

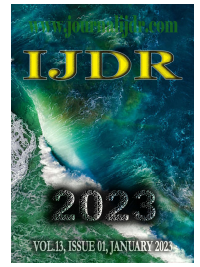


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RESEARCH ARTICLE

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SAFETY BUSINESS PROGRAMS AND SECURED WORKING CONDITIONS RELATE TO PRODUCTIVITY

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ABSTRACT

Occupational health and safety allows the organisations to maintain good health, safety, and security of the employees in the workplace. Several employees are highly stressed about the quality and consistency of safety programmes in workplace. This stress results in poor motivation and poor performance of employees, which has a negative impact on overall organisational performance. Workplace safety and security improved employee engagement, employee retention, employee motivation, and organisational communication. These help in improving workplace performance and business productivity. The companies also need to improve the quality of the workplace safety plan development process. In order to do so, the organisations are highly focused on effective identification of possible hazards, effective communication planning, and effective personal safety metrics.

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INTRODUCTION

Safety business programmes allow the contemporary business enterprises to improve quality and productivity of the business. Safety business programmes are considered by the decision makers and top-level management professionals of the companies when operation management activities are not well-managed and unsafe. Unsafe working environment results in high workplace stress for the employees and it can result in poor business environment. These are major reasons behind the affected productivity. Hence, the modern organisational managers organise safety programmes quite often in order to overcome the possibilities of occupational injuries, which are important to improve productivity of the organisations in different market conditions (Harter, 2020). In this competitive global business environment, tendency of maintaining workplace safety and security has become an important trend for the contemporary business enterprises. Employees have become the important assets for all the organisations as good business performance and effective customer satisfaction significantly depends on the workplace performance of employees. On the other hand, good workplace performance of employees significantly depends on their motivation, confidence, and job-satisfaction level. Workplace safety and security is considered as one of the important motivational factors, which influence the

employees to perform well. Therefore, the contemporary business firms are significantly focused on organisation of safety business programmes and enhancement of secured working conditions for employees to retain the skilled and competent employees successfully. Safety of the employees is also known as occupational health and safety for the employees. It is nothing but the provision of a safe, secured, and healthy working environment keeping safe equipment, safe procedures, and safety policies in mind (SMARP, 2020). These required safety provisions are highly important for ensuring safety, security, and good health of the employees in a specific working condition. Effective workplace safety provisions results in stress free and motivated workplace environment for the employees, which is important for good workplace performance and high business productivity.

LITERATURE REVIEW

Now-w-days, the workplace safety and security aspects have become important operational criteria for the business enterprises to improve overall productivity. In this recent COVID-19 pandemic situation, the importance of workplace safety and security has been felt. Both employees and employers are highly concerned about the occupational health and safety during this pandemic situation. It is identified that the business productivity of several business

enterprises has been affected during this pandemic period. This occupational health and safety aspect has become one of the major concerns behind this affected productivity as several individuals have left their jobs during this pandemic situation to stay safe from this infectious virus. Hence, it is quite identical that safety business programmes and secured working conditions are important for the contemporary business organisations to improve productivity. Workplace safety and security has several basic advantages for the organisations, which lead to improved productivity for the business enterprises. There are several positive impacts of safety business programmes and secured working conditions for the contemporary organisations, which result in improved business productivity. The workplace safety and security help the organisations to improve the employee retention activities. Employees around the globe significantly appreciate the safe working conditions. Majority of the employees leave a particular organisation if he or she experienced that the working condition in unhealthy and unsafe. Therefore, safety business programmes and secured working conditions significantly help the organisations to retain the employees successfully (Fit for Work, 2021). Safety business programmes and secured working conditions allow the organisations to maintain financial and legal sustainability of the business. It is a true fact that all the organisations around the world have to follow the Occupational Health and Safety Act. This particular act can be followed by organising safety business programmes and ensuring secured working conditions. Irregular safety programmes and unsafe working conditions can violate the Occupational Health and safety Act. Violation of this act can impose different legal obligations, which can lead to financial penalties for the employers. This legal and financial obligation can hamper the image of the company among important stakeholders, which can affect the productivity of the organisation (OSHA, 2021).

