The Comprehensive Study on the Management of Health and Safety of Employees on Workplace

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ABSTRACT: Employee health is defined as the state of being healthy and happy. Affective and psychological well-being are included in this category, as is physical well-being. Prevention of accidents is seen primarily as an engineering issue that must be addressed by the right design of mechanical safety measures by the Department of Employee Safety and Health. Since both accident prevention and safety are closely connected, a multidimensional approach to both is required. Its significance has expanded as a result of large-scale industrialization, in which human beings are exposed to mechanical, electrical, and radiological risks on a daily basis. As an example, consider the following: An overall sample size of 500 people was used, from which 100 workers were chosen using a simple random selection approach, and a well-structured questionnaire was developed in order to obtain all of the necessary information from them. Personal interviews were used to gather information for the questionnaires. This research made use of a variety of statistical methods that are often employed in data analysis. The results of the research suggested that one of the most common causes of workplace accidents is the improper handling of materials. As a result, the vestibule training approach may be used into an employee training programmer for better results. Employees' safety and health can be improved by the application of ergonomics.

Keywords: Accidents, Employee, Health, Safety, Workplace.

1. INTRODUCTION

People are becoming an increasing source of worry as well as people are the most important aspect of every organization, whether it is manufacturing things or providing services. They are also responsible for selling the product and creating a profit. As a result, no corporate operation can operate in the absence of people. An organization's ability to produce high-quality work and to be productive is dependent on the individuals who make up its workforce. The human component is by far the most essential of all the variables of production; the success of a corporation is directly related to the success of its employees [1] .

The Factories Act (1948) [2] places a high value on the working conditions of employees in relation to a variety of issues connected to their health, safety, and welfare. Certain duties are imposed on the Employers as a result of these rules. That is, to safeguard employees against accidents, both unwary and negligent, and to provide them with working conditions that are conducive to their health's, welfare as well as care. These regulations also obligate the management to keep inspections staff on hand and to make measures for the preservation of health and cleanliness, the prevention of over-crowding, and the supply of facilities like as lighting, ventilation, and drinking water, among other things.

A welfare officer and a safety officer are required to be appointed at every firm that employs more than 300 people in a manufacturing, according to the legislation. The Workman's Compensation Act (1923) [3] provides workers with the right to compensation for any harm that occurs as a result of his job or certain industrial decreases, and employers are required to comply with the provisions of the act for the benefit of their employees. One of the primary objectives of the Factories Act is to safeguard employees from being subjected to excessively long hours of physical or mental strain.

In any business or organization, workplace safety and health (WSH) is a critical aspect of operations. When a catastrophic accident or illness occurs, it can cause a great deal of grief and sorrow to the victims, their coworkers, and their families and friends. Additional challenges will be faced by all of the organizations engaged in the WSH event. These include dealing with negative effects such as increased insurance premiums, lost time and delays, morale concerns, labour protests, and reputational damage. Good workplace health and safety, on the other hand, can lead to organizational greatness [4].

This book adopts a systems-thinking approach to help readers comprehend how workplace safety and health is a critical component of every organization. The many chapters are linked together by an overall model of event causation, and supporting models are offered in order to provide a solid conceptual framework for the subject matter[5]. Practical WSH knowledge is also presented in the relevant chapters to ensure that newcomers have a solid understanding of the principles of WSH dangers and controls prior to beginning their studies. Aside from the significant emphasis on conceptual framework, readers will also be introduced to the specifics of a workplace health and safety management system, as well as real workplace safety and health procedures, dangers, and controls. Readers may test their understanding of the subjects covered in each chapter by taking a series of online quizzes. A safety as well as health management systems refers to the portion of an organization's management system that addresses the following topics:

- The organization and policies in place for health's as well as safety at work in a firm
- The process of putting together a plan for accident and illness prevention
- The line management duties
- The techniques, processes, and resources for establishing and implementing these obligations implementation, evaluation and maintenance of an occupational safety and health policy

Many elements are taken into consideration while creating and maintaining a safe and productive workplace [6]. The development and implementation of an effective safety management system are critical to achieving success in building a safe workplace. A safety management system is a collection of many aspects inside an organisation that must be addressed in order to offer a safe working environment for everyone who accesses it on a regular basis [7]. Because of a well-designed and effective safety management system, health and safety become an inextricably linked component of the fundamental functioning of your company as show in Figure 1.

