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Fast-track Industry Safety Culture and Reduction of Incidents/Losses

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ABSTRACT

The term "safe culture" refers to people's safe habits. Safety culture is on the rise in today's industry. A safety culture must be developed to prevent workplace mistakes and accidents. Safety culture philosophies vary by industry in terms of practices. The goal of this article is to identify key issues in establishing a behavioral safety-friendly culture in business, as well as potential solutions. Ten themes that address critical issues, such as fundamental questions about long-term safety cultures, reactive safety cultures, collective voice and leadership for at-risk behaviors, religion, spirituality, and festivities for site safety, and safety implementation with empathy for others, are presented.

1. INTRODUCTION

In a favorable safety culture, workers choose safety in everything they do, even if it goes beyond industry rules. In a bad safety culture, safety is an afterthought, or a delayed step (ISHN, 2021). A supportive safety culture helps to ensure everyone's safety.

In recent years, the concept of cultivating a positive safety culture has gained much attention (Williams, 2021). The safety culture of an organization is attributed to it in a number of ways. A sequence of small acts of kindness and adjustments in safety habits can have a big influence in the long run (Pettinger, 2020).

Safety cultures can persist for a long time when they are integrated into a strong company culture (Paoletta, 2020). The safety culture improves dramatically when companies involve all employees in the process of risk control through observation and spot-correction. In terms of long-term safety culture management, the employer's aphorism is a high-risk proposition for long-term economic survival (Kaila, 2021). The company's safety culture both supports and propels it forward.

The organizational behavior culture is to blame for thousands of deaths and injuries. To remove at-risk behaviors, plant employees must appreciate safe behaviors, which they develop on a daily basis as observers of the safety culture. Every plant requires immediate changes to its safety culture, which can only be carried out by people. The majority of safety professionals are trained in safety systems rather than safety culture development, which is a critical issue. This article offers recommendations in this

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respect (Kaila, 2021). The goal of safety culture is to serve humanity without causing mishaps or accidents; that is the essence of safety culture!

Zero-risk management necessitates a variety of behavioral patterns from top to bottom, as well as among colleagues. The road to get there, on the other hand, is both entertaining and enlightening, as well as heartbreaking. In this regard, there are numerous organizational antecedents that must be considered. Employees perceive change within an organizational safety culture as a result of involvement through processes of observations and spot-corrections. Kaila (2021): When this intervention is done on a regular basis and employees like it, the business's values become part of the way they do business.

2. BEHAVIORAL RISK MANAGEMENT IN THE CONTEXT OF SAFETY CULTURE

The fundamental fault is that there are no safety regulations in place. Systematized, common sense practice has become a standard in the industry. There are still a lot of questions about behavioral risk management for safety culture adoption that need to be addressed, as one goes through the safety steps (defining, systems, culture, and management). Below are some alternative answers.

Theme 1: Fundamental questions about creating a long-term supportive safety culture

In India, the size of the safety net for employees is determined by the size of the employer's pocket. The amount of profit made by the organization determines whether employees need a safety system or not. Care is a distant second; money comes first. Consequently, at-risk employees' lives are at risk, and employers' businesses are at risk too, as a result of at-risk behavior on the job. To ensure the long-term viability of businesses, a culture that prioritizes employee safety must be adopted. Due to various variables at sites, it can be difficult for even leaders to persuade some employees that HSE infractions are not acceptable. It must be recognized that high-risk behaviors in the workplace are regarded as dangerous to citizens in civilized societies and can be debilitating, harmful, or even lethal. To develop a safety culture, spot-correction is a function for everyone. Businesses appear to have a grim future if they do not build a long-term, supportive safety culture at their sites.

By all means, a safety culture is "a set of common practices and behaviors that are used by everyone in an organization to try to control the most important risks associated with its work" (Velas, 2021).

Theme 2: A reactive safety culture

A reactive culture indicates that safety mechanisms are patched together and developed in response to negative incidents and legal obligations (Halligan et al., 2013). Why are industry professionals so adamant about maintaining a reactive safety culture? "It is their comfort zone, and they don't want to feel discomfort," says Pavan Rao of Sembcorp Nellore. According to KK Sharma of DCM Shriram, those who are reactive at sites are those that are self-centered and need to demonstrate their strength, while others require attention, guidance, or instructions for important tasks to be completed, owing to their upbringing or culture. Safety is an afterthought in a weak or reactive safety culture, whereas in a positive safety culture, safety is pushed beyond industry requirements (ISHN, 2021). At the NTPC Safety Academy, A. K. Dang says that behavior-based safety plays a big part in accident prevention and intervening behavioral science. This is when site management, including contractors, requires people to be proactive rather than reactive in identifying at-risk behaviors in order to meet the zero-accident goal.

