

# **WORKPLACE ACCIDENTS AND THEIR EFFECTS ON TANESCO EMPLOYEES IN DAR ES SALAAM**

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## **ABSTRACT**

This study was aimed at assessing workplace accidents and their effects on TANESCO employees in Dar es Salaam as well as determining the sources of social support available to the affected employees. In realizing the main objective, specific objectives were; to identify the types of accidents affecting TANESCO employees in Dar es Salaam, to explore the causes of workplace accidents, investigate the effects of workplace accidents, and to determine the sources of social support available to employees affected by workplace accidents in the research selected area. The study deployed qualitative approach to incorporate all respondents' views and suggestions. Focus group discussion, observation and in-depth interviews were used in collecting data from respondents including employees affected by workplace accidents, co workers, Regional Human Resources Officer for Temeke and Kinondoni South Regions as well as Principal Welfare Officer. Study findings revealed that despite of all the sources of support available still employees affected by workplace accidents experience multiple effects ranging from social, economic, psychological and financial effects.

In conclusion, it is strongly important for the companies do comprehensive risk assessment to identify hazardous working environment, analyze and mitigate the risks. This will in turn gear towards reducing workplace accidents, foster employees wellbeing and company's growth and therefore reducing accident incidences and impacts on employees. Again, the role of social support in helping employees affected by workplace accidents is very crucial hence need to be strengthened for the wellbeing of the concerned.