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Safety And Health Practices And Injury Management In Manufacturing Industry

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Abstract

This study was conducted to determine the relationship between safety and health practices and injury management among employees in manufacturing industry. The purpose of this study is to know the relationship between safety and health practices and injury management among employees in the workplace. Nowadays, most of the companies are not implementing safety and health practices towards their employees. This will give an impact for accidents and injuries happened. The study was being done among 132 respondents in two manufacturing companies, which located in Pahang. Thus, the data were collected by using questionnaires and analyzed by using Statistical Package for the Social Sciences (SPSS version 22) software. In this study, statistical analysis included is descriptive statistics, reliability and the correlation test. In terms of result, it shows all hypotheses were accepted and the safety and health practices indicated that they had a positive relationship with injury management.

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Keywords: Safety and health Practices, Injury management

1. Introduction

The right to work in a safe and healthy environment is the fundamental right of every worker. Safety and health practices are very important to be provided to the community as well as for employees. From this study, the outcomes that employees can get through safety and health practices are they know how to work and live safety within their daily environments and to act in case of an emergency in their workplace. Besides that, safety and health practices may reduce the chances of an accident in your workplace. Most of the accidents caused within employees are due to lack of awareness. Most of the cases, due to lack of trained people, accidents get worse and people end up losing lives. If proper precautions are taken, strict laws, rules and regulations are made, regular employee awareness programs were held, the number of accidents in their workplace could be controlled. Throughout this research, it gives greater

benefits of maintaining a safe work environment among employees, but first and foremost, safety is about what an organization can do to protect their workers. Employers should send their workers home in the same condition they came in. Then, it can give greater benefit for employees such they are motivated and increase their morale and may reduce absenteeism. Kawakami (2001) stated that employers need to implement safety and health programs to ensure employees working on safe and healthy work environments. Workers have the right to participate in safety and health programs and they must be able to give full of cooperates with employers.

Moreover, the safety and health practices among employees also bring a financial benefit which is saving money. While productivity and overall revenue are important, if the personnel aren't following safe practices and keeping themselves healthy, the result will eventually become a loss in earnings due to less productivity and compensation for sick days. A safe work environment for employees give impacts a project's bottom line both directly and indirectly, including lost costs, insurance costs and legal fees are minimized in a safe work environment. Employers that invest in workplace safety and health can expect to reduce fatalities, injuries, and illnesses. In addition, employers often find that changes made to improve workplace safety and health can result in significant improvements to their organization's productivity and financial performance.

2. Literature Review

2.1 *Safety And Health Practices*

According to Biddle (2005), Gilding (2002), Linhard (2005), firms are attention on occupational safety performance and it has greater potential for influencing the productivity of that organization. However, the greater challenge for employees is to meet occupancy load standards for the purpose of establishing and maintaining a safe working and learning environment in their workplace. Moreover, safety awareness concerns the need for conducting research that links occupational safety performance and productivity. Brown (1996), European Agency for Safety and Health at Work (2004) and Shannon (2001). According to Barreto (2000), Brown (1996), Brown (2000), Clarke (1999), Courtney & Webster (2001), Dedobbeleer & Beland (1991) and Mearns (2001) stated that injuries tend to reduce worker morale and can cause personal suffering.

2.1.1 *Training*

Training will encourage employees to become productive and increase safer work environment. In addition, H. Ali, N. Abdullah, and C. Subramaniam (2009) suggest the occupational accidents and injuries will increase because of the ineffectiveness of safety training. Carroll (2001) stated supervision is a combination of the elements such as goals, functions, tasks, roles, strategies, process elements, personalities, beginnings, middles, and endings to make a process. It is a very complex process.

In safety training, employees are under responsibilities of an employer. Thus, they should care about its employee's safety Barling (2005). In addition, Mearns (1991), Milton and Ashley (1998) and Moore (1991) stated that supervision is based on own experiences and it is reflected in nature. The employees should have high supervision to manage safety practices and control from injuries. Bailey & Petersen (1989), Brown (2000), Cooper (2002) and Zohar (1980) agreed on in order to reduce workplace injuries or accidents, safety programs for example, give a briefing and induction training about safety and health practices should implement in industrial production and manufacturing companies.

Arboleda, Morrow, Crum, & Shelly II (2003), Brown (2000), Carder & Ragan (2003), Clarke (1999), Cooper (2002) and Petersen (1996) addresses that the root causes for accidents or injuries is the implementation of the safety and health practices in an organization. According to Zohar (1980), beliefs and attitudes have a significant positive relationship towards safety and health practices in an organization.

2.1.2 *Safe Work Procedures*

Safe work procedures are an important to employees to ensure their organization in a safer work environment with implementing safety and health practices to manage injuries and accidents in the workplace. In manufacturing industry, employers should implement and complied with all the guidance and procedures on safety and health at the workplace to minimize the number of accidents. Hagan (2001) stated that favorable and unfavorable outcomes are the determination of employee's behavior to know their future behavior. According to Gordon, Flin, and Mearns (2005),

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