The Role Of Safety Leadership In Improving Organization's Safety

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ABSTRACT: *The promotion of safety is often carried out from safety management perspective which plays an important role in safety work. Moreover, safety leadership is increasingly being seen to be in a significant role in the development of safety culture, climate and performance and the attainment of overall improvement in the field. The goal of this project is to create innovative research approaches into safety leadership. Safety culture, climate, leadership and performance offer numerous opportunities for organizations to create new approaches to achieving improvements in safety. These issues form an entirety in which the causal and consequential relationships are highly complex and intertwined. In recent years there has been much discussion in the literature concerning the definitions of safety climate, culture and leadership. It is not the aim of this project to add to this discussion but rather to introduce new approaches in the field with regard to safety leadership.*
Keywords: *OHC, PPE, MSME, SME.*

I.   INTRODUCTION:

Safety leaders inspire others to have positive attitudes towards safety by setting a good example of safety and rewarding staff for good safety behaviours**.** Leaders have to think about their employees with the same level of concern they have for their own family. From the earliest days of recorded history, people have tried to protect human life. Safety practices represent an organization's way of fulfilling the ethical and moral obligation that we all feel to the preservation and sanctity of human life. Leaders must have the ability to "see" what safety excellence looks like and a capability to articulate it throughout the organization. Safety organizations are tasked with protecting the public through the efforts of fire and police departments, terrorism task forces, and environmental agencies. Safety leaders need to be talking about safety every time they speak. Everything they communicate must be within the context of safety. One of the most important responsibilities of safety organizations is the promotion of safe working conditions. Leaders need honest and accurate feedback on the effect of their behaviors to help them ensure consistency between their passion for people and the message employees receive based on their actions An effective leader gives workers a fair appraisal of their safety efforts and results, clearly communicates individual roles in the safety effort, and fosters the sense that every person is responsible for safety throughout the organization. This paper discusses how leadership qualities of the "12th Man" can improve electrical safety in your organization. Emotionally involving and committing everyone to safety at the level of a truly dedicated fan takes a game plan. The most effective work comes from high performance teams who value trust, communication, problem solving, and shared leadership roles [1]. Primary data, represented by the collected responses from the managers and workers interviewed, was compiled with the secondary data obtained through a thorough literature review prior to conducting the qualitative data analysis. The analysis of the data revealed a number of positive conclusions that are signs of proper implementation of health and safety rules by both managers and workers at construction sites. On the other hand, the analysis identified a number of issues, particularly with respect to the construction workers, that need to be further considered in a future study [2]. Electrical safety leadership concepts will be used to describe how outstanding or great leadership is required to not only develop and implement a best in class electrical safety program but very importantly how to ensure its sustainability in the long term regardless of who is in charge. This leadership can be found anywhere in the organization. The importance of Health & Safety Managed Systems as a template and roadmap for great leaders will be emphasized [3]. Having good procedures in place and having safe equipment are just two of the elements that are needed in having a good electrical safety program. How we lead and encourage people to be aware of the electrical hazards and to follow the procedures is important to changing the culture of electrical safety [4]. This paper investigates how much the type of leadership role and the type of team leadership structure that engineering students prefer before teamwork will affect students' perception of team processes and outcome. Team processes are team-level attributes that influence team effectiveness and reflect team members' collective attitudes, values, cognitions, and motivations [5]. This paper explores the link between safety leadership, world class asset management and the critical part played by people in collecting and using asset data. The concept of an emerging transformational asset management model is introduced [6]. Based

on factor analysis, we found that the three factors, execution, organization and leadership, all of which exert influences on the corporate safety culture. Among them, execution serve as a key factor. The result of this study can surely provide theoretical guidance and suggestions for improving corporate safety culture [7]. A technique using lost-time injury data and employment hours estimates the dollar value of workplace change that affects health and safety. This technique as well as others is being taught to field engineers working with companies involved in voluntary regulatory programs [8]. The purpose of this research study was to determine if leveraging human capital through shared leadership and the promotion of hazard reporting via a Just Culture improved the likelihood of hazard reporting. To address the problem of insufficient reporting resulting from communication and cultural barriers a survey was conducted. It was found that the presence, real or perceived, of shared leadership and a Just Culture minimized these barriers and promoted safety hazard reporting. It was also found that the inclusion of a reporting system which addressed the presence of human error in an aviation maintenance environment, such as the repairer method, further supported an SMS program when paired with Shared Leadership and a Just Culture environment [9].

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II. SAFTY MANAGEMENT SYSTEM

The organization will develop and implement an integrated, comprehensive SMS for its entire organization and will incorporate a procedure to identify and maintain compliance with current safety-related legal, regulatory, and statutory requirements. Safety management will be included in the complete scope and life cycle of the organization's systems including documented, monitored, measured and analyzed.

