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7th international conference

30 September – 03 October 2014

Glasgow, Scotland, UK

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Occupational Safety and Health as a Factor in Competitiveness of Organizations



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Introduction

Methodology

Data

Conclusions

Objective

To publish the results of a research work, in order to establish the relationship between the Health and Safety at Work and Organizational Competitiveness

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Overview

- Methodology
- Data Analysis
- Conclusions

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Justification of the Study

- There isn't no similar study in this area, in Portugal
- Clarification of the applicability of the extensive legislative framework
- Importance of OSH Services

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Purpose and Delimitation of the Study

- Private Organizations
- Public Organizations

Portugal
not including
Azores an Madeira

The research findings are valid for any type of organization

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Research Goal

- Investigate whether there is a relationship between the Health and Safety at Work and Organizational Competitiveness



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Initial Question

To what extent is Safety and Health at Work a competitiveness factor for organizations?



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Questions Arising

- What is the correlation between Accidents at Work and OSH Services?
- What is the correlation between Absenteeism and OSH Services?
- What is the correlation between Working Conditions and Competitiveness of an organization?

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Questions Arising

- What is the correlation between the positioning of an organization in a particular range of products and the existence of OSH Services in its operation?
- What makes an organization invest in OSH Services, beyond the legal requirement?

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Hypotheses

- H1 – OSH Services action contributes to the decrease of Work Accidents
- H2 – OSH Services action contributes to the reduction of Absenteeism
- H3 – The Good Work Conditions contribute to increase Competitiveness
- H4 – OSH Services are an investment, not a cost

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Population - Margin of error

- Sample

$$n = \frac{900}{1 + \frac{900}{1091715}} = 899,26$$

- 1% error

- 899 organizations

- 1.135 organizations - < 1% error

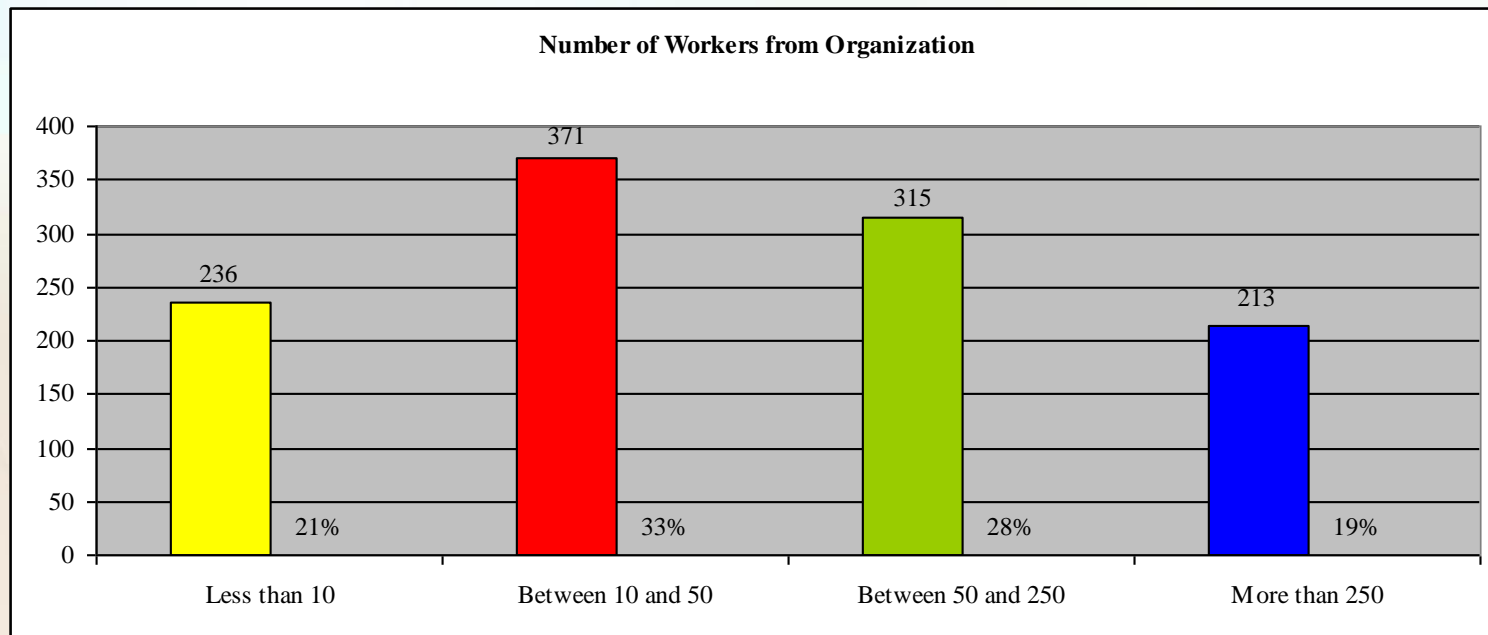
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Number of Workers



