

Research Article

A Study to Explore the Innovation in Health and Safety of Employees in an Organization

Ridhima Kaushik

Professor, Future Institute of Engineering and Management, West Bengal, India.

I N F O

E-mail Id:

ridhimfly@yahoo.com

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A B S T R A C T

The development or evaluation of an idea in the workplace via research is necessary for the innovation of ideas. Before the researcher will implement an innovation new idea, they will first carry out a number of studies in the work study. Ergonomic injuries, stress, eye strain, workplace aggression, sliding and failing to keep a visitor register are the most prevalent types of problems that employees have while at work. Other typical issues include stress and eye strain. Ensure that the employee's safety is taken care of at the workplace. The following is a list of methods and strategies that may be used to find an employee's health and safety: The literature review has been utilized as a technique to develop new ideas for improving the health and safety of employees in the workplace. In this particular study, it was discovered that it also brings. Employees in good employee, A decrease in the cost of accidents, a regulated environment, a rise in profits, a decrease in the work of environment fires and an increase in the potential for job-related innovation. A great number of firms did not adequately protect their employees. It is not only that the worker health and safety has to be refreshed that puts the health and safety of workers in need. A constructive support system that has its roots in the worker power. The work of health and safety in the workplace contributes to the risk of possible risks and the determination of major ways. It gives you the ability to take precautions against the environment in order to protect your employees and the organization as a whole. It is very necessary for businesses to have an environment like this in order to cut down on the costs connected with safety.

Keywords: Organizational Environment, Employee, Safety, Health

Introduction

The introduction of new measures to improve the safety and health of workers in the workplace creates additional challenges for the various organizations. It is not only safe to the employee to have a risk-free work environment, but it is also safe to the organization in terms of maintaining its standards and maintaining its goodwill. Employees always investigate the perks and safeguards offered by

a potential employer before deciding whether or not to join that employer's workforce. It doesn't only take into account the employee; they also take into account the employee's family and the employee's prospects for the future. Providing employees with a more favorable working environment would be advantageous to the organization as well as the employee. On the other side, offering a better environment results in the organization gaining a

good reputation and recognition, which leads to cost-free marketing. When employees are provided with a safe and healthy working environment, the organization will experience fewer unanticipated risks and they will also be better able to do their assigned tasks. In an environment where safety is prioritized and prioritized by work, the number of accidents will be highly safe. A employee that is safe from injuries will encourage workers to put in more environment into their work and to accomplish greater levels of output in the areas in which they are currently involved. No matter how large or small the company is, the safety and health of its employees as well as the health of its employers must always be a top priority in the employee. What measures may be taken by the company to make both the working environment and the workers' jobs more safe? In the event that it is an industry, that industry has an obligation to guarantee that fire safety, purified water for drinking and cleanliness food should be given. This is the fundamental need for health and safety. When we were discussing the conditions of the workplace, we agreed that workers should have all of the necessary protective gear on them at all times. This includes eyewear, gloves, boots, a uniform and a helmet, among other things. In addition, the floor should be cleaned more thoroughly. The majority of accidents take place as a direct result of the slick floor. Once the employees have been provided with the necessary equipment, they will need new versions of the machine (or system). In order to reduce the likelihood of serious accidents occurring inside the organization, suitable instructions should be provided to newly hired workers on the layout of the employee and the safety of the machine. When the lack of providing adequate instructions and equipment, in addition to an obsolete machine (or system), can bring undesired costs and risk to the employee as well as the organization as a whole.

When we talk about an employee's health, we're referring to their whole mental and physical well-being. It is the responsibility of each employee who works in an organization to ensure that their coworkers have access to a safe and healthy working environment. If the employee and the employee both care about the welfare of the worker's health and safety. Cost, It is possible to eliminate the risk of having to replace employees as well as any other risks associated to the organization. By offering a program that prioritizes health and safety. The organization has the ability to improve both the psychological and physiological well-being of the employee.

- Program for Risk and Safety Management It is required of organizations to implement safety management programs for its employee, which should ultimately result in increased employee organization of different safety precautions

- Ensure that workers are protected from any health risks that may be caused by the working conditions. The organization has a responsibility to protect the employee's health against any issues that may be brought on by the working workplace by conducting that the employee has routine checkups at the clinic
- Maintain the workers' physical and emotional health at a high standard. The mental and physical well-being of all employees should be the primary emphasis of the organization and this should be accomplished via the implementation of a variety of programs such as yoga and meditation
- Provide appropriate safety education and training to all employees, both new and current. It is essential for the organization to provide training to the newly hired staff as well as safety education to both the newly hired staff and the current staff
- Conducting routine inspections with an eye toward organization. The employer is responsible for conducting routine inspections of the organization, looking at things like the layout, the machine of the machines and how well the floors are cleaned, among other things
- Conducting Safety Audits Inside the Organization The organization's safety auditing committee is responsible for conducting safety audits within the organization on a regular basis. The manner in which the new employee is given their training
- Organization is required to keep an accident record, which allows for the organization to keep a handle on the amount of losses that result by comparing those losses to reports from the past
- Good layout It is the responsibility of the organization to guarantee that both the employees and the employers are provided with a proper layout. This instills confidence in both the employees and the employers, encouraging them to continue working for the organization
- Cooperation among employees is essential for the success of the organization, since this will lead to the accomplishment of the company's primary objective
- No teenagers may work the equipment under any circumstances. No young individuals are allowed to work for the company, especially around dangerous machinery and in hazardous environments

