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Optimizing Employee Satisfaction with Health and Safety Using Computational Models and Machine Learning

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Abstract

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Abstract:
The study scrutinizes employee satisfaction concerning health and safety measures in a manufacturing company, highlighting its critical influence on organizational productivity and employee welfare. Amid heightened global focus and regulatory scrutiny, this research identifies a profound gap in understanding the direct relationship between comprehensive safety protocols and employee satisfaction in industrial settings. By employing Principal Component Analysis (PCA) and the CatBoostRegressor, enhanced by SHAP value analysis, the study deciphers complex data to reveal significant dimensions of workplace satisfaction. Findings indicate that while the company has robust safety measures, critical areas require enhancement to significantly improve employee satisfaction and overall organizational health. This paper offers evidence-based strategies for improving physical and psychological safety measures, fostering a more satisfied workforce. It contributes to occupational safety discourse and provides strategic insights for enhancing workplace conditions, advocating a holistic approach to employee well-being in industrial environments.

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I. Introduction

This research paper investigates employee satisfaction with health and safety provisions in a public manufacturing company, an area of increasing relevance that significantly impacts organizational productivity and well-being[1]. Amidst rising awareness of workplace safety issues, a notable research gap exists in understanding how comprehensive health and safety measures correlate directly with employee satisfaction, particularly within industrial settings. The study seeks to bridge this gap by methodically evaluating various dimensions of the company's health and safety protocols, including physical safety measures and psychological supports, to determine their effectiveness and influence on employee satisfaction[2][3]. The importance of robust health and safety measures has been underscored by recent global events, emphasizing the need for effective protective measures and supportive policies to ensure workplace security. Despite numerous studies highlighting the repercussions of inadequate safety provisio

sm and reduced productivity—there is scant literature on how a holistic approach to health and safety affects overall employee satisfaction. This research addresses this multifaceted problem by examining how well the company's current health and safety measures meet employee expectations and contribute to job satisfaction. The study will explore critical aspects such as the adequacy of personal protective equipment, cleanliness standards, emergency treatment facilities, and the effectiveness of safety training programs. The proposed methodology integrates advanced analytical techniques to analyze the data collected through an employee satisfaction survey thoroughly. Principal Component Analysis

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