

Research Article

A Study to Investigate How Health and Safety Management Techniques Influence Workplace Safety Performance

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A B S T R A C T

To improve organizational performance, quality of working life and wellness at work concurrently, the primary mission of any organization or institution should be to prioritize health and safety first and foremost. This research study's primary objective is to investigate the strategic challenges that are associated with ensuring the health and safety of workers. Some organizations decide to implement newer, more forward-thinking safety programs in lieu of the ones that were discontinued. Employees who successfully prevent accidents may be eligible for incentives under certain safety programs.

In this research work, the emphasis is on specific actions that should be taken based on the organization's size, the number of plants it oversees, the industry in which it operates, the production technology it employs and the top management's philosophy. The study's goal is to learn what workers think about their role in maintaining the health and safety of workplaces inside businesses. It is true that excellent safety compliance may be inferred from the existence of good safety behavior. Without the intervention of employers with a certain pattern of behaviors as crucial criterion required to influence employee behavior, a safety problem cannot be properly handled. As a result, the primary objective of this study is to identify the factors that employers' behavioral safety observance elements contribute to in order to convince workers' towards behavioral safety compliance.

Keywords: Occupational Health and Safety (OHS), Health & Safety Management Practices, Safety Performance, Employee's Safety Measures, Health, Rewards, Hazardous Factors

Introduction

Over the course of the last three decades, the issue of Occupational Health and Safety (OHS), sometimes known as OHS, has developed into one of growing significance. OSHA, which stands for the Occupational Safety and Health Administration, was founded in 1970 as a response to the

realization that the basic expectation for all workers is that they would be safe while doing the obligations associated with their jobs. It is possible that programs developed to guarantee the health and safety of workers may save lives, increase productivity and reduce costs all at the same time. It is imperative that management make this a top priority. In order to realize its goals, every organization relies on a

broad variety of tools, including but not limited to business plans, strategic plans and plans for long-term expansion. The Occupational Health and Safety Program (OHSP) of an organization has several goals, the most important of which is to ensure that all employees are aware of the OHSP's hazard identification, risk assessment and appropriate safety measures. Another goal of the OHSP is to reduce the number of injuries and illnesses that occur on the job. These goals include, but are not limited to, the following: identifying hazards in the workplace and determining the risk associated with them; designing the facility and management program to reduce risks associated with the hazards; and designing the facility and management program to reduce risks associated with the hazards. An Occupational Health and Safety Program (OHSP) is a dynamic and ever-evolving initiative that brings together the efforts of a company's management, administration, workers and health care professionals to foster a culture of safety in the workplace. The goal of an OHSP is to reduce the number of injuries and illnesses that occur on the job.

As a result, the organization of health and safety in the workplace is to establish the prerequisites, competencies and behaviors that will make it possible for workers and the companies for which they work to carry out their responsibilities in an environment that is both productive and free from the risks of incidents that could potentially injure them. These initiatives for health and safety should place an emphasis on employee participation, ongoing monitoring and include a wellness component overall. Workplace safety necessitates that working conditions should not pose a substantial threat to employees' health, since this might make them unable to do their jobs. Workers and supervisors both need to be instructed on how to maintain a health and safety mindset so that the workplace may continue to be a healthy and safe work. The development of such mindedness does not necessarily go hand in hand with the acquisition of skills or knowledge on the operation of equipment. The vast majority of people, for instance, find that learning to operate a motor vehicle is just a moderate challenge. However, the adoption of a mature attitude is essential (Siegel, 1962). While it is the responsibility of employers to establish and maintain safe and healthy systems of work, it is also the responsibility of employees to conduct themselves in a way that protects not just their own health but also the health of their fellow workers. It should come as no surprise that the habits of workers are influenced by the working conditions, which in turn has an effect on how efficiently work is done.

Because he provides his utmost skill and knowledge, the loyal employee is an irreplaceable addition to the production organization. In addition, the devoted employee demonstrates a high level of loyalty to the organization.

