

How Employee Awareness of Bio-medical Waste Effect on Employee Intention: The Role of Employee Attitude and Government Measures

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ABSTRACT

Purpose: This study endeavors to investigate the impact of employee awareness concerning biomedical waste management on their intentions to adhere to proper procedures, while also exploring the interplay between employee attitudes and government oversight in this context. Existing research has demonstrated that heightened awareness and favorable attitudes towards biomedical waste significantly enhance compliance intentions among healthcare staff. Moreover, the existence of rules and regulations governing biomedical waste management is of paramount importance.

Design/Methodology/Approach: Employing a quantitative approach, this study utilized convenience sampling, considering respondent availability and willingness to participate. The analysis utilized Hayes' PROCESS to examine mediation and moderation relationships. Descriptive analysis, reliability testing, and correlations were performed using SPSS. Data was collected from 253 employees across various hospitals in Lahore, Pakistan.

Findings/Results: The findings revealed that employee awareness of biomedical waste did not directly impact compliance intentions, but it did exert a positive influence on attitudes. Surprisingly, despite mediating the awareness-intention relationship, employee attitudes did not significantly predict intentions. However, the link between attitudes and intentions was moderated by government measures.

Practical Implications: These findings contribute to both theoretical understanding and practical enhancements in the management of biomedical waste within hospitals in Pakistan. Future research is recommended to gather data from other cities, complementing the Lahore-focused insights and providing a broader perspective on the subject.

Originality/Value: This study provides novel insights into the complex dynamics between employee awareness, attitudes towards biomedical waste management, and compliance intentions in healthcare settings, highlighting the critical role of government oversight.

Keywords: *Bio medical waste, employee attitude towards bio medical waste, employee awareness of bio medical waste, employee intention towards bio medical waste, government measures*