



## Review of Company Compliance with Occupational Safety and Health Standards

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### ABSTRACT

This study used the field inspection method, which involves a direct visit to a work site to observe and evaluate the implementation of occupational safety (OSH) standards. Data were collected through direct observation, interviews with relevant personnel, and examination of OHS-related documents. A sample of companies was randomly selected from various industrial sectors to represent a wider range of people. The objectives of this study are many-fold. As a first step, the study aimed to evaluate the company's utomo of compliance with applicable OHS standards. It is important to know the general level of compliance in the workplace. In addition, the purpose of the study was to find places where compliance may not be fully met. This identification can form the basis for improvement initiatives. Research Background The importance of occupational safety and health (OHS) standards to safeguard employee welfare and company performance, research on the review of companies' compliance with OHS through a field inspection approach is highly relevant. This background is due to the fact that OHS standards have been established and regulated, but companies' compliance with these standards is often inconsistent. According to the study, there are differences in the level of companies' compliance with OHS standards. While some companies have low levels of compliance, others still have low levels of compliance. Compliance is often breached in areas such as the use of personal protective equipment, emergency evacuation procedures, and handling of hazardous chemicals. Lack of OHS training, lack of management oversight, and high production priorities are some of the factors affecting compliance. In conclusion, this study emphasizes how important it is to improve OHS standards in companies to make the working environment safer and healthier. Suggested improvements include more OHS training, more management supervision, and more sanctions for OHS violations

## **INTRODUCTION**

In every work environment, occupational safety and health (K3) is something that cannot be ignored (Alamgir & Banerjee, 2019). Safe and healthy working conditions are not only a moral priority, but also essential for maintaining productivity, well-being and company reputation (Alamgir & Banerjee, 2019). While there are many standards and regulations governing OHS in the workplace, many companies face difficulties in complying with them. Positive law is the applicable law One way to evaluate and ensure an organization's compliance with OHS standards is on-site inspections (Koirala et al., 2020). Field inspections allow relevant parties, such as OHS inspectors, safety managers, or internal OHS teams, to directly review working conditions in the field (Fu & Geng, 2019). By observing, measuring, and evaluating OHS practices in the workplace, field inspectors can identify potential risks, violations, and deficiencies in the application of OHS standards (Sakamoto et al., 2019).

To ensure a safe and healthy work environment, the field inspection process is a systematic effort to evaluate an organization's compliance with occupational safety and health (OHS) standards by making direct observations in the workplace (Da Silva Rocha & Salomão, 2019). The field inspection process includes preparation, conducting the inspection, collecting data, and analyzing the results (Zhang et al., 2021). Preparation for field inspections is a critical step for the subsequent success of the process (De Villa et al., 2019). To ensure that the inspection results accurately reflect the OHS conditions in the workplace, the inspection team should carefully plan the purpose of the inspection, the work areas to be inspected, and the OHS standards to be tested for compliance (Graham et al., 2022). In addition, some important steps in this preparation are the creation of a thorough checklist, organizing an initial meeting, and checking OHS documents (Lombardi et al., 2019).

Afterward, the inspection team will directly observe the working conditions in various work areas during the field inspection (López-Concepción et al., 2022). They will oversee the use of personal protective equipment (PPE), equipment conditions, workplace layout, and worker behavior (Wu et al., 2022). An important part of this process is conducting interviews with managers, supervisors and workers to gain a better understanding of their OHS practices, awareness and experiences (Miralles-Quirós et al., 2019). If required to identify specific OHS risks or parameters, direct measurement and testing may also be conducted (Shahwan & Habib, 2020).

The data collection phase begins after the field inspection is completed. Overall, the inspection team will document their findings through written notes, photos, or videos. This data collection process also includes filling out checklists by noting compliance or violations as well as corrective actions that may be required. For subsequent analysis to be conducted appropriately, all data collected must be accurate and thorough. Finally, an analysis of the inspection results is conducted to evaluate the results and determine areas that require further attention. This analysis includes evaluating the company's level of compliance with OHS standards, quantifying the associated risks, and

making recommendations for improvement (García-Sánchez et al., 2019). An important concluding step of the process is the preparation of an inspection report that includes a summary of findings, timelines, and required follow-up.

