

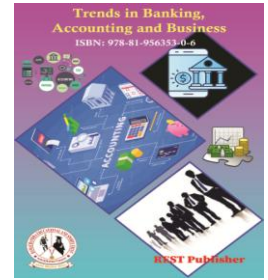


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A Study on Effectiveness of Creating a Safe Work Environment in Mylan Laboratories Mylan Hosur

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Abstract: *Creating a safe work environment is a crucial element in promoting the health, well-being, and productivity of employees. This paper provides an overview of the importance of creating a safe workplace and the steps involved in achieving this goal. The paper highlights the need for identifying and assessing potential hazards, implementing controls to eliminate or reduce those hazards, and ensuring that employees are trained to work safely. The role of leadership in promoting a culture of safety and the importance of employee involvement in reporting hazards and accidents is also discussed. By implementing the necessary measures to create a safe workplace, organizations can create a culture of safety that not only protects employees but also fosters productivity, engagement, and organizational success.*

1. INTRODUCTION

Creating a safe work environment is an essential aspect of ensuring the health and well-being of employees. A safe workplace is not only essential for the protection of employees, but it is also critical for the success of the organization. When employees feel safe and secure, they are more productive, engaged, and motivated to work towards achieving the organization's goals. Creating a safe work environment requires the commitment and involvement of all levels of an organization, from top management to frontline employees. It involves creating a culture of safety where employees are encouraged to report hazards, near misses, and accidents, and where safety is integrated into all aspects of the organization's operations.

2. OBJECTIVES

Creating a safe work environment has several specific objectives, including:

1. Preventing accidents and injuries: The primary objective of a safe work environment is to prevent accidents and injuries in the workplace.
2. Reducing absenteeism and turnover: A safe work environment can help reduce absenteeism and turnover by improving employee morale, satisfaction, and well-being.
3. Meeting legal and regulatory requirements: Creating a safe work environment is also important to meet legal and regulatory requirements.
4. Improving productivity and efficiency: A safe work environment can improve productivity and efficiency by reducing the number of accidents, injuries, and illnesses that can disrupt workflow and decrease productivity.

3. SCOPE OF THE STUDY

The scope of creating a safe work environment is broad and encompasses many different aspects of the workplace. It involves identifying and assessing potential hazards, implementing controls to eliminate or reduce those hazards, and ensuring that employees are trained to work safely. The scope of creating a safe work environment includes the following: Physical workplace hazards: This includes hazards such as slips, trips, and falls, fire and explosion hazards, electrical hazards, and hazardous materials. Psychosocial hazards: This includes hazards related to workplace stress, workplace violence, and bullying. Health hazards: This includes hazards related to exposure to chemicals, biological agents, noise, and radiation. Training and education: This includes providing employees with the necessary knowledge and skills to work safely, including training on hazard identification, control measures, and emergency procedures.

4. LITERATURE REVIEW

- 1) Johansson B; Rask K; Stenberg M (2010), this study was to carry out a broad survey and analysis of relevant research articles about piece rate wages and their effects on health and safety. A total of 75 research articles were examined extensively and 31 of these were found relevant and had sufficient quality to serve the purpose of this study.
- 2) Tompa, Emile PhD; Dolinski, Roman MA; de Oliveira (2009), we reviewed the occupational health and safety intervention literature to synthesize evidence on financial merits of such interventions. A literature search included journal databases, existing systematic reviews, and studies identified by content experts.
- 3) Conor CO Reynolds; M Anne Harris; Peter A Crompton; Meghan Winters (2009), Bicycling has the potential to improve fitness. Understanding ways of making bicycling safer is important to improving population health. We reviewed studies of the impact of transportation infrastructure on bicyclist safety.
- 4) Lucia Artazcoz; Imma Cortes; Vincenta Escriba-aguir; Lorena Cascant (2009), the objectives of this study was to identify family and job characteristics associated with long work hours. The sample was composed of all salaried workers aged 16-64 years (3950 men and 3153 women) interviewed in the 2006 Catalan Health Survey. Factors associated with long working hours differed by gender.

