The Importance of Safety in the Workplace

BUS 642 Business Research Methods & Tools

The Importance of Safety in the Workplace

Background Information

Over the past years there has been an increase in worker fatalities or serious injuries. According to the Occupational Safety & Health Administration, in 2014 there were 4821 work fatalities (OSHA.gov). Workers should be provided a safe work environment to minimize fatal and serious injuries. Safety in the workplace can range from a slip and fall, operating equipment to an active shooter in the area. It is important for businesses to have safety practices in place to protect employees and the people they service. Not only should practices be in place but managers should promote a continuous safe environment by ensuring that employees are utilizing the training provided and recognition for employees who champion safety in the workplace.

The Management Dilemma

The issue the paper will try to solve is how company leaders can change the mindset of safety and promote a safe work environment where employees are eager to be apart of.

The Research Question and a Hypothesis

What are the variables that promote employee engagement of safety in the workplace and how can management implement safety plans and training to reduce workplace injuries?

A hypothesis is knowledgeable guess that challenges to explain the facts that result from scientific studies (Landrum, 2014). The reason why safe practices aren’t prominent in some workplaces is management is more focused on productivity and revenue than focusing on safety requirements.

Scholarly Research

In a Collision Automotive Industry focus group, it was discovered that several owner/managers were unaware that employees of the “legal requirements for employee Right-to-Know training and respirator fit testing which they thought were better managed by safety consultants or equipment suppliers” (Brosseau, 2014). When employees are not properly trained on how to complete their jobs properly beyond the scope of servicing customers.

Reference

Brosseau, R., Bejan, A., Parker, D., Skan, M. & Xi, M. (2014) Workplace Safety and Health Programs Practices and Conditions in Auto Collision Repair Businesses. Journal of Occupational and Environmental and Environmental Hygiene, volume 11, p 354-365. DOI: 10.1080/15459624.2013.866714

Landrum, R. E. (2014). Research methods for business: Tools and applications. *San Diego, CA: Bridgepoint Education, Inc.*

Occupational Safety and Health Administration. Retrieved from http://www.osha.gov