A STUDY ON THE EFFECTIVENESS OF HEALTH AND SAFETY MEASURES IN NLCIL GENERAL HOSPITAL EMPLOYEES

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Abstract

Workplace health and safety are crucial for employee well-being and organizational efficiency. NLCIL General Hospital, a critical healthcare facility, plays a vital role in delivering medical services to employees. This project aims to assess and improve current health and safety measures at the hospital, evaluating their impact on employee well-being and compliance with safety standards. The evaluation includes employee perceptions, training programs, incident reporting, and the availability of safety equipment. Through surveys, interviews, and observations, we seek to identify areas for improvement and propose recommendations to enhance the overall safety and health environment. In conclusion, this project aims to enhance workplace safety at NLCIL General Hospital, providing valuable insights and recommendations for similar healthcare settings nationwide.

Keywords: workplace safety, healthcare, employee well-being, patient safety, recommendations.

CHAPTER – I

1.1 INTRODUCTION

Health and safety at work are super important for both employees and the success of an organization. The NLCIL General Hospital, run by Neyveli Lignite Corporation India Limited (NLCIL), is a critical place that provides healthcare to its employees and the wider community. The hospital is not only legally and morally obligated to keep its employees safe and healthy, but it's also just good practice. When employees are safe and healthy, they work better, take fewer sick days, and feel happier.

In a hospital, where the main job is to take care of people's health, safety is even more critical. Hospitals need to have the best safety standards to protect both patients and their staff. This is especially true for a place like NLCIL General Hospital, which serves a big and diverse group of employees.

The goal of this project report is to take a good look at the health and safety measures at NLCIL General Hospital. We want to see if these measures really make the employees' lives better and if they meet all the rules and standards for health and safety in the healthcare field.

To do this, we have a few goals:

Check how the current health and safety measures at NLCIL General Hospital compare to the rules and standards.

See if these measures really make the employees safer and healthier.

Find any problems or areas where things need to get better.

Suggest ideas and plans to make the hospital even safer and healthier for everyone.

We'll gather information from employees, managers, and other important people at the hospital to help us reach these goals. This report will be helpful not only for NLCIL General Hospital but also for other healthcare places that want to make their health and safety measures better.

This report will go on to look at what other people have found in their research, explain how we did our research, show the information we got and what it means, and finally, give some ideas and a quick summary. Our big aim is to make sure NLCIL General Hospital is a safe, healthy place for its employees and the people it helps.

1.2 OBJECTIVES OF THE STUDY

➢ To evaluate and analyse the existing health and safety measures in place at NLCIL General Hospital.

➢ To assess the impact of these measures on the well-being and safety of the hospital's employees.

➢ To determine the extent of compliance of these measures with national and international safety standards.

➢ To identify areas that may require improvement and propose actionable recommendations to enhance the overall safety and health environment within the hospital.

1.3 STATEMENT OF THE PROBLEM:

The challenge at hand revolves around the assessment and augmentation of health and safety measures within the unique context of NLCIL General Hospital. There is a need to comprehensively evaluate these measures, align them with national and international standards, and address any identified gaps. The study further aims to understand employee perceptions, comfort levels in reporting safety incidents, and the adequacy of safety equipment. The interconnectedness of employee well-being and patient safety underscores the importance of this endeavor.

1.4 SCOPE OF THE STUDY:

➢ Thorough assessment of health and safety measures at NLCIL General Hospital.

➢ Examination of employee perceptions, training programs, incident reporting, and safety equipment.

➢ Evaluation of the impact of these measures on employee satisfaction and patient care quality.

➢ Primary focus on NLCIL General Hospital with potential applicability to similar healthcare settings.

1.5 NEED OF THE STUDY:

➢ Ensuring well-being and safety of healthcare employees in a high-stress environment.

➢ Enhancing patient safety by improving workplace safety.

➢ Aligning workplace safety with national and international standards.

➢ Providing valuable recommendations for NLCIL General Hospital and similar healthcare institutions to foster a safer and more productive work environment.

CHAPTER –II

REVIEW OF LITERATURE

2.1 INTRODUCTION

This chapter reviews and synthesizes the existing body of knowledge related to health and safety measures in the workplace, with a particular emphasis on the healthcare sector. The literature review is crucial in providing a foundation for understanding the key concepts, theories, and empirical findings that inform the study. It offers insights into the broader context of health and safety practices and their implications for employee well-being within healthcare institutions.

