

Human Resources

Human Resources and Safety

A number one priority for any business today is to gain and keep a competitive advantage. Keeping your employees safe, healthy and motivated is the key to success. Your organization can develop an integrated Human Resources and Safety program by incorporating the following elements into its goals and objectives.

- ✕ an organizational culture that focuses on employees,
- ✕ active Human Resources leadership & Safety management commitment,
- ✕ effective job design,
- ✕ training & motivational programs,
- ✕ effective disability management

STEP ONE: Understanding

An Employee Focused Organizational Culture:

A conscious management decision to cultivate and involve its employees in positive ways.

Active Human Resources and Safety Management Leadership:

Responsibility of individual management to Human Resources and Safety.

Effective Job Design:

Identify potential job design problems from a behavioral perspective, with a safety and ergonomic focus.

Training and Motivational Programs:

A timely provision of instruction and information in order to effectively improve the skills of employees.

Disability Management:

A managerial process for addressing and monitoring employees who are unable to return to their regular duties due to injury or illness.

STEP TWO: Evaluate

An organization should critically evaluate their internal operations to assess its strengths and weaknesses on the above.

STEP THREE: Action Plan

An action plan can then be developed to implement the key program elements your organization is lacking.

Ensure your employees are a competitive advantage by developing and implementing an integrated Human Resources and Safety Program.

