Occupational safety and health

Health & Medicine

Incentive programs are used by managers as a means to stimulate employees to use safety measures during their everyday work. Incentive programs have been successful to a certain extent, but these measures even have a downside. Employees do not provide timely information to managers to ensure that managers continue the functionality of the incentive programs. If managers fail to counter the issues in a timely manner, the issues become worse and uncontrollable. When the incentive programs are discontinued by the managers, employee performance decreases and even becomes worse.

3.

Maslow's Hierarchy of Need

The theory of needs produced by Maslow states that individuals are motivated to fulfill their needs and they have different levels of needs. The theory even states that individuals first try to accomplish their basic needs, and then they pursue the remaining needs. An example of psychological need includes shelter, an example of safety needs includes job security, an example of social needs include colleagues in the workplace, and an example of esteem needs includes aims and objectives in life. Once all these needs are fulfilled, managers start helping others.

4. The need achievement theory of McClelland states that individuals have a need to attain power, be affiliated with others, and achieve something in life (Friend, 2010, p. 236). The theory even states that some individuals have a higher degree of desire to fulfill the need for power than other needs. The theory states that the need for achievement refers to an individual's desire to be around friends and family members, the need for power refers to their desire of being able to influence others and the need for achievement refers

to an individual's desire to achieve aims and objectives in life.

5. There are various hazards in my workplace; one of the hazards is security issues. The security systems in my workplace are not up to date which increases the probability of theft and terrorist activities in my organization. The workplace environment is not even clean and tidy and there are gas leakages that can cause fire hazards. The organization needs to hire people for the cleanliness of the workplace environment and they need to install fire alarms and get the gas leakages fixed to counter the fire hazard.