

The role of human resources management in raising the efficiency of health, safety and environment in the workplace

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ABSTRACT

The issue of human resources management, the physical and psychological work environment in order to provide health, safety and environment for the human element in the workplace, is an important part of the human resources management strategy, because this issue has a direct impact on the most important thing that a person has, which is his health and life, and at the same time it is of great economic importance for the organization and society, because the high rate of work injuries and diseases in organizations costs them huge amounts of money spent on treatment, in addition to the fact that it disrupts work in them. As for society, the increase in these expenses negatively affects the national product and leads to the loss of part of the country's productive capacity. The concept of human resources management is an activity that includes a set of technical and administrative works and procedures, concerned with studying the climatic and psychological conditions prevailing in the places where work is carried out within organizations in general and industrial organizations in particular, and designing specialized programs in order to control/remove the sources and causes of potential accidents and diseases that human resources may suffer from while performing their work, resulting from the nature of this work, or from the surrounding climatic and psychological conditions, in order to work on providing the means of protection capable of avoiding these risks and their negative effects on the safety and health of human resources in the workplace, or at least mitigating these effects, and creating a sound and healthy physical and psychological work environment and climate that protects these resources from any danger.

Keywords: human resources management, health, safety and environment

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I. Introduction

Qualified and trained human resources are the most important resource in every organization.⁽¹⁾ In fact, they are the backbone of the production process and its main driver.⁽²⁾ Therefore, taking care of these human resources, preserving them, and providing them with the necessary security while performing their work, whether against risks and accidents at work resulting from the use of machines and equipment, or against diseases and health damages resulting from the nature of the work, all ultimately means preserving one of the most important wealth and resources of the organization.⁽³⁾ The task of preserving human resources and protecting them from harm is considered one of the main tasks carried out by human resources management in any organization.⁽⁴⁾ The issue of health, safety and the environment is one of the issues that has received international attention for a long time.⁽⁵⁾ Historically, international interest in health, safety and the environment (industrial security) and work to prevent work accidents dates back to the year 1889, when the first international conference on

industrial accidents was held in Paris.⁽⁶⁾ That conference recommended the establishment of a permanent international body to attract the expertise gained in various countries in the field of achieving industrial security.⁽⁷⁾ During the First World War, an international workers' conference was held in the city of Leander and recommended the need to develop the legislation of advanced countries regarding industrial security and occupational health and joint work against industrial toxins and against dangerous processes and occupational diseases.⁽⁸⁾ At the present time, many specialized bodies have been established at the international level in this field, such as the International Labor Organization with its various affiliated bodies, the World Health Organization, the World Health Organization and other organizations.⁽⁹⁾ The advanced countries of the world have replaced the term industrial security with another term, occupational safety and health.⁽¹⁰⁾ It is worth noting that the importance of maintaining the health and safety of human resources stems from the importance of human resources themselves as the most important resource for the organization, as the

extent of the health and safety of these resources affects their desire and ability to work and thus their level of performance and productivity and, as a result, the productivity of the organization as a whole, in addition to the association of the extent of the organization's interest and care for the health of its

members with their level of job satisfaction directly, not to mention the increase in government legislation and laws and the growing role of labor unions that call for attention to the health and safety of workers.⁽¹¹⁾