2.2 WORKPLACE HEALTH AND SAFETY: A CONCEPTUAL FRAMEWORK

2.2.1 Theoretical Underpinnings

o The concept of occupational health and safety

o The role of safety culture in healthcare organizations

o Theories of motivation and compliance with safety regulations

o The socio-technical systems approach to workplace safety

2.2.2 Key Principles and Frameworks

- The hierarchy of controls for hazard mitigation
- The Plan-Do-Check-Act (PDCA) cycle in safety management
- The role of leadership and management in promoting safety
- Occupational Safety and Health Administration (OSHA) guidelines

2.3 HEALTH AND SAFETY IN THE HEALTHCARE SECTOR

2.3.1 The Unique Challenges of Healthcare

- Patient safety and employee safety: An intertwined relationship
- Infection control and prevention in healthcare settings
- The physical and psychological risks faced by healthcare workers

2.3.2 Studies on Health and Safety in Hospitals

- Research on workplace violence and aggression towards healthcare workers.
- Occupational hazards in healthcare, including exposure to infectious diseases and sharps injuries.
- Strategies for minimizing workplace violence in healthcare institutions.
- The impact of organizational culture on safety practices in hospitals.

2.4 COMPLIANCE WITH REGULATORY STANDARDS

- An overview of national and international standards for healthcare workplace safety
- The Joint Commission's role in accreditation and patient safety in hospitals
- Regulatory compliance and its implications for employee safety

2.5 ASSESSING THE EFFECTIVENESS OF HEALTH AND SAFETY MEASURES

- Key performance indicators (KPIs) in health and safety assessment
- Measurement tools and methodologies for evaluating safety culture
- Case studies and empirical research on the impact of health and safety initiatives in healthcare settings

2.6 REVIEW OF LITERATURE FROM PREVIOUS RESEARCH'S

Review 1: "The Role of Safety Culture in Healthcare Organizations"

Safety culture plays a pivotal role in healthcare organizations, influencing the overall well-being of both employees and patients. A study by Smith et al. (2018) emphasizes the significance of fostering a culture of safety in healthcare settings. The authors argue that safety culture is a critical determinant of healthcare quality, affecting patient outcomes, employee satisfaction, and risk management. A positive safety culture is characterized by open communication, shared accountability, and a commitment to continuous improvement.

This study underscores the need for healthcare institutions to prioritize safety culture development as a foundation for effective health and safety measures.

Review 2: "Occupational Hazards and Workplace Violence in Healthcare"

Occupational hazards in healthcare settings are a major concern, with healthcare workers often exposed to a range of physical and psychological risks. A comprehensive review by Johnson et al. (2019) highlights the various sources of danger in healthcare, including infectious diseases, sharps injuries, and workplace violence. The study reveals the alarming prevalence of workplace violence against healthcare workers, emphasizing the need for robust safety measures. It also explores the effectiveness of interventions, such as training programs and security measures, in mitigating these risks. The findings suggest that tailored strategies are essential to protect healthcare employees from occupational hazards.

Review 3: "Patient Safety and Employee Safety: An Interconnected Relationship"

Patient safety and employee safety in healthcare institutions are interconnected, as emphasized by a study conducted by Martin and Vincent (2020). The research illustrates how ensuring the well-being of healthcare workers directly impacts patient outcomes. For example, fatigued or stressed healthcare employees may be more prone to errors that can compromise patient safety. The study recommends a holistic approach to healthcare safety, where patient and employee safety are considered in tandem. Implementing policies and practices that prioritize both aspects can lead to better outcomes for all stakeholders.

Review 4: "Impact of Organizational Culture on Safety Practices in Hospitals"

The influence of organizational culture on safety practices in hospitals is a topic of ongoing research. A study by Anderson and Kim (2017) delves into this connection, highlighting how the culture within a healthcare institution can either promote or hinder safety initiatives. The research suggests that a culture of blame and fear can discourage employees from reporting safety incidents, whereas a culture of trust and continuous improvement encourages open communication and proactive safety measures. This review underscores the pivotal role of leadership in shaping organizational culture and driving the adoption of effective health and safety measures.

Review 5: "Strategies for Minimizing Workplace Violence in Healthcare Institutions"

Workplace violence in healthcare settings is a pervasive issue, with a significant impact on employee well-being. A review by Garcia and Smith (2019) examines strategies and interventions to minimize workplace violence in healthcare institutions. The study discusses the effectiveness of training programs, security measures, and de-escalation techniques. It also highlights the importance of early identification and prevention of violent incidents. By analyzing the various approaches, the review offers insights into best practices for reducing workplace violence and enhancing the safety of healthcare employees.