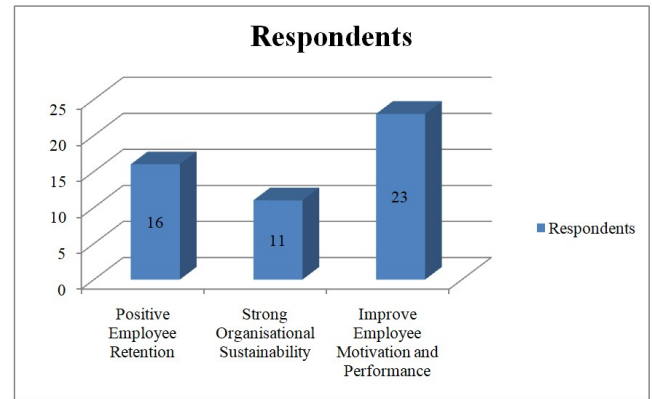
Safety business programmes and secured working conditions can improve the employee productivity, which is directly related to business productivity of the organisations. Employees, who generally feel unsecured and unsafe; the organisations need to focus on frequent safety business programmes and investment for secured working conditions. Effective investment in workplace safety and security can help the companies to improve the quality of the safety parameters. Safe and secured workplace conditions are necessary for the organisations overcome the growing stress level of employees and it is highly necessary to boost the performance level of all the employees in the workplace. Safety programmes and secured workplace conditions will allow the management professionals and organisational leaders to encourage the employee engagement and employee participation process. Improved employee engagement and employee participation process can help the organisations to improve quality of the workplace practices, which positively influences the ultimate business productivity. On the other hand, maintaining safety and security of the workplace improve the level of trust and degree of loyalty of the employees towards the organisation (VING, 2021). This is also an important aspect for the business enterprises, which will boost the productivity of the business. Consideration of safe business programmes and secured working conditions is important because it improves the reputation of the organisations among important stakeholders. This is also important for the organisation because it helps in improvement of the branding of the business. As a result, the organisation can acquire more skilled employees in the near future and it can help the enterprise to improve the overall productivity of the business. The level of research gap is limited for this research work as there is sufficient availability of sources, which have determined the positive impacts of safety business programmes and secured working conditions on the productivity of the business. In addition, the information about the process of establishment of workplace safety plan is also sufficiently available. However, the availability of theoretical evidence and model on workplace safety is limited. It might be considered as a potential gap of the research. Most importantly, this particular research will be helpful for future researchers to consider more important inputs to determine the impact of safety business programmes and secured working conditions on the workplace productivity. This particular literature review will be

considered as a strong base for the future researchers in case of in-detailed analysis in future research activities.

METHODOLOGY

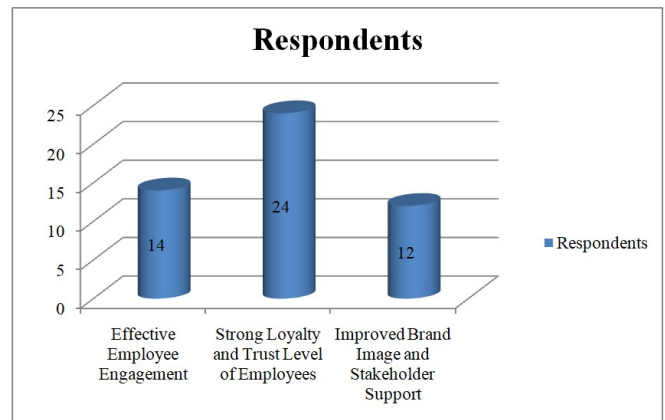
It is an important integral part of the research activities for the researchers, which significantly allow them to consider right approach and philosophy to achieve the objectives successfully.

Safety Business programmes in improving business productivity



According to 16 respondents, effective safety business programmes enhance positive employees retention, which is helpful for improved business productivity. On the other hand, 11 respondents have stated that effective safety business programmes promote financial and legal sustainability of the business, which is helpful for improved business productivity. Rest of the 23 respondents have stated that effective safety business programmes improve the motivation as well as performance level of employees, which are important for improved business productivity.