Theme 3: At-risk behaviors, the collective voice of observers and leadership

The power of a group's collective voice outweighs the threat of any type of punishment. At-risk behaviors serve as a warning signal, right before an incident occurs. The most crucial aspect of observer training is to comprehend the daily observations in terms of the company's safety culture. Building a safety culture requires both personal and organizational safety practices. Urbach and Fay (2020) found that the quality of the leader-member exchange was a key predictor of whether leaders would back employees' ideas for positive change.

Leaders rarely conduct observation rounds on their own; instead, they present observations made by their observers to the lower levels. Incidents are also triggered by hotspots of at-risk behaviors, and while spot-correction of at-risk behaviors is done, behavior must be altered through regular risk-based dialogues (RBC). This is critical feedback that must be addressed in order to maintain a safe work environment. As a result, long-term safety culture management requires a strong leader who can guide and direct everyone from the top down.

Theme 4: Religion, spirituality, and festivities are important forms of multicultural diversity for site safety

People who feel spiritually protected are more likely to care for others at work, thus reducing workplace dangers. When people respect one another's spiritual principles, they form strong bonds that help to foster a sense of fraternal safety (Keenan, 2017). Spiritual beliefs and HSE beliefs are intertwined because they are based on human experience (Kaila, 2021). Allowing for variances in religious views and spirituality in the workplace promotes the creation of a psychologically healthy working environment (SHRM, 2020).

Safety culture is a journey, not a goal. By all means, a strong safety culture within a business has been found to cut down on the number of workplace injuries and accidents.

Theme 5: The execution of safety with consideration for others

HSE systems are maintained by management. They must ensure that the behaviors associated with these systems are triggered. For the HSE's cultural transformation to succeed, industry-wide action is needed. Implementing behavioral safety is an extension of care to culture from the workplace to every place (Kaila, 2021). Spot-appreciation of safe actions and spot-correction of risky behaviors are both important to improving safety culture.

For corporations, safety is a priority; for contractors, safety is a must. The consequences of safety implementation differ dramatically and are challenging to achieve. By all means, excellence in safety culture leads to business sustainability. To have a truly comprehensive safety program, managers need to include psychological safety (Barnes, 2021).

Theme 6: Companies that do not enable their employees to carry out safety implementation

Building a safety culture can help businesses succeed in their safety processes (Vos, 2021). If one is truly interested in creating a strong safety culture, then s(he) must listen to every observer who instills in each employee a desire to behave safely when they are behaving unsafely (Kaila, 2021).

By all means, a low budget for safety is equivalent to a large budget for mishaps. Mentors who are talking about safety culture engagement should think about real-world examples of safety culture changes that have been shown to work (ISHN, 2021).

In order to effectively implement behavioral safety at workplaces, leaders must incorporate a safety culture into their personal lives.

Theme 7: The safety professionals' competencies gap

Competency development is a process that lasts a lifetime. There are numerous aspects that influence an individual's ability to achieve competency: age, gender, education, geography, local influences, family background, and environment are just a few examples. When establishing competency, these criteria are never taken into account as a whole. Because of the lack of consistency in judging competency, there is always a gap that is never filled.

By all means, the world is shifting away from industrial safety toward a new perspective on safety. Human Factors, Human Performance, Psychological Safety, and so forth, are all new concepts. These HSE viewpoints are not taught to safety experts. The job description of HSE experts seems to be changing around the world, which means that they need new skills (Burdick, 2019).

Theme 8: Major obstacles to taking health and safety decisions

When firms abuse safety, safety specialists become frustrated; but they should not be made scapegoats (MySafetySign, 2021). By all means, maintaining the highest level of long-term safety culture is a never-ending journey for management and workers on the job. A positive outcome in terms of safety necessitates honest practice by all parties involved. It will be incredibly difficult for business executives to save their companies and their employees if they do not prioritize safety over commercial operations (Kaila, 2021).