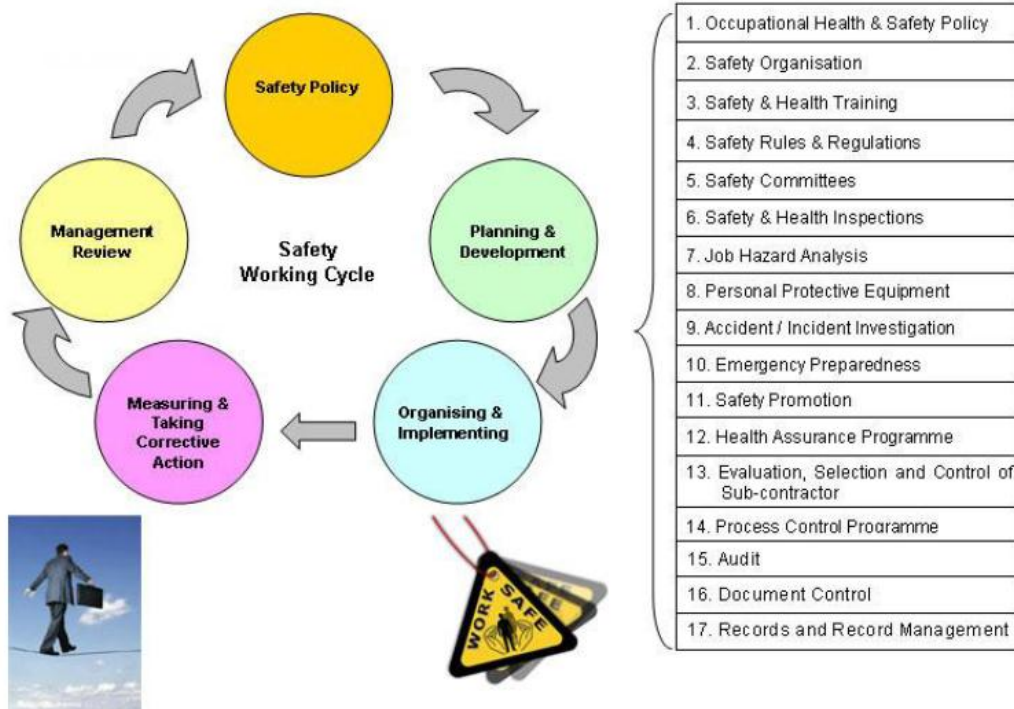


Source: <https://www.linkedin.com/pulse/various-process-human-resource-management>

1. Human Resource Management, Health, Safety and Environment Concept

There are many definitions of the concept of health, safety and the environment. It has been defined as “the practice of a number of activities with the aim of protecting the elements of production, primarily the human element in the organization, from exposure to accidents during work by creating the appropriate

material and psychological conditions for workers to perform their work with high productivity.”⁽¹²⁾ Some have also defined it as The planned and organized activity that aims to ensure the health and safety of workers in the organization by preventing and treating work accidents and injuries by planning, implementing and monitoring special programs for this purpose.⁽¹³⁾



Source: <https://ebooks.inflibnet.ac.in/mgmt01/wpcontent/uploads/sites/66/2018/10/7>.

There are two names used in this field, the first is "industrial security" and the second is "health, safety and environment" which is the most widespread at the present time⁽¹⁴⁾ "and is the name adopted in this research" especially since the first is limited to addressing the issue of protection for industrial works only without including other works such as administrative, organizational, office and others.⁽¹⁵⁾ Industrial security in its simple concept means providing the safe working conditions necessary to maintain the basic components of the elements of production which are (humans, machines and other material resources) and surrounding those production elements with a fence of protection to create an atmosphere of safety and reassurance in the work environment.⁽¹⁶⁾ The concept of health, safety and environment includes, as we note, two sub-concepts, which are the concept of health and the concept of safety. The following is a simple explanation of these two concepts:⁽¹⁷⁾

Safety , It means protecting human resources from harm and damage caused by potential accidents in the workplace, and the result of this harm appears immediately, such as fractures of all kinds, wounds, burns, suffocation, etc. In other words, safety means (the safety of the individual from accidents and avoiding them).⁽¹⁸⁾ **Health**, It means protecting human resources from physical and psychological diseases that may be contracted in the workplace, which are caused by either the general

physical climate, the individual, or the nature of the work (job) itself, and these diseases do not occur immediately but rather over time, as they are contracted as a result of continuous exposure to their causes, which means that their occurrence is not instantaneous but occurs cumulatively, in other words, the concept of health means (the individual being free from physical and psychological diseases).⁽¹⁹⁾

2. Characteristics of human resources management and health, safety and environment:

2.1. The responsibility of managing human resources, industrial security, health, safety and the environment is the responsibility of all employees, regardless of their administrative level or the type of jobs they perform. The human resources department is primarily responsible for developing, implementing and following up on health, safety and the environment programs in the organization.⁽²⁰⁾

2.2. Implementing responsibility requires coordinated and cooperative administrative activities in a manner that ensures the protection of all employees.⁽²¹⁾

2.3. The actual methods and procedures for implementing protection and care programmes and policies must aim to protect people from anything that affects their mental and physical abilities, as well as to preserve, care for or rehabilitate them through various therapeutic methods.⁽²²⁾