Secured working conditions in improving business productivity

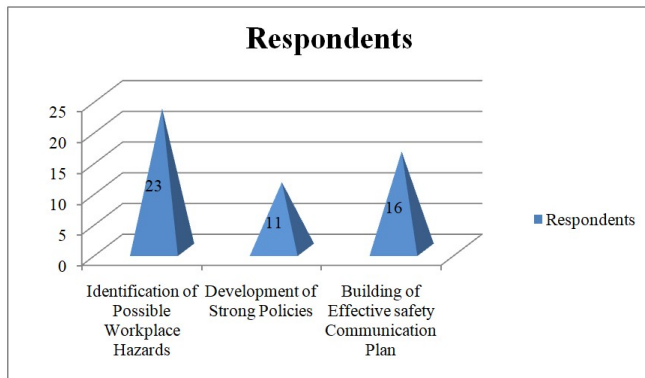


According to 14 respondents, safe working conditions can help the organisations to enhance effective employee engagement and it is important for improvement of business productivity. On the other hand, 24 respondents have stated that secured working conditions help in enhance strong customer loyalty. Rest of the 12 respondents have stated that secured working conditions can help in improving brand image, which is important for improved productivity of business.

Improving workplace safety and security plan development

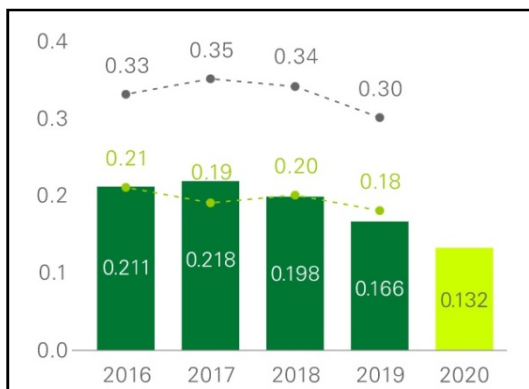
According to 23 respondents, identification of possible workplace hazards can help in developing workplace safety and security plan. On the other hand, 11 respondents have stated that strong policy development can help the organisations to develop effective workplace safety and security plan. Rest of the 16 respondents believe

that effective safety communication plan is one of the important approaches for the development of safety and security plan.



Safety Training to Enhance Workplace Safety and Improve Productivity: The Coca-Cola Company is considered as one of the leading multinational companies. The management of the company constantly organises training and development sessions for the suppliers, distributors, and employees to enhance occupational safety and health. This helps in motivating employees and suppliers to work freely without any stress and fear of injury. As a result, it assists in the improvement of overall organisational productivity (The Coca-Cola Company, 2021).

Personal Safety Metrics Improved Safety and Business Productivity: British Petroleum is one of the leading fuel and gas companies in this world, which has adopted different safety measures for the good health and security of customers in workplaces. During this COVID-19 pandemic situation, British Petroleum has improved personal safety metrics to enhance workplace safety of employees.



(Source: BP, 2021).

Figure 1. Reduced Injury Frequency

It is identified that injury frequency has been significantly reduced for British Petroleum even in this pandemic situation due to effective application of personal safety metrics, which is a consequence of a successful safety communication plan.

RESULTS

It is clear from the above analysis that safety business programmes and secured workplace conditions can help the organisations to retain the employees successfully, motivate them effectively, and improve their performance level effectively. In addition, the loyalty levels and trust levels of the employees are also improved towards the organisation. Effective safety and security programmes can help the organisations to gain effective support from important stakeholders, which are important for building strong brand image and improving business productivity of the organisations. It is also clear from the above analysis that the organisations can adopt some effective techniques to promote workplace safety and security. Identification of possible hazards is important. In addition, effective safety plan

communication process is also important. The companies also need to organise quality training and skill development sessions for effective workplace safety and security. These are some important aspects, which can help in promoting effective workplace safety and security of the organisations. Effective identification of possible workplace safety hazards is important. Secondly, the contemporary organisations should develop effective safety policies and mechanism depending on the identified safety challenges. Thirdly, following of Occupational Safety and Health Guidelines need to be followed by the contemporary organisations. Fourthly, contemporary organisations should align the employees with the workplace culture on occupational safety and security. Hence, effective training and skill development sessions need to be organised frequently to make the employees habituated with this culture. Fifthly, application of a visionary and dynamic leadership style in which the safety and security related demands of the employees will be entertained by the management. Last but not the least; the organisations should take care of the development of a transparent safety communication plan. It can be conclusively stated that occupational safety and health will help in improving the morale of the employees as the views and perceptions of the employees will be considered in the workplace safety communication and safety management plan. The bottom-line of the organisational structure will be happy if transparency maintained. Therefore, the companies can easily improve the productivity through the development of the safety and security plan.

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