

## **ABSTRACT**

Organizations have both legal and moral obligations to provide healthy and safe working environments as well as ensuring the total well-being of their employees. The provision of any health and safety program varies from according to the locations and size of the organization, the nature of work being performed and type of employees. Organizations depend on employees as working partners and fellow members of the organization community. By reducing the rates and severity of occupational accidents, diseases, workplace violence, stress related illness, and improving the quality of work for their employees, organizations become significantly effective. The study adopted Descriptive Research Design inform of Survey where data was collected from across population by use of Primary source for purposes of establishing the effects of occupational health and safety programs on employee performance at Kenya Power and Lighting Company. A structured questionnaire was used to collect data. A Five point Likert scale was used to determine the degree to which various programs are being used by departments in the company. To present and analyze the data collected by the researcher through the use questionnaires in finding out the facts in support of the statement of problem, the researcher analyzed and report the information in form of pie charts, bar graphs, percentages, continuous prose and through use of Statistical Package for Social Sciences (SPSS). Regression analysis was used to establish the effects of occupational safety and health to employee performance. The findings of the study established that occupational safety and health programs have a positive relationship with employee performance at Kenya Power Company. The findings also indicate that there is a strong relationship between health and safety programs and employee performance. The study concludes that health and safety programs have a positive effect on employee performance. It is recommended that companies should align their occupational safety programs to their business strategies