

“TO STUDY ON PERCEPTIONS ABOUT WORKPLACE SAFETY AND SECURITY AMONG EMPLOYEES OF A TEACHING HOSPITAL”

By

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REG NO: 22MHA01

Dissertation submitted to

BLDE (DEEMED TO BE UNIVERSITY) VIJAYAPURA, KARNATAKA



In partial fulfillment of the requirements for the degree of

MASTERS IN HOSPITAL ADMINISTRATION

UNDER THE GUIDANCE OF

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BLDE (DEEMED TO BE UNIVERSITY)

**SHRI B.M. PATIL MEDICAL COLLEGE, HOSPITAL
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2024

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I, Mr. Javeed R Zhare hereby declare that this dissertation entitled **“TO STUDY ON PERCEPTIONS ABOUT WORKPLACE SAFETY AND SECURITY AMONG EMPLOYEES OF A TEACHING HOSPITAL”** is a bonafide and genuine research work carried out by me under the guidance of **DR. VIJAYAKUMAR .T. KALYANAPPAGOL**. Professor And Head, Department Of Hospital Administration, Department **MASTERS of HOSPITAL ADMINISTRATION**, BLDE (Deemed to be University), Shri. B M Patil Medical College Hospital and Research Centre, Vijayapura.

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and guidance, in partial fulfillment of the requirements for the degree of Master of Hospital
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Introduction

Representative wellbeing and security projects ought to be a significant need for the executives since they save lives, increment efficiency, and lessen costs. These wellbeing and security projects ought to push worker association, kept checking, and a general health part (Anthony et al., 2007). Work security expects that protected working circumstances shouldn't make huge gamble of individuals being delivered unsuitable to play out their work. Wellbeing and security at work is subsequently pointed toward making conditions, capacities, and propensities that empower the laborer and his/her association to do their work productively and in a manner that evades occasions which could cause them hurt (Garcia-Herrero et al., 2012). Obviously protected working circumstances affect the propensities for laborers, which thusly influences on effectiveness. This suggests that representatives working in a protected condition are probably going to act .

An emergency clinic can find lasting success just when it conveys the quality support of its patients in spite of its size. The exhibition of clinical and Para clinical staff in regards to the nature of clinical consideration is critical for any emergency clinic. Out of the multitude of elements that influence the presentation of representatives in medical clinics is the workplace which assumes a basic part in any association. Additionally according to HR division, the enlistment and maintenance of wellbeing experts is extremely difficult because of many variables. Working environment climate influences the nature of care, authoritative usefulness, worker fulfillment, ceaseless turn of events and association culture. A decent climate generally rouses a representative to play out his obligations in a productive way while as unfortunate workplaces add to clinical blunders, stress, burnout, weakness, truancy and elevated degree of staff turnover which thus compromises the nature of care. The paper has attempted to analyze different workplace related factors that influence the representatives in medical care and in turns influences the assistance conveyance. This paper additionally attempts to think about the distinction in administrations given by government and confidential emergency clinics in Indian setting. This paper would empower the emergency clinics to have a more noteworthy familiarity with the effect that work environment climate factors have on representatives and their associations. This likewise prompts better comprehension of which variables are exceptionally essential according to representatives' perspective and the way that they can be thought about by medical care workers so subsequently in better nature of administrations by its staff. This study depends on optional information and it plans to dissect the work done in before studies. This concentrate additionally recommends the procedures to emergency clinics to further develop their representative fulfillment at work environment. [2]

Aims and Objectives

AIMS & OBJECTIVES OF THE STUDY

AIMS

- To study perceptions about of hospital employees safety and security in workplace at teaching hospital.

OBJECTIVES

To identify the factors related to safety and security of workplace environment in order to know the impact on performance of health employees.

- To suggest further on how to improve the workplace environment in hospital

Review of literature

REVIEW OF LITERATURE

Rosemary Lucas (2002) with her review named "Sections of HRM in cordiality? Proof from the 1998 work environment representative relations review", The review did to confirm the recovery of the wellbeing area in England according to the point of view of human asset the executives and expected to evaluate the components of HR connected with the restoration of the wellbeing framework and the development of another wellbeing area. A review named "The filling in the Sandwich: HRM and center supervisors in the wellbeing area" ,Mc Conville and Holden (2003). The review showed the focal job of line directors in executing human asset the board, is broadly recognized and analyzed how far representatives influence, or are impacted by, such practices. Through a contextual analysis in two Trust clinics, this study exhibits that center line supervisors, situated between the help's dynamic bodies and its representatives, are bearing a considerable lot of the outcomes of the change cycle. The impacts of developing jobs, joined with adjusted assumptions for their undeniably apparent jobs, have upgraded the strains and job struggle intrinsic to their situation. The investigation discovered that the impression of line e chief are under resourced and figured out absence of opportunity expected to successfully deal with their staff. [1]

