The relationship between the employers and managers of manufacturing units in the advocate health workers

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ABSTRACT

The aim of this study is to find connection between the rule of law and the role of employers and managers of industrial units and the health of workers. To achieve this goal, due to the difference in the production process of different professions and occupational groups, the metal industry in Qom province is chosen for this study. The research can be considered as applied research in the branch of the cross-sectional survey. The study sample is included 287 workshop that 177 workshops is selected by Morgan table. The samples are selected by random sampling. Field work is the method of data collection and questionnaires is the measurement tool of this study. Help workers has motivated this study, in order to apply the rules and the health promotion in the workshop production. After the analyzing the data, this hypothesis is proved; that employers play an effective role in the health of workers. By using the result of this study, it can be classified the productive workshops based on the commitment of managers to secure and non-secure law categories.

Introduction

Management theorists are always looking for ways to manage labor work on the relationship between theory and practice. Studies show that there is a broad correlation between human resource management and organizational performance. (West et al, 2002)

This issue is also discussed in the health system. For example, some believe that the cooperation between HR managers and executives, is one of the key factors in increasing the ability of the operation to be successful. (Whittaker and Marchington, 2003)

Currently, governments, employers and workers understand that occupational health and safety management systems has an effective role in reducing the risks and increasing production efficiency. (ILO – OSH 2001)

There are some guidelines on occupational safety and health management system which have been developed by the International Labor Organization based on international agreements between the tripartite sectors. The tripartite agreement shares leverages the power and flexibility to develop a culture of safety among the organizations. The ILO provides some recommendations on occupational safety and health management system which is reflected data and tools for the protection, safety and health of workers.

These guidelines are provided practical advice for all those responsible for occupational safety and health management. These recommendations are not legally and they are not required to be replaced, instead of laws, regulations and national standards which are accepted in other countries.

The employer is responsible for organizing and for creating the Occupational Safety and Health and implementation of occupational safety and health management system is a useful method for accomplishing this task   . (Labor laws, 4 chapter, 1387)

ILO has designed these guidelines as a practical tool to serve the companies and make it is considered as a tool for continuous improvement of occupational safety and health performance.

Check the health of workers and analysis of relevant data might be able to remove the obstacles to health. It can protect the health of the human and resources and intellectual society. The aim of this study is to assess the health component of the metal industry workshops of Qom.

1.2. Theoretical background

Health is the state of complete physical, mental, and social well-being, and not merely the absence of disease or infirmity. (Last John, 1993)

The World Health Organization definition of health, is an ideal and practically unattainable definition because according to this definition, it cannot be found a person who is well-healthy in physical, mental and social dimensions, while in practice it cannot be considered the boundary between health and disease. In fact, this definition is like the highest mountain that no one can be conquered, but people should effort to have it and also, health can be ranking.

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We determine health varies with different views expressed on health, by drawing on Islamic jurisprudence on blood money. Note that a person is said to be complete if he is healthy and he does not have any injury which caused by accidents. By using blood money table in case of accident and injury, it will be deducted from the total number and the number achieved for health. For example, a person who has cut off fingers, a tenth of the total compensation awarded. With this law, jurisprudence, we also have to account for one's health, by deducting from the number of the whole number, the health number is obtained.

By virtue of the Noble Quran verse that God says: save a person, such as saving the lives of all human beings is introduced (Quran, Sura Maeda, verse 32). So, this study by the bounce of this verse, try to have a small step in the maintenance and preservation of social workers and it can provide solutions to aim this goal.

It is wise to have various strategies, by using the principles of management, to make workforce management in such a way to provide maximum safety, so we can reduce the major costs and damages resulting from an injury.

In fact, the occurrence of a work injury, involves problems not only for an individual but also for a wide collection. Those consequences would have bad effects on their lives and overshadow on their potential success in the future.

The aim of this study is trying to use administrative measures, to prevent of occupational accidents and family break-up due to the incident and to decrease individual and social damage, so it can provide a circumstance to help the family and country economy.

2. Research goals
2.1. General gals
We want to find the relationship between law on the one hand and the achievement of results in the form of health of workers, which is protection and the preservation of spiritual and material resources. According to the nature and structure of a production unit, health of the workers is affected by the working conditions and production process as well as health and safety conditions of the workplace. The quality and characteristics of these emanating comes directly from the management of the employer and the owner of the plant and workers cannot change them.

