

OCCUPATIONAL SAFETY AND HEALTH MANAGEMENT PLAN AT THE WORKPLACE FOR HIGH-RISE BUILDINGS: A CASE STUDY AT SME BANK, MALAYSIA

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Abstract

Occupational safety and health (OSH) remain a critical concern in high-rise office environments where structural complexity and human activity converge. This study explores the implementation and effectiveness of an OSH Management Plan at Menara SME Bank, Malaysia, in alignment with the Occupational Safety and Health Act 1994 (Act 514) and the MS1722:2005 standard. The research aims to (i) evaluate employee awareness and understanding of OSH protocols and (ii) assess the effectiveness of implementation practices. A total of 250 staff members were surveyed using a structured questionnaire and the data were analysed using descriptive statistics, Pearson correlation, and regression techniques via SPSS. Results indicate that the role of management, particularly senior leadership, plays a decisive role in shaping OSH performance outcomes. Significant positive correlations were found between managerial involvement, policy visibility and the overall effectiveness of OSH measures. The regression model demonstrated that 75.5% of the variance in OSH effectiveness could be explained by the identified predictors. The study concludes that robust leadership commitment, clear communication of safety policies and continuous employee engagement are key enablers of a strong safety culture. These findings contribute to best practices in OSH implementation and offer a replicable model for high-rise buildings in urban centres.

Keyword:

Occupational safety and health (OSH), Management plan, Workplace safety culture, SME Bank



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Introduction

Occupational safety and health (OSH) are critical concerns in contemporary workplaces, where employees spend a significant portion of their daily lives exposed to diverse hazards. These risks include environmental factors, chemical exposure, and physical stressors that may undermine workers' physical, mental, and social well-being (Hughes & Ferrett, 2003; World Health Organization [WHO], 2001). Globally, unsafe and unhealthy working conditions continue to

impose substantial human and economic costs, affecting productivity, organizational performance, and national development (International Labour Organization [ILO], 2011). In high-rise office environments, the challenges are even more pronounced due to dense occupancy, vertical operations and complex infrastructure, which increase exposure to environmental and evacuation-related risks (Al Horr et al., 2016; Wang et al., 2024). Ensuring safety in such contexts goes beyond accident prevention; it also involves systematic risk management, leadership commitment and continuous monitoring as emphasized in international OSH management standards (International Organization for Standardization [ISO], 2018). Ultimately, effective OSH practices contribute to workforce resilience, sustained productivity, and organizational continuity, which are essential for long-term economic stability (Reason, 1997).

In Malaysia, the importance of OSH has been recognized through the Occupational Safety and Health Act 1994 (Act 514), which broadened the scope of safety obligations across nearly all sectors (International Law Book Services, 2004). This legislation was complemented by the Malaysian Standard MS1722:2005, which provides a structured framework for OSH Management Systems, emphasizing risk prevention, continuous improvement, and employee participation (Department of Standards Malaysia, 2005). Despite these efforts, workplace accidents and injuries continue to pose significant challenges. Recent statistics from the Department of Statistics Malaysia (DOSM, 2023) revealed a 58.9% increase in occupational injuries between 2021 and 2022, with fatalities also rising. These figures highlight persistent enforcement and implementation gaps, underscoring the need for stronger leadership, safety culture and organizational accountability.

High-rise buildings, such as the SME Bank in Kuala Lumpur, represent an important context for examining OSH implementation. These facilities face unique risks, including poor indoor air quality, complex evacuation procedures and multi-tenant coordination. Addressing such issues requires robust management systems that integrate leadership commitment, clear policies and active employee engagement. This study investigates the implementation and effectiveness of an OSH Management Plan at SME Bank, contributing both to academic understanding and practical improvements in workplace safety culture.

Table 1. Occupational Injury and Fatality Trends in Malaysia (2015–2023)

Year	Reported Injury Cases	Non-Fatal Cases	Fatal Cases	Injury Rate (per 1,000)	Fatality Rate (per 100,000)
2015	35,000	34,500	500	2.81	4.84
2016	36,000	35,500	500	2.88	4.84
2017	36,500	36,000	500	2.93	4.90
2018	34,000	33,500	500	2.40	4.14
2019	35,500	35,000	500	2.71	3.83
2020	30,000	29,700	300	2.18	2.09
2021	21,534	21,217	301	1.43	2.00
2022	34,216	33,899	317	2.22	2.06
2023	38,950	38,626	324	2.46	2.05

This table summarizes occupational injury and fatality statistics in Malaysia between 2015 and 2023. Figures for 2015–2020 are partly estimated from sectoral studies, while 2021–2023 are official DOSM data. The data highlight a sharp increase in non-fatal injuries after 2021, while

fatality rates have stabilized at around 2.0 per 100,000 workers.

