

**BEHAVIOUR-BASED SAFETY MANAGEMENT
SYSTEM FOR THE PHARMACEUTICAL INDUSTRY
IN SRI LANKA**

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M.Sc. in Occupational Safety and Health Management Programme

Department of Building Economics
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Dissertation submitted in partial fulfillment of the requirements for the degree

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Declaration of the candidate and Supervisor

I declare that this is my own work and this dissertation does not incorporate without acknowledgement any material previously submitted for a Degree or Diploma in any other University or Institute of higher learning and to the best of my knowledge and belief it does not contain any material previously published or written by another person except where the acknowledgement is made in the text. I retain the right to use this content in whole or part in future works (such as articles or books).

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The supervisor/s should certify the dissertation with the following declaration.

The above candidate has carried out research for the Master's dissertation under my supervision. I confirm that the declaration made above by the student is true and correct. Name of the supervisor:

Signature:

Date:

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Abstract

Pharmaceuticals are one of the high-risk industries where occupational health and safety are still major concerns. Although behaviour-based safety management (BBSM) has been effectively applied in many industries to lower occurrences, its use in Sri Lanka's pharmaceutical industry is relatively unexplored. The absence of empirical data on the organizational and contextual elements influencing BBSM's performance in the Sri Lankan pharmaceutical industry is addressed in this study.

The key elements affecting the efficiency of BBSM in pharmaceutical organizations in Sri Lanka are examined in this study. Safety culture, leadership commitment, training and awareness, reporting procedures, and rewarding systems were the five main characteristics that were the focus of the study. Structured questionnaires were used to gather primary data from 32 workers of a major pharmaceutical business using a quantitative research approach. SPSS software tool was used for data analysis.

The findings showed that BBSM had a substantial positive effect through training, awareness, and rewarding systems. On the other hand, the regression model revealed a moderate association but no statistical significance for safety culture, leadership commitment, and reporting methods. To promote safe behaviour, these findings highlight the value of realistic, employee-centred strategies, including organized training and recognition initiatives. By placing BBSM inside a pharmaceutical framework, the study adds to the body of material already in existence and provides insightful suggestions for enhancing safety procedures in comparable industrial settings.

Keywords: Behaviour-Based Safety Management, Pharmaceutical industry, Safety culture, Rewarding systems

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List of Abbreviations

ABC	Antecedent, Behaviour, Consequence
BBS	Behaviour-Based Safety
BBSM	Behaviour Based Safety Management
CAGR	Compound Annual Growth Rate
EHS	Environment Health and Safety
HAZMAT	Hazardous Material
HSE	Health, Safety and Environment
OHS	Occupational Health and Safety
PPE	Personal Protective Equipment
RIVM	National Institute for Public Health and the Environment
SMS	Safety Management System
TCIR	Total Case Incident Rate
VOCs	Volatile organic compounds
WHO	World Health Organization
ZAP	Zero Accident Performance

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