2.2. Secondary gals
• Finding a parallel tool for the detection of workplace safety by indirect method.
• Classification workshop production based on safety with a parallel method.
• Give granting immunity to safety shop, to encourage managers to improve safety workshop production units.
• Encourage employers to observe safety, health and environmental issue.
• Assist the relevant authorities in the field of labor to adopt persuasive motivations.
• Help job seekers to choice of safe working environment.
• Promote a safety culture in production workshops.
• Promote safety culture in the society.
• Preserve the material and spiritual resources of country.
• Prevent accidents

• Protect the family by protecting the health of the family breadwinner.

3. Survey of theories of the study
Ensuring the health of employees by preventing Accident: "Accident" is an unpleasant unforeseen event that interrupt business activities and may also be associated with injury or property damage. Some events, cause serious human, social and industrial damage which has significant effect on productivity and reduce the working efficiency. So production will be more important than ever, because damage has psychological effects that cause social effects on the work force. (Leigh, J. Paul)

Theoretical framework: In this study, we deal with the elements and variables which stands for the rule of law and other variable terms that are expressed health. Synonyms and similar terms are defined with the rule of law. These statements represent the rule of law, but each of the different aspects of it are presented. But the brief rule of law or the rule of law face the adherence to law enforcement. In short, the rule of law is a commitment to the rule of law. Law is a set of instructions to be implemented by specific individuals and social ties between people acting as mediator. There is also a more general sense than the law. In other words, the law is anything that regulate human behavior. This rule can be physical laws that affect human or moral law or the law of the state or the country or it can set for a special place. (Philosophy of law, Mark Tebbit, 2005)

We consider the rule of law as defined and adapted. Expert labor inspector Ministry of Cooperatives, Labor and Social Welfare is the legal authority to inspect all workplaces covered by labor law at all hours of the day. They Monitor compliance with legal requirements, including working conditions and duties of labor inspectors in their report about the duties and authority of the court's ruling justice report.

Thus the results and output of reports of inspectors working in relevant cases have been recorded, indicating the legitimacy of the employer or the head of production.

We can consider the complete number of health for individuals. By using the blood money table to deduct the amount of damage of the person, we can expressed the number of health. According to the procedures, we consider the number of variable legitimacy of the employer or manager or workshop, as the independent variable, and the number of health workers, as the dependent variable, which is the average health of workers workshop. However, by correlation test, we measure correlation dependent and independent variables and our hypothesis is tested which is the relationship between employers and managers of manufacturing plants in the rule of law health workers.

4. Research methodology
4.1. Research process
The purpose of this study is to describe and determine the conditions and to assist decision-making process. Based on the way of obtaining the desired data this research can be considered as applied research; because the data is collected through sampling, to assess the conditions, the research branch of the cross-sectional survey is done.

As mentioned, based on the purpose this study is applied research. Because the results of the identification and

evaluation of examples of population health indicators, can be used in other statistical population.

Note that this study was implemented in two stages.

First stage: We collect data from health questionnaires of our sample population in the last ten years and in the case of Metal Industries Group workshops of Qom. It has done by the way which will be state in the future parts and the results and conclusion of the preliminary calculations is recorded in the system.

Second stage: After completing each variable data on health, the field work of distribution and collection of questionnaires is done and after extraction the results, the results is recorded based on the rule of law and designed checklist. (Bazargan and al, 1380)

4.2. Statistical population

The target statistical population group is workshops metal industry of Qom. The metal industry, contain of all workshops including casting operations, melting and metal forming and finishing with the majority of the metal material or manufacturing process. The use of the word workshop, means the individual or entity that has the owner, manager and the rule of law component is documented based on the number of workers and the health component of workers will be tested. The number of industry group workshops metal workshops is 786, according to the database system of the General Directorate of Cooperatives, Labor and Social Welfare of Qom.

Since the workshops under five workers, often are in the form of traditional employer's office and manager in most of them is like a professional craftsman, and he does not have a manager role, therefore, the issue of those workshops is not compatible with the framework of our research. In addition to the unimportant role of manager in these workshops, they are exempt from some laws and it was impossible to monitor the implementation of all regulations about them. By considering all the above reasons, the workshops under five workers has been removed from this study.

It is achieved the result of the metal industry statistics workshops of Qom, with five workers or more, the number 287 with the restrictions on output database.

