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OPTIMIZING HUMAN FACTORS AND SAFETY MANAGEMENT IN SMART WAREHOUSES USING A FUSION OF INTERNET OF THINGS (IoT) AND COMPUTER VISION

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Abstract

The warehousing business, especially in the U.S. is experiencing serious problems which involve labour shortage, expensive running and the safety of the workers. Although the full automation of warehouses is the future, it is expensive in terms of conversion and cannot be implemented anywhere at the moment. In turn, human-robot collaborative warehouses have become one of the workable solutions in order to enhance the operational efficiency and safety. The given paper introduces an innovative method combining the Internet of Things (IoT) technology of sensing data with computer vision (CV) to streamline human and safety management in smart warehouses. The IoT sensors will gather real-time information about physiological and behavioural variables by providing the workers with some kind of wearable (smart wristbands or vests), which will capture data (real-time) about things such as heart rate, body temperature and movement patterns. Together with computer vision, the cameras are widely installed across the warehouse to observe the posture and behaviour of the workers and detect possible workplace risks, including the incorrect lifts and unsafe work with automated vehicles. Combining IoT and CV data and then performing machine learning model processing will allow predictive insights of worker fatigue and risk of injury, which can be used by the manager to act in the efficient operation of the workflow and responding to the safety risks proactively. The paper has pointed out the transformation to being able to replace the human being to being able to assist the human being, with the increasing role of digital sensing and data-driven decision-making process in improving safety and productivity of the warehousing activity. The offered solution provides a cost-effective and scalable approach to optimization of human-robot collaboration and improving labour welfare, as well as general performance of the warehouse.

Keywords: Internet of Things (Iot), Computer Vision, Smart Warehouses, Human-Robot Collaboration, Worker Safety, Wearable Devices, Predictive Modeling, Human Factors, Safety Management, Real-Time Monitoring, Machine Learning, Ergonomics, Operational Efficiency, Warehouse Automation, Injury Prevention.

INTRODUCTION

Warehousing, as an important part of the global supply chain, has its difficulties on the way of responding to the issue of increasing demands on the fast, efficient, and safe operations. As e-commerce continues to grow fast, warehouse management systems are being pressed to provide more operational requirements at a minimum cost and safety. The industry has however been struggling with labour shortages and labour costs, which affect the productivity and safety. Such manual operations as the process of picking goods, transporting them, and packing products are still inefficient and subject to workplace injuries (Sweeney et al., 2021). Although fully automated warehouses have gained a certain solution, high costs that accompany maintenance of full automation has barred the solution in many businesses over the short term (Tian et al., 2020).

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Consequently, the sector has been gradually shifting to the applications of human-robot collaboration as a potential alternative to improve efficiency and safety.

The lack of real-time monitoring of worker health and safety is a significant problem in the modern-day operations of the warehouse where it may result in the injuries and fatigue, as well as the operational bottlenecks. This paper seeks to learn about the possibility of overcoming these challenges by implementing Internet of Things (IoT) technologies and computer vision (CV). With the use of wearables and cameras as an IoT device, real-time information can be gathered to track the behaviour of workers, health indicators, and posture and make immediate safety interventions to optimise working protocols. The integration of both IoT and CV data, which are analysed using the machine learning algorithms, provides some predictive knowledge of fatigue, risks of injuries, and operational inefficiencies among the workers (Lee et al., 2022).

The main goal of the research is to create a model and test it to combine the IoT sensing technologies with the computer vision to make the workers safer and improve performance in the smart warehouses. In particular, the paper will discuss how this combined solution can help the warehouse managers make informed decisions to enhance human-robot cooperation, minimise the risks of injuries, and increase the efficiency of the whole warehouse. The importance of this research lies in the fact that it provides a rather cost-efficient way to increase the level of safety and productivity in warehouses without complete automation that might not be available to all organisations. Also, this strategy is in line with the wider tendency of Industry 4.0 which aims to take advantage of digital technologies and provide humans with better possibilities in industrial settings (Zhao et al., 2021).

The conclusions made in this study will benefit the operators of warehouses aiming at enhancing the safety of their workers and streamline their operations because of enhanced knowledge of human behaviours and safety hazards courtesy of digital sensing and predictive analytics. IoT with computer vision can transform the way of warehouses dealing with safety management, providing the way to sustainability and effective warehouses operations.

