plagiarism

This text hasn't been checked for plagiarism

## Appendix F

### Certificate of Appearance



**UM Panabo College**  
Research Office  
Arguelles St., San Francisco  
Panabo City

### Certificate of Appearance

This is to certify that the students whose names are listed below have appeared at the \_\_\_\_\_ and conducted \_\_\_\_\_  
(Name of Office/Agency) (State activity)  
in relation to their thesis/FS entitled " \_\_\_\_\_ "  
during the period \_\_\_\_\_  
(State inclusive dates)

\_\_\_\_\_  
Name and Signature of Authorized Personnel



**UM Panabo College**  
Research Office  
Arguelles St., San Francisco  
Panabo City

### Certificate of Appearance

This is to certify that the students whose names are listed below have appeared at the SEARDEMCO and conducted SURVEY  
(Name of Office/Agency) (State activity)  
in relation to their thesis/FS entitled "OCCUPATIONAL SAFETY PRACTICES AMONG "  
SELECTED PANAMA PLANTATION IN DAYAO "  
during the period APRIL 02, 2018  
(State inclusive dates) DEL NORTE

DANIEL L. ORNAS  
Name and Signature of Authorized Personnel



# Appendix E

## Certificate of Plagiarism Test

Match Overview

20%

Match #	Source	Match %	Date
1	www.healthsafetycoo...	5%	24-Jul-2019
2	ednet.mu.ac.th	2%	29-Jun-2019
3	Submitted to The Univ...	2%	11-Jul-2019
4	www.sagepub.com	2%	16-Jun-2019
5	Submitted to INTI Inter...	1%	24-Jun-2019
6	Abdulaziz J. Alshalak...	1%	28-Jun-2019
7	www.academia.edu	1%	01-Aug-2019
8	bugetmaweb.org	1%	25-Jun-2019

**BASTILLADA MARCELLONES LOQUERO**

**Revision 2 passed 20% (08/01/2019)**

**CONGRATULATIONS**

  
**DR. AMELIE L. CHICO**  
Research Coordinator – UMPC

## CURRICULUM VITAE



### **BASTILLADA, JAYNE Q.**

Purok 17 DARBDECO village, New Visayas  
Panabo City 8105, Davao del Norte, Philippines  
Email Address: [jboystillada@yahoo.com](mailto:jboystillada@yahoo.com)  
Mobile No. +639486478189

#### **PERSONAL INFORMATION**

---

Date of Birth : March 24, 1987  
Place of Birth : DAPCO, Panabo City  
Age : 30  
Civil Status : Married  
Sex : Male

#### **EDUCATIONAL BACKGROUND**

---

College : UM Panabo College  
Course : Bachelor of Science in Business Administration  
Major in Marketing Management  
Secondary : Don Manuel A. Javellana National High School (2004)  
Elementary : Don Manuel A. Javellana Elementary School(2000)  
Special Skill : Salesmanship

#### **WORK EXPERIENCED**

---

Jan. 2014 – Dec. 2014      Position:      Agri - service  
S.V. Agriculture Development Sdn. Bhd.  
Lot 66 Block 9 6<sup>th</sup> mile JalanKjd, Sarikei, Sarawak  
East Malaysia  
Oct. 2010 – June 2012      Position:      Promodiser  
SAN-YANG Inter trade Corporation

Feb. 2009 – Oct. 2010 R. Castillo St.Agdao, Davao city  
Philippines  
Position: Laborer  
DARBDECO  
Brgy. DAPCO farm 4, Panabo City, Davao del  
Norte  
Philippines

Aug. 2008 – Jan. 2009 Sales Associate  
Position: Sales Attendant  
NCCC Mall of Ma-a  
Mc. Arthur highway, Matina, Davao City  
Philippines

### **Character Reference**

---

#### **MR. WONG KAI MING**

Contact #: +60198898128

S.V. Agriculture Development Sdn. Bhd.

Sarawak, East Malaysia

#### **MR. KRISTIAN F. RAMIREZ**

Contact #: +63228607372

SAN-YANG Inter trade Corporation

Davao City, Philippines

#### **MR. LEMUEL LEMONSITO**

Tel. No. [082] 298-0888

NCCC Super Market

Davao City, Philippines



**KEITH JOHN B. LOQUERO**  
Brgy.SalvacionPanabo City  
09486823438

#### **PERSONAL DATA:**

Age : 27 years old  
Birth Date : August 02, 1991  
Birth Place : General Santos City  
Civil Status : Single  
Citizenship : Filipino  
Religion : Pentecostal  
Sex : Male  
Height : 5'7"  
Weight : 64 kls.  
Father's Name : Mr. Jimmy T. Loquero (Fishermen)  
Mother's Name : Mrs. Jhorna B. Loquero (Housewife)

#### **EDUCATIONAL ATTAINMENT**

Elementary : **Upper Tambler Elementary School**  
2003-2004  
General Santos City  
Secondary : **Panabo National High School**  
2006-2007  
Panabo City

#### **WORKING EXPERIENCED:**

2009- 2011 Promoter/GE Aces  
2012 – 2018 Promoter/Koppel Emcor Inc.

#### **REFERENCES:**

**Mrs. Grace D. Hernandez**  
Regional Manager  
Emcor Inc.– Region1B

**Mrs. Josephine Q. Bodino**  
Manager  
Emcor Inc. Pannabo Highway



**EMEL JHON MARCELLONES**

Mobile No.09094124830

Email Address: [emeljhonmarcellones@yahoo.com](mailto:emeljhonmarcellones@yahoo.com)

---

**EDUCATION BACXKGROUND:**

Elementary : Salvacion Elementary School 2005-2008  
High School : Carmen National High School  
2008-2009  
College : University of Mindanao, Panabo College  
Course : BSBA-Marketing Management

---

**PERSONAL DATA:**

Date of Birth : December 8, 1992  
Place of Birth : Panabo City  
Age : 25yrs. old  
Civil Status : Single  
Height : 5'5  
Weight : 70kls.  
Religion : Roman Catholic  
Citizenship : Filipino  
Sex : Male  
Mother's Name : LeonidaMarcellones  
Occupation : Housewife  
Dialect Spoken : Visaya, Tagalog, English

---

**CHARACTER REFERENCES:**

**SIR JOVITO GLODO**

Board Member  
Panabo Multi-Purpose Cooperative  
09399181126

**PTR. DING CORDOVIZ**

Senior Pastor

Panabo Christian Community Church

09308313291