

Less stress equals more safety

Employees who learn multiple job skills and know what's expected of them tend to have fewer accidents than those who do not, according to a five-year study conducted by the Reliability Group, a management consulting firm based in Miami. Researchers also found that employees who work more safely report a more cheerful, less stressful working environment; easier-to-use equipment; and safer procedures than those who have experienced accidents.

"The findings validate some things we have known intuitively for a long time, and provide some new insights," remarks Hank Sarkis, Reliability Group president. "Safety performance is determined to a large extent by job satisfaction and challenge. Efforts to provide safety incentives, employee rewards and higher levels of safety training will fail if employees are not challenged or satisfied. This may explain why a majority of employees (55 percent) say the safety committee at their facility has *not* had a positive impact on safety."