Research Objectives

This study aims to examine how an OSH Management Plan can be effectively implemented in high-rise workplace environments, with a focus on SME Bank, Malaysia. It seeks to assess the

impact of OSH practices on enhancing workplace safety, reducing risks, and improving employee well-being. The research also focuses on developing a structured OSH framework tailored for high-rise office settings that integrates compliance with regulatory requirements and proactive risk management strategies. Additionally, it aims to identify the challenges and opportunities associated with implementing OSH initiatives in high-rise buildings and to evaluate the readiness of employees and management in adopting a sustainable safety culture within the Malaysian financial sector.

Literature Review

Globally, the management of occupational safety and health has evolved from simple compliance-based systems to comprehensive frameworks that prioritize prevention, resilience, and continuous improvement. The International Labour Organization (ILO, 2001, 2023) emphasizes that effective OSH systems are not merely about compliance but act as strategic tools that protect human capital, enhance productivity and sustain organizational resilience. In modern workplaces, particularly after the COVID-19 pandemic, OSH is increasingly recognized as central to business continuity, employee well-being and organizational reputation (Rahman et al., 2021).

Research also highlights that advanced economies such as Singapore and Japan have successfully maintained lower fatality and injury rates by embedding OSH into organizational culture, leadership accountability, and enforcement mechanisms (ILO, 2023). This global comparison underscores the importance of leadership, policy clarity, and cultural embedding as critical enablers of effective OSH implementation.

In Malaysia, the Occupational Safety and Health Act 1994 (Act 514) marked a significant milestone by expanding safety obligations across all employment sectors, thereby protecting nearly 90% of the national workforce (International Law Book Services, 2004). Unlike earlier legislation focused on machinery and factories, Act 514 established a holistic framework that emphasized shared responsibility among employers, employees, and other stakeholders.

To complement the Act, the Malaysian Standard MS1722:2005 was introduced, modelled after OHSAS 18001:1999. These standard outlines five core elements of OSH management: policy, organization, planning and implementation, performance evaluation, and continual improvement (Department of Standards Malaysia, 2005). Together, these frameworks provide a solid foundation for workplace safety governance in Malaysia.

Despite these provisions, challenges remain. Recent data from the Department of Statistics Malaysia (DOSM, 2023) showed a 58.9% increase in occupational injuries between 2021 and 2022, with fatalities also rising. These figures suggest that enforcement and organizational compliance have not fully kept pace with the legislative framework. Studies confirm that compliance gaps are often linked to weak institutional support, underdeveloped safety culture, and inadequate leadership engagement (Gallagher et al., 2021; Rahman et al., 2021).

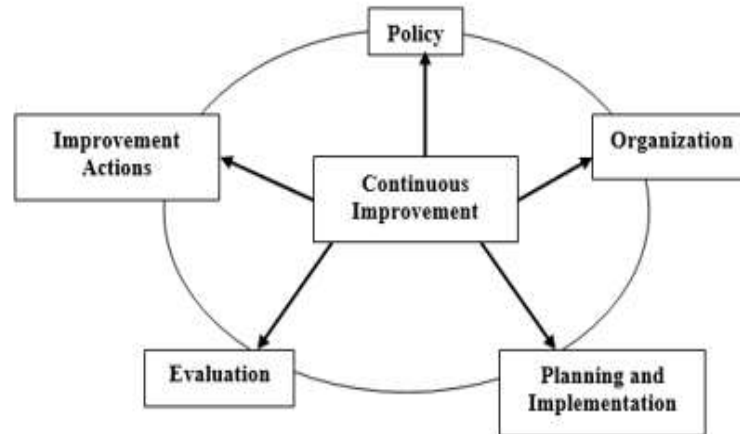


Figure 1. Core Elements of the Occupational Safety and Health (OSH) Management System as outlined in MS1722:2005

High-rise buildings represent a unique domain of OSH management due to their structural complexity, dense occupancy, and vertical operations. Risks such as poor indoor air quality, fire safety and emergency evacuation are magnified in these settings. In recognition of these issues, Malaysia mandated indoor air quality standards in 2005, addressing pollutants such as carbon monoxide and volatile organic compounds that were increasingly linked to respiratory ailments (Fong Chan Onn, 2005).