➢   **Safety education and training:**

Safety education involves learning to take responsibility for social and moral issues. Discussing safety issues to do with their school and local environment can lead on to pupils taking part in activities to improve safety. Training to the workers is the key element of an environmental health and safety management system. Employers must communicate with workers so that they understand that health and safety is considered to be an important part of the work process, and they are aware of how to do their jobs safely. Well trained and competent workers not only perform their job safely, but also, more productive.

➢   **Occupational health centers:**

The industry must have adequate first aid boxes. There must be a qualified or trained person should always be available in each shift. Providing safety and health Centre in the organization itself or should sign MOU with the nearest hospital for emergency purpose. Pre-medical examination should be carried out when the employee joined the industry.

➢   **Personal protective equipment:**

Workers needing to wear personal protective equipment and persons working in high risk situations will need special training. Supervisor and workers alike must teach the proper selection, use and maintenance of PPE. Since PPE sometimes can be cumbersome, employees may need to be motivated to wear it in every situation where protection is necessary.

III. ELEMENTS OF SAFETY MANAGEMENT SYSTEM

Safety Management System is an Organized and structured means of achieving and maintaining high standards of safety performance. Environmental Health and Safety Managers are responsible for leading programs that protect people from environmental hazards and workplace hazards, as well as, protect the environment from human hazards.
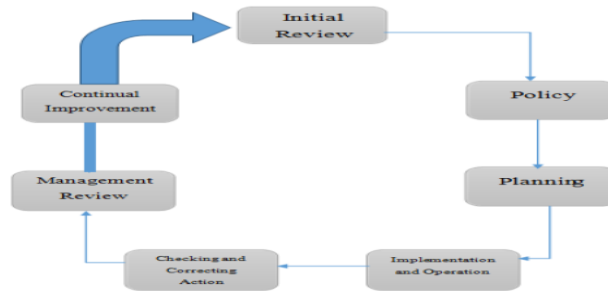
➢ **Plan safety inspection:**
Plant safety inspection is carried out by the safety officers to identify unsafe acts and conditions and to suggest corrective actions.

➢ **Safety committee:** Safety committee is an organization group that operates within a workplace and is composed of members from its various departments, including management, frontline workers, and office staff. The main purpose of a safety committee is to mitigate the risk of workplace injuries and illnesses.

➢ **Safety Improvement Teams:** Building an engaged safety team is the best way to ensure an effective and sustainable workplace safety program within your organization. Safety teams provide many benefits including: Combining knowledge and experience of management and labor. Focusing on real problems and actions in a timely and efficient manner.

➢ **Safety budget:** These budgets should be utilized periodically and effectively for training, training aids, safety posture, new product review, safety health and environment, occupational health issues and safety audit. This safety budget should be reflected in annual report of the company.

➢ **Safety climate:** Safety climate is one of the main indicators or predictors of safety outcomes in organizations. The relationship between these issues is complicated and, even if an empirical link between limited safety climate perceptions and actual safety behavior has been established, there is still a lack of a full understanding of their complex relationship.

➢ **Safety performance:** Measuring a company's health and safety performance provides information on the current safety status of the company as well as progress on strategies put in place to reduce the risk of employee injuries.
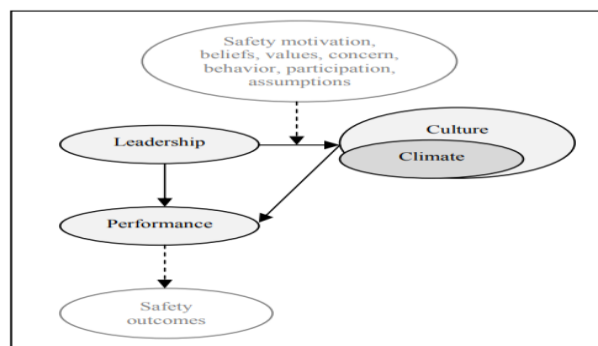
IV. CONCLUSION

An understanding of the reciprocal relationships between safety leadership, culture, climate, behavior and performance is still being developed and under continuous scientific discussion It is particularly important to formulate safety management practices which incorporate an understanding of the variables underlying efficient safety leadership together with safety culture and climate formation. Such an understanding will ultimately lead to improved results in safety performance/safety behavior. The identification of the reasons and causes behind efficient safety leadership is important for defining the contributory factors which could be used to improve and influence safety culture, climate strength and safety performance. Without a clear understanding

of these factors affecting safety leadership, we lack the tools to support safety leadership or to affect safety outcomes such as safety behavior and safety performance. Safety leadership is recognized as one of the primary factors behind safety climate, and thus safety performance. In consequence, it is important to discover those factors that affect safety leadership in order to promote a positive and better safety climate and safety performance.

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