Figure 1: Illustrating the Guidelines for Safety and Health Management.

1.1. *Employees' health and safety are extremely important:*

Throughout the company, health and safety measures are viewed as being of paramount importance in fostering the well-being of not just workers, but also of their superiors and superiors' employees. Individuals are obliged to encounter a variety of issues and obstacles in the process of carrying out their professional responsibilities in the current environment. In the course of carrying out job responsibilities, as well as in the process of promoting health and safety among employees, these situations may develop. As a result of health and safety measures implemented inside the workplace, the number of diseases and health issues among employees has decreased significantly. These methods can also assist employees in being more aware of the various risks that may exist in their working environment [8]. Training is often considered as being both necessary and Beneficial's. The major goals of training is to provide employees with information about workplace procedures, practices, and behaviour in order to avoid accidents and illnesses from occurring. It is true that paying for work-related accidents and illnesses can hurt a company's bottom line. This is one of the reasons that health and safety rules must be put in place [9], [10].

When employees feel safe and secure in their working environment, it is well recognized that they will perform significantly better in the performance of their job responsibilities and the attainment of organizational objectives. Employees who feel uncomfortable or vulnerable at their workplace are less likely to be able to concentrate on their job duties and responsibilities, as evidenced by the fact that they are less likely to be productive. Good health is viewed as being of the highest importance in all situations. When workers maintain excellent health, they will not only be able to carry out their job responsibilities in an acceptable manner, but they will also be able to undertake analysis of various

parts of the business that need to be improved. Aside from that, they would share thoughts and provide suggestions to their supervisors and managers, allowing them to make a substantial contribution to the enhancement of organizational structure. Thus, it can be claimed that the health and safety of employees as well as employers are critical considerations that must be addressed in a satisfactory manner.

1.2. *Safety as well as the health policy:*

Under Section 24 of the Occupational Health and Safety Act, all workplaces with five or more employees are required to adopt a safety policy, which must then be reviewed on an annual basis. The primary goal of this policy is to convey the commitments made by the employers to health and safety practices and procedures. An explanation of the obligations of employers, managers, and other employees must be included in the document as well. The policy outlines explicitly what the employers want to do in terms of dedication and support for health and safety in the workplace, as well as what the employees should expect from them. It is critical to consider the job obligations and responsibilities of the persons involved in the situation. It is critical for individuals to take responsibility for the areas of their lives that are essential in order to sustain health and safety. The policy binds the whole business to the goal of maintaining a safe working environment for all employees. To put it another way, it is critical for all members of the company to contribute to the effective execution of health and safety policies.

There are some considerations that must be taken into consideration while formulating policy. A clear commitment to providing a healthy and safe workplace, as well as details on how this would be integrated into everyday work activities, are among the items to be addressed. In order to prevent diseases, health issues, injuries, and accidents, employers must be aware of their obligations and responsibilities, as evidenced by a statement indicating their understanding of their responsibilities. It is well recognised that meeting the requirements of employees, as well as providing adequate supervision and enforcement of work rules, are essential. In the case of individuals who are recruited into the organisation, it is evident that they may not be aware of the policies and procedures that govern the execution of work responsibilities as well as other parts of the organisation at the outset of their employment with the organisation. Supervisors have a responsibility to guide, support, and help them in achieving their organisational and personal objectives, which is their job responsibility.

