

Safety Behaviour For Developing Injury Free Culture In Organization

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Abstract- Promotional activities and Brain stimulating exercises is effective tools for raising and maintaining the profile of occupational health and safety (OHS) among a company. It's necessary to maximize the impact of health and safety promotions, and to make sure the same, desired message is sent. Once developing SHE promotional campaigns, thought ought to be to distinguishing the audience and also the objective of the campaign. The aim is to stay staff centered during a positive and proactive approach. Effective communication brings along folks, processes, and systems. The challenge is to push health and safety throughout all levels of the organization, and to search out effective ways like printed materials, displays, media, training and also the Internet, to achieve management commitment and worker involvement within the decision-making and problem-solving processes that essential for achieving a positive safety culture.

Index terms – Occupational Health and Safety (OHS), Safety Health and Environment (SHE)

1. INTRODUCTION

Many organizations do glorious work to enhance their Occupational Health and Safety (OHS) systems however fail to maximize the promotional chance that this presents. They have an inclination to focus their OHS promotion ways on displaying the amount

of days since the last lost time injury (Creek. 1995). This solely measures the output of the system and will provides a false sense of security resulting a reactive approach to OHS (Earnst.1997).

Research has known that management commitment to OHS, and worker authorization and involvement in OHS, are key aspects of safety culture (Peterson in Dougherty.1997). The result's staff with proactive attitudes and behaviors towards OHS that ends up in higher management of risk, and therefore the overall reduction of ill health, injury and property harm. Enhancements in OHS arise through physical enhancements within the work environment, procedures and systems that permit continuous safety enhancements, knowledge factors, and enhancements in geographic point safety culture (Griffiths.2001). Miller (1998) recommends that organizations ought to have adequate OHS management systems and engineering controls in place before steps are taken to improve geographic point culture.

It's projected that organizations that are genuinely committed to OHS and are creating smart progress with implementing physical enhancements and management systems, will begin to enhance the safety culture by promoting the enhancements. The rewards for movement additional generally will

embody improvement within the investigation and documentation of incidents, higher risk assessments and job safety procedures, and winning contracts owing to the safety systems and culture in place (Vecchio-Sadus, 2000, 2001, 2002).

2. IMPLEMENTATION OF PROMOTIONAL ACTIVITIES AND MIND STIMULATING EXERCISE:

In order to push and enhance health and safety awareness amongst workers, it should be created attention-grabbing and engaging. It ought to be positive (do not solely take care of the negatives), enjoyable, and involve communication between all levels of the organization. Promotional ways accustomed inspire workers include:

Safety culture

- Defining safety culture in company.
- Display culture in company.

Promotional activities and mind stimulating exercise

- Mission statements, slogans and logos.
- Published materials (library, statistics, and newsletters).
- Media (posters, displays, audiovisual, e-mail, Internet).
- Seminars and coaching (short talks, cluster meetings).
- Special campaigns (Health and Safety Week, health promotion).

As the perception of hazard will have an effect on behavior the simplest (most Persuasive) risk communication involves a combination of emotional (heart) and rational (head) attractiveness. Several of incidents/accidents happen attributable to rules Not Follow. A number of the counter measures like Promotional ways and Mind stimulating exercises are created. Promotional ways that embrace some activities like board show, pamphlet distribution, commitment cards, pocket cards. Mind stimulating exercises that embrace video display unit, member involvement and a few innovative activities to boost the safety standard.

2.1 Safety culture: Defining and Display safety culture in company

Safety culture outlined as “the approach we tend to do things around here” is that this not solely includes,

however seems to link culture on to behavior. This can be quite completely different from saying something like “the ways we tend to perceive things are and have to be compelled to be done around here” can facilitate from behavior. This distinction will simply wander off. In sociology and anthropology, culture is, in effect, an ideological enterprise and its relationship to actual behavior can’t be treated in any direct approach as a causative one. If behaviors are the subject of investigation then behaviors should be understood as one thing advised by however become independent from culture. There’s a further problem: to what extent is culture something shared or contested, even inside a given cluster or occupation? To tell apart culture from individual perceptions or attitudes, researchers typically speak of culture as consisting of beliefs or values that are “shared”. Culture here is reduced to easily agreement among people. However, culture will merely offer the suggests that to agree. It will equally offer people with the suggests that to grasp and handle disagreement. The legitimacy of the parties concerned in a very conflict, the worth placed on the views and knowledge they argue from, the possible and acceptable manners during which resolution would possibly moderately occur, indeed the notions of “fairness” invoked to resolve a conflict, all entail completely different types of cultural interpretations.

