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Before this course, my understanding of occupational health was not as comprehensive as it is now. I have learned that occupational health is a multidisciplinary discipline that deals with employees' safety, welfare, and health at their workstations. Most importantly, health services, particularly hospitals, are among the most significant number of employees in the country. Consequently, these employees have the right to the high standard of occupational health as found in the health industry at its best (Almost et al., 2018). I have learned that it is essential for health care providers to implement occupational health systems to reduce employee absenteeism because of sickness or any other avoidable causes.

Similarly, it is also essential for hospitals to set the standards; thus, they should serve as examples to the general public regarding preventive medicine, health education, and work safety. In this case, hospitals have a legal and moral mandate to provide a safe and healthy working environment for their employees, protect workers from special hazards and risks with their occupation like contagious infections, and protect patients from threats associated with unwell employees. I have learned that hospitals can perform all this by practicing health promotion and prevention as managerial tasks in their occupational health systems.

Additionally, I have learned that improving safety behavior among staff necessitates consideration of moral management practices that can assist in upholding enhanced occupational health safety conduct between workers. I am now knowledgeable when it comes to the five broad guiding principles for occupational health leadership, suggesting that leaders ought to take their responsibilities seriously for the formation of a positive deterrence culture, which would need them to use a range of governance styles that can consider cultural perspectives like diverse groups comprising emotional acumen necessary effects variations in behavior and culture. For

that reason, I have learned that they should also prioritize occupational safety and health over other corporate goals and apply them constantly through their entire organizations and regularly. Similarly, since occupational safety and health processes can only deliver to their complete perspective if they have the undisputable commitment of senior management and the organization's board, I have learned that leadership plays a crucial role in the success of these systems. These leaders must be directly involved in implementing these policies. Likewise, I have learned that regular, good multi-level communication is crucial to delivering improvements in occupational safety health. Therefore, leaders should promote an open environment whereby every employee can air their experiences and concerns, encouraging collaboration between stakeholders around delivering shared occupational safety and health vision (Badri et al., 2018).

Lastly, the accountability of health and safety of employees continues to be an issue of concern during the COVID-19 disease pandemic. According to Luz (2018), hospital leadership has been in the spotlight to fight against the pandemic while keeping their workers safe. Although health and safety policies are the primary applications necessary for improving, building, or sustaining safety and health levels at work stations, I have learned that such policies are insufficient; instead, the critical drivers for assuring these policies come into life are the following: behavior of managers. As a result, this understanding has contributed immensely towards the management of the pandemic worldwide. The knowledge I have gathered from the occupational health class has also been employed in managing the pandemic, although challenges have been evident. Accountability has been rooted as the key to constructing healthy and safety values, ensuring that hospital management and supervisors never lost track of the essential safety issues at work during this challenging time of the COVID-19 pandemic. Therefore, I have concluded that occupational health plays a significant role in the management

of COVID-19 through initially ensuring the well-being of workers in hospitals who then offer vital healthcare services to patients infected with the COVID-19 Virus.

References

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