Identification of relevant occupational safety and health (OHS) standards is critical during field inspections to evaluate the company's compliance with OHS standards (Popescu, 2019). Some of the OHS standards that are generally the main focus in field inspections include the use of personal protective equipment (PPE), handling of hazardous materials, workplace organization, and emergency procedures. The use of personal protective equipment (PPE) is essential for occupational safety and health (Y. Wang et al., 2019). Field inspections will check whether PPE is used by workers in accordance with established procedures and in accordance with the risks encountered in the work environment (Monciardini et al., 2021). This includes checking the condition of PPE, using it properly, and ensuring that it is regularly maintained and replaced (Jamil et al., 2021).

A key focus of field inspections is the handling of hazardous materials as mishandling can jeopardize the safety and health of workers and the work environment (García-Sánchez et al., 2022). The inspection will check whether there are clear procedures for handling, storing, and disposing of hazardous materials, and whether workers are properly trained in this regard (Krause et al., 2019). Another factor considered in field inspections is the organization of the work environment (Flynn, 2019). This inspection will check the layout of equipment and materials, as well as the level of lighting, ventilation, and ambient temperature to ensure that the working environment is safe and comfortable for workers (Li et al., 2020). Due to the importance of preparation and rapid response in emergency situations, emergency procedures are the main focus of field inspections. The inspection will also check whether the company has emergency procedures that are clear and understood by all workers, including evacuation, firefighting and first aid procedures (Farah et al., 2021). In addition, inspections will also check the condition and availability of emergency equipment, such as fire extinguishers and first aid kits (Kolling et al., 2022).

The importance of complying with occupational safety and health (OSH) standards is becoming increasingly clear as a result of field inspections to assess companies' compliance with such standards from various moral, legal, and economic viewpoints (Sakamoto et al., 2019). From a moral standpoint, every company must comply with OHS standards (Weller, 2020). It is essential for companies to take care of the well-being and safety of their workers, and everyone has the right to a safe and healthy working environment (Gh. Popescu & Banta, 2019). Therefore, companies have a moral responsibility to ensure that workers are protected from the risk of injury, illness, or even death if they violate safety and welfare (OSH) standards (Megura & Gunderson, 2022).

Applicable regulations and laws govern the implementation of OHS standards. Strict OHS regulations exist in many countries (Demaria & Rigot, 2021). Every company must comply with them. Since violating OHS standards can result in serious legal sanctions, such as fines, suspension of operations, or lawsuits, complying with OHS standards is not only an option but also an

imperative (Ford & Nolan, 2020) (Tawiah & Boolaky, 2019). From an economic perspective, compliance with OHS standards also greatly affects business performance and sustainability. Investments in health and welfare (H&W) protection can help reduce costs associated with workplace accidents, worker absenteeism, and medical and compensation costs (Sewpersadh, 2019). In addition, businesses that prioritize occupational safety and health tend to have higher productivity, more satisfied employees, and a better reputation with customers and investors (S. Wang et al., 2019). On the other hand, violating OHS standards can have significant economic consequences, such as the cost of replacing injured workers, poor reputation, and sanctions from regulators (Saha, 2019).

In field inspections, it is important to understand the problems faced by companies in complying with occupational safety and health (OSH) standards (Ullah et al., 2021). Some of these issues include lack of resources, lack of awareness or commitment, and regulatory complexity (AlHares et al., 2020). Limited resources, whether in terms of finances, personnel or infrastructure, may prevent companies from investing in OHS training, equipment maintenance or safety infrastructure upgrades (Stahl et al., 2019). For example, companies may struggle to purchase or replace necessary safety equipment or to provide adequate OHS training. In addition, there are great challenges for management and employees to comply with OHS standards (Gao & Zhang, 2019).