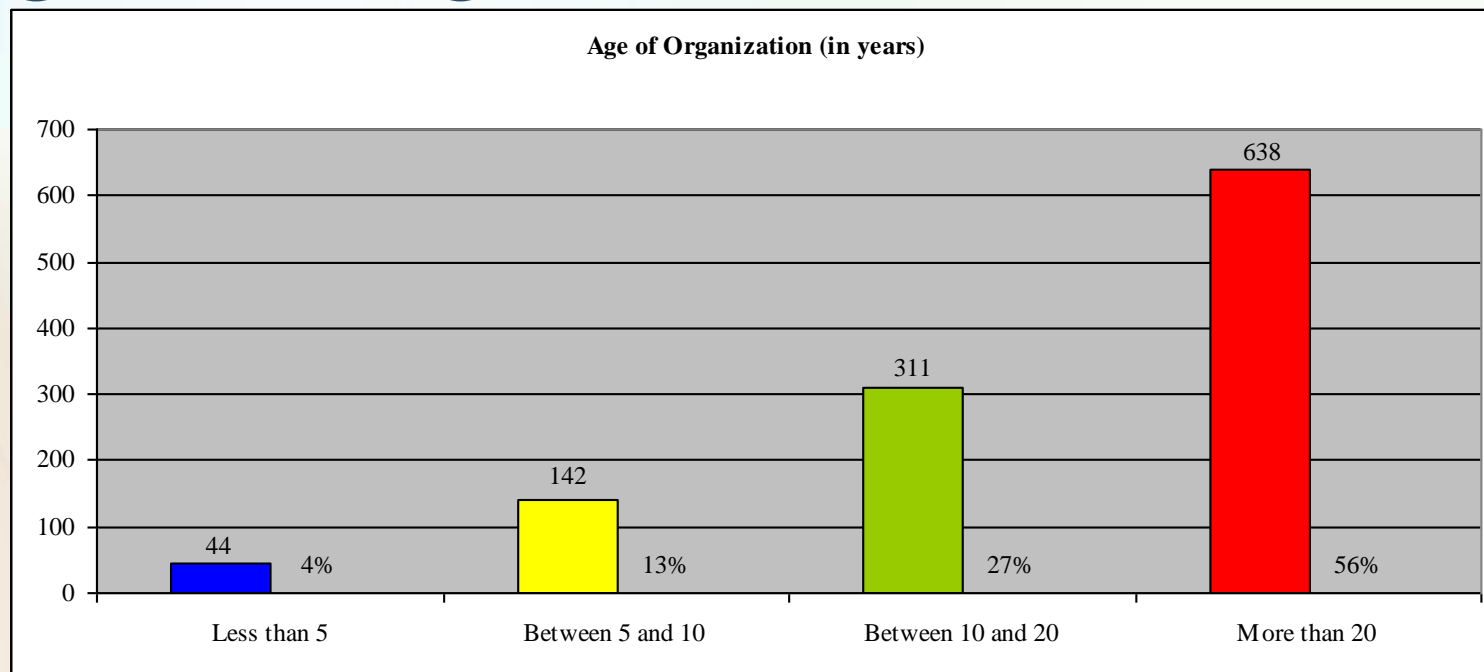
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Age of Organizations



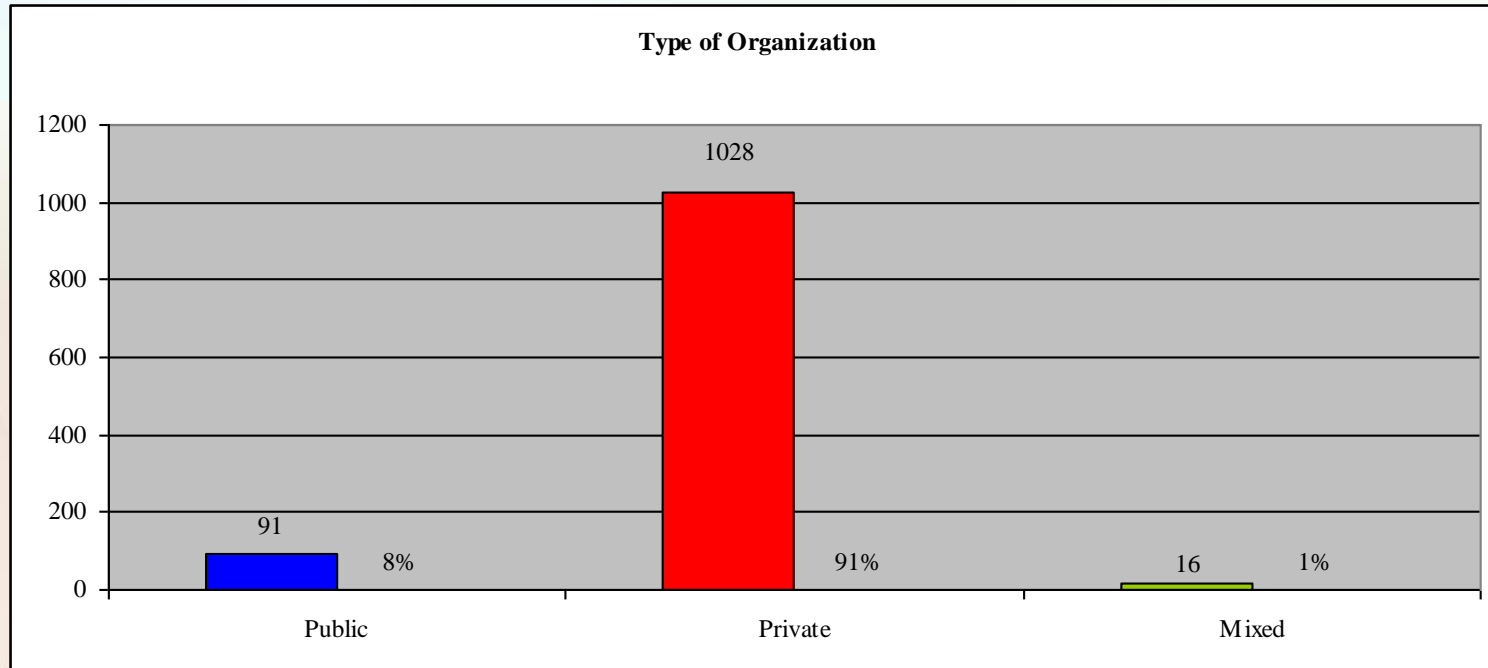
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Type of Organization