Senior management's input is required in order to demonstrate commitment from the highest levels of the firm. In other words, the policy should be signed by members of senior management. A statement that demonstrates how the organization's commitment to health and safety will be conveyed and how it will work at all levels of the organisation is required [11]. A declaration stating that everyone employed by the business is required to assume responsibility for the development and maintenance of a healthy and safe working environment. This means that everyone in the business must be committed to keeping the workplace healthy and safe. These are some of the most essential considerations that must be taken into consideration while developing police policies [12].

This study basically focused on the safety of the workers as well as its health. The initiative sheds light on the need of training employees in the areas of safety and health. The project was built in response to the expectations of the workforce. It will be beneficial to the organization's management in terms of improving employee safety and health measures.

2. LITERATURE REVIEW

Dr. Radhika Kapur [13] discussed the Employees' health's as well as safety in the workplace are important considerations. The purpose of this research was to get a better understanding of the health and safety of employees in companies and other organizations. It is vital to address the health and safety of workers in orders to fulfil personal as well as professional objectives, improve the structure of the organisation, and maintain one's living circumstances in an acceptable way. The following are the primary topics that have been taken into consideration in this paper: the Health and Safety Policy, the relevance of employee health's and safety, steps to encourage excellent health conditions among workers, and methods to enhance employee safety. Accordingg to the author some of the actions that must be performed by the members of the organisation in order to safeguard their own safety and well-being are like it is important for not just workers, but all members of the organisation, to keep excellent health and safety so that organizational objectives may be met and employment can be kept, as well as to engage with people in a professional manner.

Grace Katunge Jonathan and Rosemary Wahu Mbog [14] discussed about the working in a Safe Environment and What Every Employee and Employer Should Know about Maintaining Health and Safety in the Workplace. In this study, the descriptive research design was used to perform the investigation. It used a questionnaire guide to get the data and the Statistical Package for Social Science version 20 software to look at it. The frequency tables and charts were used to show the data. From the results, it was found that a lot of the teachers didn't take part in training programmes that would have taught them about safety in the workplace. The vast majority of them were not engaged in discussions on

workplace safety standards. This compromised the safety of teachers at work to a significant level, impairing their preparation on things relating to health dangers and, therefore, their overall effectiveness in the classroom. People who write about health and safety at work say that the Ministry of Education, Science, and Technology should work with school administrations to set up training programmes for teachers, talk about safety policies with teachers, and make sure that these policies match up with the schools' long-term plans for health and safety at work.

Alan J. Friend et al. [15] Developed Measuring and evaluating safety management system effectiveness using Data Envelopment Analysis which the goal of the study was to create a model for calculating and testing SMS efficacy. It was created using a methodical set of stages that ensured the attainment of the study's goals. The study shows that Data Envelopment Analysis (DEA) models may be developed to aid organizations in assessing the efficacy of their SMS and identifying ways to boost performance in SMS-related areas.

Research Question:

- How project was built in response to the expectations of the workforce?
- How it will be beneficial to the organization's management in terms of improving employee safety and health measures?

3. METHODOLOGY

3.1.   Design:

The descriptive character of the research employed in this project is reflected in the findings. Descriptive research is primarily concerned with facts judgement that is primarily concerned with the current, abstracting generations by doing a cross sectional assessment of the current condition. The descriptive techniques are widely utilised in physical and natural science, for example, physics measures, zoology dissects, biology classifies, as well as geology investigates the rock's composition. However, its use in social science is more prevalent, as in socioeconomic surveys and employment and activity analyses, among other applications.