Some so-called BBS (Big Brother/Big Sister) specialists are attempting to teach behavioral safety culture in a muddled manner due to a lack of understanding of the BBS approach to behavioral science. This sends the wrong impression to businesses about what BBS is and is not, as well as how to scientifically adopt it. The BBS journey is beneficial to the company's financial security since it allows management to say goodbye to incident costs, compensation, and litigation. A safe workplace is one where everyone gets home without being hurt. (Kaila, 2021).

Theme 9: Top leaders' spot-implementation of the BBS approach

The crucial question is how quickly a safety culture can be instilled in order to save everyone at work. To reinforce spot-implementation of the BBS strategy for quick results and a long-term safety culture at sites, it requires highly brave, fast-track leadership.

By all means, if the safety culture is accurate and faultless, the company will save a lot of time. Safety procedures will be driven from the top down in the perfect safety culture. Practices for safety will filter down to the grassroots level. When a new employee joins the company, the first thing s(he) learns is how to follow Standard Operating Procedures (SOPs). If SOPs are in place, they will streamline operations and save the business a significant amount of time. Because time is money in today's world, this is an excellent tool for saving money.

Theme 10: How should we speed up the process of establishing a supportive safety culture at work?

Implementation entails building empathy for each other's safety on site, which necessitates sensitizing the workforce to at-risk behaviors and constant spot-corrections. The most effective method is to increase the number of qualified observers and make on-the-spot corrections during every shift. We need to set up a way for employees to be able to say what they think. Without their help, the safety culture movement won't move forward.

Regular management intervention, as well as sensitizing the workforce during daily toolbox talks and meetings with a friendly approach, as well as observing safety behaviors on site, has accelerated the safety culture of companies. Organizations should integrate HSE as a planned intervention into their programs to make a safety culture a way of life. The trained behavioral safety observer is not limited to the site; instead, he or she should make one observation daily, both on and off site, to make society safer.

3. CONCLUSIONS AND RECOMMENDATIONS

To set the foundation for continuous improvement, a systematic process of assessment, identification of strengths and weaknesses, deployment of focused interventions, and learning from the results is required to change the safety culture (Ravi et al., 2021). The applications of psychology have significantly improved site safety culture, as has the rigorous monitoring of behavioral risk patterns, which is backed up by HSE systems and a strong commitment from management. Although there are HSE standards in place, there is still a need to prevent fatalities on construction sites, for example.

Occupational safety and health practitioners must continue to learn in order to meet current regulations. Multiple training approaches, particularly for junior safety practitioners, may stimulate competency growth (Ishimaru et al. 2020). Because safety experts don't get enough basic training at college, there have always been gaps in their skills, making it hard for them to learn more on the job, gain more experience, and improve their performance.

When leadership commits to safety, every employee leads the firm to a culture of no hurt, no harm. Even though underreporting is a dark reality and has always bothered people in the field of OHS, strong monitoring (inspections) and a comprehensive database to figure out what to do and how to do it are needed.

For industry and social science professionals, looking at reality through behavioral criteria is critical. For long-term changes in safety culture, everyone involved must correct at-risk behaviors and apply behavioral safety concepts and applications. These include psychological safety perspectives that go beyond work content to include broad aspects of employees' personal circumstances and experiences (Edmondson and Mortensen, 2021), as well as psychosocial risks that affect psychological health (ISO 45003, 2021).

Firms trying to change a safety culture focus too much on tools and processes, but they don't pay attention to how employees think about their own safety and how that affects their behavior and interactions (Hortense de la Boutetière, 2019). Business excellence is impossible to achieve without a strong safety culture, and safety-time appears to be the best indicator of how much of a safety culture has been developed in the organization by its employees through daily contributions to an observation round. The active safety time of observations and spot-corrections can be correspondingly equated to

the probability of injuries and mishaps on site (Kaila, 2020). The absence of a supportive safety culture at work places could hurt the company; thus, it is important to get it quickly.

Individuals, companies, and the economy all suffer when job dangers are overlooked. As a result, initiatives to promote a safety culture would save all of these in the long term, benefiting society as a whole. When safety culture becomes a value system, and everyone values and speaks up for one another's safety, it is deemed successful (Choueiri (2021).

In conclusion, we need to build and form safety culture implementation strategy groups at the national or state level that can be taught to extend the training and implementation throughout industry and society. This will benefit income tax, insurance, and contractors, as well as any other government or commercial groups. All profits lost as a result of events, fires, fatalities, and accidents will be conserved and distributed to the general public in some way.

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