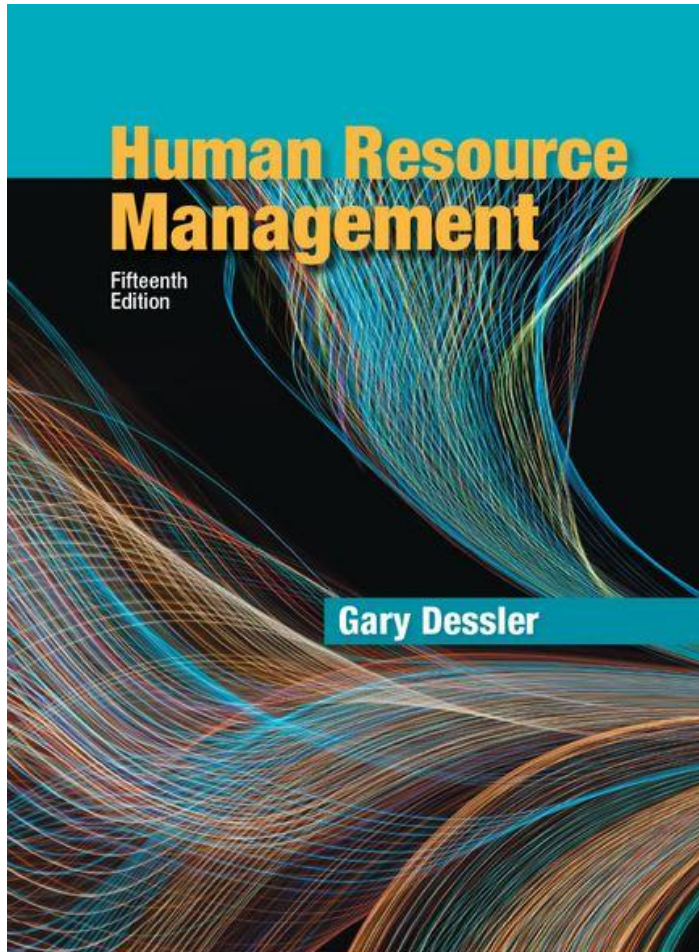


Human Resource Management

Fifteenth Edition



Chapter 16 Safety, Health, and Risk Management

Learning Objectives (1 of 3)

- 16-1. Explain the supervisor's role in safety.
- 16-2. Explain the basic facts about safety law and OSHA.
- 16-3. Answer the question, "What causes accidents?"



Learning Objectives (2 of 3)

- 16-4. List and explain five ways to prevent accidents.
- 16-5. Describe how one company uses employee engagement to improve workplace safety.

Learning Objectives (3 of 3)

- 16-6. List five workplace health hazards and how to deal with them.
- 16-7. Discuss the prerequisites for a security plan and how to set up a basic security program.

I.

Explain the supervisor's role in safety.

Introduction: Safety and the Manager

- Why safety is important?



Improving Performance: HR as a Profit Center (1 of 2)

Improving Safety Boosts Profits

Let's talk about it...

Management Role in Safety

- Top management
- Supervisor's role in Accident Prevention



Improving Performance: The Strategic Context

Deepwater Horizon

Let's talk about it...

II.

Explain the basic facts about safety law and OSHA.