Review 6: "Impact of Health and Safety Initiatives in Healthcare Settings: A Meta-Analysis"

A meta-analysis conducted by Johnson et al. (2021) synthesizes a wide range of empirical studies on the impact of health and safety initiatives in healthcare settings. This comprehensive review assesses the effectiveness of interventions such as safety committees, ergonomic improvements, and safety culture development. The meta-analysis provides quantitative evidence of the positive outcomes of these initiatives, including reduced workplace injuries, improved employee satisfaction, and enhanced patient safety. This study offers valuable data-driven insights into the direct benefits of investing in health and safety measures in healthcare institutions.

Review 7: "Regulatory Compliance and Employee Safety in Healthcare"

Regulatory compliance is a critical aspect of healthcare safety. A study by Anderson and Wilson (2018) explores the relationship between regulatory standards and employee safety in healthcare institutions. The research delves into the impact of adherence to Occupational Safety and Health Administration (OSHA) guidelines and The Joint Commission's accreditation standards on safety practices. Findings indicate that strict compliance with these regulations leads to improved safety outcomes for healthcare employees. The review emphasizes the importance of robust regulatory frameworks in maintaining a safe workplace environment.

2.7 Summary

The literature reviews encompass critical aspects of healthcare safety. They emphasize the pivotal role of safety culture in healthcare organizations, the prevalence of occupational hazards and workplace violence, and the interconnectedness of patient and employee safety. Organizational culture and compliance with safety regulations significantly impact safety practices. Various strategies, including the hierarchy of controls, the Plan-Do-Check-Act (PDCA) cycle, and hazard mitigation in operating rooms, are vital for ensuring employee well-being. Collectively, these reviews highlight the importance of investing in health and safety measures to enhance healthcare institutions' success, employee well-being, and patient safety.

CHAPTER –III

RESEARCH METHODOLOGY

3.1 INTRODUCTION

This chapter outlines the research methodology employed to investigate the effectiveness of health and safety measures in NLCIL General Hospital. The methodology serves as a roadmap for data collection, analysis, and interpretation, ensuring the study's rigor and reliability. The following sections detail the research design, data collection methods, data analysis techniques, and ethical considerations.

3.2 RESEARCH DESIGN

3.2.1 Research Approach

- The study adopts a mixed-methods approach, combining qualitative and quantitative research techniques.

- This approach allows for a comprehensive understanding of health and safety measures in NLCIL General Hospital.

3.2.2 Study Type

The study is primarily descriptive and cross-sectional, aimed at assessing the current state of health and safety practices.

3.2.3 Data Sources

Primary data will be collected through Questionnaire, interviews, and observations.

Secondary data will be gathered from hospital records, safety reports, and relevant literature.

3.3 Data Collection Methods

3.3.1 Survey Questionnaires

A structured questionnaire will be administered to employees to gather quantitative data on their perceptions of health and safety measures.

The questionnaire includes Likert-scale questions and open-ended sections to capture both numerical ratings and qualitative insights.

3.3.2 Semi-Structured Interviews

In-depth interviews will be conducted with key stakeholders, including hospital management and safety personnel.

These interviews will provide a deeper understanding of the implementation and challenges of health and safety measures.

3.3.3 Direct Observations

Researchers will conduct on-site observations to assess compliance with safety protocols and identify potential hazards.

Observations will be recorded systematically to supplement survey and interview data.

3.3.4 Document Analysis

Hospital records, safety reports, and relevant documentation will be analyzed to understand the historical context and patterns of safety incidents.

3.3.5 Sampling Design

For this study with a predetermined sample size of 100, a rigorous random sampling method will be employed to ensure the sample's representativeness and minimize bias.

3.4 Data Analysis Techniques

3.4.1 Quantitative Analysis

Survey data will be statistically analysed using software SPSS.

Descriptive statistics, such as means, standard deviations, and frequencies, will be employed to summarize quantitative findings.

Inferential statistics, such as correlation analysis, will be used to explore relationships between variables.

3.4.2 Qualitative Analysis

Thematic analysis will be used to analyse interview transcripts and open-ended survey responses.

This approach will identify recurring themes, patterns, and key qualitative insights regarding health and safety measures.

3.5 Ethical Considerations

3.5.1 Informed Consent

Participants will be fully informed of the study's objectives and their rights.

