

CONTEMPORARY PRACTICES IN EMPLOYEE SAFETY MANAGEMENT

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ABSTRACT

Safety Management, Safety Climate, Safety Performance In the twentieth century, as technology grew by leaps and bounds; associated hazards also grew with it. This resulted in collective efforts and thinking in the direction of controlling work related hazards and accidents. Thus, safety management developed and became an important part of industrial management. While considerable research has been reported on the topic of safety management in industries from various parts of the world, there is scarcity of literature from India. It is logical to think that a clear understanding of the critical safety management practices and their relationships with accident rates and management system certifications would help in the development and implementation of safety management systems.

KEYWORDS: Safety Management, Safety Climate, Safety Performance, Work Related Hazards.

INTRODUCTION

Safety management system (SMS) is a term used to refer to a comprehensive business management system designed to manage safety elements in the workplace. A SMS provides a systemic way to identify hazards and control risks while maintain assurance that these risk controls are effective.

A systematic and explicit approach defining the activities by which safety management is undertaken by an organization in order to achieve acceptable or tolerable safety. Safety Management System is to provide a structured management approach to control safety risks in operations. Effective safety management must take into account the organization's specific structures and processes related to safety of operations.

Safety management is very important in cement industries. Ultratech cement Ltd are providing Safety measures like webcams, intrusion alarms, danger zones, lifting device's, helmets, etc to the employees efficiently.

Safety management requires planning, organizing, communicating and providing direction about standards of safety management by safety training to the employees in their organizations. Ultratech cement Ltd is not providing Contemporary practices in safety management such as technical based safety measures create awareness about safety training, handling employee complaints regarding safety training

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Safety Training

Safety training is another way to reduce unsafe acts especially for new employees. Company trainers should instruct them in safe practices & procedures.

Reduce Unsafe Conditions

Reduce unsafe conditions is always an employer's first line of defense in accident prevention, safety engineers

should design jobs so as to remove or reduce Physical hazards. Employers increasingly use computerized tools to design safety equipment.

Behavior Based Safety Conditions

It means identifying the worker behaviors that contribute to accidents and then workers to avoid these behaviors.

Conduct Safety & Health Audits

Reducing unsafe acts is no substitute for eliminating hazards .managers should therefore routinely inspect for possible problems using checklist as aids.

REVIEW OF LITERATURE

Safety Management

IN 1970, ‘OCCUPATIONAL SAFETY AND HEALTH ACT, (OSHA) ‘was passed in United States of America as a comprehensive national Safety law, safety took a new direction and meaning as result of (OSHA). Similar steps were followed by other countries, such as United Kingdom (health and safety at work act, 1974), Australia (Victoria occupational health and safety act, 1985)

Powell and Canter (1985) observed that “more than half of the Industrial accidents are attributable to deficiencies in the human and management component than to unforeseeable weakness in the Technical component “these findings prompted further studies to Improve safety management in iron and steel industry.

Dumas (1987) discovered that programmes of quality and Programmes of safety have similar components. He concluded” safety is a dimension of quality, after everything, the elimination of defects includes the elimination of practices of unsafe work.”

Gupta (2002) points out the major causes of this accident as, Indifferent attitude of the management towards safety and lack of Enforcement of existing regulations by regulatory bodies. Learning Lessons from Bhopal disaster, most of the industrial organizations In India has made considerable investments in safety related Infrastructure, equipment and training. Enforcement rules and Regulations also been made more stringent with number of Amendments in the acts and rules.

Glendon and McKenna (1995) suggest that organizations with a positive Safety Cultures are characterized by effective communication. Such Communication is founded on shared beliefs of the importance of safety and Mutual trust as well as Confidence in effectiveness of preventive measures.

Cox and Oliver (1999) also found that management influenced work force Appraisals o f commitment across manufacturing, dairy produce, Transportation. Management also consistently influenced training across three Industries but only influenced workforce personnel actions & responsibility in the manufacturing and diary produce materials. As well as providing insight in to the role of management in work place safety.

Small man and John (2001) interviewed eight business leaders of FTSECompanies and found that they viewed occupational health and safety as an important concept that could potentially impact on corporate reputation and Profits. A poor health and safety record could potentially damage the company’s Reputation in that it could lead one or more

stakeholders' to View the company less positively.

NEED FOR THE STUDY

Employee safety management is very important in all organizations. The creative abilities, capacities and knowledge of human resource is very important in case of manufacturing industry especially in Cement industry Human resource practices are very important for good productivity. Cement companies play an important role in development of nations. Huge competitions are there for cement companies, so cement companies need to adopt new trends in employee safety management practices for expanding the market globally. Employee safety management has to be viewed as a dynamic process, which need to be kept aligned with the changing realities in the environment. The underlying emphasis, in employee safety management practices, therefore should be on finding the appropriate fit between work and people from time to time. From the above literature it has been found that many of the studies have concentrated on conventional employee safety management practices.

Most of the studies are in the area of financial management, and limited studies are found in the areas of marketing management and human resource management. Moreover in the area of human resource management also much of the research has been undertaken on industrial relations, welfare and labor law management, training and development, employee retention, performance management, wage and salary administration etc. Very few studies have concentrated on Contemporary Employee safety management practices like Safety training, Reduce unsafe conditions, Behavior based safety conditions. Hence the present study has been undertaken on such “contemporary employee safety management practices” in Indian cement industry.

RESEARCH METHOD

Sampling Method

The sampling method chosen for this study is stratified random sampling. The size of sample is amongst 30 % of total population in Ultratech cements Pvt .ltd Company.