The organization recognizes the importance of maintaining healthy human interactions by providing a pleasant work environment for its staff members. On the other hand, uninformed conduct and attitude on the part of employers and workers contribute to the emergence of the problem of behavioral safety non-compliance (Jamal Khan, 2006) to Occupational Safety and Health Act (OSHA) 1994 standards.

Employees are equipped with many attributes such as skills, knowledge, talents, values, attitude and aptitude. They bring a very diverse range of human resources with them when they join the organization. Even while the work and the organization most require the employee's skills and knowledge, the management is nevertheless obligated to respect the employee as a whole and shoulder the burden of doing so. The only person who will devote themselves to the organization at that point is the employee.

Purpose of the Study

This research study's primary objective is to investigate the relationship that exists between health and safety management practices and safety performance. Employees pass the safety and health performance tests if they are aware of how to successfully achieve and finish their assigned profession, as well as how to maintain their safety in the employees' everyday situations and in the event that a crisis occurs in their place of workplace. The safety management practices aid both the employees and the employers in lowering the likelihood that an accident will take place while they are on the workplace.

Research Methodology

The research takes an analytical perspective; the methodology that was applied to the study was the methodological one and it based itself upon the factors listed below:

- Occupational safety and health
- Employee's safety measures
- Health, Rewards, Hazardous factors

Objectives of the Study

- To investigate a variety of concerns concerning the safety and health of employees working in organizations or institutions
- To investigate the measures that have been undertaken to ensure the safety of the firm
- To investigate the factors that led to accidents
- To suggest a variety of measures that might be used to reduce the dangers that workers face in an industrialized environment

Review of Literature

In order to make a study more decisive and to contribute to the research that has already been conducted, a disciplined

research activity will involve a study of linked literature that focuses more on the research that has been conducted since the 1980s. The primary purpose of the study is to identify current problems with workplace health and safety management and to provide suggestions for potential research topics. The reviews were undertaken out using a combination of keywords and topics pertaining to health and safety. Lack of operational activities on the part of employees, internal working environments and external environments all of which impose hazards on employees both temporarily and permanently, as well as on working surroundings have all been found to be the root of a variety of occupational safety and health problems. These aspects have been found in the research that has been conducted. This literature review, in a more general sense, assesses the output of various studies based on the research technique and conclusions of those studies in order to fill gaps and add value to an existing body of knowledge.

Role of Management in Health and Safety

Wherever we may be employed, the most of us would agree that occupational safety is of the utmost importance. Since we obviously spend a major amount of time at work, we should have the impression that our employers are placing a high importance on our personal safety and the security of the workplace. It is in the best interest of a business to maintain the occupational health and safety of its employees. This is due to the fact that injuries and illnesses that occur on the job may considerably hamper staff productivity, which in turn reduces a company's profitability. A set of guidelines and organizations that are put into place by an organization in an effort to cut down on the number of injuries and illnesses suffered by its staff employees is known as a safety management system. OSHA asserts that "Effective Safety and Health Management Systems (SHMS) have proven to be a decisive factor in reducing the extent and severity of work-related injuries and illnesses." The expenses associated with injuries will go down as a consequence of using SHMS. When these savings are managed well, they will be more than the cost of a SHMS for the workplace.

The safety of employees is now one of the most significant challenges that employers must overcome. Accidents occurring in the workplace are becoming more and more frequent. It is an ethical obligation that rests on the shoulders of organizations to look out for their members' health and safety. Organizational practices that encourage safety may also help a firm develop a competitive edge by decreasing costs and ensuring that it complies with regulations governing safety. The safety of ensuring a safe workplace may sometimes be fairly high. The costs associated with unintentional injuries alone are estimated to be greater than \$146.6 billion annually. A survey that

was conducted in 1994 as a part of the Health and Safety Commission's (HSC) effort to regulate health and safety found that the general public had a hard time understanding the differences between Guidance, Approved Codes of Practices and Regulations. This finding was based on the findings of the HSC survey. The HSC was the organization that carried out this survey. The commission came to the conclusion that it would be best to continue with the presenting of a solution to this issue. The results took into account the prerequisites imposed by the applicable health and safety laws. The Health and Safety at Work Act of 1974 sets out the obligations that employers have toward the members of their workforce as well as the members of the general public. The act also specifies the obligations that employers have not just toward their employees but also toward one another. The obligation to comply with the law lies not only with employers but also with employees. The national law must be incorporated into the legal systems of the companies as soon as feasible. Employers are required to comply with this obligation.

