

**SUSTAINABILITY OF FINANCIAL MANAGEMENT
IN OCCUPATIONAL SAFETY AND HEALTH
MANAGEMENT AT SMALL AND MEDIUM
ENTERPRISE (SME) IN FOOD
AND BEVERAGE SECTOR**

***(KELESTARIAN PENGURUSAN KEWANGAN DALAM PENGURUSAN
KESELAMATAN DAN KESIHATAN PEKERJAAN SEKTOR PKS DALAM
PENGKHUSUSAN MAKANAN DAN MINUMAN)***

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Abstract

Finance is one of the determinants of occupational safety and health management in the SME sector. Work-related accidents involving SMEs increase each year due to the weaknesses in terms of safety awareness and high cost constraints of employers in implementing occupational safety and health management. The study aim to identify the elements of financial management that give impact to the management of occupational safety and health in the SME sector. A total of 338 respondents are selected among food and beverage sector SMEs in Malaysia. Likert scale questionnaire will be used as one of the research instrument consist of 7 elements. The data will be analyze using Statistical Package for Social Science (SPSS) version 20.0. Overall, the level of financial management in the management of occupational safety and health in the SME sector in food and beverage specialization is at a very high level. Among the elements, financial management showed the most dominant management element. However, other 6 elements of financial management also important for the management of occupational safety and health because the mean value of the elements is almost significant with the management element of 4.35 mean (87%). It is clear that management elements are essential to financial management in occupational safety and health management in the SME sector.

Keywords: Small and Medium Enterprises (SMEs), Occupational Safety and Health Management, Financial Management and Food and Beverage Sector

Abstrak

Kewangan merupakan salah satu penentu kepada tahap pengurusan keselamatan dan kesihatan pekerjaan di sektor PKS. Kemalangan semasa kerja melibatkan PKS semakin meningkat setiap tahun kerana kelemahan dari segi kesedaran terhadap keselamatan dan kekangan kos yang tinggi majikan dalam dalam melaksanakan pengurusan keselamatan dan kesihatan pekerjaan. Kajian yang dijalankan adalah bertujuan untuk mengenalpasti elemen pengurusan kewangan yang memberi kesan dalam pengurusan keselamatan dan

kesihatan pekerjaan di sektor PKS. Sebanyak 338 responden dipilih melibatkan PKS sektor makanan dan minuman di Malaysia yang terpilih dalam kajian ini. Satu set soal selidik digunakan sebagai instrumen kajian yang merangkumi 7 elemen digunakan dalam soal selidik dengan menggunakan skala likert. Data dianalisis dengan menggunakan perisian Statistical Package for Social Science (SPSS) versi 20.0. Secara keseluruhan mendapati bahawa tahap pengurusan kewangan dalam pengurusan keselamatan dan kesihatan pekerjaan dalam sektor PKS dalam pengkhususan makanan dan minuman berada pada tahap sangat tinggi. Antara elemen pengurusan kewangan menunjukkan elemen pengurusan paling dominan terhadap pengurusan keselamatan dan kesihatan pekerjaan. Namun begitu, lain-lain elemen pengurusan kewangan juga penting terhadap pengurusan keselamatan dan kesihatan pekerjaan kerana nilai min elemen hampir ketara dengan elemen pengurusan iaitu sebanyak 4.35 min (87%). Jelas menunjukkan bahawa elemen pengurusan penting terhadap pengurusan kewangan dalam pengurusan keselamatan dan kesihatan pekerjaan dalam sektor PKS

Kata kunci: *Perusahaan Kecil dan Sederhana (PKS), Pengurusan Keselamatan dan Kesihatan Pekerjaan, Pengurusan Kewangan dan Sektor Makanan dan Minuman.*

