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# Safety and Health Practices and Injury Management in Manufacturing Industry

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**ABSTRACT:** This study was conducted to determine the relationship between safety and health practices and injury management among employees in manufacturing industry. The purpose of this study is to know the relationship between safety and health practices and injury management among employees in the workplace. Nowadays, most of the companies are not implementing safety and health practices towards their employees. This will give an impact for accidents and injuries happened. The study was being done among one hundreden thirty-two respondents in two manufacturing companies, which located in Pahang. Thus, the data were collected by using questionnaires and analyzed by using Statistical Package for the Social Sciences. Statistical analysis included is descriptive statistics and reliability and the correlation test. In terms of result, it shows all hypotheses were accepted and the safety and health practices indicated that they had a positive relationship with injury management.

**KEYWORDS:** safety, health

## I.INTRODUCTION

The right to work in a safe and healthy environment is the fundamental right of every worker. Safety and health practices are very important to be provided to the community as well as for employees. From this study, the outcomes that employees can get through safety and health practices are they know how to work and live safety within their daily environments and to act in case of an emergency in their workplace. Besides that, safety and health practices may reduce the chances of an accident in your workplace. Most of the accidents caused within employees are due to lack of awareness. Most of the cases, due to lack of trained people, accidents get worse and people end up losing lives. If proper precautions are taken, strict laws, rules and regulations are made, regular employee awareness programs were held, the number of accidents in their workplace could be controlled. Throughout this research, it gives greater.

## II. LITERATURE REVIEW

### 2.1 Safety And Health Practices

According to Biddle (2005), Gilding (2002), Linhard (2005), firms are attention on occupational safety performance and it has greater potential for influencing the productivity of that organization. However, the greater challenge for employees is to meet occupancy load standards for the purpose of establishing and maintaining a safe working and learning environment in their workplace. Moreover, safety awareness concerns the need for conducting research that links occupational safety performance and productivity. Brown (1996), European Agency for Safety and Health at Work (2004) and Shannon (2001). According to Barreto (2000), Brown (1996), Brown (2000), Clarke (1999), Courtney & Webster (2001), Dedobbeleer & Beland (1991) and Mearns (2001) stated that injuries tend to reduce worker morale and can cause personal suffering.

## III.REPORTING SAFETY

In these practices, (Micel& Near 1994) stated an internal reporting as a person to handle all those reporting from employees in that organization. It is important for lecturers to encouraging internal reporting gives upper management

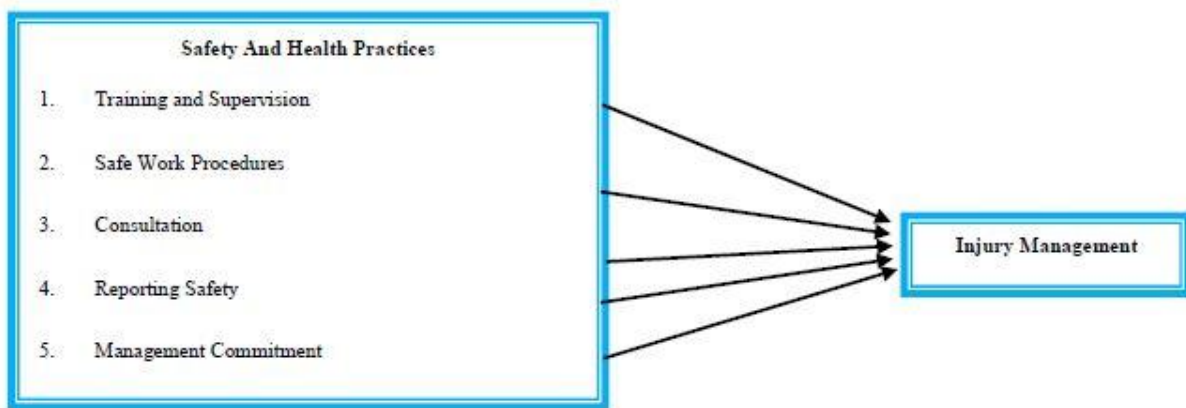
more control to the problem and creates opportunities for their organizations to deal with their own misconduct in an effective and responsible manner. Normally, many lecturers would disclose information externally if they have no confidence in management actions or believe their concerns will not be considered properly. Breslin, Polzer, MacEachen, Morrongiello, & Shannon (2007) addressed that in reporting safety, young male workers are passive in communicating about safety matters, but it's different with young female workers, where they are more concerned about safety matters. They also make a report to their employer in terms of their safety in the



workplace. This attitude is not good for male workers because they are in risks without reporting safety. Vazaroff, Levenstein, & Wegman (2002) stated that an employer cannot identify and manage safety and health matters properly if they do not accurately the injuries or accidents happened to their workers in the workplace. Furthermore, managers should encourage and be open to injury reporting, for example they educating workers on reporting requirements.

#### IV. RESEARCH FRAMEWORK

The framework of this study has proposed safety and health practices of safe work environments (includes training and supervision, safe work procedures, consultation, reporting safety and management commitment) independent variable and injury management as a dependent variable. Source



Source: Colla (2005)

Figure 1: Conceptual framework

#### V. DISCUSSION AND RECOMMENDATIONS

The aim of this study is to identify the relationship between safety and health practices of safe work environments (includes training and supervision, safe work procedures, consultation, reporting safety and management commitment) as an independent variable and injury management as a dependent variable. In this study, overall independent variables are having a strong relationship with the dependent variable. Many organizations did not really take the safety and health practices issue on safe work environments (includes training and supervision, safe work procedures, consultation, reporting safety and management commitment) as a serious matter. These will lead to increase the occupational and accident at the workplace. For the future research should be improved safety and health practices issue on safe work environments for employees to avoid injury and accidents happen. The employer must have good responsibilities in handling their workers while doing their work. Thus, this is very important to ensure the employees are safer. Another suggestion for the future research is the researcher may have looked at relationship between safety and health practices and injury management for whole industry not only in manufacturing industry. Instead of in this study, the researcher only focuses on the relationship between safety and health practices and injury management on manufacturing industry, the sample may low compare with the whole industry in Pahang.

#### V. CONCLUSION

As a conclusion, in this study, the researcher has explored and identify the relationship between safety and health practices of safe work environments (includes training and supervision, safe work procedures, consultation, reporting safety and management commitment). From the reliability analysis, the result shows all variables are reliable and valid. Thus, from the correlation test, the result shows that all independent variables are positive relationship to injury management. Out of five of safety and health practices (includes training and supervision, safe work procedures, consultation, reporting safety and management commitment), the reporting safety is high correlation



compare with other variables. This means, this variable will give an important impact and show that the employees use reporting safety on their safe work environments for their workplace.

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