As a result of the adoption of the Safety, Health and Welfare at Work Act of 2005, the Safety, Health and Welfare at Work Act that was first enacted in 1989 has been deemed null and void and is no longer in effect. The former was established with the goal of bolstering the current safeguards for the safety, health and welfare of workers engaged in the work. The Act clarifies and enhances the responsibilities of employers, people who are self-employed, employees and other parties with relation to the protection of workers' health and safety while they are on the work. In addition to this, it outlines a variety of different enforcement measures that may be used, as well as the penalties that can be imposed for violating laws pertaining to occupational health and safety ("Safety, Health and Welfare at Work Act of 2005", accessed, 2015). There are laws at both the state and the federal worker that safeguard workers' rights and welfare. The Occupational Safety and Health Act (OSHA), which went into force in 1971, is the most important of these laws. Its stated mission is "to assure" every working woman and man in the country of safe and healthy working conditions and "to preserve our human resources." In order to achieve this goal, measures have been made for safety and health standards, as well as for research, information, education and training in occupational safety and health.

According to research done on the topic, the successful implementation of a safety management system is dependent, to a large extent, not only on the level of commitment exhibited by management but also by employees, as well as on the level of resources devoted to the system's planning and administration. Even while no two safety management systems are precisely the same, the most critical components often include risk

assessments, inspections, incident reporting systems, worker training and performance system tools. The OSHA has said that “The most effective safety and health programs include participants from all different levels of the organization. They promote a culture of safety, which decreases the number of accidents that occur among workers and increases managers’ bottom lines.” When safety and health practices are institutionalized throughout an organization and accepted as a way of life, everyone reaps the advantages of this transformation.

Managing Occupational Health and Safety

In addition to the fact that your health and safety program is included under the umbrella of an Occupational Health and Safety (OHS) management system, it also includes a great deal more than that. Incorporating your health and safety activities and program into your other company operations is a necessary step and this process also involves the establishment of health and safety rules, systems, standards and records. If you have a management system that is both effective and efficient, you will have a better chance of being able to identify potential hazards in the workplace on a continuing basis and cut the associated risks.

The following is a list of Elements that have to be Included into an effective OHS Management System

Management Leadership and Commitment

In order to lead and support the implementation of your organization’s occupational health and safety management programs and system, senior management (the CEO or the most senior management) must be committed and show leadership.

Safe work Procedures and Written Instructions

Establishing safe work practices and procedures makes sure that everyone in the organization understands their members and can fulfill them properly. There should be procedures for safe work at the organizational level, such as how to conduct a risk assessment. There should be procedures for safe work at the worker level, such as the proper way to lock out.

Identifying Hazards and Managing Risk

In order to manage the risk in your workplace, you must first identify hazards and then evaluate the dangers those hazards provide and then take measures to eliminate or mitigate those dangers so that your employees do not sustain injuries.

Occupational Health and Safety training and Education Programs

Your organization’s OHS management system must always have a focus on occupational health and safety programs.

Inspection of Premises, Equipment, Workplaces & Work Practices

Regular inspections of the workplace may prevent in the continuous identification of hazards and the prevention of unsafe working conditions from developing.

Investigation of Incidents

Investigations into incidents assist discover both immediate causes of unsafe conditions and the underlying reasons of such conditions. In addition to this, it suggests measures that may be taken to prevent situations of a similar kind from occurring in the future. Employers are expected to comply with the precise requirements outlined in the Occupational Health and Safety Regulation for the investigation, recording and reporting of accidents and injuries.

Joint health and Safety Committee & Representatives

Because of the organization that is provided by joint health and safety committees and health and safety representatives, employers and workers are able to work in order to jointly identify and handle any health and safety issues that may arise in the workplace. This is beneficial for everyone involved. They are engaged in the process of establishing and putting your OHS management system into operation as well as in that process.