INTRODUCTION

Occupational safety and health aspects are an essential element of a job management. This is because systematic and effective management is needed in ensuring that the safety and health of our employees are always ensured in an effort towards safe and healthy working environment free of any accident / disaster. Occupational safety and health management systems are also important to ensure employees follow the guidelines and rules set within the organization. The concept of safety according to Petersen (1996) can be achieved through two methods which are through research on the causes of accidents and the effectiveness of known control methods that can be used effectively. Besides, safety is a training that requires identification and control of the causative agent in an effort to provide value to the organization. The British Standard Institute states that Occupational Safety and Health Management System is a system requirement to facilitate the organization to control occupational safety and health risks and to improve the performance of an organization. Occupational safety and health management systems are important because the management system of various activities that need to be managed and complex information can be taken into account and managed. Besides, this management system is also important as it can provide rules, structure and focus on the primary and objective objectives of the activity. JKKP (2012) stated that there are several elements in the occupational safety and health management system including policies, planning, operations and execution, corrective action and corrective action and management evaluation. Therefore, with these elements the safety and health management system of workers can be adjusted to suit the current needs of the factory.

According to Legg et al. (2015), the main factors affecting security management in SMEs have been identified as:

- i. Low level of management and training skills,
- ii. Lack of resources,
- iii. Regulatory and code compliance burdens, etc.,
- iv. Weak relationship with regulatory agencies,
- v. Costs using OSHA consultants,
- vi. Reliance on big business and,
- vii. Difficulty in implementing and understanding good safety practices.

Small companies may lack of knowledge regarding to safety risks and regulations, and it may be more likely not to have formal systems for OHS management (Hasle and Limborg 2006; MacEachen et al. 2010). Small and medium enterprises (SMEs) are important because it contributes to the majority of almost all of the world's economies, especially in developed countries. Financial

factors are the determinants of occupational safety and health management in the SME sector. It is said that accidents during work involving SMEs are increasing from year to year. Lack of awareness of safety in the safety and health regulations of the sector and the high cost constraints on employers to implement the security management system. Financial crisis occurred due to ineffective money management (Willis 2008). Additionally, Aisyah (2016) explains that money constraints cause service requirements and voluntary fulfillment due to the high cost of providing financial part for increased security, it is also inadequate for small and medium-sized factory employers to manage such resources. According to Dowling et al. (2009), studies conducted by young workers in Australia explain the level of financial difficulties faced by individuals determined by the individual's financial management practices.

Recent studies have also shown that financial management practices have significant positive relevance to financial well-being (Zaimah 2010). Poor financial management is due to poorly managed financial problems. The relationship between debt management and financial problems is proven by Williams, Haldeman and Cramer (1996). Therefore, the purpose of this study is to identify the causes of accidents contributing to the SME sector workplace along with financial factors. At the end of the study, measures have been taken to ensure that the accident is under control and reduces the problems associated with the accident at the workplace and is capable of other employers to carry out the safety across these sectors.

Besides, the tendency for those working in the SME sector is more susceptible to more dangerous situations and suffer from work illness than workplace divisions (Clifton 2000, Sorenson et al. 2007; Targoutzidis et al. 2014). According to Targoutzidis et al. (2014) The European Commission estimates that 82% of the job injuries and 90% of the fatal accidents occurred in SMEs, although they are less than 70% of the workforce employed by SMEs. Workers in the SME sector with a size of less than 20 employees are at high risk of injury and are vulnerable to occupational hazards and work illnesses compared to heavy industries. The results from observations show that the characteristics of the SME sector are more difficult in creating and maintaining a safe and healthy working environment. (Hasle and Limbor 2006; Mayhew & Peterson 1999; Morse et al. 2004; Okun et al. 2001; Stevens, 1999; Targoutzidis et al. 2014; Walters, 2006).

According to the annual report from SOCSO (2013) found that accidents for the industrial sector in Malaysia are still high. Accident statistics for 2012 showed 61 552 reported number of accidents and increased to 63 557 cases reported in 2013. According to the SOCSO annual report in the previous year, the number of accidents recorded increased from 2009 (55 186), 2010 (57 639 cases), in 2011 (59 897), 2012 (61 552) and 2013 (63 557). Therefore, if statistical cases of accidents are constantly increasing from year to year, if they do not take appropriate action in reducing food industry accidents the number of accidents will continue to rise in the next year. According to Mustazar and Ho (2009), there are 3 contributing factors to industrial accidents which are work and work environment, organization and organizational related factors and the nature of workers. If these three can be overcome and accidents can be mitigated. The main point in this study is the weakness of knowledge of safety level among employers and workers in the SME sector (Hairina, 2013). This issue should be addressed with the appropriate approach so that the information you want to convey to employers and employees can be adapted to the best. The emphasis in terms of safety standards should be given to the industry so that problems with safety / accident problems can be reduced.