5. RESEARCH METHODOLOGY

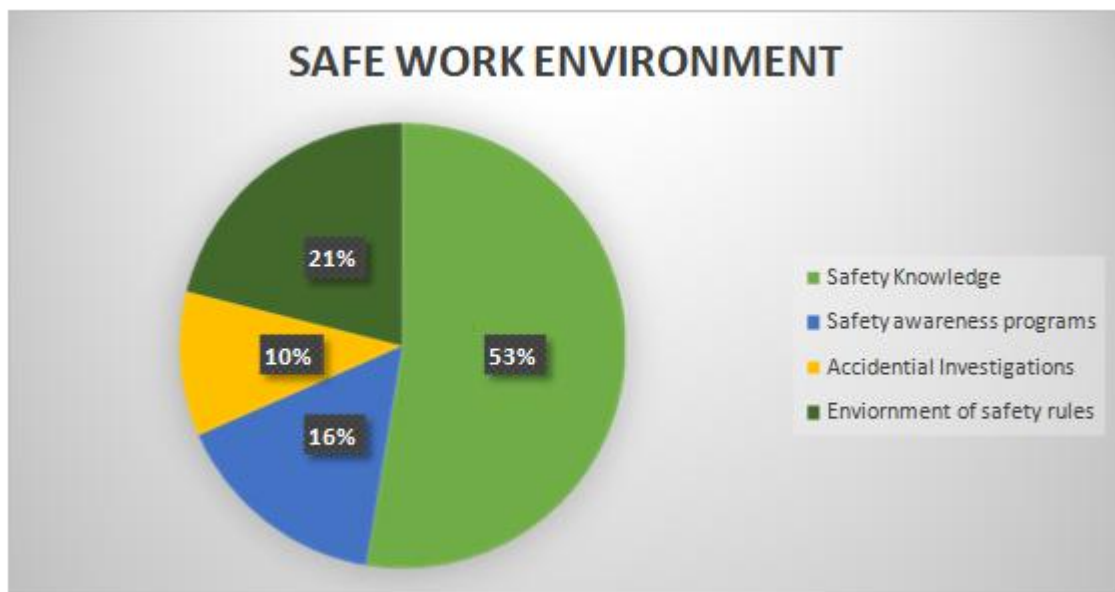
First, the researcher would need to identify the specific area of focus within the broader context of workplace safety. This could include physical safety, psychological safety, or a combination of both. Next, the researcher would need to review relevant literature to gain an understanding of current theories, best practices, and existing research on the topic. Next, the researcher would need to collect data from participants in the study using their chosen research instrument. This could involve administering surveys, conducting interviews, or conducting experiments in a controlled environment. Once the data has been collected, the researcher would need to analyze the results using appropriate statistical or qualitative methods. This could involve identifying best practices for workplace safety, developing training programs for employees, or making policy recommendations for employers.

6. DATA ANALYSIS

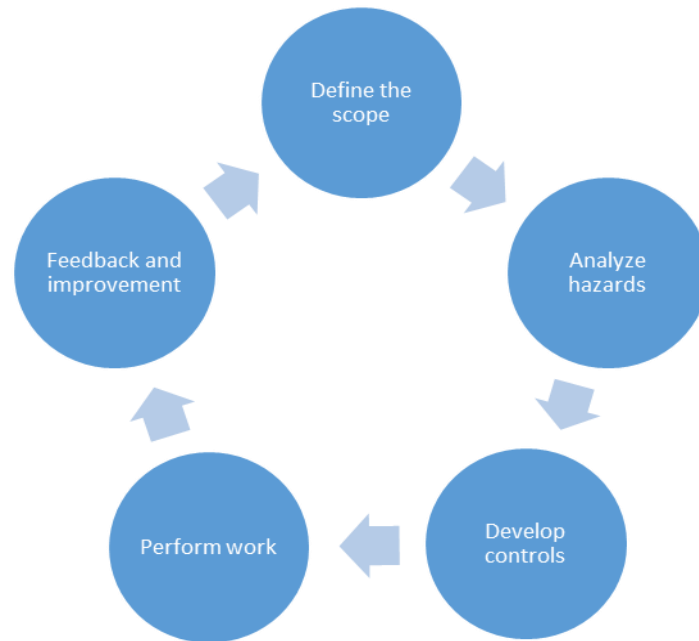
TABLE 1. Safe Work Statistics

Safety statistics	2019	2020	2021
Recordable Rate	0	0	4.24
DART	0	0	4.24
Lost Time	0	0	0
Man Hours Worked	22898	119857	47081
EMR	0.78	0.83	0.81

Safe Work Environment



Work Safety



Findings

1. Workplace injuries and illnesses can have a significant impact on the bottom line of a business. According to OSHA, companies that implement effective safety and health programs can reduce injury and illness costs by 20 to 40 percent.
2. A safe work environment can lead to increased productivity and employee satisfaction. When employees feel safe and secure in their work environment, they are more likely to be engaged and productive. Additionally, a positive safety culture can improve employee morale and job satisfaction.
3. Employers have a legal obligation to provide a safe work environment. In the United States, OSHA sets and enforces safety standards for most private sector employers. Employers who violate OSHA standards can face fines and other penalties.

Suggestion

1. Conduct regular safety training: Ensure that all employees receive regular training on workplace safety procedures and protocols, and keep the training up-to-date. This will help ensure that everyone knows how to work safely and avoid accidents.
2. Provide protective equipment: Provide employees with the appropriate protective equipment, such as safety glasses, gloves, hard hats, and respirators, based on the type of work they are doing.
3. Keep the workplace clean and organized: A clean and organized workplace can help prevent accidents and injuries by reducing clutter and tripping hazards.

7. CONCLUSION

A safe work environment is essential for the well-being of employees and the success of a company. Employers have a legal and moral obligation to provide a safe and healthy work environment for their employees. By providing a safe workplace, employers can reduce the risk of accidents and injuries, which can lead to a happier, more productive workforce. In conclusion, a safe work environment is not only important for the health and well-being of employees, but also for the success of a company. Employers must take steps to ensure that their workplace is free from hazards and that employees are adequately trained and equipped to perform their jobs safely. By prioritizing safety, employers can create a positive and productive work environment that benefits everyone.

REFERENCE

1. Fundamentals of Industrial Hygiene. 5th Ed. Plog, Barbara and Patricia Quinlain. Chicago, IL: National Safety Council, 2001.
2. The Occupational Environment Its Evaluation and Control. 2nd Ed. Dinardi, Salvatore. Fairfax, VA: American Industrial Hygiene Association, 2003.