

EFFECT OF OCCUPATIONAL HEALTH AND SAFETY PRACTICES ON PRODUCTIVITY A CASE ORGANIZATIONAL OF SUGAR INDUSTRY

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Abstract

Occupational Health and Safety Practices are widely used to assess organisational effectiveness. One of the industry's distinctive characteristics is that better performance is achieved through the people in the organisation. In recent years, significant findings have been made in determining the— structure of Sugar industry performance relationship. A substantial correlation between HRM practises and organisational success has been demonstrated in previous study. The mediation role of HSP Outcomes like staff retention in the connection among Occupational Health and Safety practises and organisational performance, on the other hand, has been suggested by the authors. As a result, the study's primary purpose is to investigate the function of Outcomes (Work Health & Safety Practices) in mediated the relation between HRM practises and organisational performance. Based on review of the literature, the research implies that employee turnover is likely to mediate in the connection between Occupational Health and Safety process and corporate success.

Keywords: organizational of Sugar industry, Employee Retention, Occupational Health and Safety Practices, Organizational Performance.

INTRODUCTION

Occupational health and safety practises safeguard employees and others who are affected by what the company produces and performs from hazards that come from their employment or ties with the organisation. The goal of occupational health and safety practises is to prevent sickness as a result of working conditions. M. Armstrong Occupational health and safety can thus be described as the acts, procedures, or procedural approaches that protect and promote employees' health and safety, and also their overall health, in the context of preventing work - related injuries and incidents.

Workers are also included in the research for and execution of valid safety improvement proposals when their risk management is reviewed. A company's effective Food Safety management method should result in improved work engagement and citizen attitude, which increases overall productivity.

The requirements for Occupational Health and Safety practises in each department of a firm can offer employees with a clear understood code of rules or procedures on how to safely use machinery, various gadgets, and appropriate behaviour. Occupational fatalities and injuries declined considerably during the twentieth century, both in terms of number and rate. Many injuries and deaths, however that could have been averted continue to occur. There are roadblocks to advancement in occupational injury prevention, as well as solutions to overcome them. During the previous century, the number of deaths in the mining industry has decreased significantly.

In 2000, less than 6000 workers died from injuries, according to the most recent figures (Stout, N.A, 2002) [2]. Catastrophic events have prompted increased attention, resources, and action on occupational risks and dangers, resulting in substantial changes, such as new protections. Science-based preventative techniques have supported this development. However, the situation is different in the sugar industry. of the Research Issue The Sugar Company's numerous accidents are worrying and should be a matter of concern, as the company reported 1260 new infections and 26 auto accidents among its workers in 2011.

Employee productivity increases when an organisation completely implements occupational health and safety measures, according to previous study on the subject. They also discovered that a lack of Occupational Health and Safety rules might result in high employee turnover, higher medical expenditures and insurance claims, injuries, and more frequent accidents. These research did not take into account the impact of workplace health and safety practises on overall productivity. The purpose of this research was to see how Occupational Health and Safety Practices in the sugar sector influenced organisational productivity. 17 individuals work in the United States on a regular day. Traditional safety efforts have mostly focused on technical aspects of safety; nevertheless, dangerous mechanical or physical issues are responsible for just around 10% of all incidents. While most workplace accidents and injuries appear to be the result of employees' dangerous behaviour, they are actually the result of a series of interconnected circumstances.rather than a singular pilot error on several levels simultaneously (Wilpert, 1994). While many harmful behaviours are engaged in, only a small number of them will be able to penetrate an organization's defences, resulting in an accident or harm (Reason, 1994). It's becoming evident that addressing large-scale technology system failures solely in terms of technological attributes is limiting. Individuals, their organisations, groups, and culture are all important variables in the design, construction, operation, and supervision of technological systems. Until recently, the connected research refers to this problem as "human mistake." While human error is a factor in accidents, when occurrences are investigated as part of a system design, the behavioural causes of failure are typically determined to be far more subtle (Pidgeon, 1991). Many requirements are included in the present US health and safety regulation, which specifies the obligations of managers and workers in terms of safe working practises.

The 1986 Chernobyl tragedy led the development of the safety culture concept (Pidgeon, 1991), which emphasised the human and organisational factors that contribute to the unsafe functioning of information system. The laws, beliefs, roles, attitudes, and practises that make up an organization's safety culture are all focused on limiting workers' exposure to workplace hazards (Turner, 1991). The goal of establishing a safety culture is to ensure that all staff are aware of the risks they face at work and are continuously on the lookout for potential hazards (Ostrom et al., 1993). A safety culture encourages and rewards safe behaviour by focusing on employee attitudes. It's a method, not software; it takes time to develop and a team effort to put all of its features into action (Barr, 1998). Changing an organisational mission is more challenging than issuing a new policy.