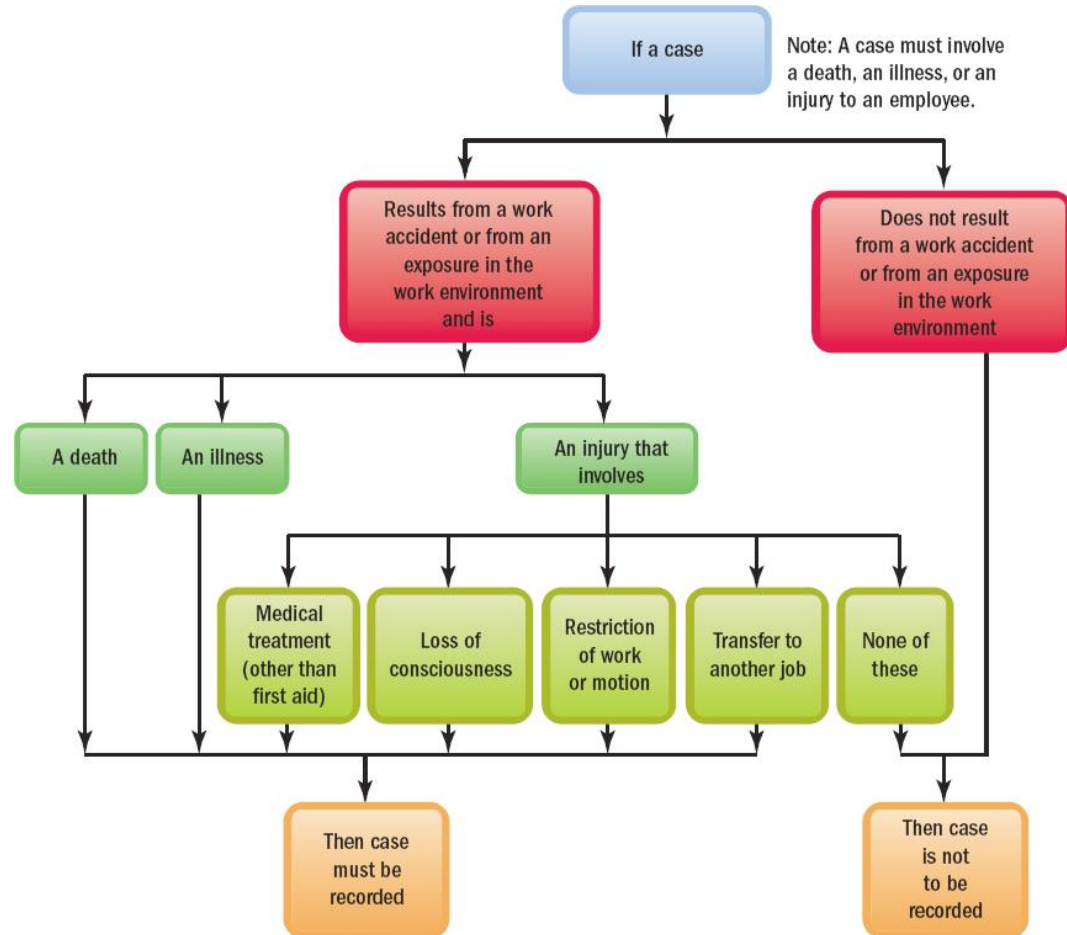
Manager's Briefing on Occupational Safety Law

- OSHA standards
 - What employers must report
- Record Keeping
 - Occupational injuries
 - Occupational illnesses



What Accidents Must Be Reported

Figure 16-2 What Accidents Must Be Reported Under the Occupational Safety and Health Act (OSHA)?



Inspections and Citations

- Inspections
 - Priorities
 - Types of frequent violations
- Citations
 - Penalties
 - Employee resistance

Rights and Responsibilities of Employers and Employees



Improving Performance: HR Tools for Line Managers and Small Businesses

Free On-Site Safety and Health Services

Let's talk about it...

Trends Shaping HR: Digital and Social Media (1 of 3)

Sitedocs Digital Workplace Safety

Let's take a look...

III.

Answer the question, “What causes accidents?”

What Causes Accidents?

1. Chance Occurrences
2. Unsafe Conditions
3. Unsafe acts



IV.

