

SIGNIFICANCE AND IMPACT OF HEALTH AND SANITARY CONDITIONS WITHIN ORGANIZATIONS ON EMPLOYEE PRODUCTIVITY

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DOI: 10.47750/pnr.2022.13.S06.515

Abstract

This paper discusses the relationship between health, hygiene, and productivity of an employee in the workspace of manufacturing and a service industry. Health and Hygiene can be both physical and mental. Though European and American addresses the significance of health differently, Europeans tend to focus on the employer and the latter on the employee. In general, the trend of workspace health promotion in any sector is relatively small. Many specific tools and programs used in Occupational health and safety of the manufacturing sector and in Integrated psychological wellbeing of the service sector. The analysis of the above program suggests existing tools are insufficient to address the progressive challenges.

Keywords: workplace health promotion, productivity, psychosocial working environment, occupational health and safety, Integrated healthcare program.

Introduction

Employers owe their workers a duty of protection from the hazards that occur on daily basis at the work place. Both physically and mentally. Employers around the world faces immense burden by fast paced environments, high demand on productivity and unhealthy workforce. chronic diseases are on the rise, e.g., heart disease, hypertension, diabetes, cancer, employees are becoming sicker and less productive. Employees will be older, with more long-term conditions on manufacturing sector, psychological health problems on service sector says British health insurance provider BUPA. For example, 600 million working days are lost due to work related illness in Europe. A growing number of organizations are adopting workplace health promotion strategies and programs as evidenced by a number of international surveys. World Health Organization (WHO) committee on occupation health posits that: occupational health should aim at the promotion and maintenance of the highest degree of physical, mental and social wellbeing of workers in all occupations.

Analysis of Safety Culture and Occupational Health

Let us take Global trends on safety culture among continents, then a steel manufacturing sector as an example on how unhealthy environment impact on the workforce impact of an employee mental wellbeing in Service sector like hospitals and the link between health and productivity at the global workspace.

Global Trends

A Global Survey of Health Promotion and Workplace Wellness Strategies” commissioned by Buck Consultants. 1,103 organizations from 45 different countries responded to the survey, representing more than 10 million employees around the world. Only 22% of surveyed organizations report measuring financial outcomes of their health promotion programs. The Emergence of Presenteeism as a Target of Study. The Harvard Business Review estimates that lost productivity due to presenteeism is, on average, 7.5 times greater than that lost to absenteeism and three times than that spent on direct medical costs. The vie life health and performance research study demonstrated that a multi-component health promotion program improves both individual health status and work performance. Typically, workers will welcome assistance and guidance for the improvement of their health as they directly benefit from these, also in their personal life.

Table No: 1 Top employer objectives driving health promotion initiatives from 2009 Buck Consultants report of working well: a global survey of health promotion and workplace wellness strategies.

PARTICULARS	ASIA	EUROPE	USA
Improve productivity/presenteeism	2	1	2
Reduce employee absences	3	3	3
Improve workplace safety	5	7	6
Improve workforce morale/engagement	1	2	4
Attract and retain employees	7	5	7

The different approaches -a biomedical risk-based approach focused on the individual versus a psychosocial approach focused on the working environment- are emphasized in varying degrees depending on the country or region. Developing stress-related illness is increasingly seen as a work hazard. This includes a mental health check which employers are encouraged to complete in order to assess the quality of mental health promotion measures in the organization.

Table no: 2 Interlinkage between Capital – Tata Steel Strategic Outcomes – Environment, Health & Safety Strategic Outcomes

CAPITALS	Tata Steel Strategic	Tata Steel Actions to	“EHS Connect” to enhance strategic

	Outcomes	enhance Strategic Outcomes	outcomes
<p>Financials:</p> <p>Financial Capital refers to a pool of funds used to create value through conversion into other forms of capital. This capital is raised through financing (equity, debt), operations and investments.</p>	<p>Return on Average Capital employed</p> <ul style="list-style-type: none"> - Dividend on ordinary shares. - Increase in market capitalization. 	<p>Taking measures to preserve cash, strengthen balance sheet by reducing debt and repositioning the business.</p>	<p>Actions arising out of Corporate Objectives” Committed to Zero” and compliance to EHS legal requirements supports the cost reduction process.</p>
<p>Human:</p> <p>Human Capital represents people’s competencies, capabilities, experiences and their motivation to innovate.</p>	<ul style="list-style-type: none"> - Engaged and happy workforce. - Improvement in Health Index. - Improvement in diversity and inclusion - Uninterrupted industrial harmony 	<ul style="list-style-type: none"> - Committed to Zero. - Focus on Health, well-being 	<p>Highly relevant from Health & Safety perspective to ensure safe & healthy workplace and prevent work related injury & ill health in the organization.</p>
<p>Intellectual:</p> <p>Intellectual Capital represents organizational knowledge-based intangibles.</p>	<p>One of the leading patent filer in manufacturing industry in India.</p> <ul style="list-style-type: none"> - Revenue contributed by new products. <p>Operational excellence across</p>	<p>Enhance external participation in innovation through platforms like 'Mind Over Matter' and 'Connect & Collaborate'</p> <ul style="list-style-type: none"> - Use patent and technology 	<p>Excellence program contributes immensely in maintaining the operations, free from harm, injury & ill health for its employees, contractors and suppliers including sustainable consumption of resources</p>

