

HRMG 4202: HUMAN RESOURCE DEVELOPMENT AND CHANGE

GROUP PROJECT
OVERVIEW and TEMPLATE

MANAGING A SAFE WORKPLACE ENVIRONMENT

HRMG 4202

Group Project

[10/30/2016]

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Reason for Training

Safety in the workplace is one of the most significant aspects of the job. It is required that each worker is conscious of how to decrease incidents and stay in compliance with safety culture and training clarifications highlighting useful distribution methods backed with OSHA requirements. This training program will comprise of advanced learning technologies to aid in increase safety awareness and safe behavior.



Target Audience

- ▣ Training for new hires and for new staff who may have little experience in the work of the position.
- ▣ Training Staff development: continued training for all employees.
- ▣ Professional development.
- ▣ Presence at meetings.
- ▣ Workshops that grow out of the needs of specialists, who find individuals to teach.



Expected outcomes

- Expect, distinguish, and estimate risky conditions and practices affecting people, material goods and the environment, develop and assess fitting policies intended to mitigate hazard.
- Identify that the practice of safety involves constant knowledge, and undertake applicable activities to discourse this need.
- As a result of the training method workers exhibit greater awareness attainment in turn reductions in accidents, illnesses, and injuries will rise. All methods of training created significant behavioral performance changes.

Ice Breaker

- ▣ Check the Outdoors Department for a Shovel, because we're about to break the ice!
- ▣ Speed meeting: name, department, favorite product we sell

ice
BREAKER

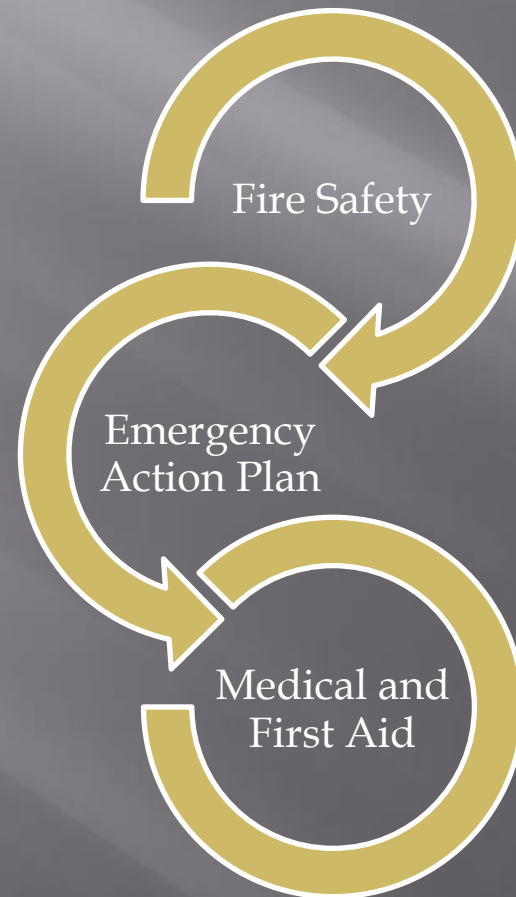
Home Depot Safety Guidelines – OSHA

According to OSHA standards Home Depot is devoted to providing safe working and shopping environments in their stores and their obligation to safety is guided by the certainty that no accident is tolerable. As a merchant of Home Depot, they are projected to fulfill with all appropriate safety and health guidelines.

- ▣ Stepladders
- ▣ Power Lift Gear
- ▣ Power Tools
- ▣ Machine Care
- ▣ Merchandising Safety Criteria
- ▣ Waste Goods
- ▣ Fire Safety
- ▣ Electrical Guidelines
- ▣ Accident Recording



Visual representations of procedures and rules



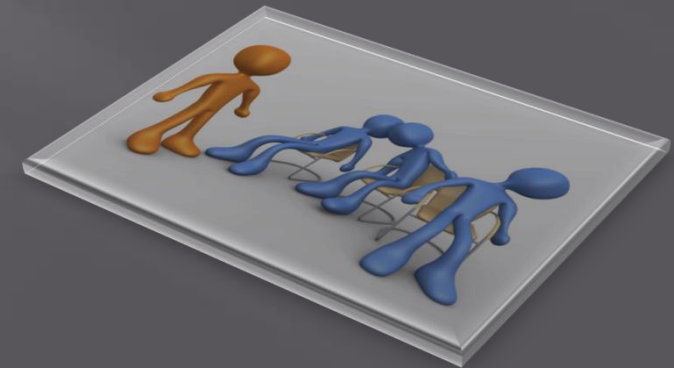
Fire Safety – According to OSHA

An employer must have a fire prevention strategy when an OSHA standard is required. According to OSHA the requirements must be in writing, be kept in the office or work area, and be made accessible to employees for review. Unless the company has ten or less employees they can then communicate that orally to their employees. A fire prevention plan must include:

- A list of all key fire hazards, appropriate handling and storage procedures for hazardous materials, possible ignition sources and their control, and the type of fire protection equipment essential to control each major threat.

Emergency Action Plan

An emergency action plan (EAP) is a written document mandatory by OSHA standards. The purpose of an EAP is to assist and organize establishment and employee actions during workplace disasters. Well-developed emergency plans and appropriate employee training where employees comprehend their roles and responsibilities will surely result in less employee injuries and less organizational destruction to the facility during emergencies. A below par plan will result in a disorganized evacuation or emergency response, resulting in confusion, injury, and property damage.



Hazard Communication

Hazard communication safety and health standard is projected to address systematically the issue of classifying the probable hazards of chemicals, and communicating data regarding hazards and appropriate protective methods to employees. Employers shall make sure that labels on incoming containers of hazardous chemicals are not detached or defaced by any means. Also, employers shall uphold any safety data sheets that are received with arriving shipments of dangerous chemicals, and guarantee that they are readily available during each work shift to research laboratory employees when they are in their work areas.



Safety Training Bottom Line

How well you follow standard safety procedures can affect the company's bottom line both directly and indirectly. Companies are obviously aiming to make a profit, but you run the risk of affecting this profit when rules are not followed. Great safety programs result in reduced workers' comp claims, insurance costs, and legal fees. These are indirect expenses. They also reduce the risk of incidents happening on-site, which means there's a reduced chance of losing manpower or productivity due to the investigation of on-site accidents. These are direct expenses. Home Depot



Conclusion

The conclusion of the training would be that employees are now educated on safety and what is expected of them. The employees would be able to gain more insights about the importance of safety which would enhance their willingness to work together to inspire a safer workplace. The feedback would provide essential information in order to improve the next training event.

References

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