Unit VII Questions

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Unit VII Questions

**Answer # 1**

**Importance of Management Participation in Promoting Safety in the Workplace**

Promoting and ensuring safety in the workplace is a very important act and concept. Hence in such important initiatives, the participation or involvement of management is very important and critical. Management and managers are entities that represent the organization from the top. The role and participation of management are important management means the body that leads the organization and workplace while the leaders are the people who lead by front and lead aggressively in demonstrating the right principles and policies that promote safety in the workplace (Alli, 2008). Another reason stating the management participation is important is the employees lax when the management is lax. As well as management is the only active entity that manages HR management while workplace safety is a part of HR management.

There are many ideas that can be used to increase management participation in promoting safety. But the ideas and concepts that I would use are as follows.

* Ensuring to provide the kept components of knowledge and support regarding workplace safety.
* Offering the required level of education, training, resources that add to workplace safety.
* Involvement of key and even all employees when making decisions related to safety in the workplace.

**Answer # 2**

**Preliminary Hazard Analysis and Detailed Hazard Analysis**

A Preliminary Hazard Analysis is the analysis that is conducted for the purpose to identify the hazards and to rank them as per their criticality and significance or likelihood. While on the other side, detailed hazard analysis is mostly and even usually conducted for the identification of highly serious risks that could be exposed by employees if not mitigated. Hazard and operability review is an example of a more detailed hazard analysis.

The situations in which in the preliminary and detailed hazard analysis is used in the workplace is on the routine machine. For instance, bringing a new production machine into the facility from the same seller we have brought things from earlier. In this, the preliminary hazard analysis is done to figure out any issue with the process of getting the machine ready for work. But the detailed analysis would be done to identify the issues that the employees would have with the new machine in the workplace especially in the startup activities. In addition to this, the hazards may be identified and covered in the best possible way.

**Answer # 3**

**Differences between using Incentives, Competition, and Teamwork for Promoting Safety**

There is a huge difference between using incentives, competition, and teamwork for the purpose to promote safety at the workplace. The difference between using all of them is clear because the effectiveness of each one is different to an extent from other(s).

Here, the incentive is a potential financial reward that is given to an individual regarding his or her commitment to safety. While competition is the process that is enhanced among employees to measure their contribution to workplace safety in comparison with one another. The third one is teamwork which is used to get the groups or teams in the process of promoting workplace safety. Teamwork assists in promoting workplace safety by opening clear communication among employees and enables them to voice over their concerns regarding safety (Alli, 2008).

Teamwork can be found the most effective method in promoting safety in the workplace because it engages all to be supportive of one another and look for overall betterment.

**Answer # 4**

**Safety Culture**

Safety Culture is an organizational culture that ensures a high level of significance and importance on the beliefs, attitudes, and values of safety which are shared by almost everyone in the workforce. An effective safety culture ensures better workplace health and leads to better organizational performance (Alli, 2008).

Actions for developing a participative culture in the workplace

Some of the actions that are highly realistic and effective for developing a participative culture in the workplace are;

1. Enhancement of communication and collaboration among employees.
2. The participation of every employee should be appreciated and encouraged.
3. The development of a participation plan as per the corporate policies that enables everyone to play an active role.

**References**

Alli, B. O. (2008). Fundamental Principles of Occupational Health and Safety Second Edition. *Geneva, International Labour Organization*, 15.