A STUDY ON WORKPLACE SAFETY AND WORKER PROTECTION IN ORGANIZATION

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ABSTRACT

A safe and healthy workplace protects workers from illness and injury. By protecting the workers, the organization can reduce absences, and can increase productivity, quality and raise employee morale. Each and every team is different, It is not necessary for every organization to follow same policies. But some general steps can be taken in any industry to benefit all employees. Workplace safety has become one of the main concerns for many employees. If the employee doesn't feels safe and secure, they won't able to communicate well with other members in organization as well as they can't carry out their duties in well-organized manner. The main factor that stops employees to communicate freely is when they feel insecure or when they are not treated in respected manner. With the help of 100 response collected from people working in different organizations, I've done a survey research and came into conclusion. The main areas that have been taken into account in this research paper is significance of health and safety of employees, Does health and safety meetings held regularly, Measures to promote health and safety among employees. The main objective of this research paper is to understand whether there is health and safety measures of employees in organization.

KEYWORDS: Employees, Health, Safety, Workplace, Organization.

INTRODUCTION

The Human Resource Team will have to take a look at workstations. Employee health and safety programs should be a major priority for management because they safe lives, increases productivity, and reduces cost. Health and safety of the employees are important concepts that need to be focused upon, inorder to lead effective growth and development of organization and its employees. If the organization maintains good health and safety within working environment, the employee 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 pyschological aspects.

The HR will have to implement appropriate safety policies as well. The HR should understand that the workplace should be a hazard-free one. All employees should be provided with proper safety training. If there is no one in the HR to provide such training, they should go ahead and hire a professional to conduct a session. A Human Resource department is also in charge of keeping employees safe, healthy and satisfied. With proper HR management, workplace policies keep up with necessary protective measures and implementation and provide solutions to issues between team members, avoiding risk for the company and its employees.

SIGNIFICANCE OF HEALTH AND SAFETY OF EMPLOYEES

In today's world of busy schedules, sitting for extended durations and takeout meals between meetings, employee's health, wellness and safety in the workplace is more important than ever, irrespective of your business size. Abraham Mashlow perfectly illustrates his ideology. His theory explains that the basic needs are attained, it helps reach the tip of the triangle that's more rewarding. Organization that assist employees at the different stages will see a positive and happy work environment, and also it will increase their ROI.

When the organization has good health and safety measures, it helps employees perform better, enhances job satisfaction, prevents lost time due to illness, stress, absenteeism, etc. It benefits both employer and employee.If we do a quick Google search, you'll see the connection between physically and mentally healthy employees and the positive effect it has on a company ROI. The average employees spends nearly 50 hours of their week at work. In other words, workplace is like second home for most employees. It only makes sense that this environment must be a place where individuals feel nurtured, valued, and comfortable.

Workplace health and safety is all about sensibly managing risks to protect your workers and your organization. Good health and safety management is characterized by strong leadership involving your managers, workers, suppliers, contactors, and also customers. In global context, health and safety is also an essential part of the movement towards sustainable development.
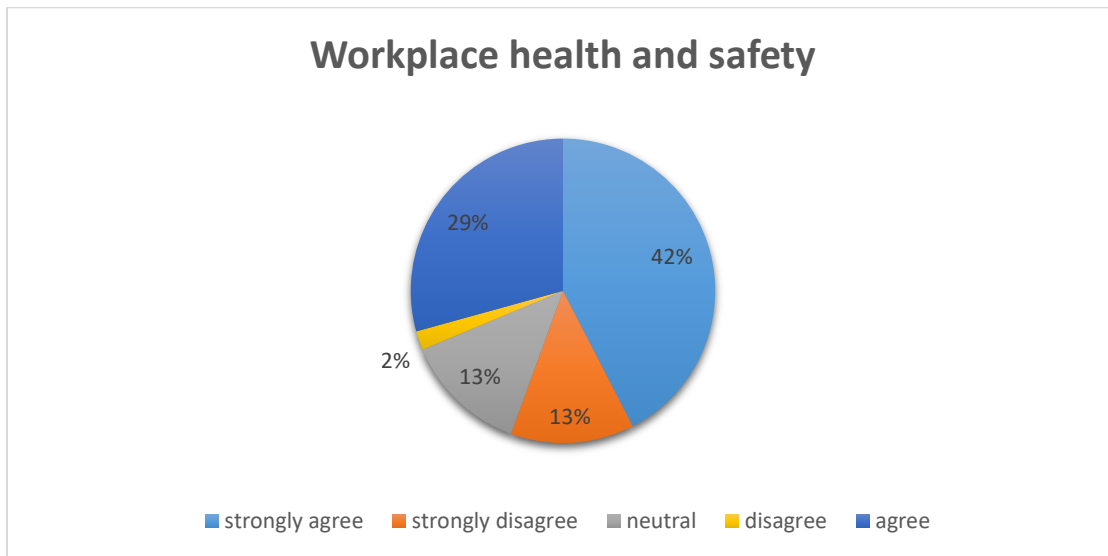
According to survey stated that the workplace health and safety is considered extremely important, the 42% of responses from employees in organization strongly agree to this statement .29% of the responses agrees with the statement. 13% of responses was in neutral. And only very less percent of the employees disagreed with this statement. That means majority of the respondents rated that organization gives importance to health and safety of employees.