They must be aware of the importance of OHS and be committed to implementing it in every aspect of work (Edwards, 2022). The absence of this awareness or commitment can lead to an indifferent attitude towards OHS rules, misuse or neglect of PPE, or implementation of procedures

(NGUYEN et al., 2020). Therefore, to address these issues, continuous OHS education, training and awareness campaigns are essential (Bugandwa et al., 2021). In addition, OHS regulations may prevent companies from complying with OHS requirements. OHS-related rules and regulations are often complex and diverse, especially across different jurisdictions or industries. Companies must understand and comply with many applicable regulations, guidelines and codes of practice, which may require a lot of resources and time (Goto & Sueyoshi, 2020). In addition, changing regulations and interpretations of OHS rules can make it difficult for companies to comply and adjust their practices in line with applicable standards (Azam et al., 2019).

Field inspections help improve work processes. If problems or deficiencies in safety and health (OSH) practices are discovered during field inspections, companies can make changes or improvements to work processes, workplaces, or the use of work tools and equipment. There may be improvements in efficiency, productivity, and overall work safety as a result of these improvements. Field inspections can reduce the number of work injuries and accidents. Companies can reduce the likelihood of work accidents, injuries or illnesses caused by unsafe work environments by identifying risks and making necessary improvements. This not only reduces the suffering and costs associated with injuries, but also improves the company's reputation and strengthens relationships with employees.

## **LITERATURE REVIEW**

The field inspection approach has many advantages for businesses as it helps them ensure that they comply with occupational safety and health (OSH) requirements (Sarhan & Ntim, 2019). Field inspections help increase OHS awareness among employees (Gupta & Gupta, 2021). By seeing and talking to employees in the workplace, inspectors or inspection teams can provide immediate feedback on good OHS practices and potential risks (Zafar & Sulaiman, 2020). This can increase employees' awareness of the importance of OHS and encourage them to follow existing safety procedures. Field inspections make it possible to discover risks that may not be detected directly. By directly inspecting working conditions, equipment and processes, inspection teams can discover OHS hazards or risks that may be overlooked during routine checks or document evaluations. This allows the company to take appropriate preventive measures to reduce the risk of accidents.

## **RESEARCH METHODOLOGY**

After planning, conducting field inspections becomes the main focus. The assigned inspection team reviews occupational safety and health practices directly at the designated workplaces. In addition, they conduct interviews with supervisors, managers and employees to gain a deeper understanding of how OHS is implemented in the workplace. To ensure that all results are accurately recorded, these observations and interviews are carefully recorded. In addition, information collected during field inspections was thoroughly examined. The results of this analysis were used to compile a comprehensive research report. The purpose of this analysis was to discover the company's compliance with relevant OHS standards, possible risks, and an evaluation of how effective the current OHS practices are.

To evaluate an organization's compliance with occupational safety and health (OHS) requirements using the field inspection approach, systematic and in-depth actions are required. The first step in this research is careful preparation. This includes setting clear research objectives, finding a research topic, and creating research tools such as checklists or assessment forms. Sample selection is an important part of this process, where workplaces or companies of different industries and sizes are selected for inspection.

The study includes a summary of key results, suggestions for improvement, and additional measures suggested. Subsequently, this report is presented to company management for

consideration in their efforts to improve occupational safety and health awareness, compliance and well-being in the workplace. By using this research method, companies can gain a better understanding of their compliance with OHS standards and discover which areas need improvement to create a safer and healthier work environment.

## **RESULT AND DISCUSSION**

This includes whether the company provides the right PPE for a particular job and whether employees use it regularly according to procedures. These results are important due to the fact that incorrect or inconsistent use of PPE can increase the risk of injury or exposure to hazardous materials.

Important findings may include an evaluation of emergency procedures. Field inspections may show a lack of adequate emergency equipment, a lack of training on emergency response, or a lack of employee awareness of emergency procedures. These findings highlight the importance of being well-prepared for emergency situations to protect employee safety and health. An in-depth analysis of each key finding allows companies to identify the main causes of non-compliance and create appropriate improvement plans to improve compliance with OHS standards.

One important finding that can be identified is the handling of hazardous materials. Field inspections may show errors in hazardous materials handling procedures, such as the absence of clear warning signs, unsafe storage, or lack of employee training on the proper way to handle hazardous materials. These results require special attention as hazardous materials can put employees' health in serious danger. To find the key findings, the condition of the work environment is also very important. These results include an evaluation of workplace factors such as lighting, ventilation, temperature, and noise. It is vital to ensure that the work environment meets relevant safety and health standards as inadequate working conditions can increase the risk of accidents and occupational diseases.