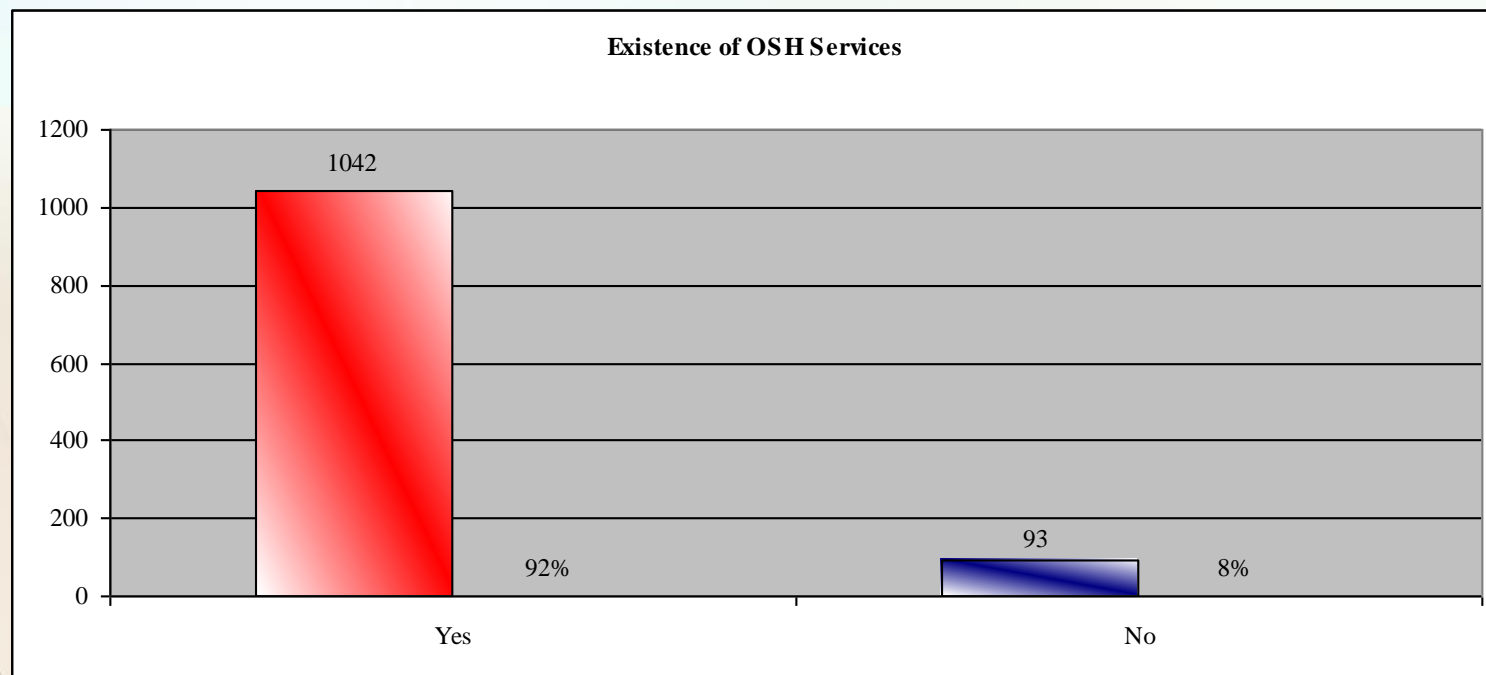
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Existence of OSH Services



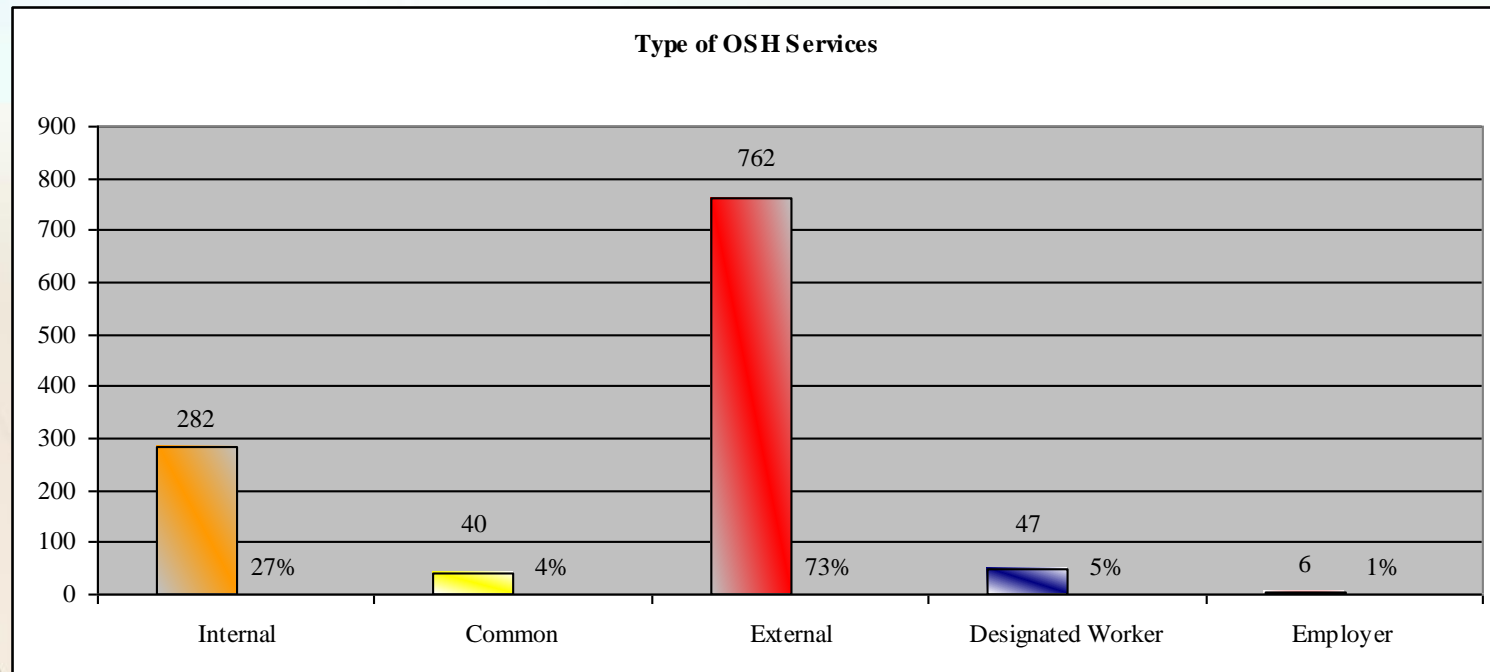
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Type of OSH Services