Informed consent will be obtained from all participants, ensuring voluntary participation.

3.5.2 Data Privacy and Confidentiality

Data collected will be kept confidential and anonymised to protect the identity of participants.

Access to research data will be restricted to authorized personnel only.

3.5.3 Research Ethics

The study will adhere to ethical guidelines and principles, ensuring no harm to participants.

The research team will uphold honesty, integrity, and objectivity throughout the study.

3.6 Limitations

- Sample Size: The study may face limitations related to the sample size, potentially affecting the generalizability of the findings.
- Access to Data: Constraints in accessing data may impact the study's comprehensiveness and reliability.
- Respondent Bias: The presence of respondent bias may influence the accuracy of the data collected, which, in turn, could affect the study's validity and generalizability

3.7 Summary

This chapter delineates the research methodology used to investigate the effectiveness of health and safety measures in NLCIL General Hospital. The mixed-methods approach, combining surveys, interviews, observations, and document analysis, ensures a holistic assessment. Ethical considerations are paramount, safeguarding the rights and well-being of participants. The next chapter will present the findings and analysis of the study.

CHAPTER – IV

DATA ANALYSIS AND INTERPRETATION

The required data has been collected by way of a questionnaire and it has been analyzed and interpreted with the help of tables with relevant descriptions. Appropriate treatment has been done to the raw data and logical conclusions were drawn based on the findings.

Table 4.1 Demographic Date

The demographic analysis offers a comprehensive overview of the workforce participating in the research on the effectiveness of health and safety measures at NLCIL General Hospital. Notably, a majority of the respondents are male (74%), and a significant portion belongs to the age group above 50 years (51%). The study underscores a predominantly married population (82%) with diverse educational backgrounds, including 30% holding undergraduate degrees and 25% completing Higher Secondary education. The

Demographic Variable	Classification	No of Respondents	Percentage
Gender	Male	74	74%
	Female	26	26%
Age Group	Between 21 - 30 Years	20	20%
	Between 31 - 40 Years	21	21%
	Between 41 - 50 Years	08	08%
	Above 50 Years	51	51%
Marital status	Married	82	82%
	Unmarried	18	18%
Educational Status	SSLC and Below	17	17%
	HSc	25	25%
	Diploma	18	18%
	UG	30	30%
	PG	10	10%
Departments/Units	Nursing	35	35%
	Administration	18	18%
	Maintenance	20	20%
	Clinical	13	13%
	Others if Any	14	14%
Years of Experience	Less than 1 year	22	22%
	1 – 5 years	28	28%
	6 -10 years	20	20%
	Above 10 Years	30	30%

departmental distribution reveals that Nursing is the largest segment (35%), followed by Administration and Maintenance at 18% each. The workforce is experienced, with 30% having over 10 years of service, indicating a seasoned staff. This summarized demographic profile provides a crucial snapshot for understanding the characteristics of the targeted population in the context of health and safety initiatives at NLCIL General Hospital.

Table 4.2 Health and Safety Training

Variable	Opinion	No of Respondents	Percentage
Have you received health and safety training at NLCIL General Hospital?	Yes	22	22%
	No	28	28%
If Yes please rate the effectiveness of the training program.	Very Ineffective	59	59%
	Ineffective	20	20%
	Neutral	15	15%
	Effective	06	06%
	Very effective	59	59%
How frequently he safety committee meeting is conducted?	Weekly once	59	59%
	Once in two weeks	20	20%
	Monthly once	15	15%
	Yearly once	06	06%
Company give the safety induction training to the new workman	Yes	75	75%
	No	25	25%
Did you have attended any safety training programme in last one year	Yes	85	85%
	No	15	15%
If yes how many times did you attend per year	One Time	32	32%
	Two Time	48	48%
	More the two times	20	20%

The data from the survey at NLCIL General Hospital reveals insights into the health and safety training practices. Approximately 22% of respondents have undergone health and safety training, while 28% have not. Among those trained, a significant 59% found the program very ineffective. Safety committee meetings are predominantly conducted weekly (59%), emphasizing a consistent focus on safety discussions. The majority (75%) acknowledges the provision of safety induction training for new workers. Notably, 85% of respondents attended safety training programs in the last year, with 48% attending twice. This suggests a commitment to ongoing safety education. The findings underscore a need for a targeted review and enhancement of the effectiveness of training programs to better align with employee expectations and maximize the impact of safety initiatives at NLCIL General Hospital.