Al Kudhat Mohammed (2004), with his review named "Strategies for choosing staff in Lord Abdullah in the illumination of mechanical turns of events," one of the primary discoveries of this study is the presence of a positive connection between the character qualities of the people who have been selected and innovation utilized in the clinic. Notwithstanding that the differentiation of perspectives on the staff about the accessibility of expert individual © 2019 JETIR May 2019, Volume 6, Issue 5 www.jetir.org (ISSN-2349-5162) JETIR1905341 Diary of Arising Advancements and Creative Exploration (JETIR) www.jetir.org 299 characteristics required. It likewise uncovered the presence of the effect of high innovation in the examination and configuration work and occupation order and the idea of the work. [2]

Ozcan and Hornby (2005). The investigation discovered that one reason for horrible showing of workers in government clinics in Turkey, was primarily because of disinterest by the administrators of head divisions in government clinics to give better circumstances to emergency clinic's staff and foster impetuses framework. The review suggested the reception of motivations framework and compensations for staff and

medical caretakers who perform great and picking a gathering every month as a good example for people working in the clinic and pay them exceptional rewards to empower other staff who have not been chosen. . [3]

source rehearses and Authoritative execution the intervening job of word related wellbeing and wellbeing"; the point of this study is to analyze the connection between superior execution human asset rehearses (HPHRP) and hierarchical execution. The outcomes showed that the intervening job of seen security environment in the relationship of HPHRP and hierarchical execution is affirmed. The finding proposes that authoritative accentuation on wellbeing issues adds to laying out viable HPHRP and driving hierarchical execution. Associations can profit from compelling HR rehearses by focusing on workers' wellbeing issues, which thus bring about better authoritative performance. Salah Mahmoud Diab (2012) in his review named "estimating the components of the nature of clinical benefits gave in the Jordanian government medical clinics according to the point of view of patients and staff". The review found an increment rate to stop work among specialists and medical caretakers working in emergency clinics and the Service of Wellbeing, and the low level of fulfillment and low longing among the staff to keep working in the medical clinic, and this giving effect on the bad quality of wellbeing administrations gave to patients. The main suggestions by the review concerning the state of people working in the clinic, the arrangement of material and moral motivators for representatives working in government medical clinics to produce their longing to proceed to properly work and offer clinical types of assistance. Instructional classes for laborers in the © 2019 JETIR May 2019, Volume 6, Issue 5 www.jetir.org (ISSN-2349-5162) JETIR1905341 Diary of Arising Advancements and Creative Exploration (JETIR) www.jetir.org 300 emergency clinics in the space of the components of clinical benefit quality, and to develop the quality idea between the staff and to accomplish the quality aspects at the best degree. [4]

Methodology

MATERIALS AND METHOD

Source of Data

The BLDE (DU) Shri B M Patil Medical College Hospital and Research Centre and hospital in Vijayapura, Karnataka.

Type Of Study:. Descriptive study

Study Period: One year

Inclusion Criteria

- Intensive care unit (ICU)
- Surgical intensive care unit (SICU)
- Cardiac intensive care unit (CICU)
- Neonatal intensive care unit (NICU)
- Paediatric intensive care unit (PICU)
- Biomedical waste
- General ward
- Casualty
- Emergency medicine

Exclusion Criteria

- , Outpatient department (OPD)
- Pharmacy
- Store

METHODS OF DATA COLLECTION

All the health care professional from the ICU NICU CICU CCU will be selected to access the hospital safety and security experience by them and problem will be interviewed by semi structure questionnaire to find out of the problem found will be addressed through appropriated measures. Like creating awareness standard operating procedure

Sample Processing:

As per the study done by C.K.Gomathy and et al,It was found that the proportion of the highly satisfied Level employee satisfaction towards safety measures is 48%. Considering the confidence limit of these studies to be 99% with 1% level of significance and margin of error 0.05.The sample size computed using the following formula

Sample size:

$$(n) = (Z^2 * p * (1-p)) / d^2$$

Where,

Z is the z score= 2.576

d is the margin of error= 0.05

n is the population size

p is the population proportion =0.48

a is the level of significance=0.01

The estimated sample size of this study is **662**.

STATISTICAL ANALYSIS:

The data obtained is entered in a Microsoft Excel sheet, and statistical analyses are performed using a statistical package for the social sciences (SPSS) (Version 20). Results are presented as Mean, SD, counts and percentages, and diagrams. For normally distributed continuous variables between the two groups will be compared using an independent sample test. For not normally distributed variables, the Mann-Whitney U test is used. For Categorical variables between the two groups, are compared using the Chi-square test/Fisher's exact test. If there are more than two groups we will use ANOVA, for not normally distributed, Kruskal-Walli H Test. If $p < 0.05$ will be considered statistically significant. All statistics are performed two-

Results

The extent of the review is to comprehend the view of laborers about , their working environment and wellbeing and safety efforts of representatives of a showing emergency clinic . An emergency clinic can find success just when it conveys the quality support of its patients alongside giving a sound encompassing to the specialists as well. We have consider a couple of elements which let us in on about the exhibition of empolyees in clinics in the workplace, for example, age, work insight, orientation, assignments alongside frequencies and unmistakable. There are 662 examples who have effectively partaken and assist us with knowing the general information on the examinations in regards to specific variables which are considered.all the medical services proficient from the ICU NICU CICU CCU are gotten to share their experience through semi structure poll which incorporate focuses like making mindfulness standard working methodology and some more.