Organisation

According to Malaysia's Small and Medium Industries Development Corporation (SMIDEC) it defines SMEs to follow the appropriate business class according to size and quantity of output. Small and Medium Enterprises (SME) tariffs according to SME Corp (2016) in Malaysia are divided into two major sectors comprising the manufacturing sector and one sector involving services, agriculture, construction and mining sectors. While it is categorized into three sizes: micro, small and medium, the micro rate tariff is the total annual income of the company for not more than RM 0.3 million / year with the number of employees not exceeding 5 workers for all sectors. As for

small size, annual income is between RM3.3 million / year and RM15 million / year with its workforce ranging from 5 to 75 workers in the manufacturing sector, while for other sectors below this size is its annual income of RM3.3 million / year to RM 3 million / year with total number of employees between 5 to 30 workers in the sector. The manufacturing sector for medium size is the total annual income of RM15 million / year up to RM 50 million / year with the number of employees between 75 to 200 workers while for other sectors the total annual income ranges from RM 3 million / year to RM20 million / year with the number of employees 30 to 75 employees at a time.

The definition of SMEs in western terms is only categorized into three sizes and varies in terms of number of employees and total annual income. The micro size of the annual income is less than 2 million Euro / year (RM 9.406 million) and the size of the worker is below 10. While for small scale the total income per year is less than RM 10 million Euro / year (RM 47.003) with the number of employees ranging from 11 to 50 employees. Furthermore, the average size of the annual income is not more than RM 50 million Euro / year (RM 235.16 million) and the total number of employees between 51 to 250 employees (Micheli & Cagno 2010). Overall, the definition of operations for SMEs for the study is a number of annual earnings for an enterprise with a certain number of employees at one time. The micro scale is below the annual income of RM 0.3 million / year with a maximum number of employees of 10 workers. The small scale is the maximum income of RM 15 million / year and the number of employees does not exceed 50 employees and for medium scale income does not exceed RM 50 million / year and maximum number of employees is 250 employees. The table 1 below shows the classification of SMEs according to the size and the comparison of the definitions between the west and Malaysia.

Table 1. Definition of SME's by Category

		MICRO	SMALL	MEDIUM
Tarif PKS Malaysia (SME corp 2016)		≤ RM 0.3 million/year	RM 0.3 juta- RM 15million/ year	RM15million-RM 50 million/ year
		≤ workers	5-75 workers	75-200 workers
		MANUFACTURING SECTORS		
		≤ RM 0.3 Million/year	RM 0.3 million- RM 15million/ year	RM 3juta- RM 20million/year
Eropah Comission (EC) 2003/361 1euro=RM 4.70		≤ 5 workers	5-30 Pekerja	30-75 workers
		≤ 2million Euro @ RM9.406 Million	≤ 10million Euro @ RM47.003 Million	≤ 50million Euro @ RM235.16 Million
		10 workers	11-50 workers	51-250 workers
		SERVICES SECTOR, AGRICULTURE, CONSTRUCTION & MINING		
Micheli & Cagno, 2010		≤ 10 workers	≤ 11-50 workers	≤ 51-250 workers

Financial Management

Financial management is a process involving administration and rules in the financing of public expenditure acquired, spent and accounted for. This financial management includes planning, formulation and implementation of taxation policies, budgets, expenditures, revenue, accounting and others. Financial management is one of the key areas of management function that is important to the success of any small business (Meredith 2006). Financial management is the financial management of a business to achieve business financial objectives. McMahon et al. (2008) defines financial management based on the driving force and use of funding sources: Financial management is concerned with raising funds needed to finance corporate assets and activities, fundraising thesis provisions between competing uses, and by ensuring that funds are used effectively and efficiently in achieving corporate goals.