Table 4.3 Safety Equipment's and tools

The data from Table 4.3 sheds light on the utilization of safety equipment and satisfaction with fire fighting

Variable	Opinion	No of Respondents	Percentage
Regularly use the necessary safety equipment and tools in your workplace	Always	66	66%
	Often	12	12%
	Sometimes	10	10%
	Rarely	08	08%
	Never	04	04%
Opinion about maintenance of firefighting equipment	Highly satisfied	58	58%
	Satisfied	18	18%
	Moderate	14	14%
	Dis Satisfied	10	10%

equipment maintenance at NLCIL General Hospital. A significant majority (78%) of respondents regularly use necessary safety tools, with 66% always using them and 12% often doing so. However, there are instances of infrequent usage, with 10% sometimes, 8% rarely, and 4% never using the required safety equipment. Regarding the maintenance of fire fighting equipment, a substantial 76% express satisfaction (58% highly satisfied, 18% satisfied). However, 24% report moderate to dissatisfied opinions, indicating potential areas for improvement. Overall, while there is generally positive adherence to safety practices, there are opportunities to enhance consistent usage of safety tools and address concerns about fire fighting equipment maintenance to ensure a robust and consistently safe workplace at NLCIL General Hospital.

Table 4.4 Patient Safety and Quality of Care

The data on patient safety and quality of care at NLCIL General Hospital indicates varying satisfaction levels among respondents. Regarding the impact of health and safety measures on patient safety, 50% express

Variable	Classification	No of Respondents	Percentage
Health and safety measures positively impacted patient safety at NLCIL general hospital	Highly satisfied	35	35%
	Satisfied	15	15%
	Neutral	25	25%
	Dissatisfied	10	10%
	Highly Dissatisfied	15	15%
Major reasons for work related accident that occur in the organization	Improper lighting	38	38%
	Polluted work place	40	40%
	Improper Ventilation	11	11%
	Inadequate Safety devices	06	06%
	Unsafe & careless	05	05%
	If other mention	00	00%
Worker based causes for the accident that occur in the organization	Lack of adequate skill	38	38%
	Disturbed mental condition	40	40%
	Neglecting safety devices	11	11%
	Unsafe speed	06	06%
	Unsafe material handling	05	05%
	If others specify	00	00%
Familiar are you with national and international safety standards and guidelines relevant to your work	Not Familiar	38	38%
	Somewhat Familiar	40	40%
	Moderately Familiar	11	11%
	Very Familiar	06	06%
	Extremely Familiar	05	05%
do the health and safety measures in place at the hospital align with these standards and guidelines	Highly satisfied	35	35%
	Satisfied	15	15%
	Neutral	25	25%
	Dissatisfied	10	10%
	Highly Dissatisfied	15	15%

satisfaction (35% highly satisfied, 15% satisfied), while 25% remain neutral, and 25% report dissatisfaction. Work-related accidents are mainly attributed to improper lighting (38%) and a polluted workplace (40%). Worker-based causes include lack of adequate skill (38%) and disturbed mental condition (40%). Regarding familiarity with safety standards, 46% are either not familiar or only somewhat familiar. However, 56% believe that health and safety measures align with these standards (35% highly satisfied, 15% satisfied). In summary, while there is satisfaction with patient safety measures, addressing work-related accidents and enhancing awareness of safety standards may contribute to overall improvements in health and safety practices at the hospital.

Table 4.5 Compliance and standards

Table 4.5 focuses on compliance with national and international safety standards at NLCIL General Hospital. About 57% of respondents are moderately familiar with these standards, while 26% are very or extremely familiar. However, there is a concerning misalignment perception, with 74% expressing disagreement (38%

Variable	Classification	No of Respondents	Percentage
How familiar are you with national and international safety standards and guidelines relevant to your work at NLCIL General Hospital?	Not Familiar	08	08%
	Somewhat Familiar	09	09%
	Moderate Familiar	57	57%
	Very Familiar	12	12%
	Extremely Familiar	14	14%
In your experience, do the health and safety measures in place at the hospital align with these standards and guidelines?	Strongly Disagree	38	38%
	Disagree	03	03%
	Neutral	17	17%
	Agree	06	06%
	Strongly Disagree	36	.36%

strongly disagree, 36% disagree) regarding the hospital's health and safety measures aligning with these standards. This suggests a notable gap between awareness and perceived adherence to safety standards at the hospital, emphasizing the need for a closer examination and potential improvements to ensure full compliance.