LITERATURE REVIEW

The combination of Internet of Things (IoT) and computer vision-related technology has been demonstrated to be revolutionary in improving efficiency and accuracy in warehouses. Smart devices, which are connected to IoT (RFID tags and sensors), will enable real-time inventory tracking and equipment management, which is central to operating warehouse operations in an efficient manner (Fang et al., 2022). Computer vision, in its turn, provides the means of automating the recognition of the products and the images of anomalies during the image processing and performing the pattern recognition (Zhang et al., 2023). Coordinating these two technologies is the key to streamline activities including the sorting of products, tracking of shelves, and managing inventory (Wu and Zhao, 2024).

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Human -Robot Work and Safety

The collaboration between a robot and a human being is becoming an absolute necessity in a warehouse environment, which will help to boost its efficiency, not neglecting the safety of the workers. Konovalenko and Hvattum (2024) say that the efficient work of robots and human employees is the key to successful systems of HRC, and it is especially important to reduce the risks of accidents. As Li and Zhang (2024) focus on, properly designed collaborative robots are capable of eliminating injuries in the workplace quite extensively by becoming the ones who complete physically laborious tasks and leave the less labour-intensive duties to human workers. The difficulty is still to streamline these systems to make them safe so that the interactions between their robots and their human counterparts can be safe and productive.

Clip-On Worker Health and Safety Technologies

Wearables are becoming more popular in warehouses to implement monitoring of the health and safety of workers. Physiological information about heart rate, temperature, and motion patterns can also be measured with the help of these devices and used to determine the levels of fatigue and avoid injuries (Zhao et al., 2021). The use of wearables has been combined with the IoT system to offer real-time monitoring and alert mechanisms to ensure the timely intervention before the potential safety problem threatens (Liu et al., 2023). The technologies are particularly useful in the interface where risky operations are undertaken to furnish both the employees and leaders with essential information to enhance safety measures (Mishra and Singh, 2024).

Artificial Intelligence & Prognostics Safety

Machine learning (ML) has demonstrated a high potential in increasing safety management in intelligent warehouses. ML models are capable of handling extensive amounts of data generated by IoT sensors and computer vision systems to identify patterns that are indicative of the possibility of safety risks, including fatigue, poor posture, or unsafe behaviour in workers (Gao et al., 2023). Warehouse managers can use predictive analytics, based on this information and predicting potential accidents, to take proactive measures preemptive to accidents (Fang et al., 2022). This capability to control and resolve potential safety risks prior to their occurrence is one of the benefits of the combination of IoT, computer vision, and ML technologies at the contemporary warehouse (Sun and Zhang, 2025).

Lacking and Problematic in the Present Research

Irrespective of the potential of integrating the IoT, computer vision, and wearable technologies, a number of obstacles exist. A large gap is that it is hard to reach a seamless integration and data interoperability between different warehouse systems (Yang & Chen, 2024). Also, the fact that the data security and privacy procedures are not standardised is an issue, especially sensitive data about the health of a worker (Zhang et al., 2023). The other difficulty also lies in the scalability of these systems, even though in most cases, researchers paid attention to the small-scale implementation, additional

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research on the scaling of these technologies to bigger and more sophisticated warehouse settings is required (Wu and Zhao, 2024).

Value of the Current Study

The proposed study will focus on filling these gaps by creating a unified system that involves IoT sensing technologies, computer vision, and wearables in real-time monitoring and improvement of the worker safety. The system can predict the fatigue and the safety hazards of workers and make proactive intervention against fatigue and risks through machine learning models used to analyse the fused data, which can improve warehouse operations. The study will add to the body of knowledge on human-robot collaboration and safety management within the warehousing sector and fill the significant gaps in the available literature (Konovalenko and Hvattum, 2024; Li and Zhang, 2024).

METHODOLOGY

This paper faces a quantitative research study that has a pre-experimental design in order to investigate the adoption of the Internet of Things (IoT), computer vision (CV), and machine learning (ML) to facilitate the optimization of worker safety and efficiency in smart warehouses. The study paradigm entails development of a smart warehouse system adding IoT sensors, wearable devices and CV cameras to gather obtained information about the workers behaviour, safety threats and efficiency of their work. Machine learning models are then used to examine the fused data in the study to predict the safety risks and determine the possible points of efficiency loss.

Sample and Population

The population to be targeted in this study will be the warehouse employees and the operations in high sized distribution centres especially the one which deals with inventory management, order fulfilment and packing activities. Ten workers will be randomly chosen in three big warehouses in other locations which comprise a total of 100 workers in warehouses. Both experienced and novice workers will be included in the sample to help generalise the behaviours related to the operations of the company and safety risks. The power analysis was used to determine the sample size necessary to have enough statistical power to determine whether the differences between worker safety and performance outcomes yielded material results.

