

THE EFFECT OF SAFE WORK PLACE ON THE COMPETITIVE CAPABILITIES FOR COMPANIES

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Back Ground

- to meet customer requirements and enable employees to work correctly and increasing the competitive performance.
- The organizations seek to applied some of the international standards for improvement the safe work place such as (OHSAS 18001) & (ISO 14001) for:
 - Achieve significant and continual reductions in the incidence of death, injury in the work place.
 - Improve productivity of workers.
 - Legal requirement.
- competitiveness factors are capacity for innovation, the quality of products and productivity.



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- . By improving workplace the person will be use work time effectively and efficiently.
- . World Economic Forum has defining competitiveness as “the set of institutions, policies, and factors that determine the level of productivity of a country”.
- . Poor health leads to significant costs to business, as sick workers are often absent or operate at lower levels of efficiency.
- . New production management trends (like J.I.T., M.R.P. or E.R.P. systems, etc.) had a large impact on OHS because:
 - . eliminate unproductive time, thus increasing the amount and complexity of workload.

Research Methodology


- This study is based on review most of the paper concerned the relationship between the improve safe work place and competition.
- The key words used were: productivity; working time; fatigue; health; safety; work-life balance; accidents; psychological effects; task; industry.



Literature Review

- Petrovic, et al.,(2006) were found that by implementation ISO 14001 the care for a healthy environment comprises not only a concern for keeping the external working environment in good shape, but also providing a high level of occupational health and safety (OHS) measures to preserve good internal working conditions.
- Lundan(2004), was found the ISO 14001 EMS is a voluntary standard enabling organizations to control the impact of their activities on the environment .
- Christini et al., (2004) summarize the value of an EMS: it - improves regulatory compliance requirements; reduces liability² and risk; prevents or reduces pollution and waste; improves site and project safety.