	<i>value chain resulting in cost savings.</i>	intelligence to capture emerging trends in technology.	and investing on Best Available Technologies to prevent pollution
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Risk Assessment & Evaluation

All the risks, associated with the identified hazards, should be assessed for “Maximum Credible” scenarios using the EHS Risk Assessment Matrix. It is based on the concept of applying experience of events or incidents in the past or existing number and types of available safeguards to provide insight in how these risks can be managed into the future.

Likelihood

F1 (Almost Certain)					I
F2 (Likely)			II		
F3 (Possible)		III			
F4 (Un Likely)					
F5 (Rare)					
	C1	C2	C3	C4	C5

Consequence

People (Safety /Health)	No injury /Local Offsite Treatment	Minor Injury / Health Effect	Major injury or Reversible health effect	Single Fatal / Irreversible health effect	Multiple Fatality / Irreversible health effect to many
Asset	Slight damage	Minor damage	Moderate damage	Major damage	Massive damage

Community	Slight impact	Limited impact	Considerable impact	National impact	International impact
Environment	No Effect / Slight Effect	Minor Effect	Moderate Effect	Major Effect	Massive Effect

Continual Improvement

Enhancing EHS performance by ensuring compliance and deriving improvements through Apex Environmental Committee and Apex Safety Subcommittees focusing on Build Leadership Capability. Focus on process safety, Road & Rail Safety Management and Improvement in occupational health and industrial hygiene and thereby promoting a culture that supports an EHS management system in Tata Steel Limited – Jamshedpur.

Common work culture in the Healthcare Organization

Healthcare Organizations whether its Public or private have a demanding work environment as they are open for 24 hours a day. Studies show that organizational culture not only influences the work attitudes, but also has an impact on organizational climate. The success of this organization lies in service quality and high involvement of doctors and nurses; it has given an example of how organizational culture impact individual performance. An organization's culture can be understood by observing its organizational structure, human resource policies, and safety practices at work place. The good performance is one of the objectives of the organization in achieving high productivity. To measure the level of success or performance of the employees of an organization, several approaches can be used. Interpersonal impact of an employee critically depends on the. Healthy culture of the workspace.

Table No: 3 Comparative analysis of Organizational cultures and Patient feedback of their performance in some Super-specialty Private Health care organizations in India.

Name of the Hospital	Values	Vision	Interpretation of Organizational culture	Patients' perception of performance and cost
Apollo Hospital	Technological superiority, a warm patient-centric approach, and an edge in forward-looking research.	"Touch a Billion Lives".	Technology driven, Education & Research Oriented, Customer centric.	Well trained doctor, Better infrastructure & facility, worst hospital (3), reasonable cost (5), high treatment cost (14), good care& service (31), Competitive (15)
Max Health Care Institute	Offering best class services to the patients.	Setting the Industry standards	Patient centric, Care oriented, Highest standard of	Really materialistic, uncompassionate,

			service, safety for patient	arrogant staff (23), extremely costly (40), hygienic food (35), Well trained physicians & staff (21)
Fortis Healthcare Limited	Patient Centricity, Integrity, Teamwork, Ownership & Innovation.	Saving & Enriching Lives".	Collaborative & Participative, be principled, Teamwork	Business oriented (17), Good infrastructure (5), Helpful staff (13), profit making (20) low quality care & service (23)

Conclusion:

This article on the global trend of healthy workspace promotion among continents as mentioned in Table no: 1 gives the perspective of productivity as an increase of employee health both mental and physically. Instruments to measure presenteeism have matured and a multitude of research studies on the impact of ill-health or health risks on productivity have been published. Such approach to reduce the psychological stress of an employee through health management system will increase in the overall productivity of an organization. The review of various literatures in the field of organizational culture and healthcare organizations resulted in understanding the organizational culture in the corporate world. A comparative analysis in Table no. 3 has been done, as a part of the concluding observations regarding the different organizational cultures in some of the super specialty hospitals in Delhi-NCR region as representative of other Healthcare institutions in India. We have made an attempt to compare the values they stand for, their vision and mission statements, and what do they mean in terms of interpreted organizational and work culture, and how does it translate to actual operational performance by their doctors and staff as perceived by the patients and customers who have used their services. By eliminating hazards and reducing OH&S risks in the sector of steel manufacturing and the interlinkage between health of an organisation and strategic and capital outcomes of the company mentioned in Table no. 2, indicates the direct link between employee productivity. By cross comparing global trend on healthcare program for employees, reducing hazardous work environment in steel business and understanding the health management system in service industry clearly suggests safety workspace and individual safety of an employee increases employee productivity which in turn increases overall productivity of an organization.

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