

# OCCUPATIONAL HEALTH AND SAFETY APPLICATIONS AND ORGANIZATIONAL CULTURE

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## ABSTRACT

Costburdenbroughtbytheexperiencedwork-relatedaccidentsandsocialcosts, healthinstitutions, government, health professionalsandhealthorganizations has ledto a focus on safetyissues. Inpracticegenerallyeliminatethe risk of dangerand risk analysis carried outbytheback of risk management is seenapplicationsto transfer andkeep it undercontrol. However, it still can not fully participate in theworkplacesafetypractices in the health business. Stemmingfromthelack of governmentcontrol of healthenterprisesarethinkingmorethanjust a necessitybecause of the law. Therefore, a safetyculturemust be establishedwithsafetypractices. Organizationalculture in health business prioritiesfor an effectivesafetycultureshould be defined. Thecreation of thebasisfortheefficientoperation of allandthereareorganizationalvalues. Health workers in accordance with the value of theapplicationand set of rules, whichensurefasteradoptionandapplication of theseries. Analysis of the survey applied to healthbusinessandemploy 50 employeesand health workers in thecityaredescribed. Research on the link betweenjobsecurityapplications in theirpact of organizationalculture on organizational values and healthbusiness has triedtoexplain.

**Keywords:** Health, Healthemployees, Organizationalculture, OccupationalHealth and Safety.

## 1. INTRODUCTION

Organizationalculture is thesum of thebehaviordisplayedwhilethejob. Business, wagepolicy, occupationalhealthandsafetypractices, humanresourcespolicies, etc. applicationformsrapersentall management functions. Occupationalsafetyculture of organizationalculture of thepoliciesandpracticesused to minimize work-related accidents can be expressed as a subset of the total. Inthiscontext, hazardanalysis, noise, sound, vibrationandlightmeasurementsuchactivityessandmeasurestakenwithinthescopes of the risk assessment as a result of theirapplicationforsafetyapplications. Intheoverallpolicyframework of thisapplication, and in particularstableandsustainedimplementationornon-implementationapproachmight be called a safetyculture. Operating as a result of thevalues andassumptions of working as a securityculture is a security behavior. The behavior of the workers it is a reflection of thecompany'ssafetyculture. Organizationalculture of the value of working in theorganization, constitutestheintersection set of beliefsandattitudes. Inthiscontext, theaim of thisstudyexamines theimpact of organizationalculture on organizationalvalues, organizationalculture of thecompany is toniestgatetheeffect of jobsecurityapplications.

## 2. ORGANIZATIONAL CULTURE

Organizationdefinesabouttheculturewecomeacross a verydiverseanddifferent. Nystrom (1990) organizationalculture, includingall of theorganizationsworkingprinciples, rules, normsandtraditionsareexpressed as. Oden (1997) Theculture of theorganization, definingtherelationshipbetweenemployeesanddefinesthe form of writtennon-statenorms. Deshpandevet Webster (1989), constitute a norm for behavior within theorganization, whichhelpindividualsunderstandanddescribetheorganizationalfunction as individuals but alsobysharedbeliefsandvaluessystem. Peter andWatermanrulesprevailingsituation in thestateinstitutionsaredefined as a set of internalized (Özkalp ve Kirel, 2011: 158).

### 3. RELATIONSHIP BETWEEN ORGANIZATIONAL CULTURE AND SAFETY CULTURE

In studies of the safety culture, priorities are given to the concept of organizational culture and organizational culture are discussed in relation to the safety culture. The reason for this is that a culture of safety issues is examined as part of the corporate culture. Safety culture is a subset of the organization's culture. At this point, whether it is a concept that has the same content and meaning for everyone in the safety culture of an organization it is important, or whether there are different sub-cultures within the organization (Harvey, 1989: 3). Sharon Clarke (1999) survey, despite a positive attitude about the safety of members of the organization, all the hierarchical levels that were found to be equally common interest. Considering that accidents are qualified socio-technical, organizational culture, health, safety and environmental programs determine the likelihood of the pressure situation comes. It should be emphasized here, with the overall safety culture of the organization model is able to model their organizational culture models included in the scope (Hurst, 1997: 63).

### 4. MATERIALS AND METHODS

#### 4.1. Purpose of the Study

This research values of health workers and its impact on job security organization of culture and practices were examined at the same time measuring their relationship between them.

#### 4.2. Methodology

Survey conducted research and analyzed in SPSS 23.0 software. Prepared first questionnaire consists of three chapters and fifty-nine questions. The questions in the first section of the part already as an elective, if the questions in the second and third parts were asked to answer a Likert scale.

#### 4.3. Universe and Sample of Research

The number of health workplace is 102, but it has been reached to return all health establishment's from 31 health business.

### 5. RESULTS

Table: In detrital accidents and Risk Analysis Comparison Chart

		Risk analysis		Total	
		Yes	No		
Accidents at work	0-19	% Accident	80,0%	20,0%	100%
		% Risk analysis	88,9%	66,7%	83,3%
		% Total	66,7%	16,7%	83,3%
	49 employees and over	% Accident	50,0%	50,0%	100,0%
		% Risk analysis	11,1%	33,3%	16,7%
		% Total	8,3%	8,3%	16,7%
Toplam		% Accident	75,0%	25,0%	100,0%
		% Risk analysis	100,0%	100,0%	100,0%
		% Total	75,0%	25,0%	100,0%

Risk analysis is made of the health of businesses that experienced occupational accidents between 0-19% in 80, 49 and observed that the risk analysis is performed in 50% of accidents that occur on the health business. A total of 75% of the applications made by the company at 54.6% health when applying risk analysis on the effectiveness and timeliness of the risk analysis used to report near misses constitutes question marks. If the job security of their porter mainly to be said that R very caring and implementation of health business that can make an organizational behavior is not wrong. Working in over 50 provinces studied and running over 102 health workers have been made in the health business. To some health businesses that accept the survey application to know the concept of organizational culture of managers, especially show that the health of many health companies in the health care industry and security expert store. Although the interior of some of the legal obligations of the lack of safety culture aware macro level the mass signer mains.

### 6. CONCLUSIONS AND RECOMMENDATIONS

There is the relationship between social organization between the cultures. How changes in environmental conditions hard time health administrator policies and practices consist of a stance at the point of conflict with social values. Therefore, consistent and be shrewd about the change of the business is very important. Stop prevent accidents such as risk analysis and evaluation of the environmental conditions under control with the behavior of employees is kept up security policies is also important to draw a general framework. employees of health institutions are required to influence attitudes and values to direct to behave safely.

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