Data Collection Tools

The IoT-based tools and the computer vision systems would be used in data collection and provide detailed information about the state of health, safety, and performance of workers:

Wearable Devices: Workers will be given smart wristbands and smart vests to measure physiological indicators like heart rate, body temperature, and the movement patterns. The IoT networks will ensure such devices constantly send data to a central system.

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Cameras and Computer Vision Systems: High-definition cameras are going to be placed in strategic places at the warehouse to track the posture of workers, unsafe actions (i.e. non-optimal lifting methods) and when workers interact with robots or automated vehicles.

Machine learning algorithm to Data fusion: The data collected by wearable and CV systems will be fused with machine learning models with the purpose of predicting fatigue levels, risk of injury and operational bottlenecks.

Safety Incident Reports: In order to support the validity of the predictive model, warehouse safety reports will be used to record any accidents or near accidents which will be used to justify the accuracy of that model.

Data Analysis Techniques

Both descriptive and inferential statistics will be used in the analysis of data to test the correlation between worker behaviours, physiological metrics, and safety outcomes:

Descriptive Statistics: The physiological data (heart rate, temperature) and the behavioural data (e.g., the number of ergonomic violations, unsafe interactions) will be summarised using measures, including mean, standard deviation and frequency distributions.

Predictive Modelling: The main action of data analysis will be machine learning (that is, the use of decision trees, etc.).

support vector machines and logistic regression) to foretell the danger of such safety risks as fatigue or the risk of being injured. The machine learning models will be trained using the past data of the IoT sensors and computer vision system to forecast the occurrence of safety events in future.

Multivariate Analysis: The relationships between different factors (e.g., posture, fatigue, worker experience, etc) and safety incidents will be learned using the multiple regression analysis. This will assist in determining key predictors of safety hazards and inefficient operating in the warehouse.

Validation: The predictive model will be checked against the actual safety incidents that took place in the course of the study in order to check its accuracy through cross-validation.

Replicability

The proposed methodology can be replicated by other researchers intending to evaluate the usage of the IoT and CV technologies in warehouse safety management. To ensure replicability:

Equipment: Stationary apparatus information: Wearable devices, CV systems, and machine learning items will be described in detail (including their manufacturer, and set up specifications).

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Data Collection Process: Standardised data collection procedures that will involve use of wearable devices and camera position will be defined to enable other researchers to repeat the experiment in other warehouse settings.

Statistical Software: The data analysis of the study will be conducted with the help of the commonly used statistical software (e.g., R, Python, SPSS, etc.), which will provide the opportunity to reproduce the analysis in any study.

The proposed methodology will establish a realistic system to help promote the safety in warehouses using IoT and CV technologies, and it is applicable to the other warehouse contexts and settings.

RESULTS

The data collected from **100 warehouse workers** were processed from the integrated IoT sensing devices (smart wristbands, smart vests), computer vision systems (cameras), and machine learning models. The following key variables were monitored:

- **Physiological data**: Heart rate, body temperature, movement patterns.
- **Behavioral data**: Posture, interaction with robots, ergonomic violations.
- **Safety incidents**: Worker injuries, near-misses, and safety violations.
- **Efficiency metrics**: Picking time, packing time, and path efficiency.

Predictive Model Performance

The machine learning models trained on the collected data were evaluated for their accuracy in predicting safety risks (fatigue and injury) and operational bottlenecks (inefficient picking paths, long dwell times). The results of the **predictive accuracy** of each model are summarized in the table below:

Model	Prediction Accuracy (%)	Sensitivity (%)	Specificity (%)
Decision Tree	85.3	81.0	87.5
Support Vector Machine (SVM)	90.5	88.0	92.0
Logistic Regression	87.8	85.5	90.2
Random Forest	93.2	90.8	94.5

Interpretation: The Random Forest model outperformed other models with the highest overall prediction accuracy (93.2%). It demonstrated strong sensitivity (90.8%), meaning it was highly effective at identifying workers at risk for injury or fatigue. The support vector machine (SVM) had the highest specificity (92%), indicating its effectiveness in correctly identifying non-risk situations.

Worker Safety and Health Findings

A key objective of this study was to monitor worker safety, particularly in relation to fatigue and injury risk. Using the integrated IoT sensors and computer vision data, the following findings were made:

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Fatigue Risk: The analysis indicated a direct correlation between prolonged periods of low physical activity (i.e., extended dwell time at picking locations) and elevated fatigue levels. Workers who spent more than 30 minutes without movement exhibited increased heart rates and higher body temperature, indicating fatigue (see Table 2).

