

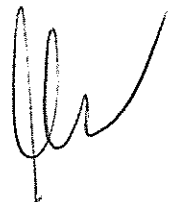
THE MANAGEMENT OF WORK SAFETY
IN "SMALL SIZE" ENTERPRISES

Abstract:

The "small-size" Enterprises, i.e. micro and small enterprises are considered as a key element of all economic entities. They cause the economic growth, primarily through strong modulation of GDP, but also the growth in employment and social integration. In Poland, most employees are employed in "small-size" companies. Therefore, effective management of work safety in micro and small enterprises is essential tool of safety management. It is very important to provide adequate and safe working conditions for employees of "small size" businesses, but also for their long-term persistence in the market. Unfortunately, the results of publicly available in Poland reports indicate a rather low level of health and safety at work in "small size" companies. Work safety management area, in the smallest Polish business entities is still a challenge for both employers and employees. Especially care for work safety conditions in these entities is rare and the ergonomics of workstations is a desirable component of optimum working conditions.

Among employers as well as among employees of "small size" enterprises, there is the conviction that the labor safety is only additional and unnecessary costs (they could not see any benefits). It is obvious that there are employers who know that the effort to improve working conditions in their companies is a value in itself, the benefit translates into pleased, healthy and productive workers. In Polish market there are barriers that do not allow for such thinking in many employers and employees of "small size" enterprises. Above all, there are the high maintenance costs of the company on the market, a large contribution to the work done in order to attract customers, to maintain them and to be competitive in a very dynamic and changing environment. There is a great need for change both in organizational and legal matters as well as in the awareness of employers regarding the need to create safe and the accidents-free work places.

The work safety management in "small size" enterprises is not only also possible but necessary, although it certainly is a very big challenge for both employers and employees themselves. The theme of the dissertation is an attempt to identify the dangers of "small size" companies and to analyze factors that have a significant impact on the safety of work in the self-evaluation of employees. The subject of research is the "small size" companies operating in Poland, belonging to various industry groups. In this work, a review of literature has led to the study focused on:



- identifying hazards in "small size" companies,
- analysis and evaluation of selected factors affecting occupational safety,
- analysis and evaluation of psychophysical workload,
- assessment of the organizational culture prevailing in the "small size" companies,
- develop the discriminatory analysis that investigate the relation between organizational culture and workplace safety.

The main elements that distinguish this work from others are:

- number of business surveyed entities (1006 companies),
- complexity of occupational safety issues - identification of threats, impact of selected factors on occupational safety in respondents' self-assessment, analysis and evaluation of occupational stress, analysis and evaluation of organizational culture, discriminatory analysis - impact of organizational culture on occupational safety,
- high level of detail - the results from the survey questionnaire have been confronted with results from the open observation conducted in selected "small size" companies,
- the references to the results obtained in the survey of Polish "small size" companies to the trends prevailing in Europe.

The dissertation is concluded with a summary. Except the conclusions drawn from the work, also the recommendations for "small size" companies have been presented. In particular, these include the recommendations concerning on the prevention of musculoskeletal disorders and stress, as well as the forms and subjects of training needed to develop safe and non-accidental behavior among workers.

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