4.3. Sample, sampling method and sample size

We use the method of Morgan to achieve the required number of samples according to the specifications and characteristics of research.

When we do not know about the variance of the community and the likelihood of success or failure, and we also cannot tell variable statistical formulas used to estimate the sample size, we use Morgan table.

The sample size of is 165 samples, which is calculated and determined by using the above table. At least this number of samples should be made and calculated. Therefore, by taking into account the possibility of some problems and failure of returning some questionnaires, 180 workshops are selected and questionnaires are distributed to workers and after that date is collected.

5. Data collection

5.1. Validity of data collection

Validity test or reliability of the content is a good way to check the validity of the content. In this study, this method is used to check the validity. The questionnaire is given to a few experts and accuracy of questions and the way of analyzing data is confirmed. The validity of this questionnaire, is content validity.

To test validity, the results of complete questionnaires is tested by a medical doctor working with medical examination and evaluation of the workers. The results of the questionnaire is approved.

5.2. Reliability of data collection

Although the questionnaire is extracted from the blood money table, however, to ensure data integrity 30 questionnaires are distributed between 30 people and repeat it after about 25 days, the results are entered into the software, and are analyzed by Cronbach's alpha. It is obtained Reliability coefficient of 83% for this study show that it is very good reliability.

5.3. Method of data collection

For this study data is included data on health variables and variable data on the rule of law. Variable data on workers' health workshop has been prepared based on blood money table to develop a health questionnaire. The questionnaire is based on standard data reported physical defect in the body's interview and in fact, it is a self-reported health. After identifying the desired workshops, questionnaire distributed among the workers, they have been collected at the same time or after the necessary arrangements.

Client data on the rule of law is completed based on the records, documents and records of the workshop containing legal advice and all correspondence. Data has been summarized from a checklist of the workshop for simplicity.

5.4. Analysis of data

As expressed in this research, the statistical software SPSS and Microsoft Excel is used to collect and analyze data.

5.5. Description of variables

The workshops of Qom province the metal industry is the population in this study. It has been analyzed descriptively the sample data related to demographic characteristics such as age, work experience and educational level of respondents.

5.6. The age distribution of the sample

The highest rate in the age group between 35 to 44 years old and the second one is 25 to 34 years old. As these two groups accounted for 53 percent of the volume of the sample. The age group 55 years and older had the lowest rate, which is 9 percent.

5.7. Distribution of work experience of sample

The highest frequency in the group between 10 and 15 years of experience and the second group of workers with work experience of 15 to 20 years and also 5 years and less than 5. In this category there has been almost uniformly distributed. So that the highest and lowest frequency, only 7 percent disagree. The group of 10 to 15 with frequency of 19, is only 7% more than the group with the lowest frequency of more than 25 years.

It is interesting that the experience did not play a linear and direct role in the accident and it has a minor role in risk for the individual accident.

Maybe people who have little experience, have many accidents, while in the same condition and at the same workshop some experienced workers have not been injured.

This can be taken that experience of this experimental approach can be effective in reducing accidents and it shows that client management has an important role in the prevention of accidents in the workshop.

5.8. Distribution of educational level of sample

Highest frequency is in people with high school education, so this group account for 37% of the volume of the sample. In addition, 32% of the sample size is of people with middle school, 17 percent of people with literate and 6 percent to illiterate

people and 7 percent of those with higher level of education. The results are presented in the following chart:

Frequency distribution
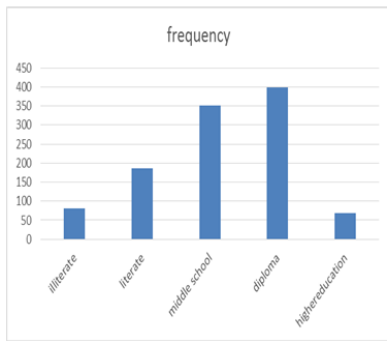
Distribution histograms of the respondents in terms of education

5.9. Data classification

1200 Health workers questionnaire is copied and they are distributed between workers in the desired workshops. 116 questionnaires are eliminated for technical and operational reasons, and about 1084 questionnaires are typed in Microsoft Office application for conclusion. Table number of injuries, which is reported by workers and their frequency, is in the column below.

