



“TO STUDYING HEALTH AND SAFETY OF EMPLOYEES IN ORGANIZATION”

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ABSTRACT:

This research delves into the realm of workplace health and safety, shedding light on positive perceptions and effective practices among respondents. Through a comprehensive survey, it investigates various facets including demographic diversity, adeptness with policies, robust documentation, ample resource provision, regular safety audits, feedback integration, emergency readiness, enforcement clarity, material accessibility, and the beneficial impact of health and safety measures on productivity and well-being.

The study underscores the pivotal role of continuous training, transparent communication, and a supportive organizational culture in fostering a thorough grasp of safety protocols and ensuring their implementation. It celebrates the majority's confidence in support systems and documentation practices, while identifying opportunities for enhancement in resource allocation, role clarification, and material accessibility.

Furthermore, the research illuminates the symbiotic relationship between safety compliance and task efficiency, while acknowledging challenges such as awareness gaps and resource constraints. Overall, it advocates for ongoing improvements and collaborative efforts to cultivate a workplace environment that prioritizes safety, well-being, and productivity.

Keywords: Safety Challenges, Transparency, Well-being, Training, effectiveness, Accessibility, Communication channels, Organizational culture, Workplace health and safety

Introduction:

Human resources professionals are required to render a significant contribution in promoting health and safety of the employees. Health and safety of the employees are important concepts that need to be focused upon, in order to lead to effective growth and development of the organization and its employees. It is apparent that when employees will maintain good health and feel safe within the working environmental conditions, they will be able to render a significant contribution in the achievement of organizational goals. Health and safety of the employees are taken into account in terms of physical as well as psychological aspects. The employees need to maintain their health and safety physically as well as psychologically. Hence, for these purposes, it is vital for them to generate information and formulate measures. When they will put into operation the necessary measures, they will be able to promote good health and safety.

In most of the organizations, health and safety responsibilities are within the human resources department. In order to implement these responsibilities in an effective manner, the human resources professionals need to acquire an efficient understanding of health and safety responsibilities of employers, managers, supervisors and employees within the organization. They need to implement personal management policies to ensure all the members of the organization are aware of their responsibilities. Establish effective ways of meeting health and safety responsibilities and ensure the employees fulfil their health and safety responsibilities as defined in the organizational policies and programs (Health and Safety Guide, n.d.). In order to implement these policies and practices in an effective manner, it is vital to conduct research and identify the areas, which need to be improved. When improvements are brought about or when changes need to get implemented, it is vital to ensure that they prove to be beneficial to the members of the organization.

What Is Health and Safety of Employees in Organization?

The health and safety of employees in an organization refers to the measures, policies, and practices implemented to ensure the physical, mental, and emotional well-being of workers while they are on the job.

Significance of Health and Safety of Employees:

Within the organization, the health and safety measures are regarded to be of utmost significance in promoting well-being of not only employees but employers as well. In the present existence, the individuals are required to experience number of problems and challenges within the course of implementation of job duties. These may arise within the course of implementation of job duties, as well as in promoting health and safety among employees. Health and safety measures within the working environmental conditions lead to reduction in employee illnesses and health problems. These procedures can also help the employees understand the potential hazards within the working environment. Training is regarded as important and effective. The primary objective of training is to make provision of knowledge to the employees in terms of workplace procedures, practices and behaviors to prevent injuries and illnesses. It is a fact that paying for work-related injuries and illnesses can have a negative effect on the bottom line and this is one of the reasons, why implementation of health and safety measures is necessary (Weakley, 2019).

It is comprehensively understood that when employees will feel safe and secure within the working environmental conditions, only then they will be able to render a significant contribution in the implementation of job duties and in the achievement of organizational goals. On the other hand, when the employees will feel insecure or vulnerable within the working environment, it is apparent that they will not be able to concentrate well on their job duties and responsibilities. Good health conditions are regarded to be of utmost significance. When the employees will keep good health, they will not only be able to carry out their job duties in an appropriate manner, but also would conduct analysis of various aspects, which need to be improved. Furthermore, they would give ideas and suggestions to their supervisors and managers, which would enable them to render a significant contribution in augmenting organizational structure. Therefore, it can be stated, health and safety of the employees as well as employers are crucial aspects, which need to be focused upon satisfactorily

Health and Safety Policy:

Section 24 of the Occupational Health and Safety Act requires all workplaces with five or more employees to develop a safety policy and review it on an annual basis. The main objective of this policy is to express the commitments of the employers to health and safety. It must include a statement regarding the responsibilities of the employers, supervisors and other workers. The policy states clearly what the employers intend to do in terms of commitment and support for health and safety in the workplace. It is crucial to take into account the job duties and responsibilities of the individuals. It is vital for the individuals to be responsible for the aspects, which are necessary in maintaining health and safety. The policy commits the entire organization towards maintenance of a safe working environment. In other words, it is vital for members of the organization to work towards implementation of health and safety policy in an appropriate manner (Guide to Workplace Health & Safety Policy, 2004).

