

Literature Review

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Due Date

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Particulate Matter (PM)

There **tend** to be a relationship between particulate matter (PM) and employee size and health. Velentza (2016), who has a healthcare background with a specialty in nursing, has candidly explained this. He makes a description of how the air we breathe contains pollutants and affects one's health. Velentza used explanatory sequential mixed methods in the study. Quantitative data was transcribed in the analysis to demonstrate how pollutants in matter affect people's health (Velentza, 2016). Furthermore, the results obtained from the study proved how particulate matter imposes long-term health effects on individuals. Therefore, the article is related to the sun coast challenge as the terminology in it can help describe how job site pollution has adverse effects on employees' health.

Safety Training Effectiveness

To determine the effectiveness of safety training, the Indian Journal of Industrial Relations by Dr. Srimannarayana was used. Notably, the author is qualified in the educational field with a strong human resource background. Additionally, the research utilized quantitative research through surveys (Creswell, **J. W.**, & Creswell, 2018). As indicated by Srimannarayana (2017), a questionnaire that addresses five training levels was developed. The results concluded that whether training is carried out online or offline, time management and effectiveness can be determined by the quality of the process. Furthermore, the article is related to the sun coast as it draws comparisons of the effectiveness of quantity and quality in regards to training. Moreover, I believe that it has positively impacted the organization as it shows how deliberate training programs can be applied in the setting to boost effectiveness.

Sound-Level Exposure

An article that talks about attenuation research regarding hearing protection has been used to understand sound level exposure. The authors in the article have varied professional backgrounds on health and occupational safety. The main purpose of the research is to assess the size and design of influence on hearing protection and the decision to ascertain protection equipment (Samelli et al., 2018). Besides, the quantitative experimental design was used to carry out an observational study. Furthermore, the results concluded that organizations need to be accountable for their employees' needs and consider using individualized protection devices at work. The article relates to the sun coast problem as it provides recommendations on how organizations can obtain hearing protection aids for their workers. Furthermore, I believe that the research has made a positive impact as it provides awareness to organizational leaders regarding hearing risks that employees face.

New Employee Training

Traci Sitzman and Justin Weinhardt in the management journal were used to address new employee training effectiveness. The authors have professional backgrounds in development. The purpose of the study was to prove how different procedures within an organization's hierarchy can impact each other and influence training in the long run. Additionally, concurrent mixed methods were utilized in the study. Notably, quantitative and qualitative designs were merged to ascertain the effectiveness of new training programs (Sitzmann & Weinhardt, 2015). Furthermore, the article relates to the sun coast problem as it demonstrates how new training programs are effective compared to broad ones. Moreover, I believe that the study has made a positive organizational impact as it indicates the significance of deliberate training of employees.

Lead Exposure

Lead exposure in the environment has direct negative impact on people's health as presented by Nickel et al. (2018), in their article. The authors have qualifications in military medicine that carry out research studies like gunshot wounds and lead toxicology. The purpose of the study is to analyze how residual lead can affect one's long-term health effects. The article used exploratory sequential methods. Furthermore, the results obtained indicate that people with residual lead in their gunshot wounds are likely to suffer long-term health adversities (Nickel et al., 2018). Moreover, the article is related to the sun coast problem as it recommends mitigation strategies that can be employed to protect workers from being exposed to lead. Besides, I believe the research made a positive organizational impact by providing awareness on lead poisoning.

Return on Investment

An article by Cassandra Jasson and Cookie Govender was used to ascertain return in investments. The research aimed to ascertain readers on how organizations invest in programs through human training to obtain a competitive advantage and return on investments. The design and methodologies used were mixed methods (Jasson & Govender, 2017). The results concluded that return on investments could be measured through management training. The article relates to the sun coast problem as it provides the organization with recommendations on how consumer training services should be imposed. Furthermore, I believe the research made a positive organizational contribution as it analyzed differences in return on investments for different training programs

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