

## Answering for Questions MANA-445

### Preparing for the first quiz

#### 1. What relationships do Kelloway et al suggest between Industrial Relations and OHS?

(not sure)A: Kelloway suggest employers, employees, and unions should form alliances between those three, have the same goal which is reduction of injuries and illnesses. Employer by investing in health and safety programs, gains economically through a reduction in direct and indirect cost and also gain employee loyalty and increase marketing opportunities. Employees gain through reduced risk of work-related injuries and illnesses. Unions gain through their ability to successfully champion the health and safety interests of their clients.

#### 2. According to Kelloway et al, "OHS is almost exclusively managed under the human resources function". How do the authors explain this responsibility of the HR department? Textbook page.16

- 1) safety is a people issue: HR develop employee knowledge and skills,HR professionals need to monitor changes in the organization to their impact on occupational health and safety.
- 2) safety requires legislative compliance: to ensure compliance with other areas of labour law.
- 3) safety decreases costs: to minimized all the costs of doing business; to ensure the benefits an organization pays for are used most effectively to help injured workers and sure a prompt return to health and to work.
- 4) safety relates to other human resource functions:safety programming in organizations often hinges in training initiatives; the way manage human resources has direct implications for

#### 3. What roles can the state play in OHS?

A: The roles of state (government) are passing laws, solicit 征求请求or conduct research on health and safety issues and disseminate 散布 information. *Text book page.11*

#### 4. What roles can unions play?

A: organized labour also has a role to play in ensuring the proper management of safety at work. One role of organized labour is to bring emerging problems and issues in health and safety to the attention of government and employers and to pressure other stakeholders to take corrective action; using the collective bargaining process to incorporate health and safety provisions in many contracts. *Text book page.13*

#### 5. "Accidents just happen!" "Accidents are produced". How do scientists argue their theses?

75% accidents are produced by a change in one or a combinations up to 4 variables.

- 1) change in individual himself who can be affected (physical & mental)
- 2) change in the entire internal organization(policy changed, working planning)
- 3) change in a task
- 4) change in the materials

6. Define these concepts: incident, hazard, unsafe act, injury (pages 82-83 and 90)

- Incident : an event or occurrence that had or could have had a negative impact on people, property, or processes
- Hazard: any source of potential adverse health effect, damage, or harm on something or someone under certain conditions at work.
- Unsafe act: a deviation from standard job procedures or practices that increases a worker's exposure to a hazard.
- Injury: any trauma, physical or mental, direct or indirect, acute or chronic, experienced by a human being.

7. How does Jackson describe the changes in the workplace?

- Organizational change have been downsizing, contracting-out of non-core functions, and securing greater flexibility of time worked through a combination of increased overtime and increased part-time and contract work.
- Employers increase profitability or to contain budget costs by boosting labour productivity, and by investing in new labour saving capital equipment and new information based technologies.
- Overall skill content of jobs in at least core workplaces has been gradually rising
- In the peripheral job market, there are many self-employed own account workers and temporary workers, and many part-time workers with insecure access to hours of work. Students , younger workers with limited education, women and worker of colour, particularly recent immigrant make up a large share of employment in the peripheral labour market.
- Change in the labour market and employment relationships has also been driven by structural change in the economy.
- Overlaying structural change in the economy has been profound change in the workforce. the participation rate of women is now almost equal to that of men, and the two-earner family has become the dominant norm.
- The workforce has also become much more highly educated, and has justifiably higher expectations of what work will provide.

8. What is Jackson's assessment of the consequences of these changes on OHS?

- workers who have survived repeated rounds of layoffs, privatization and contracting-out are generally working longer and harder; increased competitive pressures as the result of domestic deregulation and increased exposure to international trade
- higher productivity has come in large measure from increasing workloads; workers have been "multi-tasked"
- routinized work has allegedly been replaced by work processes featuring higher skilled and more autonomous" empowered" workers.

- the new technology and new forms of work organization, in combination with “knowledge-based” competitive strategies on the part of firms, can produce more interesting and challenging work; however, this has also been accompanied by increased work demands, a faster pace of work, and much higher levels of stress.

9. Define: occupational health and safety, occupational injury, occupational illness, assumption of risk, accident proneness, due diligence, lost-time injury (ch.1).

- Occupational health and safety (OH&S): the identification evaluation, and control of hazards, associated with the work environment.
- Occupational injury: any cut, fracture, sprain or amputation resulting from a workplace accident.
- Occupational illness: any abnormal condition or disorder caused by exposure to environmental factors associated with employment.
- Assumption of risk: the belief that a worker accepted the risk of employment when he or she accepted a job.
- Accident proneness 倾向: the notion 观念 that some individuals are inherently more likely than others to be involved in accidents, as a result of individual characteristics.
- Due diligence ( ying you de zhu yi):an expected standard of conduct that requires employers to take every reasonable precaution to ensure safety.
- Lost-time injury: a workplace injury that results in the employee missing time from work.

10. You are appointed manager of Global Insurance Company. You are interested in OHS and you ask the general manager of the region how health and safety information is communicated to employees. “Are you kidding?” he replies. “This is an office. Our employees are mostly data-entry clerks. We don’t have machines or equipment – what do we need with health and safety programs?” What’s your reply? What would be Jackson’s reply? (adaptation, p. 22)