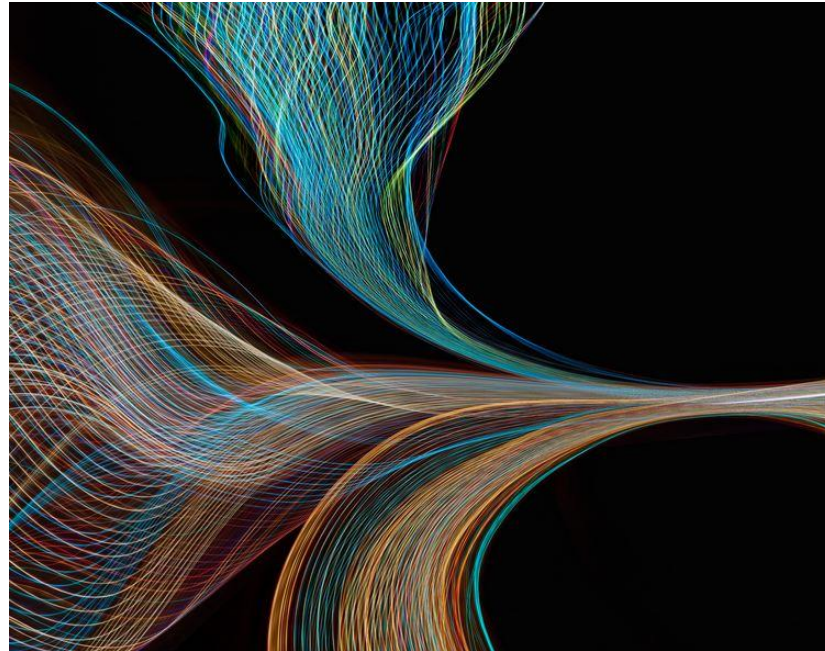
List and explain five ways to prevent accidents.

How to Prevent Accidents (1 of 2)

1. Reducing unsafe conditions

- Job hazard analysis
- Operational safety reviews
- Personal protective equipment

Diversity Counts Protecting Vulnerable Workers



How to Prevent Accidents (2 of 2)

2. Reducing unsafe acts

- Screening
- Training
- Through Posters, Incentives and Positive Reinforcement



Improving Performance Through HRIS: Online Safety Training

PureSafety

Let's take a look...

Improving Performance: HR as a Profit Center (2 of 2)

Using Positive Reinforcement

Let's talk about it...

Reducing Unsafe Acts (1 of 2)

- Fostering a Culture of Safety
- Creating a Supportive Environment
- Establishing a Safety Policy



Reducing Unsafe Acts (2 of 2)

- Setting Specific Loss Control Goals
- Through Behavior-Based and Safety Awareness Programs
- Through Employee Participation



Trends Shaping HR: Digital and Social Media (2 of 3)

Conducting Safety and Health Audits and Inspections

Let's take a look...

V.

**Describe how one company
uses employee engagement to
improve workplace safety.**

Employee Engagement Guide for Managers

- Milliken & Company
 - Involvement-Base Employee Engagement



VI.

List five workplace health hazards and how to deal with them.

Workplace Health Hazards: Problems and Remedies

- Chemicals and Industrial Hygiene
- Asbestos Exposure at work and Air Quality



Improving Performance: HR Practices Around The Globe

Safety at Saudi Petrol Chemical

Let's talk about it...

Know Your Employment Law

Hazard Communication

Let's take a look...

Alcoholism and Substance Abuse

- Drugs use in the U.S.
- Dealing with substance abuse
- Actions for current employees



Stress, Burnout, and Depression

- Workplace factors
- Personal factors
- Reducing Stress
- Employer's role
- Burnout
- Employee depression



Workplace Health Hazards: Problems and Remedies continued

- Solving Computer-Related Ergonomic Problems
- Repetitive motion disorders
- Infectious Diseases
- Workplace smoking



VII.

Discuss the prerequisites for a security plan and how to set up a basic security program.

Occupational Security and Risk Management

- Enterprise Risk Management
 - Internal preventable
 - Strategy risks
 - External risks



Preventing and Dealing with Violence at Work

- Heighten Security Measures
- Improve Employee Screening
- Use Workplace Violence Training
- Violence Toward Women at Work



Securing The Facility

- Setting Up a Basic Security Program
 - Analyze current level of risk
 - Installing mechanical
 - Natural / Architectural security
 - Organizational security systems



Company Security and Employee Privacy



Business Continuity and Emergency Plans



Trends Shaping HR: Digital and Social Media (3 of 3)

Twitter Notifications

Let's take a look...

Terrorism



Chapter 16 Review

What you should now know....

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