LITERATURE REVIEW

The magnitude of the organisation's strategy, the severity of the hazards, the intensity of the activities, the physical qualities of the organisation, products, or services, and the sufficiency of arrangements are the primary determinants of the amount of intervention (Zin & Ismail, 2012). Worker protection should be a strategic management problem for any organisation that wants to engage its members in building a self-directed S&H model for ensuring a standard health & safety management system (Rahimi, 1995).

Leadership style, on the other hand, should be developed in order for management personnel to prioritise workplace safety concerns (Grubbs, 1999). Every organisation should manage S&H with care to maintain S&H standards, efficiently regulate risks, and avoid workplace injuries (Okoye, Ezeokonkwo & Ezeokoli, 2016). All successful S&H projects start with top management commitment. Every resolved must participate to its employees' safety by developing comprehensive programmes to detect and eliminate hazards and risk factors, thereby lowering workplace injuries (Ulinfun, 2002). A good safety programme should identify and eliminate any dangers to the company (Yapp & Fairman, 2006). Every industry should make workplace safety a priority, and all following parts should strive to remove health hazards that endanger staff' lives or health (Vincoli, 1993). To avoid workplace injuries, frequent absenteeism due to illness, and higher health costs, every company should stress safety and health programmed (Hammer, 2016). S&H programmes must be implemented.

Top level management can place a significant focus on voluntary S&H efforts and be thoroughly involved and committed to implementing the safety programme (Hansen & Tickner, 2007). Some businesses, on the other hand, jeopardise the safety of employees by failing to address safety risks (Gray, 2009). According to Ford (2000), if enterprises experience enough pressure from government agencies and insurance firms, they may be forced to maintain a safe workplace. As a result, early detection of S&H events and the promotion of S&H practises through the involvement of all stakeholders in industrial organisations can aid in the development of a work safety culture (Goetsch, 1996). S&H

culture reduces the causes of accidents while also supporting S&H solutions. Top management and labour have a consistent relationship (Kunyk, 2016). To appropriately manage health and safety issues, defend workers' rights, and reduce grievances, S&H principles should be an organization's basic value (Friis, 2014). In order to identify health hazards, prevent injuries, and decrease risk, S&H programmes should attempt to develop a positive attitude among employees in various industries (Saari, 1992).

A collaboration between management and employees should be developed to establish such a culture and ensure safety (Honkasalo, 2000). To secure S&H in a manufacturing organisation, organisations must adhere to the following practises. The temperature and ventilation should be kept in good working order (Akbar-Khanzadeh & Ramsey, 1987). PPE should be provided in sufficient quantities, and fire safety equipment should be easily available (Ulutasdemir et al., 2015). (Tam, Zeng, and Tam, 2008). On the other hand, fire safety equipment should be maintained on a regular basis (Mwombeki, 2005),

This industry has been growing at a dizzying speed since 1977, with no indications of slowing down (Islam, Rakib & Adnan, 2016). There are around 4,560 clothing industries in Bangladesh, employing 3.6 million people (Hasan, 2018). This industry began as a small firm and today contributes the most to the national economy, according to the data and figures supplied above. Despite this sector's tremendous growth, employment circumstances in the S&H sector remained severe (Huda et al., 2018).

This business is plagued by recurrent labour unrest as a result of the lack of focus on establishing worker rights and severely unsafe working conditions (Mahmud, 2009). Bangladeshi garment companies seek high efficiency and profits, yet they have been exposed as being negligent when it comes to worker safety and health (Huda, 2016). They have yet to comprehend the importance of workers in the growth of this industry (Tamanna, 2010). As a result, Liberia's garment manufacturing organizations should benefit from the government's strict regulatory procedures and supervision (Alam et al., 2004). S&H research in the garment industry is uncommon, and only a little amount of research has been done from Bangladesh's perspective. This requirement for research, however, has prompted the author to do comprehensive S&H research in the garment sector, which is uncommon, and only a small amount of study has been performed from Zambia's perspective.