Recent research has reinforced the importance of these measures. Ismail et al. (2021) highlighted that indoor air quality directly impacts worker health and productivity, while Zhang and Zhu (2023) demonstrated that environmental conditions significantly influence safety compliance in vertical workplaces. Evidence from office and building-environment research similarly shows that indoor environmental quality including air pollution, ventilation, thermal comfort, lighting and acoustics can affect occupant health and productivity outcomes (Al Horr et al., 2016) and field studies continue to link measured IAQ parameters with sick building symptoms among employees (Abu Mansor et al., 2024). Beyond air quality, safety outcomes are also shaped by psychosocial and organizational pathways particularly risk perception, which is frequently associated with safety behaviors and compliance (Priolo et al., 2025). In high-rise contexts, emergency readiness is further complicated by vertical egress constraints; evacuation performance is affected by building conditions and environmental factors such as time of day and illumination (Wang et al., 2024) and safe evacuation planning must also address the needs of people with functional limitations through accessible facilities and tailored strategies (Lyu et al., 2025). These findings emphasize that effective OSH in high-rise facilities requires not only structural safeguards but also proactive monitoring, risk assessment and emergency preparedness.

A recurring theme in OSH literature is the central role of leadership and organizational culture. Early studies (Hughes & Ferrett, 2003) established that visible policies, well-structured committees, and clear role definitions foster compliance and reduce workplace risks. More recent research confirms that leadership visibility, accountability, and employee engagement are among the strongest predictors of safety outcomes (Gallagher et al., 2021; Zhang & Zhu, 2023).

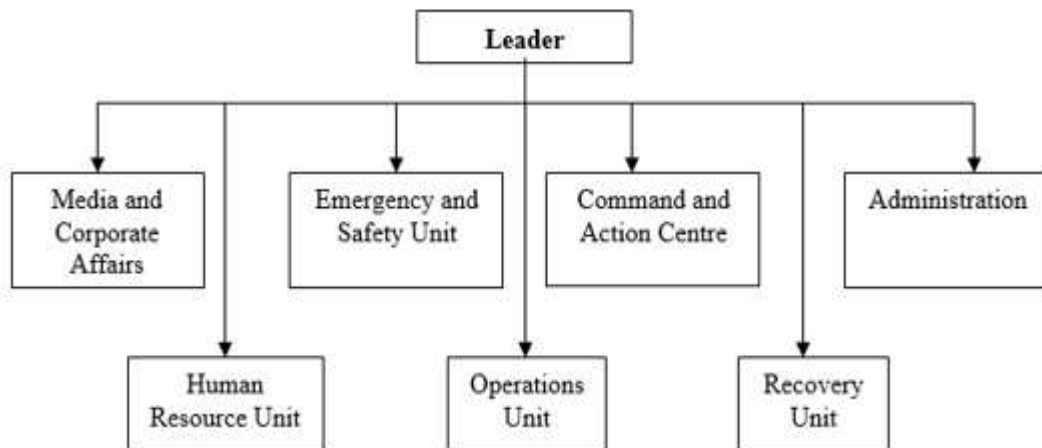


Figure 2. Crisis Management Team Model illustrating the organizational structure for safety committees and emergency preparedness in high-rise workplaces

Rahman et al. (2021) further demonstrated that employees' perceptions of management's commitment to safety significantly influence their compliance behaviours. This is particularly relevant in high-rise, government-owned facilities, where multi-departmental coordination and high population density complicate safety management. Establishing a strong safety culture anchored in leadership commitment and participatory governance, therefore, becomes an indispensable factor in ensuring successful OSH implementation.

The transformation of OSH systems from reactive to proactive models represents a paradigm shift in workplace safety management. Traditional approaches often focused on accident statistics, rule enforcement, and compliance as separate operational functions (Hughes & Ferrett, 2003). In contrast, modern systems embed safety into organizational strategy, emphasizing preventive risk management, behavioural safety and cultural integration (ILO, 2023).

