

WORK SAFETY



HUMAN RESOURCE MANAGEMENT

EMPLOYEE SAFETY AND HEALTH

EMPLOYEE HEALTH AND SAFETY

Various human resource development techniques may not help in achieving organizational development, unless the persons working in the organization are healthy. Professional efficacy, good health and productivity are interrelated. Good health can promote high labour morale and productivity i.e. a healthy worker can work full time and has a greater productivity potential. Good health is also associated with better capability and leadership. Good health leads to positive attitudes. It is conducive to economic growth and modernisation. People with good health are generally enthusiastic and try to achieve higher and higher goals in life.

HEALTH

The term 'health' is a positive and dynamic concept. In common parlance, health implies absence of disease. Health is a stage of complete physical, mental and social well-being and not merely the absence of any disease. However, that industrial health implies much more than mere absence of disease

In the words of World health organisation

“A state of complete physical, mental and social well-being and not merely the absence of disease or illness or infirmity”.



World Health Organization

Organization

WORLD HEALTH DAY

DAY

DAY

HEALTH

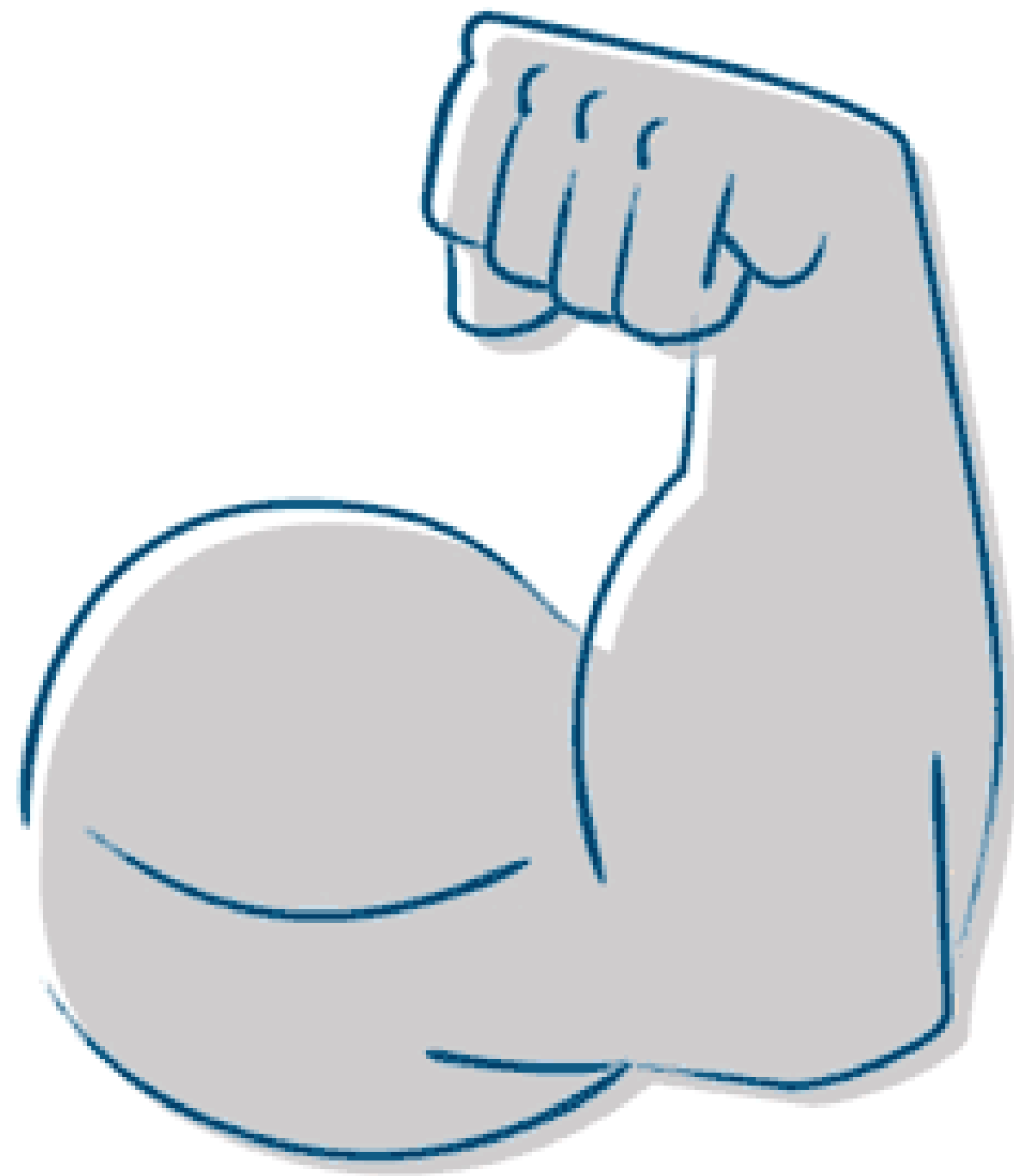
SIGNIFICANCE OF HEALTH

Following are the Significance of Health as follows :

The title saying 'Health is Wealth' explains the importance of health. Ill health results in high rate of absenteeism and turnover, industrial discontent and indiscipline, poor performance and low productivity and more accidents.

