

The Influence of OSH Management System on Firm Competitive Advantage

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Abstract

This study develops a novel construct of occupational safety and health (OSH) management system – to explore its significant impact on firm competitive advantage. The OSH management system of firms such as organizational commitment, managerial OSH knowledge, training and education of OSH and OHS assessment are investigated in manufacturing firms in Malaysia. This study reveals that the effort to improve OSH management system can only be effective if firms focus on these four factors that enhance firms' competitive advantage. Furthermore, the study also verified that OSH management system effects on competitive advantage vary. It is found that firm's ownership, firm size, business duration and types of industry acquire different OSH efforts to achieve competitive advantage. The results confirm that the investment in OSH management system is imperative for firm to develop and create value proposition to the competitive advantage enhancement. It provides valuable insights for managers in the development of OSH management system in manufacturing firms.

Keywords

Occupational safety and health management system, competitive advantage, manufacturing

Biography

Noorliza Karia is a senior lecturer of Logistics and Operations Management at the Universiti Sains Malaysia (USM). She received her PhD in Logistics from University of Hull, UK, MBA from USM and Bachelor of Science in Production and Operations Management from University of Denver, USA. She has gained industrial experiences in production planning, supply management, assembly and mass production in manufacturing industry. She is the Chartered Member of the Chartered Institute of Logistics and Transport, United Kingdom. She has involved in numerous consultancy projects in the areas of logistics service providers, entrepreneurship, service and operations competency, and Halal logistics. Dr. Noorliza has published her works in high quality journals and conferences. She teaches logistics, supply chain and operations management at undergraduate, post graduate and executive levels. Her research interests include logistics service providers, operations and quality, resource and capabilities, competitive advantage, sustainability and innovation.