Technological advancements have further strengthened modern OSH practices. Tools such as Internet of Things (IoT) enabled monitoring, AI-driven predictive analytics, and cloud-based reporting systems allow organizations to shift from lagging indicators (e.g., accident rates) to leading indicators (e.g., near miss reporting, hazard identification) (Zhang & Zhu, 2023). This shift enhances the ability of organizations to anticipate risks and implement interventions before accidents occur.

For Malaysia, the challenge lies in translating these global best practices into local contexts. While legislative frameworks such as Act 514 and MS1722 provide a strong foundation, persistent compliance gaps and resource limitations constrain their full potential. Facility management literature suggests that leadership capacity, cross-functional collaboration, and integration of digital tools are critical for ensuring that OSH practices in high-rise facilities are both sustainable and effective (Abdul Hakim Mohamed et al., 2006).

Overall, the literature establishes that OSH management in high-rise buildings requires more than statutory compliance. Effective outcomes depend on a combination of leadership commitment, organizational culture, and technological integration. While Malaysia has made substantial progress in institutionalizing OSH frameworks through Act 514 and MS1722, ongoing challenges in enforcement and cultural adoption highlight the need for continuous improvement. The SME Bank case study, therefore, provides an opportunity to assess how these frameworks are implemented in practice, identify barriers and enablers, and propose recommendations that align with both national goals and international best practices.

Methodology

OSH management in high-rise workplaces requires both a structured and comprehensive research design to capture the complexity of organizational systems, leadership roles, and employee experiences. This study adopts a mixed-methods approach that integrates quantitative and qualitative strategies to ensure a holistic understanding of OSH implementation at SME Bank.

The research unfolds in three stages. First, a secondary data review was conducted, covering statutory documents such as the Occupational Safety and Health Act 1994 (Act 514), the Malaysian Standard MS1722:2005, and statistical reports from the DOSM, DOSH, and the ILO. This step established the legislative and conceptual foundation for the study.

Second, primary data collection involved both surveys. A total of 250 employees from SME Bank were surveyed using a structured questionnaire designed around a 5-point Likert scale. The survey measured variables such as the role of management, visibility of OSH policies, frequency of OSH activities, and employee perceptions of policy effectiveness.

Third, the data analysis phase employed SPSS software. Quantitative data were examined using descriptive statistics, reliability testing (Cronbach's alpha), correlation analysis, and regression modelling to evaluate the strength and direction of relationships between variables.

By adopting this methodology, the study ensures both validity and reliability in assessing how SME Bank's OSH Management Plan functions in practice, highlighting the interplay between legislation, organizational structures, and employee experiences.

Table 2. Methodological Framework of the Study on the Implementation of the OSH Management Plan at SME Bank

Stage	Approach	Description
Secondary Data Review	Document analysis	Reviewed Act 514, MS1722:2005, DOSM reports, DOSH guidelines and ILO standards to establish legislative and conceptual framework.
Primary Data Collection	Survey (n=250)	Structured questionnaire using a 5-point Likert scale covering management role, policy visibility, OSH activities, and policy effectiveness.
Data Analysis	Quantitative analysis (SPSS)	Descriptive statistics, reliability (Cronbach's alpha), Pearson correlation and regression analysis.

Result

The analysis of survey responses revealed several important statistical outcomes that demonstrate the strength of the Occupational Safety and Health (OSH) Management Plan implementation at SME Bank. Among the variables assessed, the Role of Management recorded the highest mean score ($M = 4.70$). This finding indicates that employees consistently perceive leadership involvement as the most significant factor influencing safety culture and overall workplace safety performance. The high mean value suggests that management commitment, visibility, and accountability are strongly recognized by staff as central drivers of effective OSH practices.

To ensure the robustness of the measurement instruments, reliability testing was conducted using Cronbach's alpha. All constructs surpassed the recommended threshold of 0.70, confirming strong internal consistency. The construct measuring the Effectiveness of the OSH Plan yielded the highest reliability score ($\alpha = 0.860$), followed closely by the Role of Employer ($\alpha = 0.843$). These results affirm that the survey items were both consistent and dependable in capturing employee perceptions regarding OSH implementation.

