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Analysis of the foundations and consequences of occupational health and safety (HSE) using the grounded theory method (case study: employees of Bandarjask Naval Army Hospital workshop)

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EXTENDED ABSTRACT

INTRODUCTION:

Today, the discussion of "safety and health in the workplace" has become an important issue because the injuries of employees caused by work have adverse effects on the productivity and performance of companies. Based on this, the current research, which is based on the qualitative method of the basic theory or grand theory, and from the sociological approach, examines the role and importance of safety and health in the workplace from the perspective of the employees of a construction camp, which was carried out in the army naval hospital workshop in the city of Bandar Jask. Is. In fact, the research looks at the issue of safety and health in the workplace from the point of view of the sociology of work and occupation.

METHODOLOGY:

The study population of the workshop employees and the study sample were 23 people who were selected in a purposeful way and the sampling continued until theoretical saturation and analytical induction, that is, until no new data was obtained, and all parts of the paradigm model were obtained. was also completed and the investigated process was expressed in the form of a model. The data collection method was in-depth interview and the interviews were analyzed by coding. In order to achieve credibility, the research results were returned to the participants and after their approval, the credibility and acceptability of the research was achieved. The research process was also reviewed by experts. Also, the reliability of the research was calculated using the within-subject agreement method, and the result of 70% indicates the desired reliability of the current research.

FINDINGS:

The findings of the research indicated that the existence of harmful environmental and organizational factors as causal conditions, if not identified, evaluated and controlled with a preventive view, will lead to the central phenomenon of "double loss of employees/employer" that some of these the losses include: spending a lot of money for the treatment of the injured workforce, increasing absences due to occupational diseases and injuries, and expenses related to paying compensations, loss of training workforce. Seen and experienced and spending additional costs for training alternative workforce and wasting time for the above. In order to prevent this mutual loss, the activists have taken advantage of the "Safety and Health of the Work Environment" (HSE) strategy. This strategy is influenced by two groups of conditions, which are called the governing background and intervention conditions. The governing context is: 1) the background variables of the employees, 2) the type of job and the location of the employees, 3) the location of the workshop and its infrastructure, 4) the climatic conditions of the region and 5) the available possibilities for HSE. Intervening conditions include: 1) natural disasters and unexpected events, 2) economic conditions, 3) social-cultural conditions and 4) time-political conditions.

CONCLUSION:

In the end, the adoption of the workplace health and safety strategy leads to the mutual benefit of employees/employers, such as employee health and increased productivity, and has mutually beneficial consequences, such as environmental protection and sustainable economic development.

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