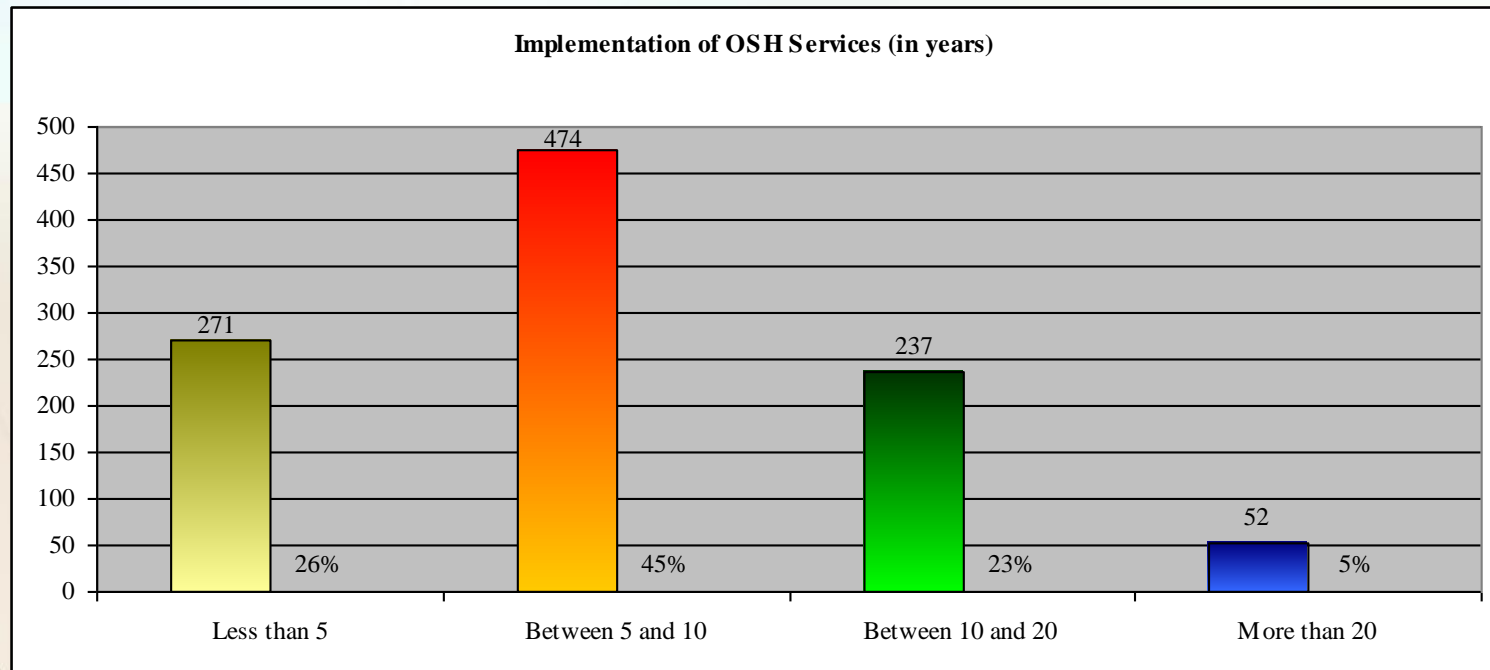
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Implementation of OSH Services



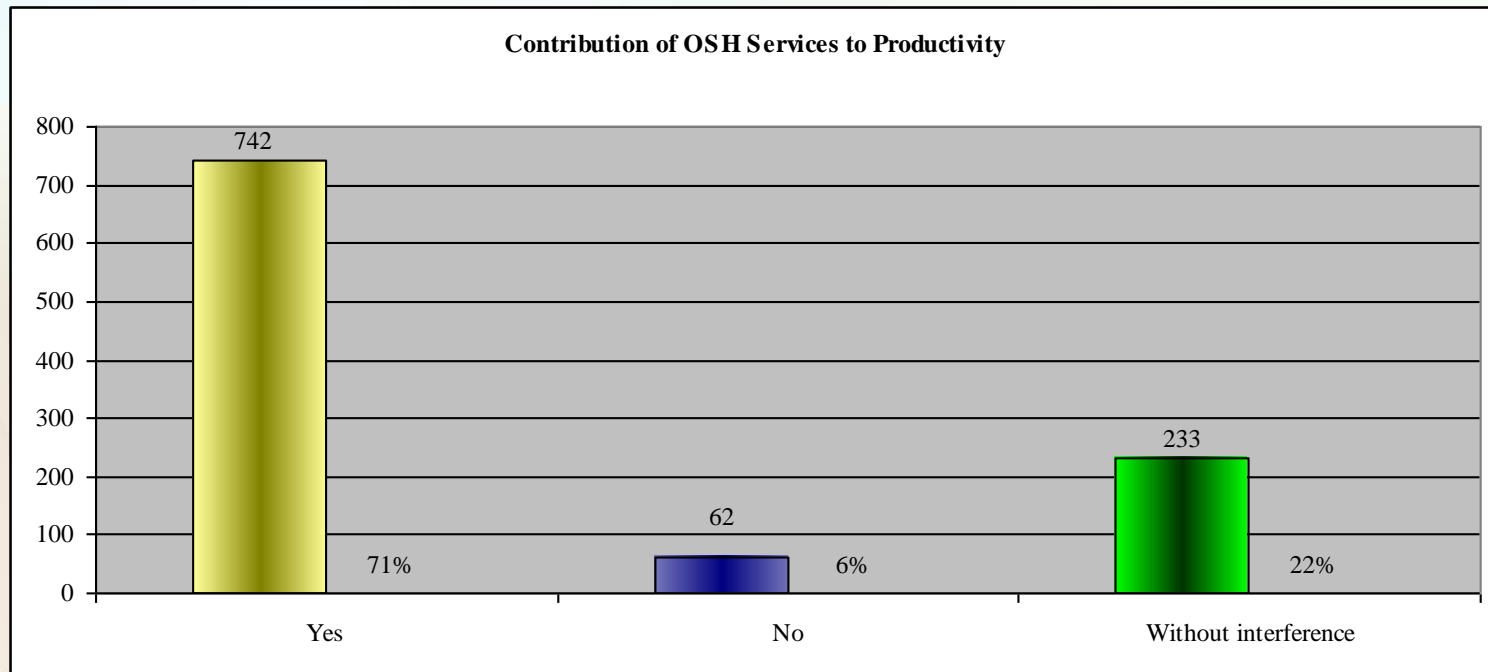
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Productivity Improvement