In long and short, employee health is important because it helps

- Maintain and improve the employee performance both quantitatively and qualitatively.
- Reduce employee absenteeism and turnover.
- Minimize industrial unrest and indiscipline.
- Improve employee morale and motivation.



PHYSICAL



MENTAL

PHYSICAL

MENTAL

TYPES OF HEALTH⁶

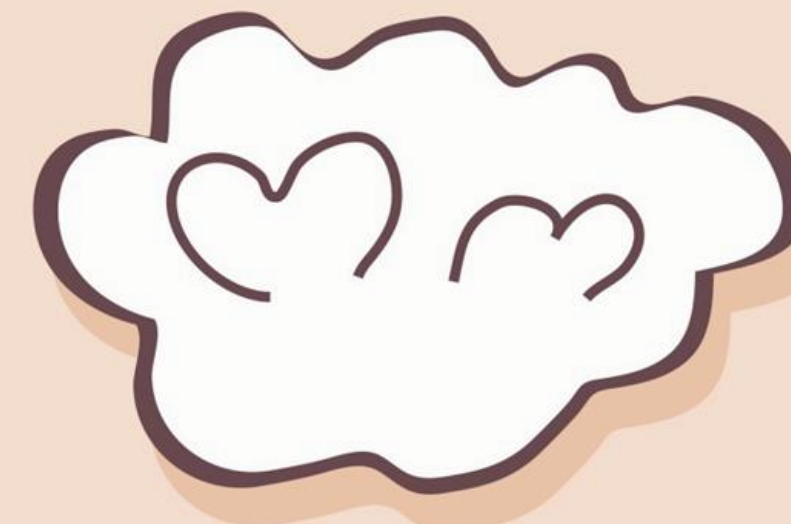
PHYSICAL HEALTH

The physical health refers to infirmity in the employee's health. Employee's physical health and his work are intimately related. While an unhealthy employee works less both quantitatively and qualitatively, commits accidents, and remains absent from work, a healthy employee produces results opposite to these. The same underlines the need for and importance of healthy employees in an organisation.



MENTAL HEALTH

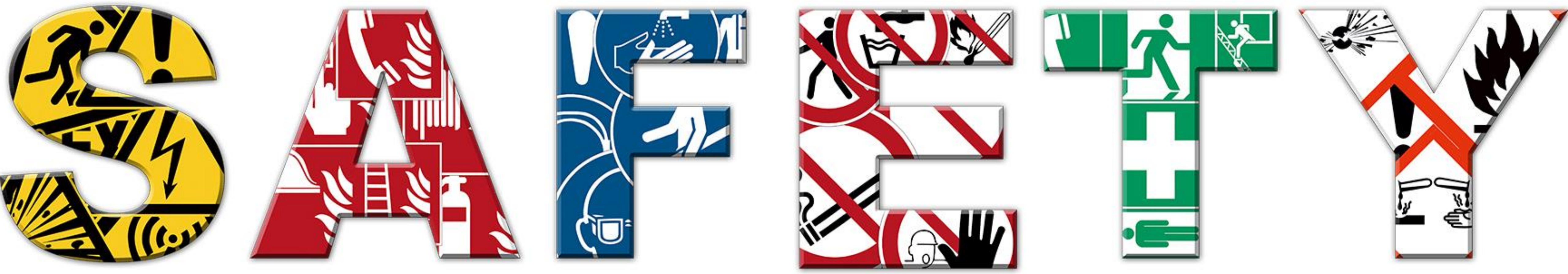
This refers to the mental soundness of the employees. As is physical health important for good performance, so is mental health also. Experience suggests that three factors, namely, mental breakdowns, mental disturbances, and mental illness impair the mental health of employees.



OCT 10
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MENTAL
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Physical v/s Mental ILLness





SAFETY

SIGNIFICANCE OF INDUSTRIAL SAFETY

Safety meaning

In simple words, safety means freedom from the occurrence or risk of injury or loss. As regards, industrial safety, it means the protection of employees/workers from the danger or risk of industrial accidents. In other words, industrial safety refers to protection against accidents occurring in the industrial establishments.

Industrial safety is **primarily a management activity which is concerned with reducing, controlling and eliminating hazards from the industries or industrial units.** It basically means being able to let your employees **be safe from hazardous and eventually fatal things** that they may contract in the industrial workplace. This is usually in a form of training for the employees to minimize the risk of being exposed to industrial hazards.



IMPORTANCE OF SAFETY IN ORGANISATION

1. It saves cost
2. It improves productivity
3. It develops morale
4. Safety is legal requirement

It Saves Cost

Occurrence of an accident involves two types of costs: direct costs and indirect costs. The direct cost is in the form of compensation payable to the dependents of the victim employee, and medical expenses incurred in treating the patient employee if the accident is not fatal. However, the management has not to bear the direct cost if the victim is insured under the ESI Scheme. The indirect costs, also called the 'hidden costs', include loss on account of down-time of operators, slowed-up production rate of other workers, materials spoiled, and damages to equipment. Added to these is the injured employee's work performance less than his normal efficiency. Research evidences indicate that the indirect costs are three to four times higher than the direct costs. But, the safety by avoiding accidents eliminates these direct and indirect costs.