Source: https://toddcorporation.com/assets/mainimages/_resampled/FillWyIxMDAwIwi

3. Benefits of Focusing on Human Resources Management Occupational Health and Safety for Organizations.

The topic of human resources management, health, safety and the environment is one of the important topics that has attracted the attention of all international organizations because of its great and direct impact on the morale and productivity of individuals on the one hand and on the cost of work and its turnover rate on the other hand.⁽²³⁾ When an individual feels that the management of the organization in which he works is interested in his life and safety and strives to protect him from the dangers of his profession.⁽²⁴⁾ There is no doubt that his morale will be high and he will love the organization and work in it and will not think about looking for another organization to work in. ⁽²⁵⁾ These matters have a direct impact on the turnover rate and productivity of the organization in general.⁽²⁶⁾ In terms of the impact of health, health, safety and the environment on the cost of work, it can be said that an organization that improves the planning and implementation of the necessary programs in this regard can save itself a very high cost that positively affects its profitability.⁽²⁷⁾ This cost is represented in many aspects, the most important of which are the cost of medical expenses, the cost of lost work days resulting from absence, the cost of medical expenses. ⁽²⁸⁾ The cost of death and the loss of the human element and the payment of compensation, the cost of disability injuries, the cost of leaving work in the facility, the loss of qualified trained workers, and the cost of re-selecting new workers instead of those lost by the facility.⁽²⁹⁾

The subject of human resources management, health, safety and the environment is one of the subjects of great importance to organizations and countries due to its impact on the national income.⁽³⁰⁾ It has also become something sacred for labor unions that constantly seek to follow up on it with the administrations of industrial and non-industrial organizations.⁽³¹⁾ This is because occupational hazards do not only accompany industrial work, but also accompany administrative and office work and are sometimes more dangerous than the risks of industrial work.⁽³²⁾ Work pressures, fatigue and mental fatigue may sometimes lead to heart attacks, high blood pressure, back pain, poor eyesight and migraines.⁽³³⁾

4. Benefits of Human Resources Management, Health, Safety and Environment:

4.1. Increase the morale of workers through a sense of security and reassurance, thus increasing the desire to work.⁽³⁴⁾

4.2. Maintaining the health and safety of workers means maintaining their ability to work

because the worker's ability to work is weakened if that worker is not in good health.⁽³⁵⁾ We note that the previous two points represent the two parts of the performance equation, and thus we can explain the impact of health, safety and the environment on individual performance through their impact on the two parts of the performance equation: Performance level = ability * desire.⁽³⁶⁾

4.3. Integration and harmony of individuals in work and their love for it.⁽³⁷⁾

4.4. Increase in individual productivity and thus in the productivity of the organization as a whole.⁽³⁸⁾

4.5. Maintaining members of the workforce and not leaving work (lower turnover rate).⁽³⁹⁾

4.6. Lower labor costs (lower compensation for work accidents, lower number of hours of work stoppage due to injury).⁽⁴⁰⁾

5. Objectives of Human Resources Management and Health, Safety and Environment:

Human Resources Management aims through health, safety and environment programs to achieve many things. The most important of these things or objectives are as follows:

5.1. Protecting human elements from damages resulting from work hazards and work environment conditions by removing the causes of risk and reducing exposure to it.⁽⁴¹⁾

5.2. Providing a safe work environment that achieves risk prevention for visitors to industrial establishments, their neighbors and their workers by taking the necessary precautions and procedures.⁽⁴²⁾

5.3. Protecting production elements from damage and loss resulting from work accidents, including machines, devices, equipment and materials (raw - manufactured - under manufacturing).⁽⁴³⁾

5.4. Reducing the cost of production by providing the funds paid as a result of work accidents from compensation and treatment expenses, transportation, repair and replacement of equipment, devices or facilities that are exposed to damage and destruction.⁽⁴⁴⁾

5.5. Reducing expenses related to lost work time resulting from work injuries and occupational diseases, the costs of replacing the worker and training his replacement and the expenses resulting from delays in work and delivery times.⁽⁴⁵⁾

5.6. Educating workers and making them aware of the commitment to health and safety instructions and guidelines.⁽⁴⁶⁾

Reviewers

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