

HUMAN RESOURCE MANAGEMENT

Unit 5

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By

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Employee Safety/Health

Employee Health is **the state of well-being**. It not only includes physical well-being, but also mental and emotional well-being. It is the responsibility of every employer to provide healthy work environment to his employees.

Needs and Legal Provision of Employee Health

1. Legal Provisions Regarding Health (Factories Act, 1948 – u/s 11 to 20) Sec. 11 Sec. 11 – Cleanliness ◦ Factory shall be kept clean, free from effluvia ◦ Dirt must be removed daily ◦ Benches, passages, stairways, floor to be cleaned daily ◦ Workroom floor shall be washed, with disinfectant, at least weekly ◦ Walls, ceilings, doors, windows to be painted and varnished periodically

Legal Provisions Regarding Health (Factories Act, 1948 – u/s 11 to 20)

2. Sec. 12 – Wastes ◦ Effective arrangements must be in place for the disposal and/or treatment of waste and effluents.❏

3. Sec. 13 – Ventilation ◦ Every workroom must have proper ventilation, hence permitting circulation of fresh air ◦ Comfortable room temperature ◦ Walls, roofs of such material that helps keep temperature low ◦ Temperature control: whitewashing; screening walls, windows, roofs.

4. Sec. 14 – Dust and fumes ◦ Effective arrangements must be made to prevent accumulation and inhalation of dust and fumes ◦ Exhaust appliance can be set up near the place of origin of dust and fumes
5. Sec. 15 – Artificial humidification ◦ Manufacturing units such as cotton textile, cigarette use artificial humidification ◦ Rules issued by the respective State Governments should be followed ◦ Water used for artificial humidification should be properly purified
6. Sec. 16 – Overcrowding ◦ No room in the factory should be overcrowded ◦ At least 14.2m³ of space for each workman

7. Sec. 17 – Lighting ◦ Factory must have sufficient and suitable lighting arrangements, both natural and artificial. ◦ Provisions for prevention of glare and formation of shadows

8. Sec. 18 – Drinking water ◦ Availability of wholesome drinking water at convenient points ◦ Such points to be marked “Drinking Water” in a language understood by workers ◦ Such point must be at least 6 meters away from washrooms and open drains. ◦ In case of over 250 employees, arrangements for cool drinking water during summers

9. Sec. 19 – Washrooms ◦ Separate for male and female workers ◦ Sufficient enclosed space ◦ Conveniently situated, accessible to all workmen ◦ Adequately lighted and ventilated ◦ Cleanly maintained by employing sweepers

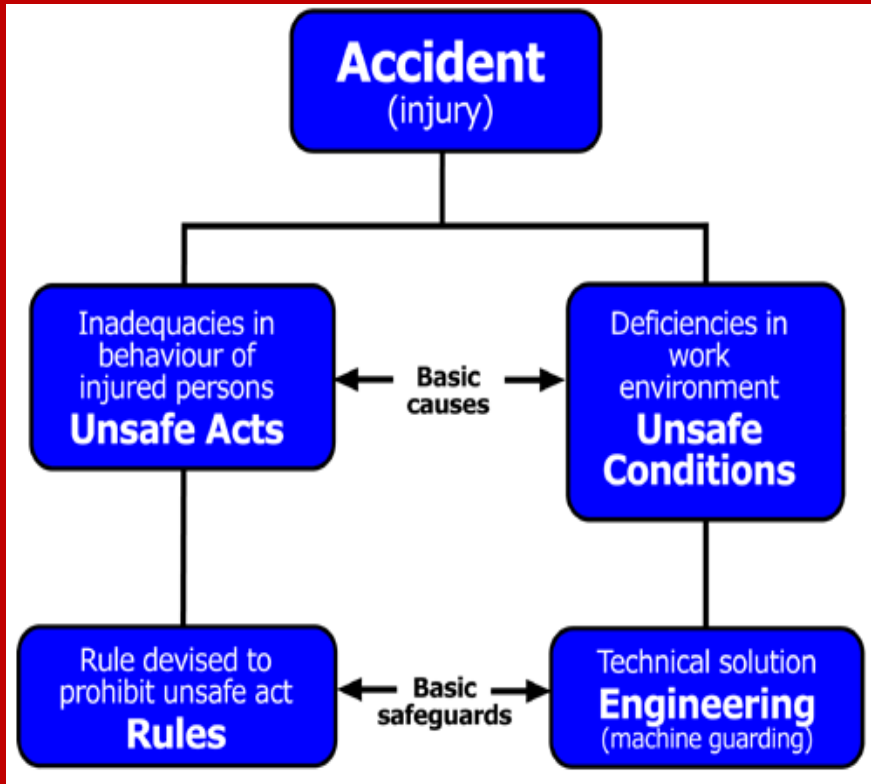
10. Sec. 20 – Spittoons ◦ Sufficient number of spittoons should be provided at convenient locations. ◦ Maintained with cleanliness and hygiene.

11. Employee Assistance Programmes Company establishes liai Usually expenses are paid fully or partially by the employer ☐ Employees having problems may contact the agency either voluntarily or by employer referral ☐son with a counseling agency

Measures to Promote Employee Health

- Provide Health Education.
- Promote Health-Related Activities.
- Encourage Preventative Care.
- Provide Incentive Programs.
- Offer Healthy Lunches.
- Provide Onsite Fitness.
- Offer Corporate Screenings.

Purpose of Employee Safety, Accidents: Causes & Prevention,



- Avoid slips and falls.
- Be aware of electrical hazards.
- Limit manual handling and lifting.
- Keep a well-stocked first aid kit in plain sight.
- Create an emergency action plan.
- Identify staff who may need extra help in an emergency.
- Promote fire safety.

Effective Safety Management

- Define how the organisation is set up to manage risk.
- Identify workplace risk and implement suitable controls.
- Implement effective communications across all levels of the organisation.
- Implement a process to identify and correct non-conformity and non-compliance issues.

Basic Principles Governing International Human Resource

- International Human Resource Management (IHRM) can be defined as **a set of activities targeting human resource management at the international level.** It strives to meet organizational objectives and achieve competitive advantage over competitors at national and international level.