3.2.   Sample:

The project throws light on the need for learning Employees Safety & Health as well as for the conduction of this research authors take sample from the different 100 peoples through a numbers way and on the basis of the responses collected from the individual's collection and analysis will be done.
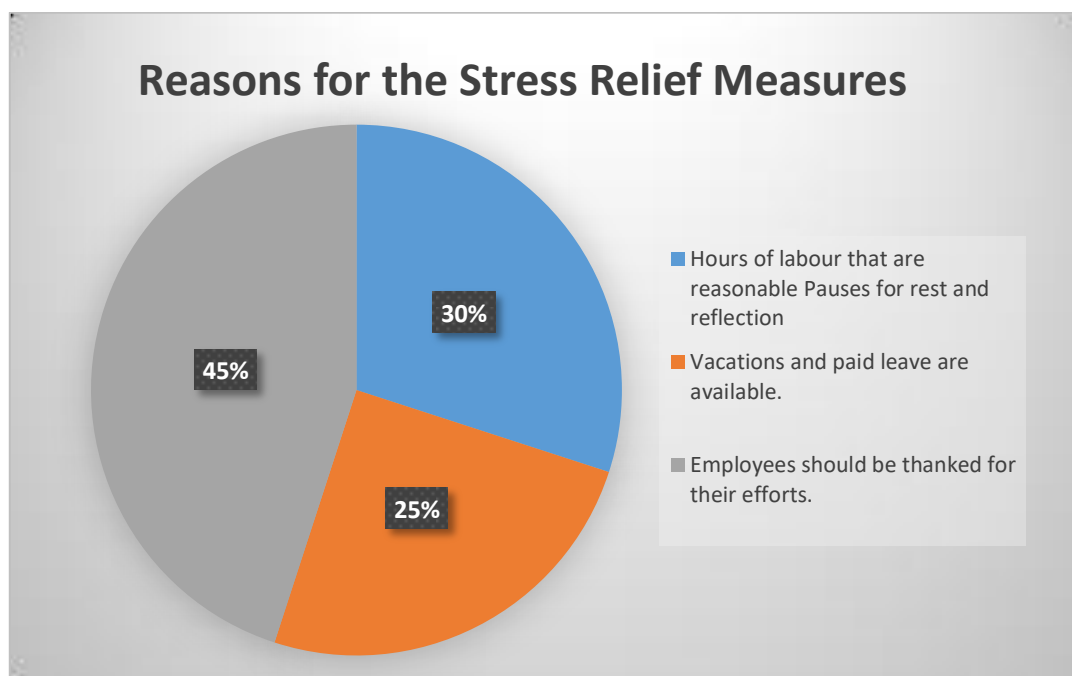
3.3.   Data Collection:

