

Section 4

Ans.1

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Human resources professionals are assuming health, **safety**, and security responsibilities within organizations.

Occupational health and **safety** is a cross-disciplinary area concerned with protecting the **safety**, health and welfare of people engaged in work or employment.

Human resources professionals play an important role in ensuring employee **health and safety**, as they know the workplace, the employees and their job demands. ... Ensure that employees fulfill their **health and safety responsibilities** as outlined in the organizational policies and programs.

Common workplace health and **safety** hazards include: communicable disease, transportation accidents, workplace violence, slipping and falling, toxic events, particularly chemical and gas exposure, getting struck by objects, electrocution or explosion, repetitive motion and ergonomic injuries, and hearing loss.

HR managers are facing many **challenges** in present business scenario like Globalization workforce diversity, technological advances and changes in political and legal environment change in information technology. All these **challenges** increase the pressure on **HR** managers to attract, retain and nurture talented employee.