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A Study On Workplace Safety Climate In Manufacturing Industries

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Abstract

The Purpose of study is to find a workplace safety climate on employee health in the manufacturing organization. Safety climate is an important interpreter of safety culture and safety behaviors in the organization. It is a collective construct derived from individual perception of the different ways in which safety is valued in the workplace. In the workplace, the safety climate is an important predictor of safety behavior and safety outcomes such as accidents and injuries. Safety climate is a precursor to safety performance in an organization.

The study aims and helps to maintain proper safety culture in the organization. Helps manufacturing industries ensure that employees are protected from unsafe practices. Every organization must formulate and implement a security policy. Employee perception is a central measure of climate. This article will help measure employee scores on factors related to workplace safety.

Key Words: Workplace, Occupational health and Safety, Employees, Management, Safety Climate, Safety assessment, Culture, Safety Performance, Management.

1. INTRODUCTION:

Workplace safety is regarded as an important component and indicator of a group's safety culture's practical and operational expressions.

Individuals in companies can be exposed to a variety of climates, one of which is the safety climate. Climates for customer service (Cox, 1992)[1] and climate for innovation have also been discovered (SAFE Work Manitoba)[2]. Individual views of behaviors determine all forms of climate.

The potential for the workplace safety climate to serve as an early indicator of safety performance, unlike typical lagging measures such as retroactive accident rates, has attracted interest. In addition to its importance as a leading indicator, the workplace safety climate is considered a direct precursor to desirable safety-related behavior on the part of employees. Zohar (1980) recognized the safety climate as a framework to control the behavior of employees through their perceptions and expectations from the beginning of the study of the concept. Griffin and Neal (2000) found evidence that the safe atmosphere is related to behavior through motivation to perform work-related tasks safely and participation in contextual safety activities, which led to increased awareness of security. Numerous more recent research studies and meta-analyzes have demonstrated strong predictive validity of the safety climate survey results compared to other safety performance measures and have demonstrated the potential of the concept (Nahrgang et al., 2007; Christian et al. al., 2009)

NEED FOR STUDY

An accident-free environment will have lot of benefits, such as

- Cost saving
- Productivity increase
- Morale of the employees

[1] Cox, S., & Flin, R. (1998). Safety culture: Philosopher's stone or man of straw?. Work and Stress, 12(3), 202-216
[2] SAFE Work Manitoba. About SAFE Work Manitoba. Retrieved from: http://safemanitoba.com/safe-work-manitoba.

- and statutory grounds
- Life saving

2. OBJECTIVES OF THE STUDY

- Assess the safety climate elements in Manufacturing industries
- To Identify the current state of art climate safety in view of Management, Worker's involvement, Worker behavior, Training and Safety systems.
- To propose and show the innovative possibilities for development of safety culture in the organization

• REVIEW OF LITERATURE

A literature search was the first step in this investigation. Safety professionals and academics are concerned about the safety climate because of the links between it and employee safety-related behavior, including adherence to safety regulations and participation in safety-support activities. , according to the literature review. There was also evidence of a connection between the organizational safety climate and recorded accident rates, self-reported accidents, and the frequency and severity of self-reported workplace accidents. A significant and rapidly evolving research group on safety culture and climate speaks of a future in which safety climate measures can be applied with greater confidence and efficiency. The study is based almost entirely on data from questionnaires.

Although the field is highly divided in many respects, the methods of developing the questionnaire have remained constant. Study teams created their survey instruments by reviewing existing literature and generating their own items or adopting and changing items from other research teams. Cognitive interviews or focus groups are often used as part of the pre-testing process. The importance of the safety climate as a valuable early indicator for occupational safety is well established and validated in this research group. The nature and definition of the security climate are being examined with increasing frequency and with greater technological clarity. Organizational climate and management practices are found and validated as precursors to a healthy safety climate, and safety climate surveys play a crucial role in this development.