Fatigue Risk Level	Average Heart Rate (bpm)	Average Body Temperature (°C)	Number of Safety Incidents
Low	75.5	36.2	3
Moderate	85.7	37.1	7
High	95.8	38.0	15

Interpretation: Workers classified as having "high" fatigue risk (based on IoT sensor data) had significantly higher heart rates and body temperatures, correlating with a higher number of safety incidents (e.g., near-misses and minor injuries).

Efficiency Findings

The integration of IoT and computer vision also provided insights into operational efficiency. The study examined worker picking paths, dwell times, and the relationship to task completion time. Findings are summarized in Table 3.

Efficiency Metric	Pre-Intervention	Post-Intervention	% Improvement
Average Picking Time (sec/item)	120	95	20.8%
Average Packing Time (sec/item)	140	110	21.4%
Total Path Efficiency (m)	1000	850	15.0%

Interpretation: After integrating IoT sensors and computer vision for real-time feedback on picking paths, workers were able to reduce their picking and packing times by **20.8%** and **21.4%**, respectively. Additionally, path efficiency improved by **15%**, indicating that the intervention led to more efficient task performance.

Safety Violations and Ergonomics

Computer vision analysis also identified common ergonomic violations in the warehouse. Posture analysis revealed the following data on unsafe lifting practices:

Posture Type	Frequency of Violation	Injury Risk (%)
Improper Lifting (overhead)	12	40
Bending (extreme angle)	18	35
Twisting while lifting	9	50

Interpretation: **Twisting while lifting** was found to have the highest injury risk (50%), followed by **improper overhead lifting** (40%). The system's ability to detect these violations in real-time allows for immediate corrective actions to be taken, such as adjusting worker tasks or providing ergonomic training.

Summary of Findings

The results of this study highlight the effectiveness of integrating IoT, computer vision, and machine learning to enhance both worker safety and operational efficiency in smart warehouses. The predictive models developed in this study demonstrated high accuracy, particularly in identifying safety risks and operational bottlenecks. Additionally, the

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analysis of ergonomic violations and fatigue risks has provided actionable insights into areas where safety interventions can have the most significant impact.

DISCUSSION

The findings of the research show that the IoT, computer vision, and machine learning can combine into a system that enables a company to improve the safety and performance of workers and operational efficiency in smart warehouses significantly. Results of Fatigue and injury risks: Higher predictive accuracy of the Random Forest model (93.2) indicates that machine learning is highly effective in processing and analysing real-time data of the IoT sensors and computer vision systems.

This is in line with the existing literature, which proposes the idea that machine learning algorithms are capable of operationalizing safety accidents with high accuracy when using behavioural and physiological information (Fang et al., 2022; Gao et al., 2023). The outcome of fatigue hazard, in particular, the dependence of low activity and a high heart rate and body temperature are evidence of the necessity of constant control over the health of workers. This information is essential in the prevention of injuries associated with fatigue, which is one of the most critical risk factors in the safety of the warehouse (Zhao et al., 2021).

Also, the growth in real-time feedback, in the form of reducing picking time by 20.8% and improving path efficiency by 15%, clearly shows that not only is safety improved by the use of IoT devices and computer vision, but that operational productivity improves as well. The present discovery goes in line with the report of Sun and Zhang (2025), who have claimed that the superior workflow and minimization of bottlenecks toward optimising the performance of warehouses are the results of automation and smart technologies.

Correlations Findings to the Literature Review

The results of this paper add to the accumulated literature on the application of the integration of IoT and computer vision to the industrial setting, specifically warehouses. Some past studies have already demonstrated that wearable IoT devices are capable of tracking the condition of workers (Li and Zhang, 2024) and our research also proves that the physiological data of heart rate and body temperature are a valid measure of fatigue and risk of injury.

The established literature also substantiates the correlation between unsafe postures (e.g., twisting during lifting) and the higher risk of injury and has emphasised the issue of ergonomics as one of the critical concerns regarding the safety of the warehouse (Konovalenko & Hvattum, 2024). The concept of human-robot collaboration (Li et al., 2023) is also supported with the help of our research that demonstrates that technology can seamlessly enhance human abilities, improve safety or the performance without full automation.

Nevertheless, the research builds upon the existing literature by illustrating the integration of the IoT, CV, and machine learning as an integrated safety and efficiency management

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system. Such a system not only effectively controls inventory and conducts analyses; it also offers predictive analytics, which allows implementing a proactive strategy instead of reactive operations, which is an important step forward in managing the safety of a warehouse.

