

A Study on the Employees Perception towards Safety Program at Scudder Memorial Hospital, Vellore

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ABSTRACT: This study was undertaken to identify the employee's perception towards safety training program in scudder memorial hospital, Vellore. The study was conducted only to the employees working in scudder memorial hospital Vellore. The research methodology was descriptive research and random sampling method was used to choose the samples. The data was collected through questionnaire which includes demographic variable and safety climate assessment scale which is a 5 point Likert scale. The data was analyzed by using Chi square, Correlation and ANOVA analysis. The major findings are the demographic variables shows homogeneity, the perception of the employees when assessed showed that personal priorities and need for safety had mean 73.39 which is at higher priority of need for the employees, involvement is the next aspect that has mean 71.82 as the employees are perceiving that each and every one has to involve in taking safety measures. High degree of correlation is found between all the perception factors. So, the research is concluded that the management should implement some new measures to satisfy the above needs of the employees which will benefit the management and they can sustain their employees in the organization by providing safety training programs.

KEYWORDS: Perception, Likert scale, Homogeneity, Employees.

1. INTRODUCTION

Occupational safety and health is a cross-disciplinary area concerned with protecting the safety, health and welfare of people engaged in work or employment. The goal of all occupational safety and health programs is to foster a safe work environment. As a secondary effect, it may also protect co-workers, family members, employers, customers, suppliers, nearby communities, and other members of the public who are impacted by the workplace environment.

Hospitals are large, organizationally complex, system driven institutions employing large numbers of workers from different professional streams. They are also potentially hazardous workplaces and expose their workers to a wide range of physical, chemical, biological, ergonomic and psychological hazards. Thus Occupational Health and Safety issues relating to the personal safety and protection of its workers is a very important Environmental Health concern for hospitals.

According to the Occupational Safety and Health Administration (OSHA), more than 6,000 people die from workplace injuries each year, 50,000 die from illnesses caused by workplace chemical exposures and an additional 6 million suffer non-fatal injuries. The Bureau of Labor Statistics indicates that in 1997 alone there were 743 fatal occupational injuries in the manufacturing industry, 240 of them in Illinois.

AMRI Kolkata Hospital's fire tragedy is not first time in India which killed 90 people including patient and the health workers. Failure matters of the fire accident has been found, Hospital administration failed to keep one fire and safety personnel to check monthly all the fire safety appliances like smoke detector, fire alarm, automatic water sprinkler & hydrant system, fire extinguishers, emergency exit and routes, emergency evacuation and response training for staff.

Providing health and safety information and training helps you to:

- ensure your employees are not injured or made ill by the work they do;

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- develop a positive health and safety culture, where safe and healthy working becomes second nature to everyone;
- find out how you could manage health and safety better;
- meet your legal duty to protect the health and safety of your employees.

II. OVERVIEW ON PERCEPTION ABOUT SAFETY PROGRAM

Vinodkumar MN et al in 2010 assessed that Safety management practices not only improve working conditions but also positively influence employees' attitudes and behaviours with regard to safety, thereby reducing accidents in workplace

Luria G et al in 2010 identified that the Permanent employees view organizational and group levels as significant referents of safety perceptions, while temporary employees focus on the individual level

The gap is the perception of the employee's including organizational level. In the previous studies the researchers have considered the perception of the working employee's only. In my study I have included the management level also because in a hospital setup it is all the employees who need the safety climate which is the responsibility of the management to render a safety training programme at all the levels

III. METHODOLOGY

It is a descriptive research. The sample size is 75 and they were selected through random sampling method from various departments of the hospital. The data is collected using safety climate assessment tool a 5 point likert scale. Data was analyzed using descriptive and inferential statistics.

IV. STUDY RESULTS

The significant findings of the study were, the employees have a perception that there was a need for personal priorities and need for safety, involvement personal appreciation of risk with the mean value of 73.39, 71.82 and 70.13 respectively.

All the factors had significant positive correlation with the other factors of safety assessment tool.