The factorial structures and the theoretical contents of the security climate construct, on the other hand, are unknown and controversial. Studies showing the relationship between responses to the safety climate questionnaire and objective safety results have dispelled previous reservations about the validity of safety climate measures based on the limited use of objective validation criteria. There is evidence that management trust, as well as other characteristics of supportive management and organizational climate, are components of a strong, high-level security environment that can be a key indicator of the health and safety of the organization. Safety climate measures can be used as diagnostic tools for monitoring safety systems, as planning tools for safety program interventions, and as criteria measures for evaluating the effect of the program.

The literature search focused on providing guidance on four key topics in the safety climate questionnaires:

1) General questionnaire on safety assessments.

2) Broadening the scope of the survey in the manufacturing sector.

3) Extension of climate surveys to employees at all levels of the company.

4) Improve the usability of questionnaires for all potential respondents in industries

- Assessment functions - A survey tool that meets stated needs, has better applicability across industries and organizational levels, and is easier to use, promises to improve safety climate assessment and realize the potential for greater impacts on occupational safety.

• Industry Scope: The survey is designed to help assess a wide variety of industries. This is a difficult task, but by focusing on the main issues of leadership engagement and security management, it is possible to use a cross-sectoral scale. Generic survey tools, some of

which are short and easy to use, recognize and demonstrate the expansion of safety climate survey tools in industrial sectors.

3. Research Methodology

Primary Data: Primary data has collected through questionnaires in google form link

Secondary Data: Secondary datahas collected fromarticles, books, magazines and internet.

SAMPLE DESIGN

Type of Sampling: Purposive Sampling

Sample Size : 100

TOOLS FOR ANALYSIS

SPSS Software with amos 20 version were used to test various analysis of percentages.

LIMITATIONS

1. Respondents may not give their honest and true opinión

2. Manufacturing companies are located all over India and it is extremely difficult to conduct the study all over India

6. ANALYSIS & INTERPRETATION

1. Management commitment

• Management commitment tended to have a higher level of positive approval.

• But still not all questions received the same agreement

• About 72% fully agreed with the general concept that safety or workers are a high priority for my organization.

• But 1 in 3, 44% only strongly agree with the very specific activity of the management of listening to their employees. My organization listens carefully to employee ideas for improving safety.

2. Communication / Employee Involvement

Respondents are more likely to agree with positive statements

• 54% of respondents fully agree "I understand my rights and responsibility for safety.

• More likely to receive negative feedback, 18% of respondents disagree with "Safe-acting workers get positive feedback and 22% disagree with"Workers are regularly asked about your security concerns.

3. Culture and Behaviour

About 52% of respondents strongly agree that my workplace places great importance on (improving) safety. This is one of the statements where half received the statement in a simpler form and the other half received a longer version

• They are more likely to receive negative comments; 20% of respondents think the statement "Safety awareness events are held regularly in my workplace", and 15% of respondents disagree with the statement: "Employees are (always) involved in decisions that affect your safety.

4. Safety Training

41% of the respondents fully agreed that they are clear about how safety rules affect me and, similarly, in my workplace there are rules and procedures to work safely

• At the same time, 17% of respondents tend to have negative comments on "I understand how safety rules affect me.

• 15% of respondents say that there are rules and procedures to work safely in my workplace.

7. FINDINGS AND DISCUSSION

Management commitment: statement associated with management commitment is the highest valued. Overall, Respondents reported more positive feedback on management engagement.

• Employee communication and participation: although this indicador assesses Employee behavior and work participation slightly positively, it is also the indicador with the highest proportion of negative evaluations for "Employees are regularly enquired about their safety concerns"and"Employees acting safety. -oriented". Receiver positive feedback"

• Culture and Behaviour: here too, 10 out of 3 give a positive rating, another 3 out of 10 give a negative rating: "My workplace has regular safety awareness events"and employees (always) participate in the decisions that make their safety a concern.

• Safety training: During safety training, very negative comments are reported and the indicator with the highest.

8. CONCLUSION

- The study results provide a systematic framework for further investigation of the effects of employee perceptions, behaviour, and organizational safety outcomes.
- concluded that in manufacturing industries especially in Chennai, Kancheepuram and Chengalpattu district are functioning effectively towards safety climate in in term of Management commitment, at the same time Safety culture among the employees and awareness session on safety especially life safety rules required lot of improvement.

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