Levy (1993) states that financiers are an important element in SMEs because financial management for SMEs is limited compared to large companies that affect the growth and growth of SMEs. Meredith (1986) financial management is not merely the use of financial resources and uses but the financial implications of investment, investment, production, marketing / personal decisions and overall performance. However, the primary purpose of financial management is to maximize the effectiveness of financial resources.

METHODOLOGY

Location division is divided into five main parts of the state which include the northern (Perak, Kedah, Perlis and Pulau Pinang), Central (Selangor, Kuala Lumpur and Putrajaya), South (Johor, Melaka and Negeri Sembilan), East Coast (Pahang, Kelantan and Terengganu) and the West (Sabah and Sarawak). Among the areas involved in this study are three-star-five-star companies that are good levels to excel in the company's operations. In addition, the level of organizational achievement also includes the level of occupational safety and health management, management from input to product output and so on that includes the performance of the company. This is because, these criteria are selected to ensure the level of occupational safety and health management of a company is in line with the financial management planned by a company.

The area is also selected to assess the knowledge, attitudes, practices and levels of financial management and occupational safety and health in a company within the SMEs. This emphasis is more focused on entrepreneurs in an enterprise to know more about the company's financial management towards product releases and the welfare of workers against safety at work. In addition, this study also identifies the safety activities practiced by the entrepreneur in the processing of a product such as training, safety device usage, other safety rules such as SOP and so on. In this study, all 338 selected entrepreneurs in the whole state of Malaysia were involved in the process as a sample in the study to obtain the data to be analyzed. This is because sampling and inferential statistics will be an issue if it is possible to use all the individuals to be studied (Sidek 2002). So by adopting the entire population in the study, the results obtained are more accurate. This is because, randomly-based state areas will be undertaken to obtain data focusing primarily on active food and beverage processing industries. This sample focuses more on the financial, safety, health and employee management levels of the enterprise and the level of financial management in occupational safety and health management in the industry.

This questionnaire will be conducted in Malay only, as according to the respondents who respond to the question. In this questionnaire the questions are open and closed questions to facilitate respondents to make a choice of answers available. In addition, likert-question questions and link-type questions will be adopted in this questionnaire to obtain the necessary information and achieve the objective of the study without burdening respondents. The entire data collected will be analyzed using the SPSS (Statistical Packages for Science and Social) software. This software has many versions, so for this study the IBM SPSS 20.0 version is used to analyze the data collected. This is a technique used to calculate and determine the information in response to the respondents in the questionnaire. According to Bahril Balli (2011) Likert scale analysis has been done as an assessment instrument for recognizing the learning experience of the past. With this analysis the mean score obtained in the study will be revised in the form of interpretation to explain the

meanings behind the mean score. The table below shows an example of Likert scale analysis (mean interpretation) in the study conducted from mean value to mean interpretation.

Table 2. Mean Score Analysis

Min score	Percentage interpretation	Level of agreement
0.00 - 1.00	0.00% – 20.00%	Strongly disagree
1.01 - 2.00	20.01% - 40.00%	disagree
2.01 - 3.00	40.01% - 60.00%	Not sure
3.01 - 4.00	60.01% - 80.00%	agree
4.01 - 5.00	80.01% - 100.00%	Strongly agree

FINANCIAL MANAGEMENT ELEMENTS GIVE IMPACT ON SECURITY AND SAFETY MANAGEMENT OF SME SECTOR

This analysis is concerned with identifying the elements of financial planning affecting workers' safety and health management in the SME sector. Analysis of this section covers elements of management principles, management elements, responsibilities, practices, audit interests, management interests and barriers that affect the financial management.

Principles of Management

Table 3 shows the mean score analysis on the elements of management principles in financial management that impacts on occupational safety and health management in the SME sector. The result of the analysis of management principles shows that the average indication for this section is 4.28 min, which indicates that 85.6% of respondents agree that the management principle affects occupational safety and health management. For the minimum value, it is shown in question number 1 which is 4.06 min which explains 81.2% of respondents stated that they consistently manage their finances. Whereas the maximum value is shown in question item number 3 which is 4.4 min clarifying that 88% of respondents agree that they manage the business especially managing the company's finances and equipment.