The Work Conditions contribute to increase Competitiveness



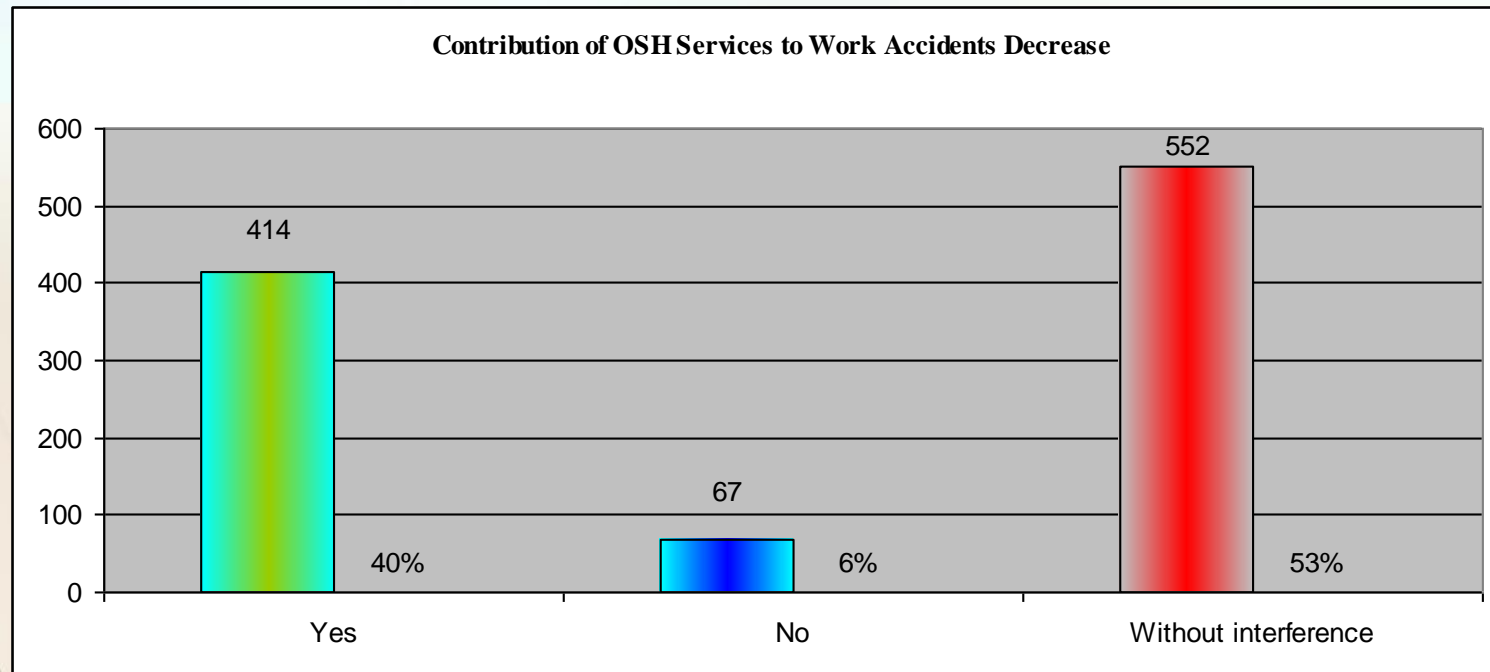
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Decrease of Work Accidents



The action of OSH Services contributes to decrease Work Accidents



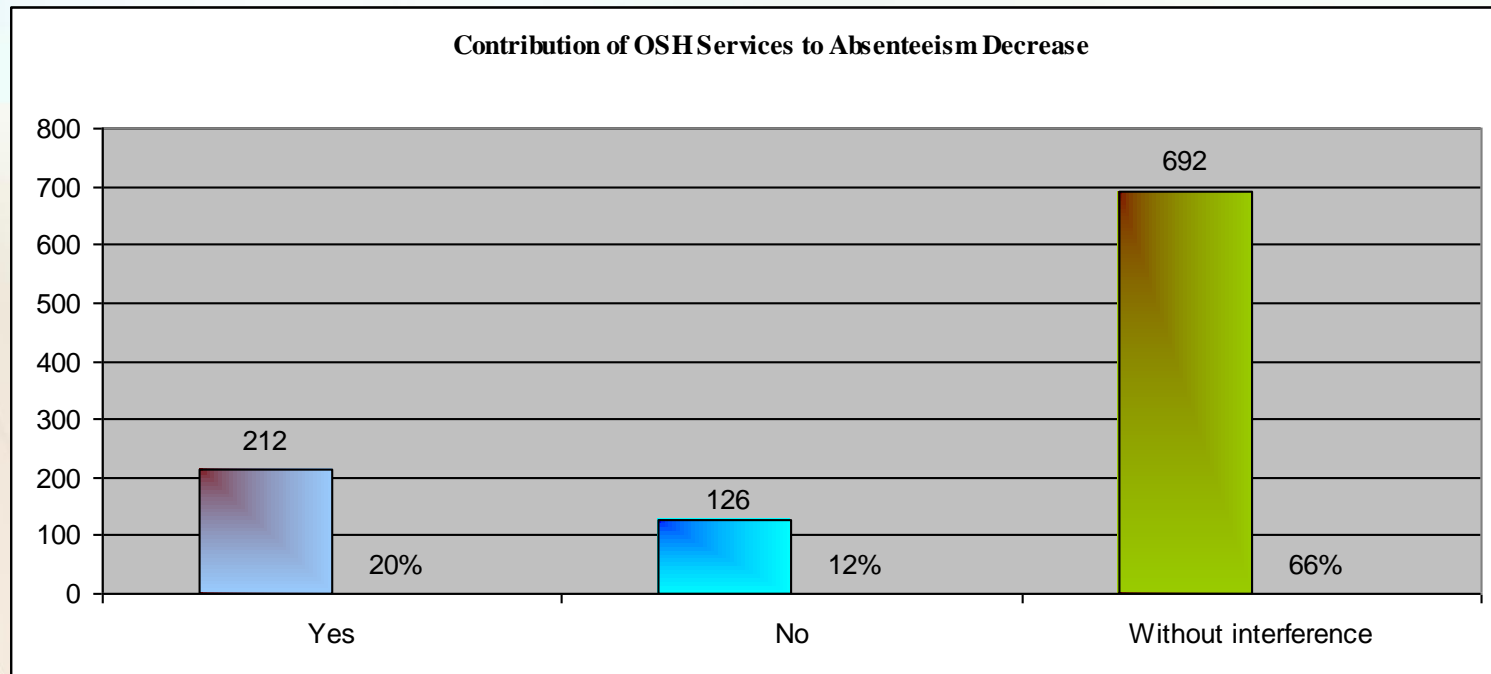
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Absenteeism Decrease