ABBREVATION: ROI (Return Of Investment)

HEALTH AND SAFETY MEETINGS

Every workplace should held regular health and safety meetings to ensure that employees, clients and visitors are protected from potential hazards or unsafe practices within the workplace. Occupational health and safety is something that every workplace needs to take seriously. Health and Safety committee should meet every 3 months and address the health and safety issues and develop new health and safety measures, if needs and implementing them.

Health and safety meetings allows the public to educate about workplace dangers and safety measures, enables people to remain vigilant and aware of dangers, and allows to evaluate previous safety-related occurences. As an employer, you can customize your safety meetings to meet specific needs and address ongoing safety issues for your company.

Before work begins, a safety meetings should be conducted to clarify current and new staff expectations. So that employees can learn about potential workplace safety hazards and how to prevent them. By conducting this health and safety meetings, you'll able to convey to everyone that their safety and protection is a key priority and gradually creates a solid safety culture.

HEALTH AND SAFETY MEETINGS HELD REGULARLY

20%

80%

■ YES ■ NO
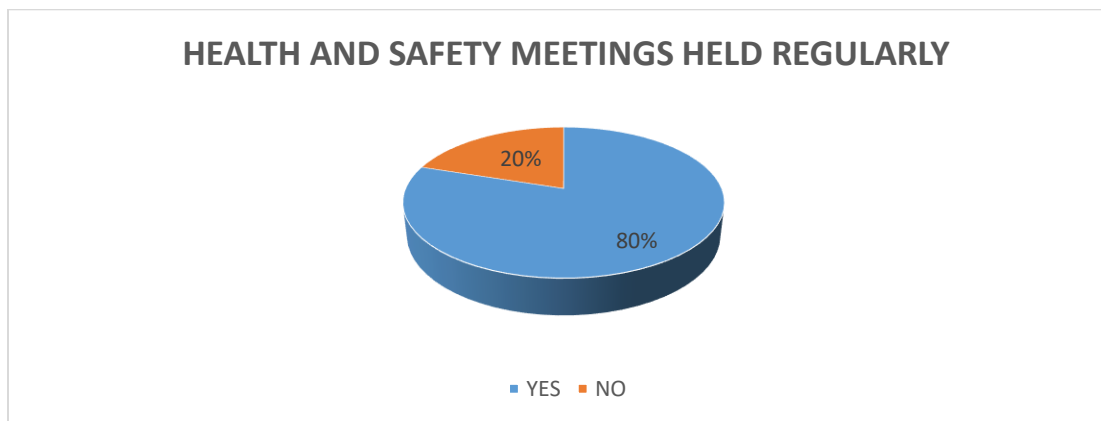
80% of the respondents who were working in the organization ranked that health and safety meetings have been conducting regularly and 20% responds that there is no regular meetings. Thus the organization takes care of their employees in a right way.

MEASURE TO PROMOTE HEALTH AND SAFETY MEASURE AT WORKPLACE

Creating healthy workplace takes a bit of work, but the benefits of employees make the work worth your while. There are some processes that can be done to promote health and safety measures in your organization.