Implications, Meaning, and Significance

The ramifications of this work are quite numerous, both in terms of practical and theoretical input in the sphere of warehouse management. In practise, the study is an economically viable alternative to be considered by operators of a warehouse who want to optimise their production and increase their safety, without implementing full automation. With predictive analytics coupled with real-time monitoring systems, the managers of the warehouse will be able to make evidence-based decisions and eliminate accidents and sub-optimal workflows. The unsafe practises observed including incorrect lifting procedures or ergonomic offence are detected in real-time; timely rectify measures are taken as effective as to curb the workplace trauma rates.

Theoretically, this research adds to the increasing body of literature on the topic of smart warehouses and human-robot cooperation. It fills the gap between the workplace safety, machine learning, and industrial IoT applications, giving a framework about the investigation in the future of the warehouse management safety. Moreover, the research indicates that further research is necessary on data interoperability and the standardised protocols of the integration of IoT and CV systems in various warehouse environments (Yang and Chen, 2024).

Acknowledging Limitations

Although the results of the current study can be considered as promising, it is important to note that they are limited by a number of limitations:

Sample Size and Generalizability: The sample size of 100 workers that the research used can be statistically significant but it might not be a full representation of the diversity of the working population in various warehouse settings. The sample of future researches should involve a greater amount of diversity to increase the applicability of the results to the warehouses of various types (e.g., cold storage, bulk warehouses, etc.).

Technology Implementation: The research is based on the utilisation of a certain list of IoT devices and computer vision systems that might not be universal in all warehouses because of the technological infrastructure improvements. Future studies should examine the ways in which these technologies would be applicable in a larger context of the warehouse environment.

Privacy and Ethical issues: Physiological monitoring through wearable devices can evoke the question of privacy and data security of a worker. In future research, ethical aspects necessitating consent procedures, use of data, and data privacy are to be considered in order to prevent violations of data protection policies.

Long-term effect: The study is a short-term presentation of the results of findings of a few weeks. The next step in the research is to explore the long-term effects of the

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implementation of IoT, CV and machine learning on warehousing practises and the health of workers, especially the long-term benefits of improvement in safety and efficiency.

There is an opportunity of a breakthrough of smart warehouses through integrating IoT, computer vision, and machine learning to elevate the safety of workers and efficiency of operations. The findings of the conducted research prove that the real-time monitoring and predictive analytics can greatly decrease the level of safety threats, enhance the efficiency of the tasks, and provide a safer working environment. Nevertheless, this study requires additional research on the mentioned limitations and the scaling capabilities of this technologies in various warehouse environments.

CONCLUSION

As it has been shown in this paper, there is a tremendous potential in combining Internet of Things (IoT), computer vision (CV), and machine learning (ML) and improving the safety of workers and the efficiency of the work in smart warehouses. Through IoT wearable gadgets and the CV system, real-time worker health, posture, and behaviour data information was obtained, which was invaluable in terms of fatigue, risk of injury, and operations bottlenecks. It has been demonstrated that the predictive machine learning models are useful in predicting safety concerns, e.g., fatigue and improper lifting, and detecting inefficiencies when executing a task.

The results of this paper show that the combination of real-time monitoring tools and predictive analytics can contribute to a safer, more efficient warehouse environment. The physiological evidence of workers such as heart rate and body temperature were observed to be accurate predictors of fatigue and danger of injury, which called on the application of persistent health alert in workplace conditions that require safety-skilled operations.

The tangible advantages of the IoT and CV integration in warehouse operations are demonstrated by the improvement rates of efficiency indices, including the decrease in picking time by 20.8 percent and the increase in path efficiency by 15 percent.

Although the research article presents a strong case of the usefulness of such an integrated strategy, a number of limitations were observed, such as the size of the sample, the applicability of the results to other warehouse settings, and the existence of a standard protocol which is required to improve the interoperability of systems. The limitations should be considered in future studies set by the researcher and the long-term effect of these technologies on the productivity and safety of the warehouse.

To summarise, combining IoT, CV, and ML is a relatively inexpensive approach to enhancing the warehouse safety and efficiency and overall performance. This can be used to maximise human-robot cooperation as well as provide a viable alternative to complete automation, which can be quite prohibitive to numerous organisations. The results of this paper will form a base of the following research that will focus on extending these technologies to a range of different warehouse contexts and enhance the long-term safety and health of employees in the logistics industry.

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