The action of OSH Services contributes to decrease Absenteeism



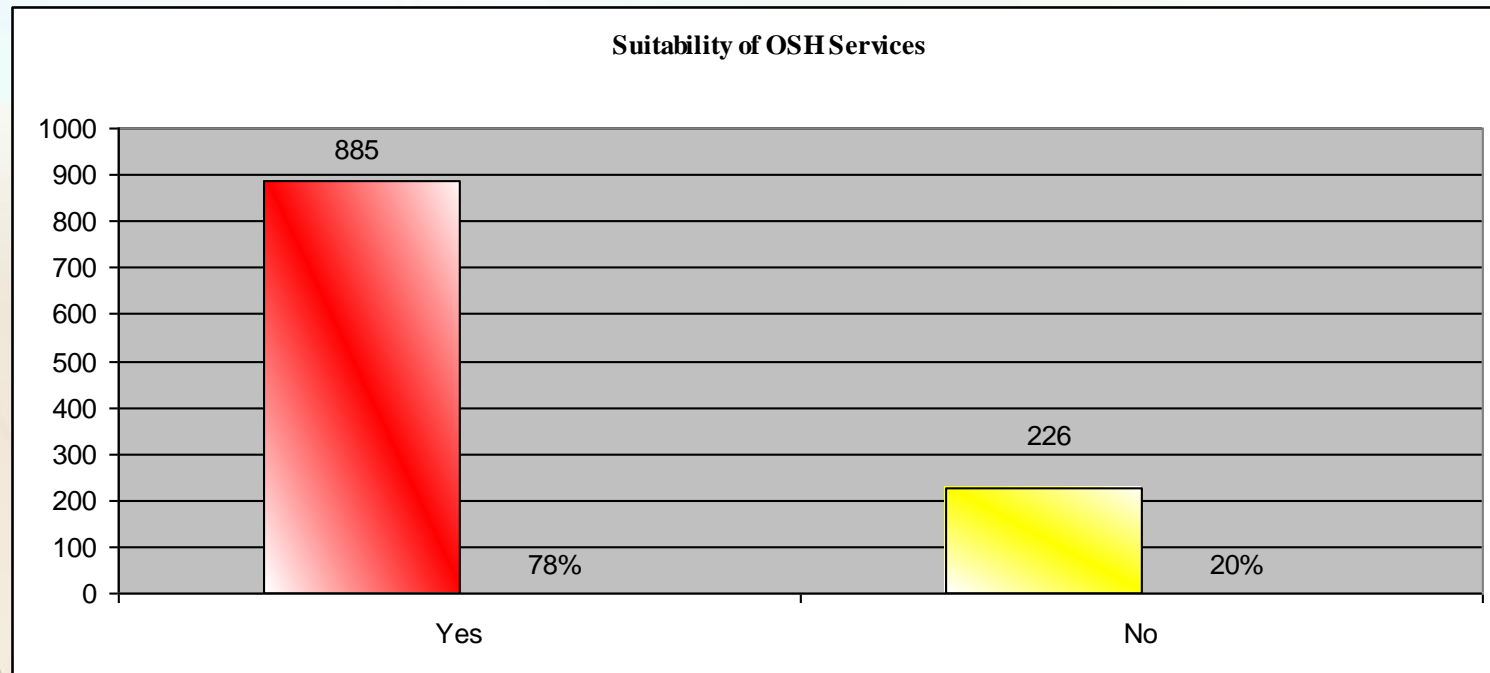
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Suitability of OSH Services



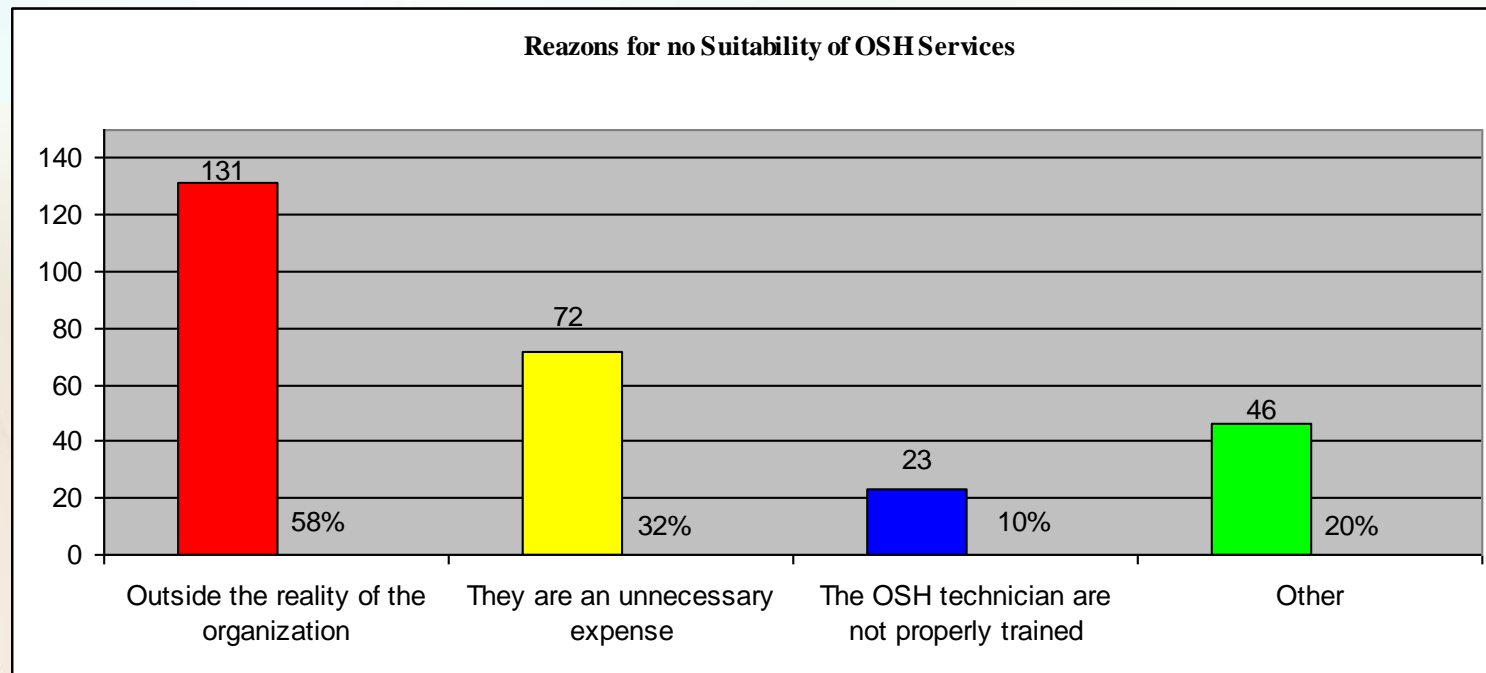
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Reasons for no Suitability



