

An Analysis on HR Impact on Facility Management and Improving Work Place Safety at S.L Technologies at Bangalore Division

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Abstract

This study looks at how important HR procedures are to improving Facility Management (FM) and guaranteeing worker safety at S.L. Technologies. The study emphasizes how HR helps to build a safety culture, match FM initiatives with business objectives, and reduce risks through strategic planning, employee training, and regulatory compliance. To maximize safety procedures, a systematic approach that uses surveys and statistical analysis finds problems and suggests fixes. The results highlight how HR-FM cooperation greatly raises operational effectiveness and workplace safety. Key HR techniques that improve workplace safety are identified by the study using a combination of qualitative and quantitative research approaches, such as surveys and interviews with facility managers and employees. This study used statistical tool like **descriptive** along with the **hypothesis** testing. The results highlight the collaboration between HR and FM, showing how HR-led projects may enhance FM procedures, lower accident rates, and raise worker satisfaction and workplace safety in general. For S.L. Technologies' HR and FM teams, the study ends with practical suggestions on how to keep creating a secure, effective, and productive workplace.

Keywords: Workplace Safety, Facility Management, HR Strategies, Safety Culture, Risk Management

Introduction

Companies are realizing more and more how crucial a secure and well-run workplace is to boosting output, employee happiness, and overall company performance in today's fiercely competitive and fast-paced business climate. Effective facility management, which includes upkeep of the physical infrastructure, safety precautions, and overall work atmosphere, is one of the essential constituents of a productive workplace. In addition, the Human Resources (HR) department is essential in making sure that workers have a supportive and upbeat work environment and are properly taught and informed about workplace safety procedures.

The integration of HR and Facility Management (FM) is crucial to S.L. Technologies' dedication to maintaining a secure and effective workplace. S.L. Technologies is a prominent technological business with its headquarters located in Bangalore. HR is in charge of fostering a culture of safety, regulatory compliance, and general employee well-being,

whereas facility management usually concentrates on the tangible elements of the workplace, such as office space, utilities, and building upkeep. Beyond merely enforcing policies, HR plays a crucial role in workplace safety by providing training to staff members, effectively explaining safety procedures, and fostering an environment where safety is given priority.

1. Review of Literature

Armstrong, M. Goetsch, D. L. Robinson, A. M., & Smallman, C. Cooper, D. Clarke, S. Reason, J. Roughton, J. & Crutchfield, N. Krause, T. R. Geller, E. S. Zohar, D. Hofmann, D. A., & Stetzer, A. Barling, J., & Hutchinson, I. Petersen, D. Griffin, M. A., & Neal, A. Dekker, S. W. A.

Through strategic interventions, the literature emphasizes HR's important role in guaranteeing workplace safety and effective facility management. By establishing policies and encouraging leadership accountability, HR creates a safety culture, according to authors like Armstrong (2006) and Clarke (2010). Reason and Zohar stress how crucial human resources are to creating a safe environment that lowers workplace hazards. According to Griffin & Neal and Cohen & Colligan, training initiatives raise employee motivation and safety awareness. According to Hale (2000) and Petersen (2001), HR and facility management work together to ensure that safety initiatives are implemented smoothly. While Goetsch (2011) and Roughton & Crutchfield (2013) emphasize the importance of aligning HR policies with industry standards for improved compliance and safety outcomes, studies such as Barling & Hutchinson highlight HR's role in influencing safety-conscious employee behaviors.

2. Objectives of the Study

- To evaluate how technical innovation and quality control affect the companies' bore well and vacuum goods competitiveness and production efficiency.
- To assess customer satisfaction and retention tactics by examining how well services and customized products fulfill the needs of the customer.
- To investigate methods to streamline operations and handle industry competition to find prospects for market expansion and operational enhancement.

2.1 Research Methodology

This study uses descriptive methods and secondary data in a descriptive manner. Information is gathered from industry standards, incident reports, safety manuals, and organizational policies. Best practices from top companies are examined, along with case studies of previous problems at S.L. Technologies. To evaluate ergonomics and workplace safety measures, observational analysis is used. HR's role in facility management and worker safety is evaluated for strengths and opportunities for improvement using comparative and gap analysis methodologies.

acceptance and efficacy.

3. Data Analysis

Table 4.1: Effectiveness of the current safety training provided by the HR department

Particular	No. of Respondents	Percentage
Very effective	36	36%
Effective	29	29%
Neutral	15	15%
Ineffective	20	20%

Table 4.1.1

Hypothesis

H₀: The mean response is equal to the neutral score of 2.5.

H₁: The mean response is not equal to the neutral score of 2.5.

Result Table

Statistic	Value
Mean Response	2.81
Standard Deviation	1.134
T-Statistic	2.733
P-Value	0.0074

Table 4.1.2

Interpretation

According to the data, the aspect is generally viewed favorably by 65% of respondents (36% "Very Effective" and 29% "Effective"). 15% take a neutral position, indicating ambivalent or moderate views. 20%, however, believe it is ineffective, pointing out areas that need work. Even though the majority are happy, resolving the 20%'s concerns is crucial for wider.

Inference

- The mean response (2.81) is significantly higher than the neutral score of 2.5 ($p < 0.05$).
- This suggests that, on average, the responses lean toward being more positive (closer to "Effective") than neutral.

Table 4.2: Safety training or awareness programs organized by HR

Particulars	No. of Respondents	Percentage
Monthly	34	34%
Quarterly	30	30%
Annually	16	16%
Rarely	20	20%

Table 4.2.1

Hypothesis

H0: The observed distribution of responses matches the expected distribution.

H1: The observed distribution of responses does not match the expected distribution.

