



Effect of Environmental Risk Management on Employee Work-Life Balance in Construction Companies (A Study of Selected Construction Companies in Ogun State)

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Introduction

Environmental Risk Management (ERM) refers to the systematic process of identifying, assessing, and mitigating risks that can arise from environmental factors, including pollution, climate change, and natural disasters. It aims to minimise the negative impacts of environmental risks on organisations, individuals, communities, and ecosystems. However, Work-life balance involves managing time and energy effectively to ensure that work commitments do not overwhelm personal life, including family, leisure, and self-care. It aims to reduce stress and enhance quality of life. The study looked at how employees' work-life balance in Nigerian construction organisations was affected by environmental risk management. The goal of the study is to address the issue of Irregular working hours, tight deadlines given on work goals and fluctuations in construction demand; these other factors create a stressful atmosphere, affecting mental well-being and employees' personal lives, making it difficult for employees to plan personal activities or family time. Many construction jobs do not allow for flexible working hours, making it difficult for employees to manage personal commitments such as childcare, community responsibilities and medical appointments. The impact of Personal protection equipment, Environmental regulatory compliance and Risk mitigation strategy as predictors of the employees' Job satisfaction of Nigerian construction companies was the aim.

Methodology

Based on the superiority of the study, a descriptive research design was adopted, with a population consisting of employees of 5 selected construction companies in Ogun State. It was selected as the highest-ranked construction company, and also to provide access to a wider and more varied population. Primary data was gathered from the designated companies, and secondary data from other sources. A survey method was adopted, and simple random sampling techniques were also embraced for the study. 100 respondents were obtained with the aid of structured questionnaires using the Likert method to measure the attitude and perception of the respondents. SPSS application was also adopted to analyse and understand the characteristics of the data employed.

Findings and discussion

It was found that the predictors employed have a significant impact on employees' job satisfaction. That connotes that environmental risk management has not been effectively practised in construction companies in Nigeria based on the hypothesis result, which definitely will have a negative effect on employees' position towards work-life balance.

Conclusion

To create a conducive environment for employees which will facilitate regular production and increase profitability in construction companies, the study recommends that stakeholders should embrace environmental risk management to address the risks associated with employee work-life balance.

Keywords: Personal protection, Environmental regulations, Risk mitigation, Job satisfaction, construction companies.