The gathering of the data for the research are taken from the various sources and on the basis of the gender of the respondents, designation of the respondents, health and safety measures, Distribution of respondents based on the reasons for using stress-relief measures, and Employee Satisfaction With Respect To Safety Measures. The formulated data for the research has been shown in various Figure which are mention below:
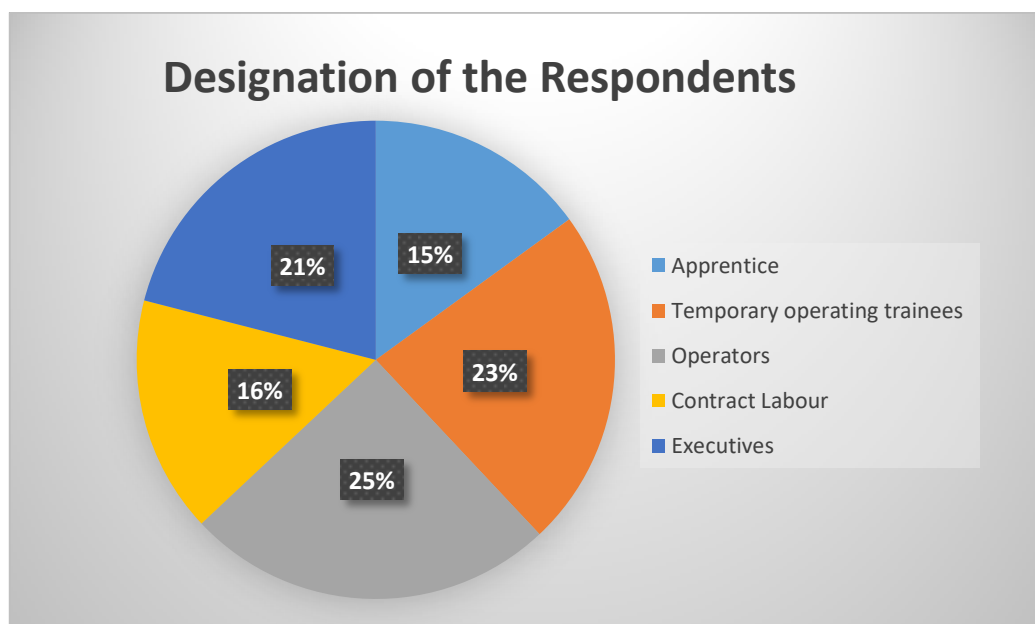
Figure 2: Illustrating the data Based on the Designation of the Respondents.
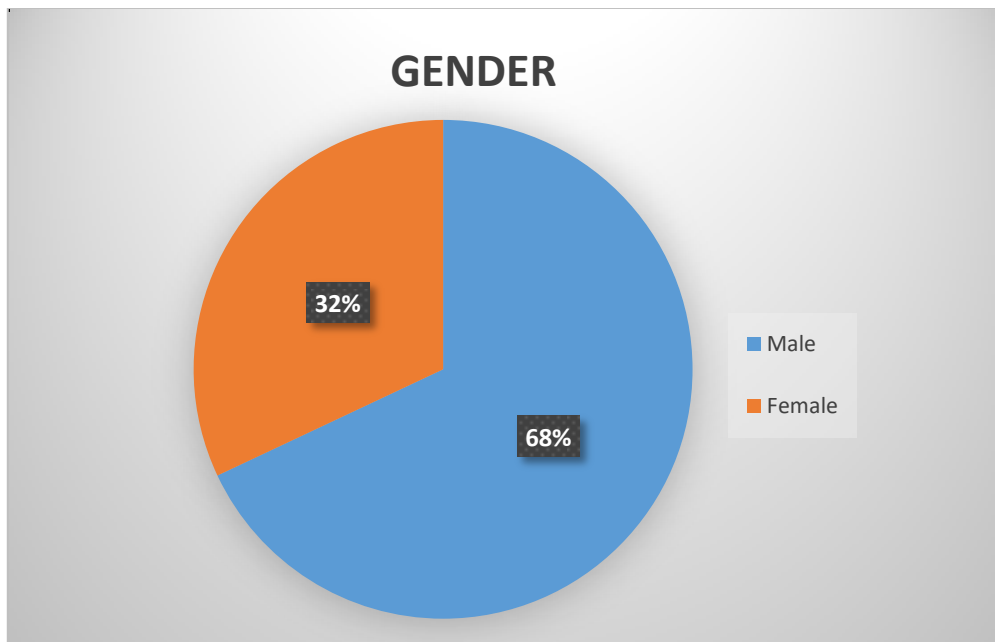
Figure 3: Illustrating the Distribution of Respondents by Their Gender

Figure 4: The above Graph Represents the Data of the respondents based on the Reasons for Implementing Stress Relief Methods.

3.4. *Data Analysis:*

Analysis are completed according the collection of the data, from Figure 2 out of 100, 15% respondents are apprentice, 21% are executives, 16% are contract labour, 25% respondents are operators, and rest of the 23% are trainees. According to Figure 3 distribution of the respondent based on the age in which out of 100, 68% are male and 32% are female. From the Figure 4, out of 100, Hours of labour that are reasonable Pauses for rest and reflection (30%), 25% are based on vacations and paid leave are available and 45% Employees should be thanked for their efforts.