Further statistical testing using correlation analysis provided evidence of significant positive

relationships among the measured variables. The Role of Employer demonstrated a very strong correlation with overall OSH effectiveness ($r = 0.857$, $p < 0.01$), emphasizing that leadership is a decisive predictor of safety outcomes. Additionally, both Policy Visibility ($r = 0.763$) and Regular OSH Activities ($r = 0.781$) exhibited strong associations with perceived safety effectiveness. This suggests that when policies are clearly communicated and regular activities such as training, inspections, and drills are consistently implemented, employees are more likely to regard the OSH system as effective.

The regression analysis further validated these findings, with the model explaining 75.5% of the variance in OSH effectiveness ($R^2 = 0.755$). This high explanatory power confirms that the identified predictors collectively have a substantial influence on workplace safety outcomes. Among these predictors, the Role of Employer emerged as the strongest determinant ($\beta = 0.448$, $p < 0.001$), underscoring the pivotal influence of leadership and management involvement. The second strongest predictor was Regular OSH Activities ($\beta = 0.350$, $p < 0.01$), reflecting the importance of consistent engagement in safety initiatives. Together, these findings highlight that a combination of leadership commitment and structured safety practices is a key enabler of a proactive and sustainable safety culture within high-rise workplace environments.

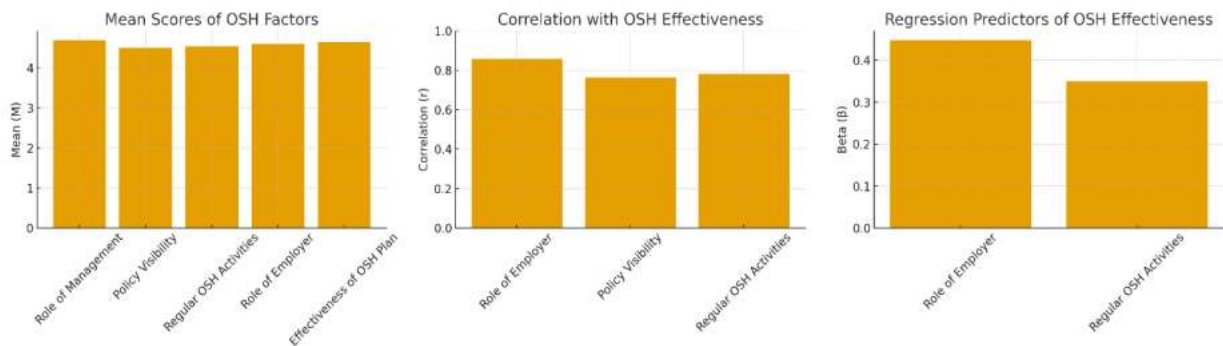


Figure 3. Illustration of OSH management results at SME Bank.

The left panel shows the mean scores of OSH factors, highlighting the Role of Management ($M = 4.70$) as the highest rated. The middle panel presents correlation coefficients, where the Role of Employer exhibits the strongest positive relationship with OSH effectiveness ($r = 0.857$, $p < 0.01$). The right panel depicts regression outcomes, indicating that the Role of Employer ($\beta = 0.448$, $p < 0.001$) and Regular OSH Activities ($\beta = 0.350$, $p < 0.01$) are the most significant predictors, with the overall model explaining 75.5% of the variance ($R^2 = 0.755$).

Discussion

The findings of this study confirm that leadership commitment and managerial accountability are the most decisive enablers of OSH effectiveness at SME Bank. Employees consistently recognized management visibility and employer involvement as the strongest influences on workplace safety, indicating that leadership is not only symbolic but also the driver of everyday safety culture. This supports Gallagher et al. (2021) and Rahman et al. (2021), who highlight that visible and accountable leadership embeds sustainable safety practices into organizational routines.

The strength of leadership-driven factors also aligns with international perspectives on proactive OSH systems (Hughes & Ferrett, 2003; ILO, 2023). The results demonstrate that when policies are made visible and safety activities are consistently organized, employees perceive the OSH framework as both credible and effective. This implies that effective OSH implementation requires more than compliance; it depends on leaders who communicate policies clearly and engage actively with employees to reinforce safe behaviours.