1. DO SURVEY:

    To start determining how your employees feel about health and safety initiatives you offer at the moment. Ask the team members, What kind of initiatives they would like to see implemented. Find out what are the challenges they are facing from health and safety perspective. You need to understand that, you are not going to be able to meet everyone's need immediately. But all can you do is you can pull all of this survey data together and start by ticking off the most highly desired results.

2. DRAFT HEALTH AND SAFETY POLICY:

    After getting a solid understanding of your team needs, its time to draft a health policy. You should outline your company's commitment to employees health and safety. Then list the initiatives you plan to put in place to achieve those goals.

3. GET FEEDBACK:

    Before you begin rolling things out, its good to get feedback from your employees on your plans. They may be able to offer valuable insights that can save your both time and money.

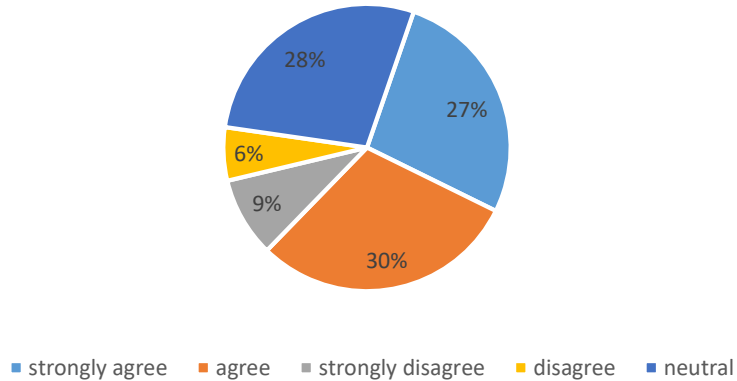4. DIVE INTO YOUR NEW HEALTH AND SAFETY INITIATIVES:

Once you refined your health and safety policy, its time to get started. Its unlikely to get jackpot with health and safety initiative at 1st try. Be prepared to make changes as time goes on. You should fix the date in future (3 or 6 months) to get further feedback from your employees on how these workplace health and safety initiative have impacted their wellbeing.

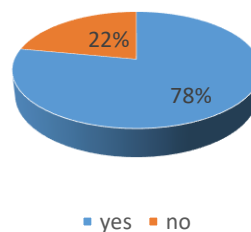**THE BELOW PIE CHART SHOWS THE COLLECTION OF RESPONDS**

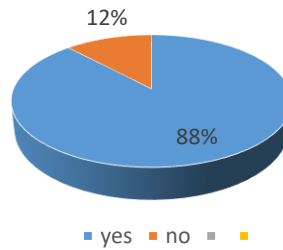**1ST AID FACILITY AND 1ST AIDERS ON YOUR PREMISES**

- 6%
- 94%

■ YES ■ NO ■ ■
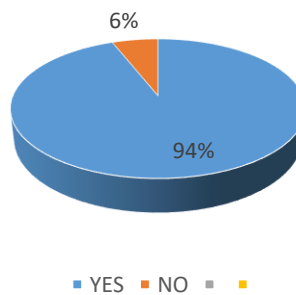
Workplace health and safety trainings

- 28%
- 27%
- 6%
- 9%
- 30%

■ strongly agree ■ agree ■ strongly disagree ■ disagree ■ neutral

Seperate person to report about the problem of employees in your workplace

- 22%
- 78%

■ yes ■ no

suggestions about health and safety in workplace

FINDINGS:

- All the employees are aware of safety measures, this shows that the organization has taken necessary
- Majority of the respondants have rated that they have separate person to report about problems of the employees in workplace. That means the organizations have arranged separate person to clear the grieveance / disputes, etc for the wellness of the employees.
- 94 out of 100% have rated that they have fire extinguisher and 1st aider and 1st aid box in their office for emergency purposes.
- Majority of the respondant stated that they have separate training programmes conducted at the time of joining or at the time of entering into the new processes.

CONCLUSION:

The study concluded that, in organization's both IT and Manufacturing sector are functioning effectively towards safety and health on workplace. Only few organizations are lacking in workplace safety and protection . Therefore the companies/organizations should look into ways to address the issues faced by the employees, so that implementation of safety policies can be made. When HR or particular person who are appointed for handling health and safety of employees is fully involved in discussing health and safety policies, it will also be motivated to carryout policy implementation which will finally led to job satisfaction.

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