It improves productivity

As safe conditions at the work place keep employees free from worrying about their safety, they devote more time to improving the quantity and quality of their output. Thus, safety in the industry promotes productivity.



It develops moral

An industrial employee is a worker in the factory and at the same time, bread earner for his/her family. Hence, the happiness of his/her family is tagged to the well-being of the worker. Safety is, therefore, important on human grounds as well.



Safety is legal requirement

The maintenance of safety in the factory premises is a legal requirement for the industry. There are laws and acts for ensuring safety measures in the factory, and imposing penalties on non-compliance of the same has become quite severe. Given the benefits safety offers to an industrial establishment, as seen above, there is, therefore, a need for avoiding accidents. Adequate safety measures and precautions can avoid accident. The next section deals with the same.



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THANKS

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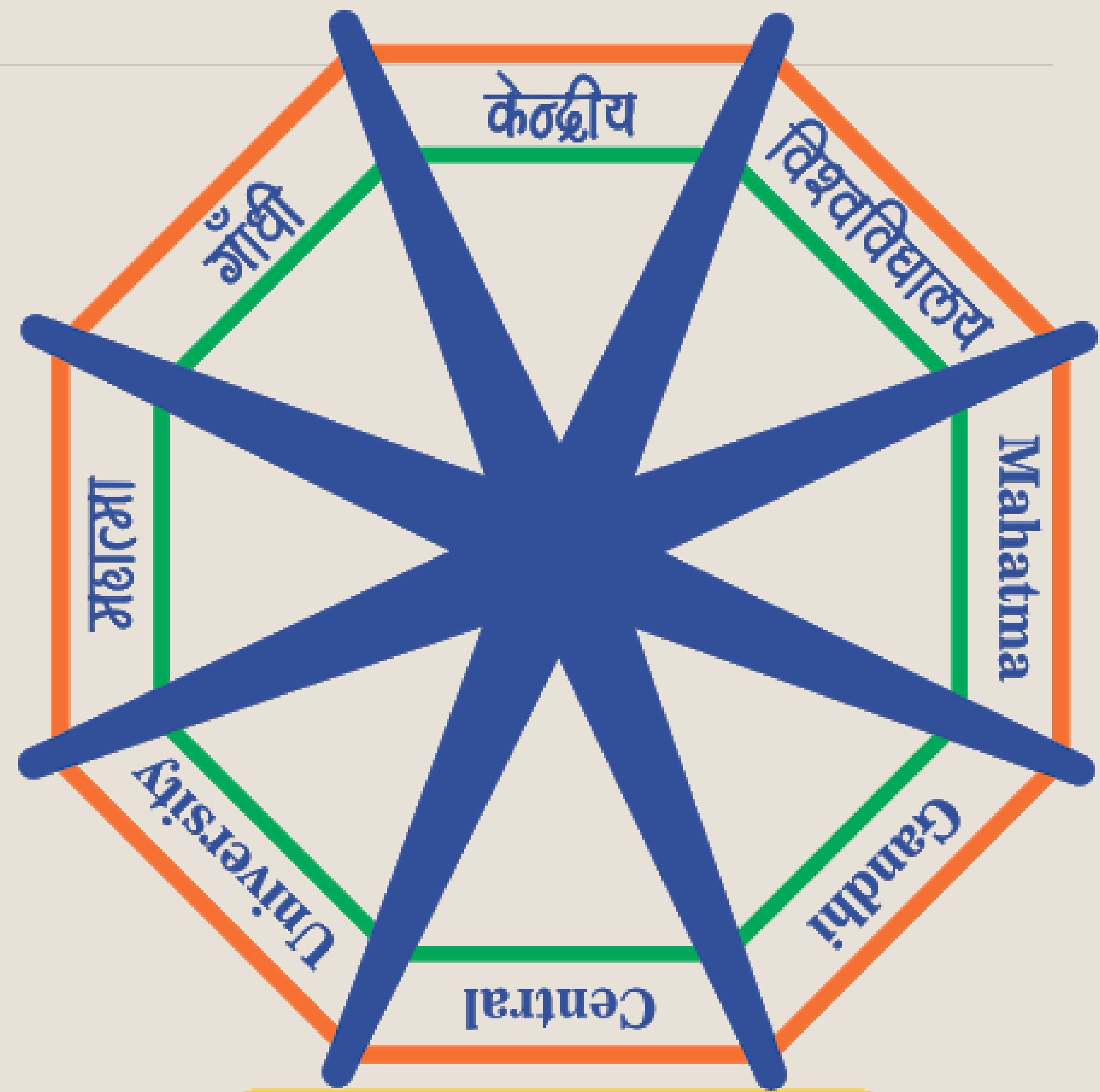
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