

Osha case summary

[Business, Human Resources](#)



Reduction of Unsafe Behavior at Workplace
Reduction of Unsafe Behavior at Workplace
Risky behaviors in an organization interfere with the prosperity and goals of such institutions. Managements have a responsibility of ensuring the total elimination of such unethical characters within business set up. Many people survive fatal injuries and other forms of suffering on their lines of duties. To reduce chances of occurrences of risks in a working environment, leaders have to formulate strategies and policies to deal with them exhaustedly. The general areas that an organization may use to decrease or eradicate unethical behaviors within the working place includes setting and enforcing standards, providing training, creation of safety culture, and assistance.

Setting and Enforcing Standards

Setting standards refers to an act of establishing one or more clear-cut score(s) on a test. The standards constitute informed ideas that are distinct and significant in their applications. An act of setting would include approving, rejecting, adjusting or implementing an action plan. Enforcing standards would mean executing the strategies as laid by the body concerned. Despite the fact that standard setting a purely procedural course, it ideally comprises strategy fabricators, test developers, and capacity experts early ensuring that the test outcomes is convenient and defensible. A proper guideline would suppress any form of unethical or rather unsafe behavior in an organization (Bejar, 2008). A well-structured institution has no room for tolerance of any weird characters within its premises.

Providing Training

Training involves a practical application of procedures and theories. In any

organization, a leader has a mandate of providing his/her employees with skills that suit their areas of duties. Workers need applied knowledge concerning their fields of actions to avoid committing faults because of insufficient drilling. Training may take a form of seminars and conferences. Trained worker understands all details relating to their working environments. Practical should emphasize safety techniques within and outside the working communities. Whenever an employee undertakes a proper course in his field of services, the chances of falling to injuries become slim.

Assistance

Every human being would need help in one way or the other from another. Employees should learn to appreciate and work as a team with a specific objective of achieving organization's goals. Once a person inculcates a habit of consultation in areas of difficulties, then ignorance related injuries and unethical actions would reduce drastically.

Creation of a Safety Culture

A culture of security comprises of a shared behaviors, beliefs, attitudes that exist at the establishment. A safety cultural atmosphere shapes the behavior of a person. A strong safety cultures drive employees beyond " the call of duty" to pinpoint insecure environments. For example, a healthy culture makes employee feels contented conversing with top managers reminding him/her to be in safety attires always. Moreover, coworkers consistently support each other out on unsafe behaviors at working centers.

Significant Of Need Analysis of Safety Requirements

Employees need analysis assistance in achieving business, worker moral and

legal requirements for maintaining safety-working surroundings. A report covers three main character, organization, task, and employee. Organization health and prosper by realizing its goals, healthy change that it may need, and enforcing control measures that workers need to understand.

The job composition, context, risk in involve and its execution without any risk to health. Finally, analysis of the employee's involves their current knowledge and skills, whether to offer him/ her more education in handling sophisticated equipment in ensuring a healthy environment. (Manufacture & Agriculture, 2005).

Developing or Selecting and Implementing Occupational Injury and Illness Prevention Program

Choose on risk decline tactics, together with the organization's ideas and admit a larger community in the process. By including the community, one would access the areas of concern as different members have different point of view on occasions. Management should use implementation strategies such creation of public awareness through the media campaign. Facilitators need to perform regular assessment and monitoring of the lives of people to ascertain any form of illness for treatment. Counseling and peer guidance may help in controlling injuries associated with unethical peer influences.

References

- Berger I. (2008). Standard Setting: What is it Important? R&D Connections. No. 8. Retrieved from https://www.osha.gov/SLTC/etools/safetyhealth/mod4_factsheets_culture.html
- Manufacturing & Agriculture (2005). Employee Health and Safety Training. Occupational Health and Safety Act 2004. Retrieved from <https://www.https://assignbuster.com/osha-case-summary/>

worksafe.vic.gov.

au/forms-and-publications/forms-and-publications/employee-health-and-safety-training