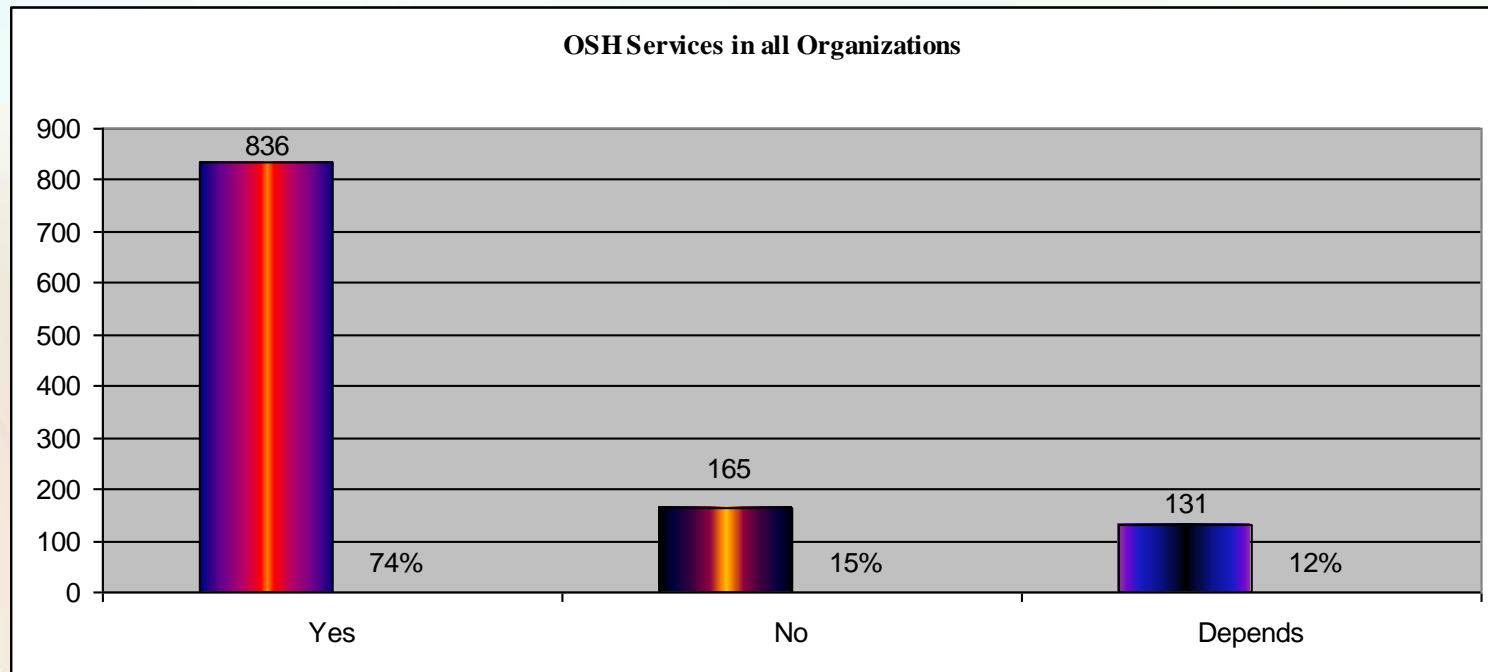
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OSH for all Organizations



