

Employee safety should hold tremendous importance for every company. First and foremost, every employee has the right to work in a safe and healthy environment. No employees -- or their families -- should have to suffer because of avoidable dangers in the workplace. By creating a safe and healthy workplace, companies also protect themselves.

Employee Retention:

An unsafe environment will probably make workers feel unappreciated. For instance, if the company provides inadequate training about operating machinery, allows minors to use heavy machinery or doesn't enforce a safety code, workers will probably feel the company doesn't care about their well being. This may lead workers to feel less loyal to the company and find work with companies that take better care of their employees. Fewer workers will probably apply to work with the company, too, and the most skilled workers will probably search for jobs elsewhere. Proper training will help employees feel good about working for the company.

Company Finances:

A company could run into serious financial trouble if an employee sues because of workplace hazards or a resulting injury. The federal Occupational Safety and Health Act (OSHA) requires all employers to follow specific guidelines in creating safe workplaces. Not following OSHA's rules could lead to serious legal and financial trouble. Keeping the workplace safe involves a financial investment, but the investment will pay off by ensuring the company avoids lawsuits and settlement payments. A newer company, or one dealing with a hefty lawsuit, may not have the funds to continue operations if it falls into such financial trouble. Additionally, keeping healthy employees healthy pays off by avoiding higher insurance premiums that the employer might be subsidizing.

Company Productivity:

Healthy employees who feel safe and comfortable in their work environment will work more productively than employees who become injured or sick in the workplace. Fixing workplace hazards will help to keep employees working at their best through each workday, instead of taking time off to heal from an injury or illness. This holds true for office workers as well as those working in jobs traditionally considered more dangerous, because sitting for long periods of time each day can cause dangerous health disorders. Office workers who are encouraged to take short breaks throughout the day to move around may feel better, enjoy far better long-term health benefits and accomplish more than workers who remain at their desks.

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Emerging challenges for HR managers:

- I. **Recruitment & selection** The foremost function of HR is to locate the people with needed expertise for the progression of a company (Miller & Cardy, 2000). The quality of people hired depends highly on how effective recruitment & selection strategies are. However, this process of recruitment & selection is not always sailing smoothly and is faced with many challenges due to globalization that has allowed firms to invest overseas. Tangible problems faced during the process may include the cost of advertising job openings while intangible obstacles can be communication gaps between recruiters and hiring managers.
- II. **Career development & growth** Employee career growth activities refer to initiatives taken by employers and employees to polish their expertise and keep themselves familiar with the recent developments. Globalization has brought many technological changes and developments. The main key to grow and survive in any business is innovation. Providing internal career growth opportunities can help organizations keep top talent from seeking opportunities elsewhere.
- III. **Promoting organization culture & heterogeneous workforce** The organizations today are having heterogeneous workforce; which is off course considered to be a positive thing as diverse minds will guide to new creations & ideas, but managing the culture where people have different mindsets and putting across the cultural values is indeed a challenging task. Culture of any workplace is its root and hence HR managers really have to put a lot of effort for developing a successful organization culture.