Table 1: Details of Sample

Company	Employee Strength						Total	Sample Chosen (30%)
	Executives		Field Staff		Frontline Executives			
	Total	Sample (30%)	Total	Sample (30%)	Total	Sample (30%)		
Ultratech Cement	218	65	168	51	242	72	628	188

DATA ANALYSIS

The data is analyzed by calculating, mean Score method and for testing hypothesis chi-square statistical tool has been applied with the help of SPSS.

RESULTS AND DISCUSSIONS

Table 2: Employee Safety Management

S.No	Companies	Our Organization Maintains Technical Based Safety Measures Like Webcams, Intrusion Alarms					Total
		Strongly Agree	Agree	Uncertain	Disagree	Strongly Disagree	
1	Ultratech Limited Cement Company	7	116	57	7	1	188
		3.7%	61%	30.0%	3.7%	0.53%	100%

Source: Field data

Inference

From the above table we can observe that 61% of respondents are agreed that Ultratech cement pvt ltd company maintaing technical based safety measures like webcams, intrusion alarms.

Table 3: Employee Safety Management

S.No	Companies	We have Adequate Lighting, Ventilation, Acceptable Noise Range					Total
		Strongly Agree	Agree	Uncertain	Disagree	Strongly Disagree	
1	Ultratech Limited Cement Company	5	27	107	46	3	188
		2.6%	14.3%	56.91%	24.4%	1.5%	100%

Source: Field data

Inference

From the above table we can observe that 56.91% respondents are not accepted with the facilities lighting, ventilation, and acceptable noise range in the organization. So the organization needs to satisfy the Employees by providing adequate lighting, ventilation and acceptable noise range.

Table 4: Employee Safety Management

S.No	Companies	Our Organization Took Preventive Measures at Danger Zones by Quotes Called No Smoking Boards					Total
		Strongly Agree	Agree	Uncertain	Disagree	Strongly Disagree	
1	Ultratech Limited Cement Company	29	23	23	86	27	188
		15.4%	12.2%	12.2%	45.7%	14.3%	100%

Source: Field data

Inference

From the above table we can observe that 45.7% respondents are disagreeing with the organization preventive measures.

Table 5: Employee Safety Management

S.No	Companies	We have Mechanical Aids and Equipment, Like Lifting Devices, Carts, or Dollies Provided					Total
		Strongly Agree	Agree	Uncertain	Disagree	Strongly Disagree	
1	Ultratech limited Cement Company	51	23	41	32	41	188
		27.12%	12.2%	21.8%	17%	21.8%	100%

Source: Field data

Inference

From the above table we can observe that 27.12% strongly agree with the mechanical aids and equipment, like lifting devices, carts, or dollies to improving productivity in the organization.

Table 6: Employee Safety Management

S.No	Companies	I am Aware of Safety Training Provided in our Organization					Total
		Strongly Agree	Agree	Uncertain	Disagree	Strongly Disagree	
1	Ultratech Limited Cement Company	37	31	29	51	40	188
		19.68%	16.48%	15.42%	27.12%	21.27%	100%

Inference

From the above table we can observe that 27.12% respondents are not aware about safety training provided in our organization.

Table 7: Employee Safety Management

S.No	Companies	I am Aware of Conduct Safely Health Audits and Inspections by our Organization					Total
		Strongly Agree	Agree	Uncertain	Disagree	Strongly Disagree	
1	Ultratech limited Cement Company	27	30	52	46	33	188
		14.3%	15.95%	27.6%	24.46%	17.55%	100%

Inference

From the above table we can observe that 27.6 % uncertain or not known about Conduct of safety health audits and inspections by our organization.

Table 8: Employee Safety Management

S.No	Companies	Our Organization has Fire Prevention Devices Like Portable Fire Extinguisher, Alarm Pull Stations, First Aid					Total
		Strongly Agree	Agree	Uncertain	Disagree	Strongly Disagree	
1	Ultratech limited Cement Company	27	36	43	57	25	188
		14.36%	19.14%	22.87%	30.31%	13.29%	100%

Inference

From the above table we can observe that 30.31% respondents are disagreed that our organization has fire prevention devices like portable fire extinguisher, alarm pull stations, first aid.

Table 9: Employee Safety Management

S.No	Companies	We have Emergency Exit Doors be Opened Form the Direction of Exit Travels Without Use of Key					Total
		Strongly Agree	Agree	Uncertain	Disagree	Strongly Disagree	
1	Ultratech limited Cement Company	28	32	53	46	29	188
		14.89%	17.02%	28.19%	24.46%	15.42%	100%

Inference

From the above table we can observe that 28.19 % are not known about providence of arranging emergency doors be opened from the direction of exit travels without use of key in the organization.

Table 10: Employee Safety Management

S.No	Companies	We have a Procedure for Handling Employee Complaints Regarding Safety and Health					Total
		Strongly Agree	Agree	Uncertain	Disagree	Strongly Disagree	
1	Ultratech Limited Cement Company	34	36	43	49	26	188
		18.08%	19.14%	22.87%	26.06%	13.83%	100%

Inference

From the above table we can observe that 26.06% are disagreeing about a procedure for handling complaints regarding safety and health.

Table 11: Employee Safety Management

S.No	Companies	We have a Hospital, Clinic, or Informatory for Medical Care Near Your Business					Total
		Strongly Agree	Agree	Uncertain	Disagree	Strongly Disagree	
1	Ultratech Limited Cement Company	23	30	47	49	39	188
		12.23%	15.95%	25%	26.06%	20.7%	100%

Inference

From the above table we can observe that 26.06% are disagreeing about providing hospital, clinic or informatory for medical care in the organization.

CONCLUSIONS

The study on “contemporary employee safety management practices in the cement industry” has been examined in the Ultratech cement Ltd Company. So overall in the cement industries contemporary practices are not implemented properly compared with software Companies. This report describes the results of 10 contemporary practices that were obtained by questioning the selected employees in the organization.

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