In the formulation of policy, there are certain aspects, which need to be taken into account. These include, a clear commitment is needed to make provision of a healthy and safe workplace and how this will be integrated into daily work activities. A statement reflecting upon the awareness of the employers in terms of their duties and responsibilities need to take precautions to prevent illnesses, health problems, injuries and accidents. Addressing the needs of the employees and making provision of proper supervision and enforcement of work practices is regarded as indispensable (Guide to Workplace Health & Safety Policy, 2004). When the individuals are recruited within the organization, it is apparent that in the initial stage, they may not be aware of measures and practices in terms of implementation of job duties as well as other aspects of the organization. Therefore, it is the job duty of the supervisors to provide them guidance, support and assistance to achieve organizational and personal goals.

The input of senior management to demonstrate commitment from the highest levels of the organization. In other words, senior management should sign the policy. A statement to demonstrate how the commitment to health and safety will be communicated and how it will function at all the levels of the organization. A statement reflecting the requirement for everyone working in the organization to take the responsibility for developing and maintaining a healthy and safe working environment. In other words, all the members of the organization need to be dedicated towards the maintenance of healthy and safe working environment (Guide to Workplace Health & Safety Policy, 2004). These are some of the important aspects, which need to be included in the policy.

In order to promote effective functioning of the policy, it is necessary to take into account various aspects. These are, informing all the members of the organization in terms of policy; involving as many numbers of individuals in the development of policy as possible; educate all individuals in terms of roles and responsibilities in maintaining a safe and healthy workplace; it is important to illustrate clarity in terms of who is accountable for what and how it will be established and enforced; make provision of adequate resources to promote safe standards and set up a process for regular review. It is essential on the part of the supervisors to make provision of a healthy and safe environment and provide training to the workers that is vital for them to create a healthy environment. When the employees will be well-aware and make effective use of precautions, then they will contribute well in the maintenance of healthy and safe working environment (Guide to Workplace Health & Safety Policy, 2004).

Review of literature :

The Health and Safety Executive, (2004) discussed that accidents can occur through people's involvement with their work. As technical systems have become more reliable, the focus has turned to human causes of accidents. It is estimated that up to 80% of accidents may be attributed, at least in part, to the actions or omissions of people. Work has an impact on people's health as well as on their safety. A job satisfaction can be done if the people are having positive work experience and can contribute to physical and mental well-being. At workplaces, the problematic behavior, unsafe act, could be reduced if the company has exposure and effective solution towards minimizing costs significantly and improve the safety as a main focus of the company. Training plays most contributing role in explaining management practices to improve safety performance

Research Methodology:

Title: “Health and Safety of Employees in Organization”

Title of the Study: “To Studying “Health and Safety of Employees in Organization”

OBJECTIVE OF THE STUDY:

The primary objective of this study is to identify and analyze the main objectives of promoting health and safety in the workplace. The specific objectives are:

- To examine the current state of health and safety policies and procedures in the workplace.
 - To explore the relationship between health and safety practices and employee productivity.
 - To identify the challenges faced by organizations in implementing health and safety policies and procedures.
 - To evaluate the effectiveness of health and safety training programs in promoting employee well-being.
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RESEARCH DESIGN:

This research will utilize a cross-sectional study design, employing survey questionnaires to collect quantitative data on perceptions and practices related to workplace health and safety.

Tools for Data Collection:

- The data of this study has been collected from primary sources. The primary data has been collected from the employees with the help of a semi-structured questionnaire. Individuals conducted with employees were selected randomly.

Universe:

- The present study has been carried out in the D.K enterprises private ltd.

Sampling Method:

- The sampling method used in the survey is the Simple Sampling method.

Sample:

- The number of respondents for the study is 70.

Variable:

- Marital status
 - Gender
 - Health and safety
 - Guideline
 - Incidents related documents
 - Safety audit
 - Workplace safety
 - Safety training
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Findings:

- **Demographic Analysis:** The study sample comprises solely male participants, indicating a lack of gender diversity in the respondent pool. Additionally, age distribution shows a majority of respondents falling within the 26-35 age group, with limited representation from older age brackets. The marital status of respondents indicates a predominance of married individuals.
- **Familiarity with Policies:** A significant proportion of respondents demonstrate familiarity with their organization's health and safety policies. However, there is room for improvement, as a notable percentage expresses a neutral stance or indicates a lack of familiarity. These findings underscore the importance of ongoing training and communication efforts to ensure comprehensive understanding and compliance with policies.
- **Resource Provision and Support:** While a majority of respondents feel adequately supported in adhering to health and safety protocols, there are concerns regarding the occasional rarity of resource provision. Addressing these concerns could enhance the effectiveness of the organization's support system and promote consistent compliance with safety measures.

- **Safety Oversight and Audits:** Perceptions regarding safety audits indicate a mix of regular and occasional occurrences, with rare instances reported by a minority of respondents. Enhancing safety oversight through more frequent audits could bolster compliance efforts and ensure a safer work environment.
- **Feedback Mechanisms:** The study highlights the importance of establishing effective feedback mechanisms for employees to provide input on health and safety policies. While structured channels and suggestion boxes are available in some organizations, there is room for improvement in enhancing communication and transparency.

Conclusion:

In conclusion, this research provides valuable insights into perceptions and practices related to workplace health and safety. The findings underscore the importance of ongoing training, effective communication, resource provision, and organizational support in fostering a safe and healthy work environment. Addressing the identified areas of improvement can contribute to enhanced compliance, employee well-being, and organizational productivity. Further research and interventions are warranted to ensure continuous improvement in health and safety practices across diverse workplace settings.

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