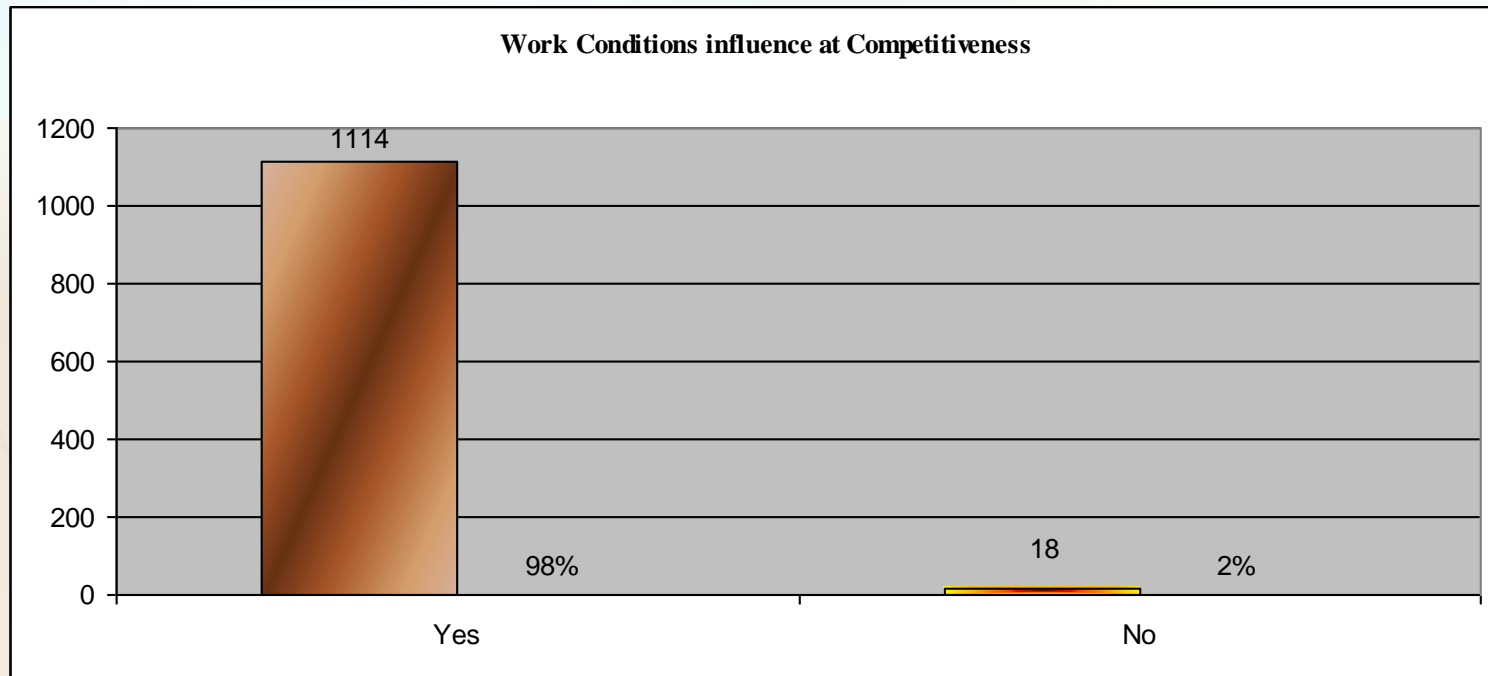
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Work Conditions vs Competitiveness



Work Conditions influence to increase Competitiveness



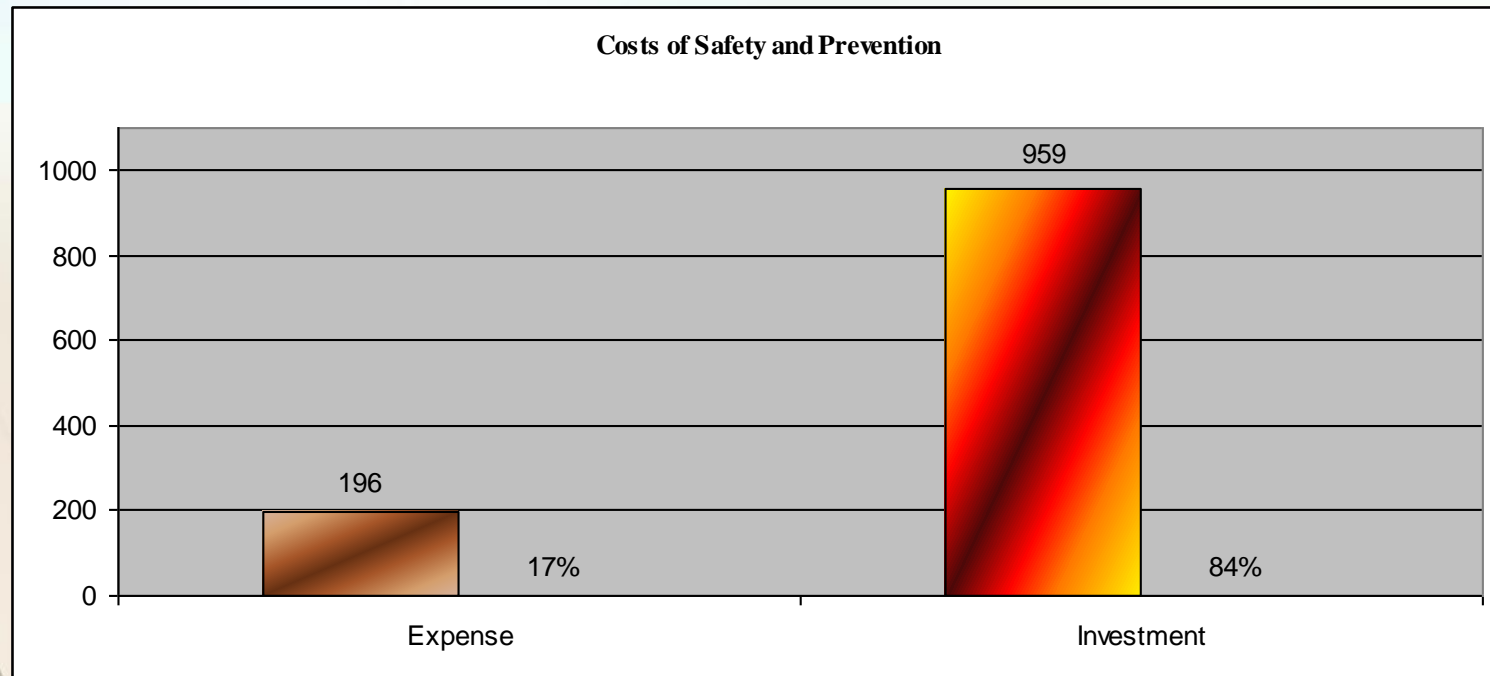
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Costs with OSH



The OSH Services are an investement, not an expense







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Hypothesis Validation

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Answer to Initial Question

To what extent is Safety and Health at Work a competitiveness factor for organizations?

Occupational Safety and Health at Work is a competitiveness factor for organizations as it contributes to increased productivity and reduces accidents at work, and it may also contribute to the reduction of absenteeism.

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Summary

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- Data Analysis

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OSH vs Competitiveness

