

**THE EFFECT OF WORK CONDITIONS AND GENERAL HEALTH ON EMPLOYEES
PERFORMANCE IN MINING INDUSTRY IN LIMPOPO PROVINCE**

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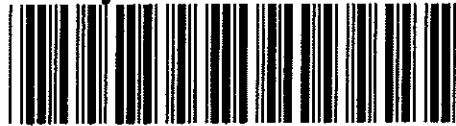
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ABSTRACT

The main objective of this research was to investigate the impact of work conditions and general health on work performance of employees in mining industry in the Limpopo province of South Africa. The research method used to achieve the above stated objective consists of quantitative methods of data collection, data analysis, interpretation and discussion. Data collection instruments used in this research includes Job content questionnaire, general health questionnaire and individual work performance questionnaires, and they were distributed among the research population. Pearson product-moment correlation coefficients were used to determine the relationship between work condition, general health and work performance. The correlation results found that there is statistical and practical significant relationship between work condition, general work and performance. The results have clearly shown the existing relationship between factors of work condition (Decision latitude, Job demand & Social support) and two factors of general health (Anxiety & Social Dysfunction). Similarly, all factors of work condition (Decision latitude, Job demand & Social support) proved to have practically significant positive correlations with at least two (Task performance & Contextual performance) of the three factors of work performance. Crosstab analysis was used to determine the impact of biographic information on work performance. The crosstab results found that all three characteristics of individual biographic information (i.e. gender, age & qualification) have an impact on two factors of work performance (Task performance & Contextual performance). Regression analysis was used to determine the impact of work condition on work performance. Regression results found that work condition variables (Decision latitude, Job demand & Social support) as independent variables, have a statistical significant predictive impact on the work performance as a dependent variable. The recommendations of this research where made to future researchers of the same constructs on research methodology, department of labour and the employers.

Key words: work conditions, general health, work performance, mines.