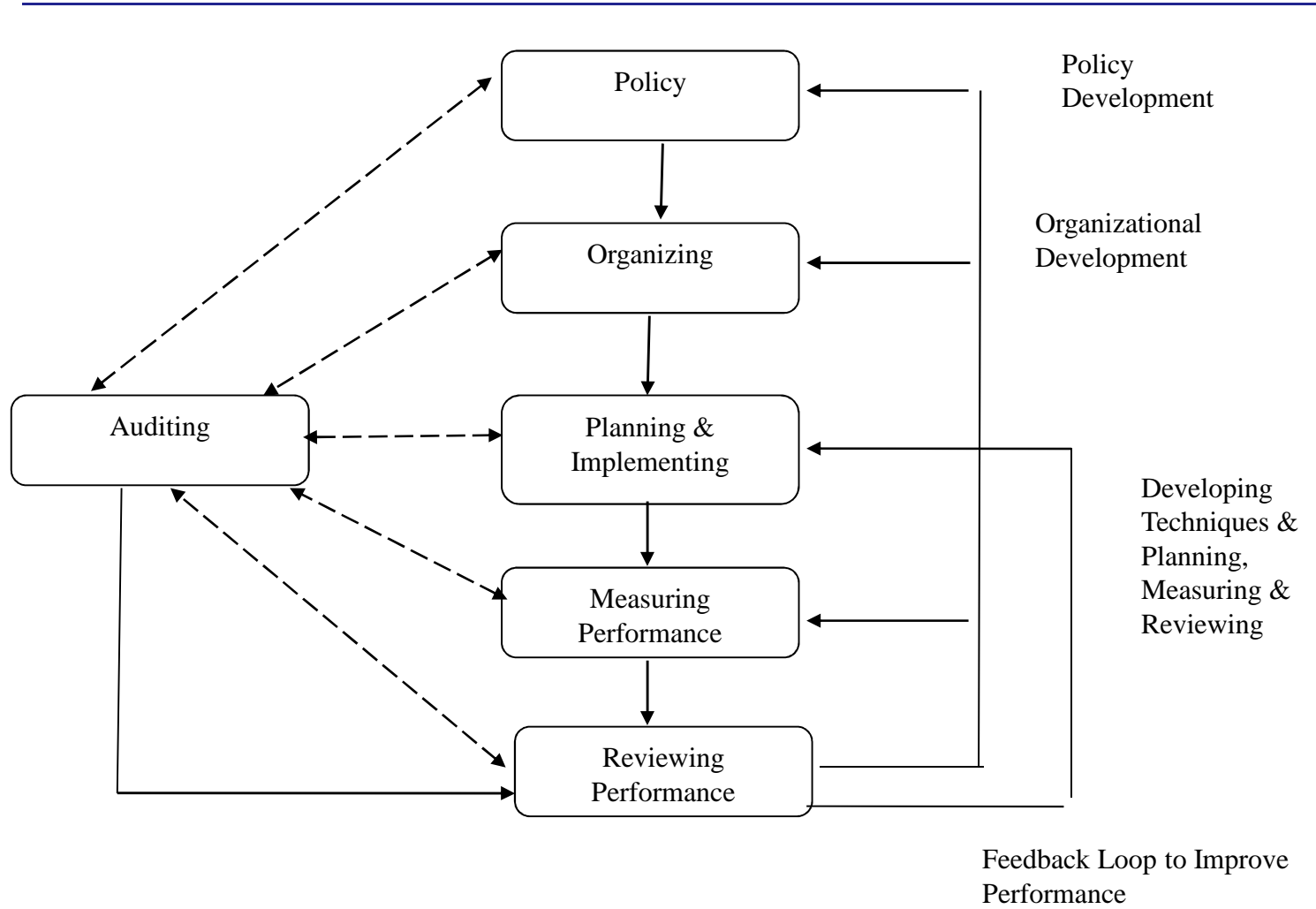


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- Valcárcel ,(2002) was concluded that workplace is seen as unsafe by clients or the community, will inevitably affect the image of the enterprise, and will reduce its competitiveness.
 - Cooke, et al.,(2009) were study how employees respond to companies strategies depends on the workplace climate created by these strategies and concluded that the attributes of climates that are of a more global or organizational-wide nature and others that are of a more individual, job specific psychological nature in addition, employees are influenced by a firm's broader organizational climate derived from perceptions "of what the organization is like in terms of practices, policies, routines, and rewards... based on shared perceptions among employees within formal organizational units

The framework for health and safety management

- Most of the key elements required for effective health and safety management are very similar to those required for good quality, finance and general business management.
- The principles of good and effective management provide a sound basis for the improvement of health and safety performance .
- Five key elements involved in a successful health and safety management system. The five elements are:





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Policy: Health and safety aims of the organisation, health and safety objectives and management commitment.

Organising: Competence, commitment and control, Co-operation, Communication.

Planning and Implementation: Identify hazards, assess risks, and decide how risks can be eliminated or controlled. Sets standards against which performance can be measured.

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Measuring performance: Be used as a means of determining the extent to which health and safety policy and objectives are being implemented and should be both reactive and proactive.

Reviewing: Analysing data gathered through monitoring to see whether performance is adequate.

Audit: Systematic critical examination of each stage of an organisations management systems and procedures.



Conclusions

- This paper has presented some experiences of different companies with how the safe work place increases the productivity.
- We believe that ISO14001 and/or OHSAS18001 certifications can contribute to organizational performance if a climate of change is created.
- Where it is implemented effectively, these certifications may act as a "foundation" on which to build a safe work place.
- In order to develop a strategy for implementing safety and health measures at a national level, a set of targets, indicators, responsibilities, resources and a timeframe should be set.



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- The national occupational safety and health system should be achieved these points:
- A national system on OSH & Environmental should be in place.
- A legislative framework should be adopted.
- A national policy should be established and put into practice.
- A national system of recording and notification of occupational accidents and diseases should be established and regularly updated for preventive purposes.
- Employers have obligations and responsibilities.
- Workers have rights and duties.
- A knowledge base is essential for the implementation of OSH measures.
- Health promotion at the workplace is an integral part of OSH practice.



Thanks for you time.