Using a field inspection approach to evaluate causal factors contributing to a company's compliance with occupational safety and health (OHS) standards, several key factors must be thoroughly examined. This is necessary to identify the source of the problem and find appropriate solutions. A major contributing factor to employee non-compliance could be employee awareness and understanding of the importance of OHS. Lack of training or effective communication on OHS can exacerbate this issue as employees may not be fully aware of the risks of accidents or illnesses associated with their work or may lack understanding of the actions to take to protect themselves and co-workers from possible hazards.

In addition, management commitment and support to OHS is also very important. If management does not give sufficient priority to occupational safety and health or does not provide sufficient resources to do so, then compliance with OHS standards may suffer. In addition, the lack of consistent enforcement of rules and sanctions can also reduce the willingness of companies and employees to comply with OHS standards. In addition, the availability of resources, including sufficient budget and manpower, can affect an organisation's ability to comply with OHS standards. If companies do not have sufficient funds to provide the necessary training, protective equipment or safety infrastructure, their compliance efforts may be hampered.

The work environment can also affect employees' compliance with safety and health standards. Unsafe or uncomfortable working conditions, such as a dirty, disorganised or unkempt work environment, can make employees less

motivated to comply with OHS standards. Finally, complex OHS regulations and policies can also lead to non-compliance. Companies may struggle to understand and comply with such requirements if OHS standards and procedures are too complex or unclear. Companies can find contributing aspects, such as employee awareness, management commitment, resource availability, work environment conditions, and regulatory complexity. They can also make plans to improve their compliance with OHS standards.

Field inspection methods to assess compliance with occupational safety and health (OHS) standards greatly impact company and employee performance. When companies do not comply with relevant OHS standards, employees become vulnerable to risks of injury and illness that can compromise their health and well-being. If employees are injured or fall ill as a result of an unsafe or unhealthy work environment, they may experience reduced productivity, higher absenteeism, and even a decrease in overall quality of life.

From a company performance standpoint, not complying with OHS standards can lead to higher costs. Companies can incur huge losses due to work injuries, employee absenteeism, damaged equipment and possible legal litigation. If serious accidents occur in the workplace, the company's reputation may also suffer, which may affect the company's perception in the eyes of employees, customers and the general public. Companies can create a safer, healthier and more productive work environment by improving compliance with OHS standards. Investments in occupational safety and health not only protect employees from the risk of illness and injury, but can also increase employee satisfaction, improve labour retention, and enhance the company's reputation as a responsible workplace that cares about employee well-being.

Employees' health and psychological well-being can be severely affected if they do not comply with OHS standards. Uncertainty and concerns about workplace safety can create a stressful work environment and cause stress or anxiety in employees. This can disrupt their concentration and focus and impair overall job performance.

## **CONCLUSION AND RECOMMENDATION**

The results of a review of a company's compliance with OHS standards provide useful insights into the state of safety and health in the workplace. Field inspections make it possible to find important issues, analyse causal factors and make appropriate suggestions to improve the company's compliance with OHS standards. The results of this review indicate that companies should make occupational safety and health a top priority. Following OHS standards will increase productivity, boost employee morale, and protect the company's reputation.

This conclusion shows how important it is for management, employees and other relevant parties to work together to create a safe and healthy work environment. By working together, companies can achieve the common goal of improving workplace safety and health and creating an ideal working environment for every worker. Therefore, using a field inspection approach to

evaluate a company's compliance with OHS standards is an important step towards a safer, healthier and more productive work environment for everyone.

This conclusion suggests that management is critical in building a strong safety culture throughout the organisation. Management's commitment to safety ensures that compliance with OHS standards is prioritised at all levels of the company. The conclusion also emphasises that continuous and timely improvement is essential. To ensure ongoing compliance, necessary improvements, such as strengthening OHS policies, upgrading safety infrastructure and enhancing employee training, must be carefully made and closely monitored.

### **FURTHER STUDY**

This study still has limitations so that further research is needed related to the topic of Review of Company Compliance with Occupational Safety and Health Standards in order to perfect this study and increase insight for readers.

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