Table 3. Analysis of the Mean Score of Management Principles

No	Item	N	Rank no	Mean	Std. Deviation
1	I am consistent in managing my finances	338	1	4.06	0.95
2	I set up a business strategy to suit the needs	338	4	4.27	0.757
3	I explain the management of the company to the stakeholders	338	2	4.28	0.695
4	I follow the necessary procedures and policies in managing finances and informing board members	338	5	4.28	0.865
5	I am responsible for financial flow in line with the needs and requirements of the company	338	6	4.32	0.73
6	I follow the guidelines on managing finances	338	7	4.35	0.715
7	I manage my business especially in managing the company's finances and equipment	338	3	4.4	0.554
				4.28	

Management Elements

Table 4 shows the management element analysis on financial management in the management of health and safety in SMEs. The findings show that the average for this division is 4.35 min, which clarifies that 87% of respondents agree that the management element affects the financial management. The minimum value shown in this section is 4.31 min explaining that 86.2% of respondents stated that frequent monitoring was made so that finances could be adjusted according to the provisions. This is because frequent monitoring requires significant financial allocation in facilitating management in food and beverage sector SMEs. The monitoring process requires emphasis in reading, analyzing, managing and discussing financial planning situations and issues affecting finance (Khoong Tai Wai 2016). Tan et al. (2011) explains that the monitoring process requires individuals with two aspects of cognitive and knowledge of financial knowledge. In addition, the maximum value is shown in question item number 3 which is 4.40 min which explains that 88% of respondents stated that they know the method of managing the company's finances. Therefore, in ensuring that the financial management of the employer should play a role in managing SME finance so that management runs smoothly.

Table 4. Mean Score Analysis of Management Elements

No	Item	N	Rank No	Mean	Std. Deviation
1	Frequent monitoring is conducted so that the financial is followed the provision	338	5	4.31	0.872
2	I faced a problem if I cannot manage the company's financial	338	4	4.32	0.85
3	As the employer / manager I know the plan should be made in the financial transaction	338	2	4.33	0.689
4	Make a plan in handling the business	338	1	4.35	0.669
5	I listed the expenses and checklists for financial management	338	6	4.37	0.947
6	I am allocating some money for emergency and long-term savings	338	7	4.39	0.987
7	I know the company's financial management methods	338	3	4.4	0.784
				4.35	

Responsibility

Table 5 shows the analysis of responsiveness elements in financial management that has an impact on occupational safety and health management. The results showed that the average result of this division was 4.32 min which explained that 86.4% of respondents agreed that the role played a role in giving effect to financial management in occupational safety and health management in SMEs. The minimum value for this section is shown in the item number of question number 3 which is 4.20 mean clarifying 84% of respondents claiming they are in charge of handling the problem of work discipline. This shows that in managing the finances of a company or company should have a responsibility in managing finances so that they are managed well and systematically. According to Suhana (2003) frustration, inconvenience and too much responsibility are the source of problems and pressures in the workplace, this will be resulting in the impairment of work productivity towards the organization. For maximum value, it is shown in question item number 6 which is 4.45 min which is 89% that the employer will ensure that the welfare of its employees is always sufficient, such as the need for work, adequate rest periods, overtime work allowances and so on. The role of employers in safeguarding the welfare of their employees can ensure that safety and health management goes smoothly.