Despite these strengths, the study also revealed areas requiring improvement. Employees reported gaps in training adequacy, limited collaboration across departments, resource and manpower constraints,

underutilization of digital tools, and inconsistent follow-up on audit findings. These challenges echo earlier concerns from DOSH audits (DOSM, 2023), underscoring that systemic capacity-building is still needed to close the gap between policy and practice. If left unaddressed, these limitations may undermine long-term sustainability of the safety culture.

From a practical perspective, SME Bank's OSH system provides a replicable model for high-rise organizations across Malaysia, but wider application demands continuous refinement. Strengthening OSH committees, expanding training and awareness programs, and adopting digital monitoring technologies such as IoT sensors and mobile reporting can enhance proactive risk management. Furthermore, embedding continuous improvement practices ensures that compliance with Act 514 and MS1722 evolves into a culture of resilience that aligns with international best practices.

The study shows that OSH effectiveness in high-rise workplaces hinges on leadership visibility combined with structured systems and employee engagement. While SME Bank demonstrates commendable progress, addressing training, coordination and technological integration will be essential for ensuring that safety practices remain both compliant and future ready.

Table 3. Key Challenges in Implementing OSH Management at SME Bank

Challenge	Description
Training Gaps	Insufficient training for employees and committee members reduces the consistency of OSH practices.
Cross-Departmental Coordination	Limited collaboration between units weakens the effectiveness of crisis response and hazard reporting.
Resource Allocation	Budgetary and manpower constraints limit the frequency of OSH activities and audits.
Technological Integration	Underutilization of digital tools (IoT, real-time monitoring, reporting apps) slows proactive risk management.
Continuous Improvement	Inconsistent follow-up on audit findings and accident investigations hampers long-term effectiveness.

Contribution

This study contributes both academically and practically to the understanding of occupational safety and health (OSH) in high-rise workplaces. From an academic perspective, it enriches the literature by providing a case study of OSH implementation in a complex office environment, highlighting how leadership visibility and accountability serve as decisive enablers of safety culture. The findings extend theoretical discussions by linking structured OSH systems with employee perceptions of credibility and effectiveness, showing that compliance alone is insufficient without active managerial involvement. Practically, the study offers SME Bank's OSH plan as a replicable model for other high-rise organizations in Malaysia. It demonstrates that leadership-driven initiatives, combined with employee engagement, can transform regulatory compliance into a resilient safety culture, while also identifying actionable areas such as training adequacy, cross-departmental collaboration, digital tool adoption and audit follow-up that organizations can address to strengthen their OSH systems.

Limitations

Despite these contributions, the study is not without limitations. Its scope is restricted to a single organization, SME Bank, which may limit the generalizability of findings across different industries or building types. Methodologically, the reliance on employee perceptions and organizational documentation introduces potential bias and may omit external regulatory perspectives. The study also provides only limited exploration of advanced digital monitoring tools such as IoT sensors or mobile reporting systems, meaning technological readiness was not fully assessed. Furthermore, the research captures OSH implementation at one point in time, without longitudinal tracking of improvements or

sustainability, which constrains the ability to evaluate long-term effectiveness.

Future Recommendations

Future research should broaden the scope by including multiple high-rise organizations across Malaysia to enable comparative analysis and identify sector-wide trends. Longitudinal studies would be valuable to assess how leadership-driven OSH initiatives evolve over time and sustain safety culture. Greater emphasis should also be placed on digital integration, exploring the adoption of IoT sensors, AI-driven monitoring, and mobile reporting systems to enhance proactive risk management. In addition, capacity building through stronger cross-departmental collaboration, adequate resource allocation, and continuous training programs tailored to high-rise risks such as evacuation procedures and indoor air quality should be prioritized. Finally, organizational OSH practices should be refined to align more closely with Act 514 and MS1722, embedding continuous improvement processes that ensure compliance evolves into a culture of resilience consistent with international best practices.

The Role of Digital Tools in Islamic Education

The research shows that digital tools help more people learn and relate to Islamic education in both Malaysia and Indonesia. A total of 75% of people recognize digital platforms and online courses work best as their preferred learning tools. Technology gives students the freedom to study as they want while getting access to many different Islamic teachings. Digital tools let students learn through videos tests and artificial intelligence programs which create better interest from students of diverse backgrounds.