Results of the Chi-Square Goodness of Fit Test:

Statistic	Value
Chi-Square Statistic	8.48
P-Value	0.0371
Observed Frequencies	[34, 30, 16, 20]
Expected Frequencies	[25, 25, 25, 25]

Table 4.2.2

Interpretation

64% of respondents regularly attend safety training (34% monthly, 30% quarterly), according to the data, demonstrating regular HR engagement. There is a lack of regular safety training for some employees, though, as 16% only participate once a year and 20% hardly ever go. HR should concentrate on encouraging more participation from these groups in order to enhance safety.

Inference

1. The p-value (0.0371) is less than the significance level ($\alpha=0.05$). Therefore, we reject the null hypothesis.
2. This indicates that the observed distribution of responses significantly differs from the expected uniform distribution (25% for each category).

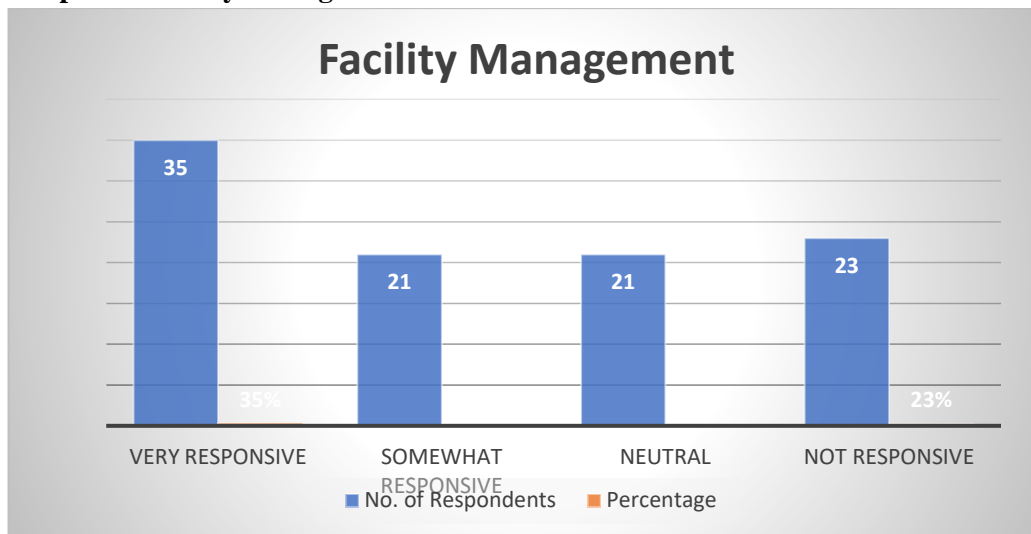
Table 4.3 Responses of facility management team in addressing safety issues

Particular	No. of Respondents	Percentage
Very responsive	35	35%
Somewhat responsive	21	21%
Neutral	21	21%
Not responsive	23	23%

Table 4.3.1

Analysis

A sizeable percentage of respondents (35%) believe the team or firm is extremely responsive, compared to 21% who find it neutral and somewhat responsive and 23% who say it is not responsive.

Graph 4.4 Facility Management

Graph 4.4 Facility Management

Interpretation

According to the statistics, 35% of respondents think the subject is extremely responsive, which suggests that they have a favourable opinion of it. Nevertheless, 23% believe it is not responsive, and 44% (somewhat responsive and neutral) show mild or indifferent responses. This points to a mixed impression overall, with potential for increased responsiveness to live up to expectations.

4. Findings and Suggestions

5.1 Findings

- A mean score of 2.81 ($p < 0.05$) suggests that most employees have a positive opinion of the safety training that is currently in place, leaning more toward "Effective" than "Neutral."
- Considerable Difference in Training Attendance: The Chi-Square test ($p = 0.0371$) indicates that there are considerable differences in the frequency of safety training participation, with most participants attending monthly or quarterly sessions and those who attend less frequently showing notable gaps.
- Mixed Views of Facility Management Responsiveness: Although 35% of respondents say the facility management staff is extremely responsive, a sizable percentage of neutral (21%) and non-responsive (23%) responses point to the need for better comprehensive handling of safety issues.

5.2 Suggestions

- **Improving Safety Training Programs:** By identifying specific gaps, carrying out follow-ups, and providing specialized, hands-on training sessions, you may allay the worries of the 20% of people who believe that safety training is ineffective.
- **Increasing the Frequency of Training for Unusual Participants:** To guarantee more widespread and regular participation, introduce flexible, smaller-scale, monthly or bi-weekly safety seminars to reach the 16% who only attend annual training and the 20% who participate infrequently.
- **Enhancing Facility Management's Responsiveness:** Put your attention on making the facility management staff more responsive by holding frequent feedback sessions and putting in place explicit communication guidelines to deal with safety concerns efficiently and quickly.

CONCLUSION

At S.L. Technologies, promoting a safety-focused workplace requires the integration of HR and FM. The study highlights how crucial teamwork is to lowering risks, guaranteeing compliance, and raising employee engagement. Significant gains in safety results, operational effectiveness, and general employee satisfaction can be made by the company by filling in communication gaps and coordinating strategies.

The results show that there is still room for improvement even though most workers are happy with the safety protocols, training courses, and follow-up procedures that HR and FM departments have put in place. A sizable percentage of workers hardly ever attend safety training, and a sizable minority believe that follow-up measures are insufficient. HR must boost participation in safety programs, enhance the Caliber and consistency of incident follow-ups, and fill in any gaps in the efficacy of safety measures in order to further improve workplace safety. These steps will guarantee a more proactive approach to workplace safety and contribute to the development of a safer working environment.

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