

Researcher's Research Is Based On Safety Of Workers In Organization And Keeping In Mind The Main Safety Measures To Be Taken In A Construction Company On Its Site.

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ABSTRACT:

The scope of occupational safety and health has evolved gradually and continuously in response to social, political, technological and economic changes. In recent years, globalization of the world's economies and its repercussions have been perceived as the greatest force for change in the world of work, and consequently in the scope of occupational safety and health, in both positive and negative ways. Liberalization of world trade, rapid technological progress, significant developments in transport and communication, shifting patterns of employment, changes in work organization practices, the different employment patterns of men and women, and the size, structure and life cycles of enterprises and of new technologies can all generate new types and patterns of hazards, exposures and risks.

Key words: safety, hazards, occupational health, disease, infirmity, ergonomic.

Introduction:

"The main focus in occupational health is on three different objectives: (i) the maintenance and promotion of workers' health and working capacity; (ii) the improvement of working environment and work to become conducive to safety and health and (iii) development of work organizations and working cultures in a direction which supports health and safety at work and in doing so also promotes a positive social climate and smooth operation and may enhance productivity of the undertakings. The concept of working culture is intended in this context to mean a reflection of the essential value systems adopted by the undertaking concerned. Such a culture is reflected in practice in the managerial systems, personnel policy, principles for participation, training policies and quality management of the undertaking."

Those in the field of occupational health come from a wide range of disciplines and professions including medicine, psychology, epidemiology, physiotherapy and rehabilitation, occupational therapy, occupational medicine, human factors and ergonomics, and many others. Professionals advise on a broad range of occupational health matters. These include how to avoid particular pre-existing conditions causing a problem in the occupation, correct posture for the work, frequency of rest breaks, preventative action that can be undertaken, and so forth.

"Occupational health should aim at: the promotion and maintenance of the highest degree of physical, mental and social well-being of workers in all occupations; the prevention amongst workers of departures from health caused by their working conditions; the protection of workers in their employment from risks resulting from factors adverse to health; the placing and maintenance of the worker in an occupational environment adapted to his physiological and psychological capabilities; and, to summarize, the adaptation of work to man and of each man to his job.

The research and regulation of occupational safety and health are a relatively recent phenomenon. As labor movements arose in response to worker concerns in the wake of the industrial revolution, worker's health entered consideration as a labor-related issue.

Work Place Hazards

Although work provides many economic and other benefits, a wide array of workplace hazards also present risks to the health and safety of people at work. These include but are not limited to, "chemicals, biological agents, physical factors, adverse ergonomic conditions, allergens, a complex network of safety risks," and a broad range of psychosocial risk factors. Personal protective equipment can help protect against many of these hazards.

Physical hazards affect many people in the workplace. Falls are also a common cause of occupational injuries and fatalities, especially in construction, extraction, transportation, healthcare, and building cleaning and maintenance.^[12] Machines have moving parts, sharp edges, hot surfaces and other hazards with the potential to crush, burn, cut, shear, stab or otherwise strike or wound workers if used unsafely.^[13]

Biological hazards (biohazards) include infectious microorganisms such as viruses and toxins produced by those organisms such as anthrax. Biohazards affect workers in many industries: influenza, for example, affects a broad population of workers. Outdoor workers, including farmers, landscapers, and construction workers, risk exposure to numerous biohazards, including animal bites and stings, from poisonous plants,¹ and diseases transmitted through

animals such as the West Nile virus and Lyme disease. Health care workers, including veterinary health workers, risk exposure to blood-borne pathogens and various infectious diseases, especially those that are emerging.

Dangerous chemicals can pose a chemical hazard in the workplace. There are many classifications of hazardous chemicals, including neurotoxins, immune agents, dermatologic agents, carcinogens, reproductive toxins, systemic toxins, Falls are one of the most common causes of fatal and non-fatal injuries among construction workers. Proper safety equipment such as harnesses and guardrails and procedures such as securing ladders and inspecting scaffolding can curtail the risk of occupational injuries in the construction industry. Due to the fact that accidents may have disastrous consequences for employees as well as organizations, it is of utmost importance to ensure health and safety of workers and compliance with HSE construction requirements. Health and safety legislation in the construction industry involves many rules and regulations. For example, the role of the Construction Design Management (CDM) Coordinator as a requirement has been aimed at improving health and safety on-site.