Both ensuring that workers are dedicated to the occupational health and safety practices of the organization and putting in place a safety management system are potentially essential issues, regardless of the size of the company or the products that it creates. Aviation is the industry that makes the most extensive use of these safety procedures yet the bulk of them are utilized in sectors that are now considered to be high-risk. These industries include maritime and rail transportation industries. It should work as no surprise that companies in the transportation industry, which routinely move huge numbers of passengers, are subject to an increased amount of pressure to cut down on accidents and increase levels of safety.

Reducing Work-Related Accidents and ill-Health

Efficiency in company is positively correlated with strong management of health and safety. Each year, the Health and Safety Authority receives reports of thousands of accidents that occurred on the work and required employees to miss more than three days of work as a result. The lengthy incubation period of work-related diseases and illnesses makes it more difficult to accurately assess their prevalence, although these conditions are responsible for more than one million missed workdays annually. Failures and shortcomings in occupational safety and health management in organizations are the root cause of these accidents and incidents of ill health in the workplace.

When we discuss safety, we refer to a situation in which no accidents occur. Safety, to somewhat reword the term, is the safeguarding of workers against the possibility of becoming engaged in accidents. The Safety, Health and Welfare at Work Act of 2005 (the 2005 Act) requires that all duty holders ensure the safety, health and welfare of workers and members of the public to the extent that doing so is reasonably practicable. It also requires that they manage and ensure out all work activities in a way that ensures the safety, health and welfare of those taking part in the activities. As a result, it is essential that everyone who has legal responsibility for this problem actively manages their commitments for safety, health and welfare and approaches these issues methodically.

The proactive management of safety and health in the workplace enables organizations to avoid employees from being ill or injured as a result of their work. This guidance is meant to help businesses lessen the personal loss that results from illnesses and accidents that happen at work.

By definition, "health" is "a state of complete physical, mental and social well-being and not merely the absence of disease or infirmity." according to the World Health Organization. When we speak about "a system of public health and preventive medicine that is commonplace within the industries" what we really mean is "employee health."

The following Elements are Involved in Industrial Health

- The health and maintenance of a healthy physical appearance
- The upholding and enhancement of one's mental health
- The continued existence and maintenance of a healthy social environment
- The preservation and maintenance of a working environment that is beneficial to one's health
- The elimination of working conditions that provide a risk to employees' health and the environment
- Shielding workers from potential hazards and other potential risks to their occupational health

Conclusion

According to the findings of the study, the success of any business organization or institution is dependent, to a significant degree, on the caliber of its employees. It is the duty of the employer to make sure that the work conditions of his or her employees are safe and the employer may implement rules and guidelines to fulfill this obligation. It is now up to the employee to ensure that they are adhering to these regulations since it is their job to do so. As an employee, you have rights and obligations for your personal health and safety, as well as the health and safety of your coworkers and, by extension, the general public

(customers)". The most important success in determining whether or not a strategy for occupational safety and health will be successful is how well that plan is integrated into the day-to-day activities of the business. Everyone's awareness of the importance of health and safety will eventually become deeply ingrained as the plan that was put into action is gradually integrated into the culture of the business. It is in everyone's best interest, including our economy, our communities, our fellow workers and our families, to ensure the safety of individuals while they are working. The value that safety and health provide to organizations, workplaces and people cannot be overstated.

The study sheds light on the management's need to develop and execute appropriate safety procedures to cut down on potential hazards and prevent accidents in the workplace. They are able to encourage the employees by seeing things from this viewpoint, since employees appreciate working for organizations that prioritize safe working conditions. The employees think that having safer working conditions improves their capacity to work because it makes them feel less afraid when they are in difficult situations. Because this would promote a good change in an organization, the management of a company need to work in coordination with any and all relevant stakeholders when they develop rules about safety in the workplace.

In order to guarantee an increase in production and efficiency across all levels and sectors, it is vital to protect the health and safety of each and every worker. An absence of safety measures may wreak havoc on an organization and have a detrimental effect on the working criteria of an organization.

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