ANALYSIS

- Safety mind is- safety rule follow

My study result

- Many of incidents/accidents happen owing to rules NOT FOLLOW.

Rule not follow analysis

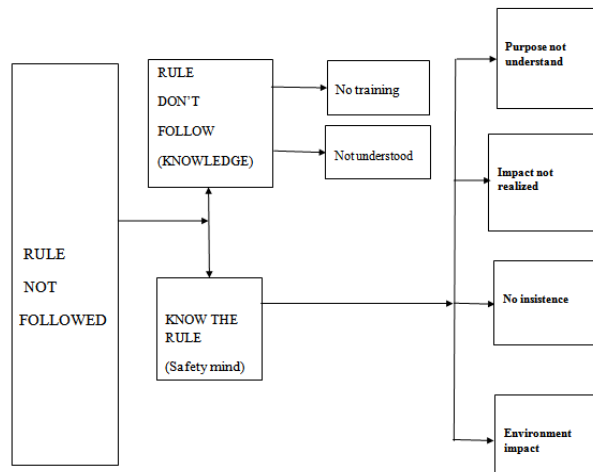


Fig1. Rule not follow analysis

2.2 Monitoring

The observation has been done by observance periodically in all workshops of the corporate. Based on the survey taken from the staff, the company's safety culture was discovered and was totally evaluated

2.3 Motivation through Training

Training programs are designed primarily to reply to gaps in knowledge (Proactive approach) or to focus on risky teams or areas (Reactive approach). Programs that work well are applicable to lifestyles each at and far from the Workplace, e.g. personal fitness, hygiene, cancer, work stress.

To instill positive attitudes and behaviors toward OHS, proactive programs should be designed with employees desires in mind. This information are often obtained through a brief survey. A post-course survey ought to be undertaken to appraise the impact of the seminar or coaching, and to spot areas for improvement.

2.4 Posters and displays

Posters don't represent a health associated safety program in themselves however have greater value when integrated with an overall planned program of risk communication. Posters will overcome language issues through the utilizations of illustrations and symbols. To take care of attention, posters ought to be kept on a special display board (not cluttered with other notices) and altered at frequent intervals.

Because it isn't continually potential to involve all employees in each OHS activity, it's vital to push the

activities of the OHS personnel. An OHS notice board with pictures of the OHS Committee, and also the health and safety representatives may be a easy tool to demonstrate worker involvement. Informative meeting minutes ought to be in a format that is most likely to be read by employees.

2.5 Board Display and video display

This display is nothing however want to offer awareness concerning the safety in easier way thanks to be understood even by uneducated peoples. Today several awareness programs are conducted by each sector but peoples have no time to listen due to the busiest hours. So it is the time for us to form a precaution concerning the safety in easier way that ought to attract the peoples to find out concerning the ideas.

The display boards could also be either video or pictures which should be impressive and easily to be understood by public. The work we have a tendency to implement ought to be top-notch by including each and every precaution steps. Some example of display panel that is meant for safety is shown in below.

2.6 Packet cards

Health and safety law pocket cards are revealed by the HSE (Health Safety and Environment) department and are a legal various to the HSE approved Health and Safety law pocket cards. The pocket cards are suited to supply to workers, providing them with a private copy of the Health and Safety Law.

All employers are needed by law to either provide workers with a pocket card or to display the HSE approved poster Pocket card is simplified, straight forward to browse, version of the poster. In simple terms, using numbered lists of basic points, the pocket card outlines what employers should do, what workers must to try and do and what to try and do if there are issues with the health & safety within the work place.

2.7 Audiovisual

There are a wide variety of videos and films to boost awareness within the general health and safety area. Several visuals are available as training packages with accompanying manuals. A plus with videos is that facilities are readily available to create screening straight forward. The onset of DVDs can permit abundant larger portability of the material. To

possess the most impact, videos and films on OHS ought to convey a way of reality.

However, those with strong emotional aspects or shock worth might prove ineffective because the viewers might regard these ways as far removed from the reality of their own lives, and not understand things as being applicable to them. Identification are often higher achieved by following a video or film with a slide presentation illustrating local accidents and injuries, or to structure a discussion to create it relevant to the actual work.

3. CONCLUSION

In this paper observation, analysis and Safety Survey has been created then few issues are identified for that Promotional activities are made to offer awareness for the uneducated folks by pamphlet distribution, safety pocket cards, commitment cards, board display, training and seminars. Mind stimulating exercises like member involvement, creative activities and video displays for well-known safety knowledge persons. The impact of the OHS awareness will be short-lived unless there is an ongoing program that has regular follow-up and reinforcement. Here gap analysis is created in between the advance activities taken placed.

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