Benefit Enjoyed by the Accident Free Company

- Take steps to reduce the number of accidents The company that ensures a risk-free place of employment will have a firm grasp on all aspects of its operations, including the ability to keep a tight rein on the incidence of accidents and to cut them down to the barest minimum when at all feasible
- Minimizes personal injuries the organization that has a

good layout in the work place and well equipment by the employee and other facility will results in minimizes personal injuries and it can also be done by giving adequate training

- The organization is responsible for checking the number of deaths that have occurred. Within the organization and within a certain amount of time, by using the findings, preventative action may be made against the loss of life on the work
- Prevents loss of production when the organization does not provide the proper need equipment in the work place, which results in loss of production; whenever we give needed facility to the employee, accident and loss of production can be controlled; this occurs when the organization does not provide proper need equipment in the work place
- Decreases the likelihood of significant property damage An organization that ensured its workers' health and safety is in a better position to reduce the likelihood of significant property loss. Damage to the organization's normal functioning is less likely to occur if the employer places a greater emphasis on health and safety
- Minimizes wage losses to workers when the organization does not provide proper training to employees, which results in wage losses to workers in the organization. When employees are provided with the appropriate training, there is no need to hire additional workers, which further helps to minimize wage losses to the organization
- Guarantees that production resources are used effectively and efficiently. It is possible for us to guarantee the appropriate use of resources for production if we work for an organization that prioritizes worker safety and health. As a result, workers will be able to take advantage of both financial and health benefits
- Do everything you can to keep the worker's morale up. When the company provided its employees with a number of different facilities at the workplace, which brought to increased levels of self-confidence among the workers at the workplace
- Cost savings when an organization satisfies the needs of its workers in terms of safety and health, maximizes its use of resources, reduces damage, helps avoid production losses and personal injuries and brings the total number of accidents that occur within the company under control; in this way, the organization is able to reduce its overall accident rate and, as a result, its overall cost burden
- Satisfies the statutory requirements in accordance with the government standards, as well as the industrial rules and regulations applicable to the employee In the workplace, the company should comply with all legal requirements

Study the Major Problem Facing by the Employee in Workplace

Internal Problem

Concerns about one's coworkers Caste, religion, skin color, sexual orientation and other factors have been problematic for the majority of employees not just in recent times but also in the past. The majority of workers have quit their jobs because the reasons they were given have been pushed to the breaking point.

Since the employer is unwilling to acknowledge the problem, they are unable to identify the problem that the employee is really facing. Without first identifying the problem, it is impossible to find a solution.

Ineffective Training

Absence of moral integrity No honesty in the workplace and failure to put in the necessary effort for the salary when an employee lacks honesty in their approach to their work, success is not likely to follow.

External Problem

The future is fraught with uncertainty; anything might take place. The future is filled with uncertainty since it cannot be predicted. The employee is confronted with the typical issue.

Regulatory shifts and updates the majority of the time, problems are caused for employees by changes in the external environment or in the regulations. Alterations made by the government to its many rules and regulations.

Fear of globalization in today's day and age, when every competitive company is striving to become global, this fear is also a problem that employees face.

Research Objective

- To find the needs of the employee in terms of their health and safety
- To do research on the most significant challenge that workers face on the job
- To provide suggestions on the numerous precautions that has been taken to reduce the danger in the workplace

Research Methodology

The majority of the information in the study comes from secondary data. The secondary data comes from a variety of sources, such as journals, articles, reports, published papers and so on.

Research Finding

- According to the findings of the study, the majority of employees are experiencing the same issues that are encountered in almost all organizations

- No safety auditing is being done at this time
 - Failing to preserve accurate records of accident reports
 - A number of companies have teenagers working in potentially hazardous environments
 - There is no education program on safety
 - No regular medical checkup
 - The majority of employers, as well as some, do not provide ESI benefits (employee state insurance)
4. Mansdorf SZ. handbook of occupational safety and health, 2019.

Suggestion

- The organization need to provide instruction on matters of health and safety
- The organization need to arrange regular arrangements for medical examinations
- The organization is responsible for making arrangements for the employee's medical insurance
- It is important for the organization to maintain an accident report
- Employing minors in the organization is not permissible and should be avoided at all costs

Measures

- A health education program focusing on unhealthy behaviors such as drug and alcohol abuse
- A proper medical examination need to be carried out at regular intervals by a physician who has been selected by the employer, with the goal of avoiding risk right then and there. In addition, the organization need to take care of the employees' employee insurance needs. Maintain that your organization maintains proper sanitation and hygiene

Conclusion and Limitation

We took a look at some of the new programs and measures to overcome the many problems that employees in the organization face in order to get a better understanding of the challenges that are currently being faced by the organization as a whole. Effectively communicating with employees about the problems they are really experiencing, as well as recruiting the right individual for the appropriate position. The ability of the organization to make decisions in a timely manner is essential for maintaining excellent employees in an atmosphere of intense competition.

This study is restricted to Indian organizations and employees who work for a variety of those Indian organizations alone. Both the time and the geographical region that are available for analysis are considered to be limited for the purpose of this study.

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