The Importance of Safer Work Environments

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Historical anecdotes about negligible worker safety training

When the word safety is mentioned what comes to mind?  When people think of accidents that take place in the work environment, they often think of jobs that are within the field of construction sites and factories.  In the year 1911, a factory called Triangle Shirt was actually burned to flames because designers smoked at their desks and disposed of the cigarette butts in fabric bins, thereby ultimately causing a huge fire. Sadly, nearly 150 employees died that day because all doors but one was locked because the managers felt forming a single file entering and exiting through one door could prevent people from stealing. This procedure would be followed every day.   There were several reasons why this disaster should not have taken place.  First, no one working in the factory should have been disposing of the cigarettes in the bins where fabric was being thrown away. Also, locking down all the fire exits which was the ultimate factor which made it impossible for all employees to exit the building safety.  The families of the victims wanted to press charges on the reasons of man slaughter, and even though they were found not guilty it is clear that this incident could have been prevented altogether.  This situation took place because of the lack of ethical action and the lack of implementing safety procedures.   However, lack of safety in work environment can really occur anywhere whether it is big or small business.  The safety standards of a workplace not only impact those who are injured they also impact the business and other employers.  We also see a similar accident take place with a Philippine factory in California. Even when it comes to smaller injuries in the office environment, other employees are impacted because they then must carry the workload of the injured employee as well as their own work.   As the years pass it seem that more work place injuries continue to occur.   The work environments have developed greatly but this does not change the fact that safety is still something that is essential as it form a kind of structure not only the workers but the business as well.

Promoting a safer work environment. Who does it and does it work?

For many years’ safety has been an issue that has not been resolved properly in many work environments.  They take place for many reasons, but they are mainly because of negligence.  Management dilemmas that are taking place in many businesses are that there is a lack of interest in the importance of safety within the workplace.  If an unsafe event takes place a person or people may be injured.  No one wins when injuries happen to take place. Injuries in the work place can usually impact everyone within the workplace.  Productivity will go down because the company will now be down one worker.  It does not matter what kind of business it is there will be an impact taking place.  I work within an accounts payable department and when we have been down one employee it impacts us.  This is because we now need to split that employee’s work.  This causes more work and can be a very big issue. It is even more impacting when it is an employee who does a lot of work. For example, one of my co-workers got hurt it impacted us he had to be out of work for two weeks. During those two weeks it took three employees to do his work so that we would not fall behind. This is also an issue in factories as well as construction sites because the manual labor becomes a lot to handle.

The research question is: Many companies seem to have forgotten just how important safety is. Do voluntary programs on employee safety for employees ultimately bring about a reduction in the workplace accidents?

This issue seems to have formed because it seems those of higher authority tend to think about things which are higher priority and have deadlines.  Hence safety program can be done at any point, thus the implementation of them gets set back and usually does not occur on a regular basis or for all employees. This is unfortunate as safety should be iust as important as other tasks with deadlines.

Null Hypothesis: There will be no difference in the number of accidents a work environment documents with employees that voluntarily complete work safety training.

As stated by Casale (2011), “A voluntary federal safety program in place at more than 2,400 U.S. worksites continues to receive criticism, but supporters say the Voluntary Protection Program remains a worthwhile designation for businesses to obtain.” Safety should be introduced voluntarily to employees who are interested in it.  This includes fire drills and any information that people feel are important to share.  I work in New York City and they do this to assure that employees know what to do in case of a fire or an emergency.  They also advise us to have shoes in our desks and never to wear sandals because they can slip off.  These types of rules were formed after 911 these are the type of things that are taught in voluntary programs.

Alternative Hypothesis: There will be a significant difference in the number of accidents a work environment documents with employees that voluntarily complete work safety training.

According to LaMarsh (2015), expresses that in order to bring about the importance of safety there should be ideas such as promoting safety he mentions the creative idea of bringing about a slogan.  A slogan is used within marketing because it a memorable it brings about something to the audience that allows them to remember and want the product being sold.  This way to promote rules that can stand for safety.  I think this idea is very creative and although it seems to be a bit different LaMash brought about a great point.  Spell and Blum (2001), discuss the factor that taking drug test can be something that can resolve this issue.  It is acknowledging that this is something that has been argued for some time. This is something that has been implemented by many businesses jus to assure that employees are able to focus ad function properly that they are not distracted or lack focus because of illegal substances.

Ethics to me represents what is right and what is wrong. When brought to think about ethical issue I may encounter while working on this subject in regards to safety in the work place I think sticking to one particular way of thinking.  Although speaking about safety in the work place seems like something basic to speak about it is not.  I think that was something I lacked in last week’s assignment.  I focused on one article I brought to think about Williams (2015) and how he mentioned why it is important to get the sufficient as well as correct information.  Ultimately we do not want to be negligent by focusing on a scholars work and not looking into others because it is important to not be bias. It is also important to give credit to the scholar has written something if it is used in the research paper. Honesty is also important when supplying survey information.

To test my hypothesis, I will use both primary data. My primary data will be collected using a survey method. I will ask 30 people working (face to face) at a local factory if they have undergone safety training, and ask them the number of times they were part of/observed work environment accidents. I will also allow them to express anything they would like to. I will then determine if safety training significantly influenced the number of times work environment accidents occurred. I will use an analysis of variance and significant will be set at alpha = 0.05, such that a significant difference will be deterred if p < 0.05. I will also calculate descriptive statistics such as the mean, median, and mode number of accidents for employees with and without training. If working training significantly influences the number of accidents observed, then I can then hopefully reject my null hypothesis, and accept my alternative hypothesis.

To determine if my results are similar to those studies available, I will use secondary data. I will use government reports to determine the mean, median, and mode number of accidents for employees with and without training at particular factories and compare my results. Since all these data are within the text and must be parsed, this will be done using content analysis. If these studies support my alternative hypothesis, by showing that training influences the number of workplace accidents, then I can confirm that my data and results are credible. This is likely useful to share with workplace managers and owners as it can help drive them towards including work safety programs as part of their regular practice and training.

I plan to present my data using multiple formats. I would like to summarize my statistics in a table. I would also like to create a historgram of the average number of work accidents for the groups with and without training, so a visual comparison can be made. I plan to make such a histogram using my data, and also to include secondary data, too. The secondary data will be noted by having the historgram bars in a different color, and legend that explains this. Overall, this study will be informative and should help deliver the message that work safety training is critical to creating a safer work environment.

Reference

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