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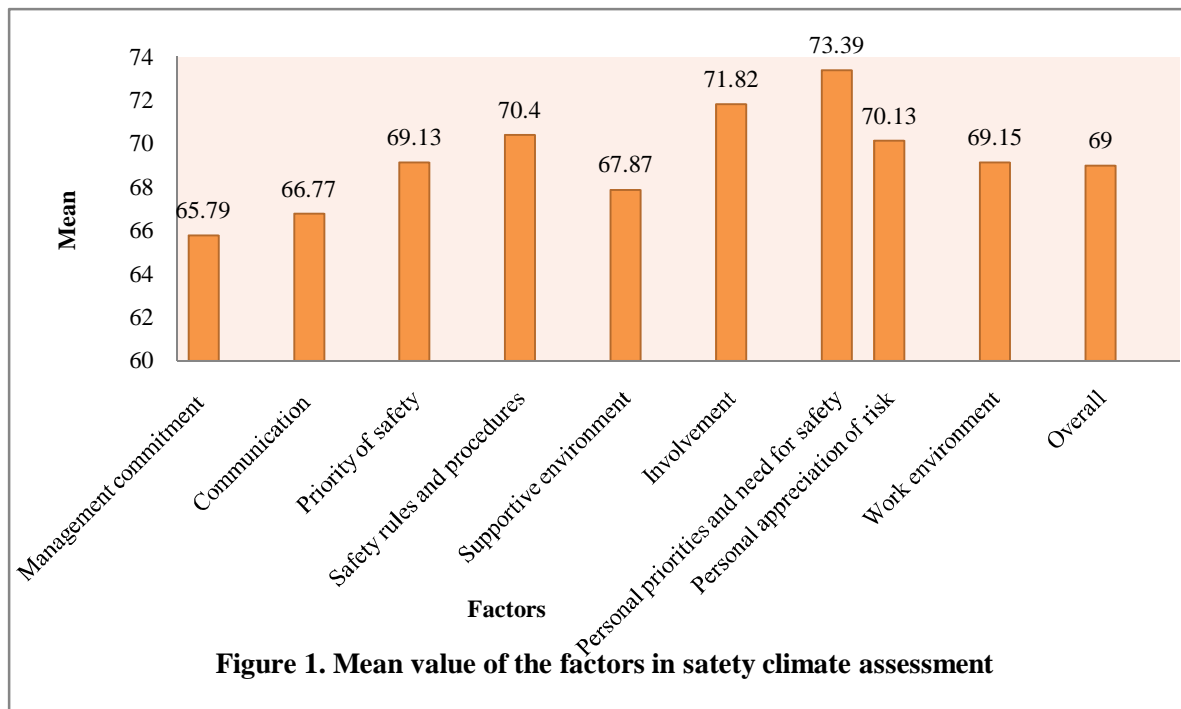


Figure 1. Mean value of the factors in safety climate assessment

	Factor 1	Factor 2	Factor 3	Factor 4	Factor 5	Factor 6	Factor 7	Factor 8	Factor 9
Factor 1	1.0	0.330 0.004 **	0.069 0.554	0.412 0.000** *	0.023 0.847	0.196 0.093	0.168 0.150	-0.012 0.916	0.146 0.213
Factor 2		1.0	0.273 0.018 *	0.141 0.227	0.108 0.357	0.371 0.001 ***	0.295 0.01 **	0.143 0.221	0.280 0.015 *
Factor 3			1.0	0.223 0.055	0.058 0.619	0.227 0.05 *	0.105 0.372	0.109 0.353	0.123 0.292
Factor 4				1.0	0.378 0.001 ***	0.146 0.212	0.298 0.009 **	0.352 0.002 **	0.173 0.137
Factor 5					1.0	0.273 0.018 *	0.443 0.000 ***	0.504 0.000 ***	0.342 0.003 **
Factor 6						1.0	0.438 0.000 ***	0.325 0.004 **	0.330 0.004 **
Factor 7							1.0	0.313 0.006 **	0.493 0.000 ***
Factor 8								1.0	0.635 0.000 ***
Factor 9									1.0

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V. CONCLUSION

57.3% of the employees have disagreed that management operated open door policy on safety issues. Hence management commitment should be improved and management should provide a open door policy for all the safety issues. 40% of the employees have accepted the concept that there is a communication gap between the management and employees and among the employees also, which acts as a barrier in preparing a proper safety training program. Thus the communication should be improved by involving all the employees suggestion in deciding the program. 48% of the employees accept the concept that there is no favorable environment for the employees. So proper training should be given to form a safe environment. 44% of the employees disagree agree that proper equipment's are not been provided for ensuring safety, thus management should provide all safety equipment's needed to ensure safety. 49.3% of the employees agree that personal appreciation is been lacking in safety program. Thus periodic monitoring should be done to make sure all the safety issues are under control.

Any job requires a person to meet certain standards. Standards are levels of expertise or skills one has to comply with to do a job properly. Whenever one does not meet the required standards, the need for training arises. Training based on such a need or needs will then aim to address that need, and by eliminating it, will supply the employee with the skills to do the job properly (i.e., according to the standards set for that job).

The point that was highlighted was management level commitment should be present and safety training program should be planned based on the need. Based on the findings it is clearly stated that the employees perceives that safety training program is an essential aspect and it should be made mandatory.

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