The 2010 National Health Interview Survey Occupational Health Supplement (NHIS-OHS) identified work organization factors and occupational psychosocial and chemical/physical exposures which may increase some health risks. Among nonsmoking workers, a lot of construction workers are exposed to secondhand smoke while only a few of the workers are shown to be exposed. Other physical/chemical hazards with high prevalence rates in the construction industry were frequently working outdoors (73%) and frequent exposure to vapors, gas, dust, or fumes (51%).

asthmagens, pneumoconiotic agents, and sensitizers. Authorities such as regulatory agencies set occupational exposure limits to mitigate the risk of chemical hazards.

Psychosocial hazards include risks to the mental and emotional well-being of workers, such as feelings of job insecurity, long work hours, and poor work-life balance. Interventions for depressed workers receiving clinical interventions reduces the number of lost work days as compared to clinical interventions alone. This review also demonstrated that the addition of cognitive behavioral therapy to primary or occupational care and the addition of a "structured telephone outreach and care management program" to usual care are both effective at reducing sick leave days.

Specific occupational safety and health risk factors vary depending on the specific sector and industry. Construction workers might be particularly at risk of falls, for instance, whereas fishermen might be particularly at risk of drowning. The Government identifies the fishing, aviation, lumber, metalworking, agriculture, mining and transportation industries as among some of the more dangerous for workers. Similarly psychosocial risks such as workplace violence are more pronounced for certain occupational groups such as health care employees, police, correctional officers and teachers.

Construction is one of the most dangerous occupations in the world, incurring more occupational fatalities than any other sector. Falls are one of the most common causes of fatal and non-fatal injuries among construction workers. Proper safety equipment such as harnesses and guardrails and procedures such as securing ladders and inspecting scaffolding can curtail the risk of occupational injuries in the construction industry. Due to the fact that accidents may have disastrous consequences for employees as well as organizations, it is of utmost importance to ensure health and safety of workers and compliance with HSE construction requirements. Health and safety legislation in the construction industry involves many rules and regulations. For example, the role of the Construction Design Management (CDM) Coordinator as a requirement has been aimed at improving health and safety on-site. The 2010 National Health Interview Survey Occupational Health Supplement (NHIS-OHS) identified work organization factors and occupational psychosocial and chemical/physical exposures which may increase some health risks.

Definition of the term:

As defined by the World Health Organization (WHO) "occupational health deals with all aspects of health and safety in the workplace and has a strong focus on primary prevention of hazards. Health has been defined as "a state of complete physical, mental and social well-being and not merely the absence of disease or infirmity." Occupational health is a multidisciplinary field of healthcare concerned with enabling an individual to undertake their occupation, in the way that causes least harm to their health. Health has been defined as It contrasts, for example, with the promotion of health and safety at work, which is concerned with preventing harm from any incidental hazards, arising in the workplace.

Literature review:

Evaluation of Safety Performance in a Construction Organization in India: A Study
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This article tells us that:

In India the construction industry is the second largest employer next to agriculture and about 31 million people are employed in construction sector. Indian construction industry is labour intensive comprising of semi- skilled and unskilled workers. The measurement and evaluation of an organization's performance on health and safety conditions at work mainly aims at the provision of information about the current situation and the progress of the strategies, processes and activities that are adopted by an organization with the view to keep H&S hazards under control. The construction industry needs a new paradigm for measuring safety performance on construction sites that is a proactive approach rather than just depending on the reactive data. The proactive approach is able to provide essential feedback on performance before incidents occur. This paper presents proactive safety measures to eliminate unsafe actions/conditions which contribute towards accidents and injuries by conducting safety sampling survey and overall safety performance was evaluated by inter observer reliability of internal and external safety auditors.

Aim: To build an Effective Safety program for the employees working in this construction company

Objectives of this study:

1. Analyse the use of safety program used in the organization.
2. Effective method applied in the safety of the employees.
3. Study and improvisation of the area of improvement.
4. Importance of having a safe work environment.
5. To design the model for safety program.
6. To solve employees problems on construction sites and management design programs.

Research methodology:

Hypothesis:

H1. Safety of employees at their work place.

H2. Effectivity of applying a safety program for the employees.

Research Design: Descriptive research design is adopted for this study. Descriptive research includes surveys and fact finding enquiries of different kinds; in this type of research the researcher has no control over the variables.