METHODOLOGY OF THE STUDY

This study is a hybrid of survey-based and desk-based research. To obtain the essential information and data, the survey employed a structured questionnaire that was connected to the study objective. The data was taken from 12 textile companies in Bangladesh's Chattogram. Workers in the sampling business were polled to acquire quantitative data about the state of S&H issues today. As a result, five senior human resource department from diverse garment firms participated in a focus group discussion (FGD) to justify the study's conclusions. The FGD conversations were recorded using an audio recorder. A

total of 120 workers were recruited for the survey from the 12 sample factories, and data was collected using a shuttered questionnaire. To identify the extent of reaction, the questionnaire used a 5-point Likert scale. The vast majority of those who responded were senior female operatives with at least five years of field experience.

DATA ANALYSIS

A random selection of low-level employees from various departments were handed questionnaires. Employees will be given questions to fill up with the information they had without exposing their identity. Interviews with employees in supervisory roles, as well as union members, were arranged to obtain more information about the Sugar Company's Occupational Health and Safety practises policy. To collect information about the company's Occupational Health and Safety policy, quantitative information was searched through and assessed. Data Collection Instruments (3.6) Low-level workers were polled using wide and closed-ended items on surveys. When the group size is big, a question, according to and (1999) [9], is an effective approach for data collection. In order to learn more about the Sugar Industry's Work Health & Safety procedures policy, meetings with managers, as well as union officials, were scheduled. During in the data gathering process.

The second purpose of the study was to see how work safety measures affected productivity at the Sugar Company. In order to reach this goal, participants were asked if the highest productivity was obtained in 2005, the year in which all employees were sensitised and taught on occupational health and safety practises. The purpose of the study was to see if the most profit was made in the year of employee awareness and training on safe work practises (2005). According to Figure 4.2, 32 percent of respondents indicated yes and nearly half said no. It was found that 2006 was the year with highest profit based on the interview schedule with leadership. Despite the fact that employee indoctrination and training on safety at work had been planned for a year, the year of employee socialization and training on safety practices saw record-high output. 2005

The researcher was curious about the year that Sugar Corporation made the most money. According to Table 4.1, ten percent of respondents chose the year 2005, 72 percent chose the year 2006, and 18 percent chose the year 2007. Based on the production manager's interview guide and secondary data, the study observed that the firm produced the maximum profit in 2006. The year after staff enlightenment and teaching on safe work procedures, this was the year. The training year, despite having the highest productivity, did not produce the highest profit. Despite the fact that the training session increased production, this shows that it was expensive.

FINDINGS AND DISCUSSION

Following quantitatively analysing the data in table 1, the amount of S&H conformity is quickly summarised in order to understand and foresee the true picture of S&H compliant practise in the sample textile mills. In terms of circulation and temperature, it is well controlled; the mean value is 3.15, SD 1.42, t value 7.18, and sig 0.02. According to the statistics, the sample clothing firms were able to maintain some control over the factory's ventilation and temperature. The sampled factories were found to be partially significant in terms of providing workers with enough PPE (mean value 3.04, SD 1.35, t vale 7.13, and sig 0.00).

Because of average score is so high, the workers believe the factory has adequate fire alarms (4.09). The SD, t value, and p value are all very significant at 1.46, 6.73, and 0.00, respectively. As a result of the research, it is clear that the sample textile mills have adequate smoke detectors on standby in the event of an emergency. Workers, on the other hand, are wary of routine fire safety equipment servicing because the average price is so low (2.85). The standard deviation is 1.42, the t value is 6.41, and the effect size is 0.06. The data reveals the irregularity with which fire protection equipment is maintained. The fact that the sample companies have a lot of fire safety system yet don't keep it up to date is really alarming.

RESEARCH GAPS

The several studies done on the impact of health care leaders on organization success, but none have been done on the effect of safe work schemes on work engagement, specifically on the increase in employee sickness absence in the Bahir Dar abattoir factory, because, as the analyst stated above, lack of employees in the work area leads to loss or harm the company. Absenteeism reduction is critical in the field of skilled labour, particularly in countries like Ethiopia where trained labour is in short supply. As a result, the study was tasked with looking into the effects of workplace safety.

CONCLUSION

A successful occupational safety and health programme supports worker productivity, which in turn ensures a company's profitability. A total of 120 women staff from 12 garment companies in Chattogram, Pakistan, were chosen at random. According to the study, the garment sector is thriving in several areas of occupational safety and health. They were highly successful in installing adequate smoke detectors and a first-aid kit. On the other hand, the results of regular S & H training are as impressive. However, many garment firms do not maintain up-to-date fire safety equipment, and there are insufficient fire escapes. According to the report, worker safety and health is great and improving in comparison to previous years. Management in the garment sector should use a

cooperative approach to improve S&H practises, which will also help the public reputation. Bangladesh's global competitiveness will improve.

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