Table 5. Mean Score Analysis of Responsibility

No	Item	N	Rank No	Mean	Std. Deviation
1	Work in handling work discipline problems	338	3	4.2	0.863
2	Responsible for the protection of financial assets and company organization	338	4	4.25	1.006
3	Employers play a role in determining the company's policies and strategies	338	7	4.3	0.982
4	Responsible for ensuring the discipline of workers is satisfactory and does not interfere with the work process	338	2	4.31	0.735
5	I am responsible for ensuring that workers are under the control of the rules	338	1	4.34	0.944
6	Ensuring that the working environment is safe	338	5	4.4	0.765
7	Ensuring the welfare of employees is always sufficient	338	6	4.45	0.679
				4.32	

Practice

Table 6 shows the mean score analysis of practice part in financial management in the food and beverage sector within the SMEs. The findings show that the average mean of this part is 4.27, which is 85.4%, indicating that respondents agree that the practice serves to give effect to the financial management of an enterprise. This study is also supported by McMahon et al. (1993) which summarizes the practice in financial management covering accounting information systems, financial reporting and analysis, working capital management and so on. The minimum value is shown in question item number 7 which is 4.08 min clarifying 81.6% respondents agree that they practice safe work in specialization and work. Whereas for the maximum value, the item number 2 is 4.48 min, 89.6% respondents stated that they agree that they regularly make safety checks on employees and machinery and machines. This indicates that employers take seriously the safety practices of workers and machinery in order to be safe for use.

Table 6. Mean Score Analysis of Practice

No	Item	N	No Rank	Mean	Std. Deviation
1	Safe working practices in job and work specialization	338	7	4.08	1.15
2	The company's financial advisory services help the employer in making decisions	338	5	4.09	1.13
3	Experienced managing company finances	338	6	4.17	1.12
4	Provide safety tools to workers like earplugs, safety gloves, caps and so on	338	8	4.29	0.89
5	The financial structure is made to divide the types of financial users	338	3	4.34	0.88
6	Use financial advisory services in company decisions	338	4	4.34	0.88
7	Record company finances like money outflow and so on	338	1	4.4	0.63
8	Often make safety checks on workers and engine machinery	338	2	4.48	0.59
				4.27	

Audit Interests

Table 7 shows an analysis of the proportion of the audit in financial management of the impact on occupational safety and health management. The results of the analysis show that the mean mean of this part is 4.23 which is 84.6%, indicating that the respondents agreed that they understand the importance of the audit in financial management. The main purpose of the audit is to ensure that financial flows are in balance and nothing is left. This is because according to Azham et al. (2012) lack of expertise and experience of the internal auditors is a major factor in the audit weakness in the organization. The minimum value for this section is shown in question item number 6 which is 4.05 min clarifying 81% of respondents agree that the document made is revised so that nothing is left behind. For maximum value, it is shown in question item number 3 which is 4.37 min clarifying 87.4% of respondents agree that the audited document is used in a complete and detailed manner to be easily understood.

Table 7. Mean Score Analysis of Audit Interests

No	Item	N	No Rank	Mean	Std. Deviation
1	Documents made are revised so nothing matters left	338	6	4.05	0.96
2	Documents created include the record of the supervisor's name and confirmation	337	4	4.08	1.23
3	Each document that is audited is always consistent and uniform in practice and procedure	337	1	4.2	1.1
	The record is accurate and free from all errors	337	2	4.27	1.03
5	The audit documentation is neatly organized so that it is easy to take during the reference	337	5	4.27	1.02
6	An audit is to ensure that management runs smoothly	338	7	4.29	0.71
7	#I am in charge of managing finances	338	8	4.34	0.66
8	The audited documents are used in detail and are easy to understand	337	3	4.37	0.94
				4.23	

Importance of Management

Table 8 shows an analysis of the financial management section on the importance of management in the management of health and health of the SME sector. The findings show that mean mean for this part is 4.16 explaining 83.2% of respondents stated they agree that management importance element is important to financial management of food and beverage sector SMEs. The minimum value is shown in question item number 2 which is 4.09 min clarifying 81.8% respondents agree that they are clear that the role of an employer in managing the company's finances. It is supported by Amidu et al. (2011) that the importance of management plays a role in determining success or failure in business institutions. This is because, employers should play an important role in managing the company's finances so that the money used is consistent with the needs of the company. The maximum value is shown in question item number 1 which is 4.26 min explaining 85.2% respondents agree that personal beliefs are in conflict with the organization.