(Data Extraction)

injury	Total injury	Distribution
Cutting off the leg	16	1
Cutting off the hands	27	2
The loss of an eye	33	3
Hearing loss	23	4
Separate arm or leg with the bone defect	57	5
Break the arm or leg bones, faulty treatment	37	3
Arm or leg bone fracture healing and recovery after treatment	24	2
Defective bone crushing hand or foot treatment	20	2
Broken arm or leg bone healing and recovery after treatment	22	2
Breaking the bone of head	57	5
Deep cuts or bleeding head and face	49	5
Scratches and minor bleeding head and face	33	3
The loss of any of the front teeth	65	6
The loss of any of the back teeth	47	4
Breaking his nose and recovery after treatment	74	7
Breaking the spine and recovery after treatment	57	5
Breaking collarbone and recovery after treatment	81	7
Avulsion of the nail	126	12
Cut each finger	142	13
Paralysis of the fingers	75	7

5.10. Investigate the hypothesis and presenting the result

Explaining hypothesis: Hypothesis of this study is relationships between rule of law employers and health of workers. We are looking for a link between the rule of law of employers and managers of a manufacturing unit and health of workers. In order to explain this we want to see whether it is effective under the rule of law, a director of health of workers or not. The implicit hypothesis is the "rule of law employers and managers of production units linked to the health of workers." To accomplish this connection or reject hypotheses, we extracted the final data from questionnaires and checklists statistical software by Microsoft Excel, coding, categorization and data. Operations, data entry and data were analyzed in SPSS software. We review and discuss the results of statistical data collected.

Results: After data completion data and performing data entry, data is performed in order of preference for statistical tests by SPSS, software.

Normal test: The normal test is done before any testing. Kolmogorov-Smirnov test is used to ensure normality of data. Test normality of the data is done by software and the result is showed that the obtained data is not normal.

Correlation test: The statistical population is not normal, so, we use the Spearman correlation test to accomplish this connection or reject the hypothesis. It can be used Spearman rank correlation or ρ Spearman if the data have been collected or data has changed to ordinal rankings. The correlation of these two variables is important and one of these two variables can be controlled or predicted. The correlation use to measure different coefficient. One of the Spearman correlation coefficient, which is a non-parametric methods. (Behbudian, 1383, p 145)

By using SPSS statistical analysis software Spearman correlation test is performed and the number of correlation data is achieved in a meaningful correlation between 0.841 to 0.01, thus it is proved the hypothesis.

6. Conclusion

The information is received and data is extracted on the results of correlation relationship between the rule of law employer and group health workers in the metal industry workshops of Qom, according to the results of statistical analysis, the following results have been achieved.

1- Necessity of categorizing and prioritizing management actions employer.

2- Generalize the results to other occupational groups

3- Generalize the results to the public workshops, regardless of geographical area.

Necessity of categorizing and prioritizing management actions employer: After an initial check of the questionnaires, the most damage which is reported is related to hand injuries. The result is predictable for workers of metal industry and metal workers. Since workers are working more than any other professional in the hands and fingers so they are exposed to risks. By extracting

preliminary results of the questionnaire it can be seen that about thirty percent of workers in this occupational injuries have suffered in the fingers. So it is necessary that managers of these workshops prioritize safety measures focus on the risk of these factors in the workplace. Because they found that most workplace hazards are hands and fingers of workers and most injuries of workers is found in this parts of body.

Generalize the results to other occupational groups: Although the study is the connection between the rule of law as employers and managers of production units in order to classification and rank workers health and safety from the perspective of health workshops and the case study is Metal Industries Group workshops of Qom, this study is conducted, regardless of job-related components and the role of research-related jobs has not been effective. So, the results of this study can be generalized to other occupational groups.

Generalize the results to the public workshops, regardless of geographical area: As mentioned above, this research is a case study in the workshops of the metal industry in Qom, since the elements, variables and geographic factors involved in the research but is not involved, so the results of this study can be extended to other sites in other provinces, regardless of geographical area.

6.1. Recommendations based on the results

Regard to the role of employers in the manufacturing process and due to the fact that the manager of a manufacturing and industrial production are more concerned with production than safety issues related to the health of workers, so it can used the existing safety standards and offered proposals for the establishment of workplace safety system based on the requirements of the Occupational Safety and Health Management System. Management workshop can implement safety guidelines with his own representatives or safety associates or using the knowledge and expertise of consulting in the workshops.

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