Sampling plan:

Population: 105

Sample size: 60

Sampling Method: Sampling method is the procedure of selecting units from the sample. Non-probability sampling method was adopted for this study.

i. Non-Probability Sampling: Non-probability sampling is that sampling procedure which does not afford any basis for estimating the probability that each item in the set of population has of being included in the sample. In this samples are selected for a specific purpose. Hence in this case there occurs a chance of less reliability of conclusions.

ii. Sampling Type: In this study convenience sampling is undertaken for collecting the samples.

Data Collection: The collection of data in this study is collected through primary and secondary sources.

Primary Data: The primary data are those data's which are collected newly as well as for the first time.

Source: In this study primary data is collected through questionnaires or personal interview.

Secondary Data: Secondary data are those which have already been collected by someone and which have been passed through the statistical process.

Source: Data is collected from company profile, books, and websites.

Limitations of the study:

Restricted Data:

Since it is a small unit of organization the company does not have much information to offer in terms of vast strategies and factors related to employee retention. The company's privacy policy also did not allow the manager to share more employee related data.

A. **AREA OF STUDY**

Since the project is based on employee retention the main area or focus of study is based on 2 sub-topics from my perspective or understanding of the topic.

1. Overall Employee retention factors in a construction company
2. Overall Employee retention strategies

THE MAIN RETENTION FACTORS AS LISTED BELOW INCLUDES

1. **JOB**

If an employee finds his job meaningful, exciting and it meets his expectations in terms of salary, where a company would provide training to upgrade his skills which would offer him career development opportunities

and where his work will be identified and recognized which will in return increase his status or position and will provide him additional benefits offered by the company.

2. **CULTURE**

A very important factor in employee retention is the organizational culture, if an employee joins a company he will look out for good management system in the organization where there would be supportive or leadership type of management style and if it meets his expectations in terms of co-workers, who should generally be helpful, supportive and lead together as a team and where employee's good work gets recognized and appreciated which in turn entitles him for rewards for job well done which would give him a sense of security about the company and would increase his loyalty towards his company where his personal values will match with the company values.

3. **EXTERNAL FACTORS**

Includes how readily there are jobs available in the market (Economic Climate) matching his expectations and skills. How competent are other companies or industries. External factors also include how an employee has had past experiences; how good or bad were they. And how the community views a particular job, industry or business is also a subconscious thought of an employee.

Major finding and observation:

Among the employee's 43.75% belong to the age group of 20-30. The next highest frequency distribution is in the age group of 30-40. 41.25% of the employees are having experience of more than 10 years as compare to others.

42.50 % of the employee's fall under the income group of 20001 & above. 71.25% of employees are married whereas 28.75% of employees are single. 61.25% of the employees are satisfied with implementation of safety provisions in the organizations. From this we can infer that organization has taken special care in making the employees understand about the safety provisions.

71.25% of the respondents are satisfied with the safety measures provided to them. Hence we can infer from the above chart that the organization is implementing the right safety measures which make the employees satisfied. 60% of the respondents feel that productivity increases to great extent due to practicing of industrial safety & good work environment.

86.25% of the employees have not met with the accident while 13.75% of the employees have met with the accident during the working hours. Hence the organization has to find out the root cause for the accidents and take measures to reduce the accidents.

54.54% of the accident occurs during night shift. Hence the organization should find out the problems faced by the employees during night shift and take necessary steps to avoid accidents .

75% of the employees are satisfied with the first-aid provided by the organization at the time of accidents. 31% of the employees feel that not following the prescribed rules as per the major cause for accident. 71.25% of employees are highly satisfied with safety equipments provided by the organization.

Most of employees are highly satisfied with the efforts taken by the organizations to ensure employees safety. 85% of employees have attended the training program for safety conducted by the organization. 25% of employees have attended health safety training, 22.50% of employees have attended fire safety training and 20% of employees have attended chemical safety training, and hence the measures are being followed in an organized manner.

Conclusion:

This research has been helpful in analyzing the effects of the hazardous effects on site construction site would have. It gives an insight to the programs that can lead to betterment of the Construction industry.

Recommendation and suggestion:

The following points must be included in the safety of employees:

1. Employee and Supervisor Training
2. Safety Incentives
3. Workplace conditioning
4. Medical Treatment and Emergency Procedures
5. Return to work programs
6. Accident Investigation and Recordkeeping
7. Accident Reporting and Recordkeeping Activities.

References:

Mr.A.B.Dadas, Director, Neville Wadia Institute Of Management Studies and Research, Pune

Mrs. Karuna Jadhav, co-ordinator, M.P.M., Neville Wadia Institute Of Management Studies and Research, Pune