

Ensuring a safe workplace

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Ensuring safe working place Introduction

A safe working environment has got to do with the welfare of the employees. An employee is a valuable asset to any organization, and, therefore, their health and safety need to be taken into consideration (White, 2011). A safe working environment makes the flow of obligations among the staffs be smooth. Human resource management is entitled to ensure the employees are comfortable at the workstation. In this paper, discussion concerning the role of Human Resource Management in ensuring safe working place will be brought out.

Position

Taking a keen assessment of the value employee offer to an organization, they can be regarded as warriors in the business battlefield. Productivity of an employee depends on the surrounding during task delivering. Therefore, it would be wise to support the enhancement of the working environment for the employees.

Support

Arguing for my position requires one to take a bold stand as those taken by the likes of Malcolm X and Karl Marx. Employees are and will continue to be the engine of an organization, and regardless of the level of input they add to the firm. It is a wish of all organizations to be leading in terms of sale, and brand, and to achieve that employees are a critical aspect. Conducive working environment makes employees feel safe in their daily endeavor, and this motivates them. It should never be considered blindly that employees will risk their lives for the sake of building a firm's reputation. According to (Noe, 2006), Human Resource Management has evolved over the years to view employees as an asset rather than job seeker only after pay. In an <https://assignbuster.com/ensuring-a-safe-workplace/>

organization where hazardous products are being handled emergency measures should be in place to salvage any outbreak (“ Managing health, safety and working environment”, 2009).

Esteem of employees is enhanced on how they are treated at their workstation. An employee is just like any other individual whose esteem will be improved by the surrounding. For instance, an organization where the manager uses abusive terms when addressing the employees has a severe impact on the employee’s esteem. Low esteem among employees has been identified as the cause low productivity. Human resource manager needs to ensure the employees are psychologically safe which determines the degree of job concentration.

Welfare of the staffs should not be considered as secondary need while they are on duty within the organization. If the workstation is viewed as a home by employees, then productivity from them will be to the optimum.

According to (Petrylaitė, & Tamašauskaitė, n. d.), privacy of employees while at their station should be upheld, and this adds up to a safe working environment. They further suggested that changing rooms and confidential files should be kept out of reach of unauthorized persons. Catering service can be provided to the employees, especially in those jobs that are energy involving or far from town centers. One cannot expect maximum output from employees who are working on an empty belly.

Conclusion

Based on the argument an employee is a noble resource for the growth of an organization. Their rights during job execution should not be compromised for the sake of organization growth. Human resource department has an obligation to ensure none of its staff is subjected to a risky working

environment that might impact adversely on them either psychologically or physically. Organization should never tire in ensuring its employee are safe for maximum output and firm growth altogether.

References

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