4. RESULTS AND DISCUSSION

The handling of materials in a hazardous manner is the most common reason for workplace accidents that occur in the business. As a result, the vestibule training approach may be used into an employee training programme for better results. The frequency of safety training for workers on safety and health may be changed from twice a year to once a month one instead of twice a year twice. It is necessary to guarantee that enough first aid facilities are maintained in a proper manner. The rest roam area should be refurbished to provide enough space, and the sports centre facilities should be made available to temporary workers as well. It is recommended that the ergonomics technique be used. Individual skills and limitations are taken into consideration while designing ergonomic workplace items so that employees may do their jobs without getting damaged. Working conditions produce a variety of issues, and counselling assists employees in overcoming personal and technical difficulties. In addition to permanent employees, temporary workers should undergo a thorough pre-employment and post-employment medical assessment.

Satisfaction of the employee towards safety which are shown in Figure 5, according to the data presents in the graph, its represents that the 40% employs are dissatisfied due to the safety measures, 30% are satisfied, 25% are highly satisfied and don't have problems with the safety measures, and rest of the 5% are highly dissatisfied. Impacts of the safety measure on the health, 75% respondents are agree with that its effects the health and very dangerous and rest of the 25% are agree with that, which are shown in Figure 6.

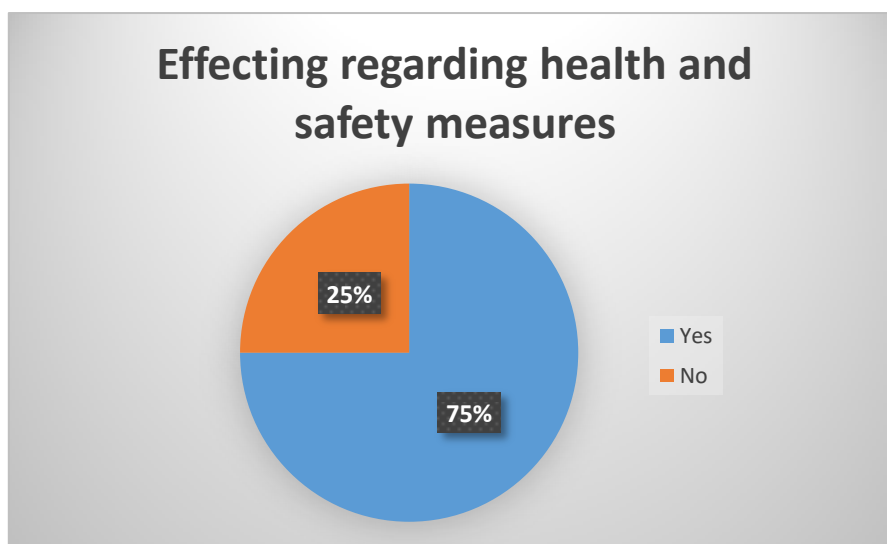**Figure 5: Assessment of Employee Satisfaction with Respect to Safety Measures.**

Figure 6. The above Graph Represents the Response of the Respondents based on the Safety and Health Measure of the Employee.

5. CONCLUSION

When individuals looks for employment opportunities in the organizations, they must not only increase their knowledge and competencies in orders to carry out their job duties in a well-organized manner and achieve personal and professional goals, but they must also take the concept of health and safety into consideration. An employer must make sure that his or her employees are safe and healthy at work, so it is their job to do that can help you focus your efforts on improving your safety and health at work. This system, also called a safety programme, is called a safety and health management system. It doesn't matter what you call it, but your plan shows what people in your business are doing to keep from getting hurt or sick at work. In this study, you will get a comprehensive understanding of the scenario involving a significant number of accidents that occur in the organization, as well as of the measures that should be taken to minimise the number of accidents that occur and to prevent them from happening in the future. Employees' safety and health can be improved through a variety of methods, including vestibule training and medical checkups before and after work. First aid facilities, recreational facilities, counselling programmes, and pre- and post-employment medical checkups are also recommended for improving the effectiveness of employee safety and health. The results of the survey will be used to make the required improvements to the company's safety and health practises for employees, as well as for other purposes. By inculcating the notion of Ergonomics into the aforementioned concept, it is possible to improve the safety and health of workers and hence improve their productivity. The study also contributes to the company's concern for the ongoing improvement of their production with regard to employee safety and health.

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