Table 8. Mean Score Analysis of Importance of Management

No	Item	N	No Rank	Mean	Std. Deviation
1	# My role is clear in managing finances	338	2	4.09	1.08
2	#Capable of distributing the assigned tasks	338	3	4.12	0.98
3	Systematic and orderly management facilitates work arrangements	338	6	4.14	0.95
4	#Face with a clear situation	338	5	4.16	0.95
5	#ready for a risk	338	4	4.17	0.97
6	Personal beliefs that are in conflict with the organization	338	1	4.26	0.76
				4.16	

Obstruction

Table 9 shows an analysis of barriers in financial management in the management of occupational safety and health of the SME sector in food and beverage specialization. The findings show that the mean mean of this part is 4.32 which is explained by 86.4% of respondents agreeing that barriers are one of the factors that affect financial management in occupational safety and health management. The barriers to management include procedures in managing finance, investment in finance, location, financial resources and planning in managing the finances of an enterprise. The minimum value is shown in question item number 8 which is 4.21 min clarifying 84.2% of respondents agree that the conditions imposed by financial companies are very easy and to manage the company's finances. Whereas for maximum value is shown in question 5 which is 4.4 min, 88% of respondents agree that planning is very important in ensuring the effectiveness of financial management. This is because, planning is crucial in ensuring that the budget in the financial allocation is organized in line with the allocated financial allocation. The study by Steel and Webster (1992) states that barriers are not merely financial but cost in terms of raw materials is also one of the obstacles to managing a company's finances.

Table 9. Mean Score Analysis of Obstruction

No	Item	N	No Rank	Mean	Std. Deviation
1	#The conditions imposed by financial companies are very easy and for the company's financial affairs	338	8	4.21	0.86
2	# Easy to get financial resources / funds to manage the company	338	1	4.24	1
3	# The main source of mission in achieving effectiveness in financial management	338	3	4.32	0.87
4	Results on financing, short-term financial and investment should be made smoothly	338	7	4.32	0.73
5	Strategic locations play a role in improving the company's management performance	338	6	4.34	0.93
6	#easy to get financial funding affects my financial management performance	338	2	4.35	0.82
7	# financial resource is the major resource in achieving good financial management	338	4	4.38	0.97
8	Planning is crucial in ensuring the effectiveness of the company's financial management	338	5	4.4	0.98
				4.32	

COMPARATIVE FINANCIAL MANAGEMENT ELEMENTS IN SECURITY AND SAFETY MANAGEMENT IN SME SECTOR

Table 8 illustrates the comparison of financial management elements in occupational safety and health management of the SME sector in food and beverage specialization. Elements in financial management are the principles of management, management elements, responsibilities, practices, audit interests, management interests and barriers. The results from the findings of the management elements show that management elements show the highest mean value of 4.35 which is 87.0% of the level of agreement that this element is very important in SME financial management.

Key elements of management in financial management to ensure smooth financial management is tracked from time to time. These management elements include planning, governance, monitoring, checklists and provisions for financial expenditure. It is important that financial management can be well managed.

Table 10. Comparative Financial Management Elements

Financial Management Element	Mean	Percentage (%)
Management principles	4.28	85.6
Management element	4.35	87.0
Responsibilities	4.32	86.4
Practice	4.27	85.4
Importance of audit	4.23	84.6
Importance of management	4.16	83.2
Consequences	4.32	86.4

CONCLUSION

The study was aimed at identifying the elements of financial management that had an impact on the management of occupational safety and health in the SME sector. In addition, this study is aimed at looking at the level of financial management elements that are closely related to occupational safety and health management. The results of the study analysis found that these elements of financial management are important in ensuring that the safety and health management of the work is in good condition and in accordance with management requirements.

It can be concluded that the importance of finance in the management of occupational safety and health in the food and beverage sector SMEs due to financial management vulnerability can ensure that security management can be easily administered without any constraints. Hence the mastery of knowledge in managing financially practically plays an important role in enhancing financial management in the SME sector in Malaysia. Systematic financial management in occupational safety and health can reduce accident rates in the SME sector workplace as well as enhance work performance between employers and workers in an SME industry

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