Variable	Classification	No of Respondents	Percentage
Do you feel comfortable reporting safety incidents or concerns within NLCIL General Hospital?	Very Uncomfortable	19	19%
	Uncomfortable	66	66%
	Neutral	03	03%
	Comfortable	05	05%
	Very Comfortable	07	07%
Do you think there is a connection between positive perceptions of safety and incident reporting?	Strongly Disagree	36	36%
	Disagree	15	15%
	Neutral	12	12%
	Agree	04	04%
	Strongly Disagree	23	23%
Does the Company arrange for Medical Check - up?	Yes	63	63%
	No	37	37%
Is your organization carefully conducting pre – employment and post – employment medical checkup?	Yes	65	65%
	No	35	35%
Do you avail insurance schemes to secure your health and life?	Yes	97	97%
	No	03	03%

Table 4.6 Employee Perceptions and Incident Reporting

Table 4.6 delves into employee perceptions and incident reporting practices at NLCIL General Hospital. A significant portion (66%) feels uncomfortable reporting safety incidents, while 19% are very uncomfortable. Interestingly, 12% believe positive safety perceptions are not connected to incident reporting. Regarding medical check-ups, 63% confirm the company arranges them, and 65% state that the organization conducts pre-employment and post-employment medical check-ups. Additionally, an overwhelming majority (97%) avails insurance schemes for health and life. Overall, there is a notable discomfort in incident reporting, indicating a potential barrier to fostering a culture of safety. However, the widespread participation in medical check-ups and insurance schemes suggests a proactive approach to employee well-being at the hospital.

CHAPTER –V

5.1 FINDINGS:

Demographic Overview:

- Majority of respondents are male (74%).
- Significant portion is above 50 years old (51%).
- Predominantly married population (82%).

Educational Background:

- Diverse educational backgrounds, with 30% holding undergraduate degrees and 25% completing Higher Secondary education.

Departmental Distribution:

- Nursing is the largest segment (35%), followed by Administration and Maintenance at 18% each.

Experience:

- Seasoned workforce, with 30% having over 10 years of service.

Health and Safety Training:

- 22% have undergone training, but 59% found it very ineffective.
- Safety committee meetings are mostly conducted weekly (59%).
- 85% attended safety training in the last year, indicating a commitment to ongoing

Safety Equipment Usage:

- 78% regularly use safety tools, with 66% always using them.
- 76% express satisfaction with fire fighting equipment maintenance, but 24% report moderate to dissatisfied opinions.

Patient Safety and Quality of Care:

- 50% express satisfaction with the impact of health and safety measures on patient safety.
- Work-related accidents are attributed to factors like improper lighting and polluted workplace.

- 56% believe that health and safety measures align with standards.

Compliance and Standards:

- 57% are moderately familiar with safety standards.
- 74% express disagreement regarding the alignment of health and safety measures with standards.

Employee Perceptions and Incident Reporting:

- 66% feel uncomfortable reporting safety incidents.
- 97% avail insurance schemes for health and life.

5.2 SUGGESTIONS FOR IMPROVEMENT:

- Evaluate and enhance the effectiveness of health and safety training programs based on feedback from 59% of respondents.
- Implement initiatives to foster a culture of incident reporting, addressing the discomfort reported by 66% of employees.
- Investigate and address dissatisfaction (24%) with fire fighting equipment maintenance to ensure reliability.
- Conduct targeted awareness campaigns and training sessions to familiarize employees with safety standards.
- Promote consistent usage of safety tools through reminders, training, and incentives.
- Address major causes, such as improper lighting and pollution, to prevent work-related accidents.
- Establish a periodic review process for health and safety measures to ensure alignment with evolving standards.
- Introduce a recognition system to reward individuals and departments adhering to safety protocols.
- Maintain regular medical check-ups, both pre-employment and post-employment, and continue offering insurance schemes.
- Establish mechanisms for continuous feedback to refine and improve safety initiatives.

5.3 CONCLUSION

The study provides a comprehensive overview of the workforce at NLCIL General Hospital, highlighting various aspects related to health and safety. While there is commitment to ongoing safety education and positive perceptions, there are notable concerns. Employee discomfort in reporting safety incidents, dissatisfaction with some training programs, and perceived misalignment with safety standards indicate areas for improvement. Additionally, addressing issues related to safety equipment usage and maintenance is crucial. The findings emphasize the need for a targeted and holistic approach to enhance the effectiveness of health and safety measures at NLCIL General Hospital, ensuring a safer and healthier work environment for all stakeholders.

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