Challenges in Implementing Digital Islamic Education

Digital transformation in Islamic education creates many problems for the field. The results show that 40% of people face terrible internet connection issues which mainly occur in rural villages. Higher tool prices and limited digital skill make many people unable to embrace digitalization in Islamic education. The spread of incorrect Islamic knowledge on the internet poses risks to students due to content in authenticity. The results show we need better internet service at affordable rates plus guidelines to check the truth of Islamic educational materials posted online.

Multicultural Engagement through Digital Platforms

Research indicates that digital learning plays an important role in supporting cultural diversity within Islamic education by fostering more inclusive and flexible learning environments. Digital learning approaches allow students to access multiple teaching methods and knowledge sources originating from different cultural contexts, thereby enriching their overall learning experience (Zainuddin et al., 2020). In virtual classroom settings, interactions among students from diverse cultural backgrounds encourage collaborative learning and the exchange of perspectives, which contribute to intercultural understanding and mutual respect (Martin et al., 2020).

Furthermore, online learning environments promote inclusive education by providing more equitable opportunities for students to participate, express ideas, and co-construct knowledge without the social and physical constraints often present in traditional classrooms (Hodges et al., 2020). However, the credibility and effectiveness of digital Islamic education depend on the authenticity of learning content, the authority of sources, and the alignment of pedagogical strategies with diverse cultural learning styles (Selwyn, 2020). Recent research also emphasizes that inclusive digital education must be designed ethically and with cultural sensitivity to ensure that technological integration does not undermine religious values or local identities (OECD, 2021).

Future Potential and Recommendations

Our data shows that half of the respondents support digital Islamic education's potential so institutions must develop clear digital implementation plans. Digital Islamic education needs digital setups and trained teachers to develop new knowledge systems that work without breaking current systems. Digital technology needs improvement to make it serve as a better method of Islamic learning for diverse

communities.

Conclusion

This study examined the implementation and effectiveness of the OSH Management Plan at SME Bank, providing insights into how leadership, organizational culture, and structured activities contribute to workplace safety in high-rise environments. The findings revealed that the role of the employer was the strongest determinant of OSH effectiveness, followed by regular OSH activities and clear policy visibility. These results validate existing literature emphasizing the significance of leadership commitment and participatory governance in creating a sustainable safety culture (Gallagher et al., 2021; Rahman et al., 2021).

The study also identified several gaps, particularly in training, resource allocation, and technological integration, which mirror challenges commonly reported in DOSH audits (DOSM, 2023). While SME Bank demonstrates strong compliance with Act 514 and MS1722 standards, addressing these gaps will be essential for achieving a proactive and resilient OSH culture.

From a broader perspective, the case study offers a replicable model for high-rise workplaces across Malaysia and similar urban contexts. By strengthening leadership engagement, expanding training programs, and leveraging digital technologies, organizations can advance beyond compliance towards building a culture of continuous improvement in workplace safety.

Table 4. Summary of Key Recommendations for Strengthening OSH Implementation

Recommendation	Description
Enhance Programs	Training Conduct continuous OSH training and awareness workshops for employees and committee members to build knowledge and consistency.
Strengthen Commitment	Leadership Ensure top management remains visible in safety initiatives, reinforcing accountability and employee engagement.
Improve Allocation	Resource Allocate adequate budget and manpower for OSH activities, inspections, and safety audits.
Leverage Technology	Adopt IoT sensors, mobile reporting tools, and predictive analytics for proactive hazard identification and monitoring.
Institutionalize Improvement	Continuous Regularly evaluate OSH performance through audits and follow-ups, ensuring that corrective actions are implemented effectively.

In conclusion, the SME Bank case study demonstrates that high-rise organizations can achieve significant safety outcomes when leadership commitment is combined with structured systems, employee participation and modern technologies. Strengthening these areas will not only improve compliance with Malaysian legislation but also align organizational practices with international best standards, fostering safer and more resilient workplaces.

Co-Author Contribution

Author 1 carried out the fieldwork, prepared the literature review and overlooked the whole article's write up. Authors 2 wrote the research methodology and did the data entry and carried out the statistical analysis and interpretation of the results.

Conflicts of Interest

The authors declare no conflicts of interest regarding the publication of this paper.

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