

## ABSTRACT

At workplace occupational safety and health is very essential for employees. Its primary focus is to protect workers in the workplace from accidents, slips, falls, workplace violence, injuries, hazards and chemical agents. In public hospitals due to poor working conditions employees face risks and hazards. The aim of this research is to compare the performance of public and private hospitals of District Dadu Sindh in terms of labor standards, working conditions and their effect on employee performance. It was inferential descriptive, and cross-sectional study and conducted among the employees of private and public hospitals. For data collection the quantitative method was used, 320 questionnaires were distributed among employees of both private and public hospitals, all of the questionnaires were received. In SPSS version 26 data was analyzed. Descriptive statistics, Percentages, and multiple linear regression test was performed to compare the performance of public and private hospitals. Results indicated that employees are more satisfied with working conditions in private hospital than employees of public hospital, for labor standards employees of public hospital are more satisfied with wages and working hours and job security. Working conditions have significant and positive effect on employee performance of public hospital where as there is no significant effect of working conditions on employee performance of private hospital. labor standards have positive and significant effect on employee performance of private hospitals and has no significant effect on employee performance of public hospital. It is concluded that working environment in private hospitals is better. In public hospital working conditions are not good and there is workplace bullying they do not have facilities of drinking water and washing. Working conditions should be improved by the management of public hospital and provides safe and healthy environment to employees.

**Keywords:** *Occupational health and safety management system, Labor standards, working conditions, Employee performance.*