To examine, the aggregates for each question were thought about by setting the choices as usual , at some point, more often than not and never . There are absolutely 12 inquiries among which the beginning ten inquiries have delegated the settings made sense of above , where as the 11th inquiry as yes or no choice comparatively the twelveth question was fluctuated by the option as 6months , Yearly ,Once in 2 years and Never . We acquire around 69% of the member have picked more often than not and around 23% of the member have vote in favor of the choice generally where as 7% individuals have concurred with the choice at some point, subsequently among 662 member around 457 participator concurred about the wellbeing and safety efforts are selected and in this manner upgrading the improvement of empolyees alongside every one of the people groups in the medical clinic.

Table 1: Age distribution of overall knowledge of workers, regarding their safety and security measures at teaching hospital.

Age	Overall average knowledge				Chi square test	Significant value
	Some time	Most of the times	Always	Total		
< 10	0	1	0	1	61.508	P=0.001*
	0.0%	0.2%	0.0%	0.2%		
10 - 19	1	0	1	2		
	1.9%	0.0%	0.7%	0.3%		
20 - 29	7	68	52	127		
	13.5%	14.9%	34.0%	19.2%		
30 - 39	33	347	77	457		
	63.5%	75.9%	50.3%	69.0%		
40 - 49	4	21	18	43		
	7.7%	4.6%	11.8%	6.5%		
>50	7	20	5	32		
	13.5%	4.4%	3.3%	4.8%		
Total	52	457	153	662		
	100.0%	100.0%	100.0%	100.0%		

*; Statistically significant

Descriptive:

- Among 662 participant about 457 participant have chosen most of the time ,whereas about 153 participant have agreed with the option of always and remaining 52 participant go with the option some time .
- This distribution is helpful in understanding the overall average knowledge through age distribution. The finding of this study indicate with a significant proportion falling the older group age to the medival age (>50<25).After analyzing it is clearly understood that about 69% have opt for most of the time ,about 23% have voted for the alternative as always where as remaining 7% have opt for the option sometime .

Table NO 2

Work experience	Overall average knowledge				Chi square test	Significant value
	Some time	Most of the times	Always	Total		
< 5	14	113	29	156	13.842	P=0.031*
	27.5%	24.8%	19.0%	23.6%		
5 - 9	24	280	104	408		
	47.1%	61.4%	68.0%	61.8%		
10 - 14	8	43	18	69		
	15.7%	9.4%	11.8%	10.5%		
15+	6	21	2	27		
	11.5%	4.59%	1.3%	4.1%		
Total	52	457	153	660		
	100.0 %	100.0%	100.0%	100.0%		

*; Statistically significant

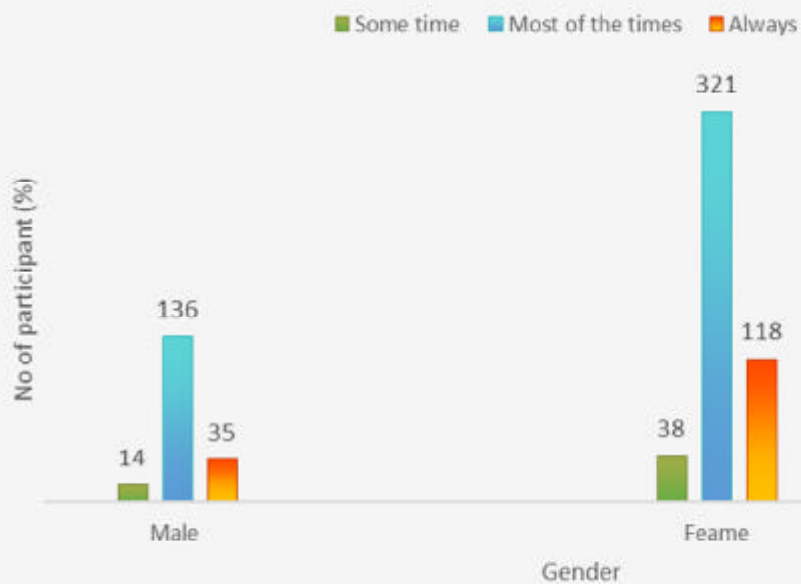
Descriptive:

- This distribution is helpful in understanding the overall average knowledge of work experience of participant; varying the years of experience from (<5 years to > 15 years) .
- The finding of this study indicate about 69% of participant opt the option most of the time where as about 23% of the overall participant opt the option as always and the remaining 7% participant have voted for the option sometime

Gender	Overall average knowledge				Chi square test	Significant value
	Some time	Most of the times	Always	Total		
Male	14	136	35	185	2.727	P=0.256*
	26.9%	29.8%	22.9%	27.9%		
Female	38	321	118	477		
	73.1%	70.2%	77.1%	72.1%		
Total	52	457	153	662		
	100.0%	100.0%	100.0%	100.0%		

*, Statistically significant

Association between Gender and overall average knowledge

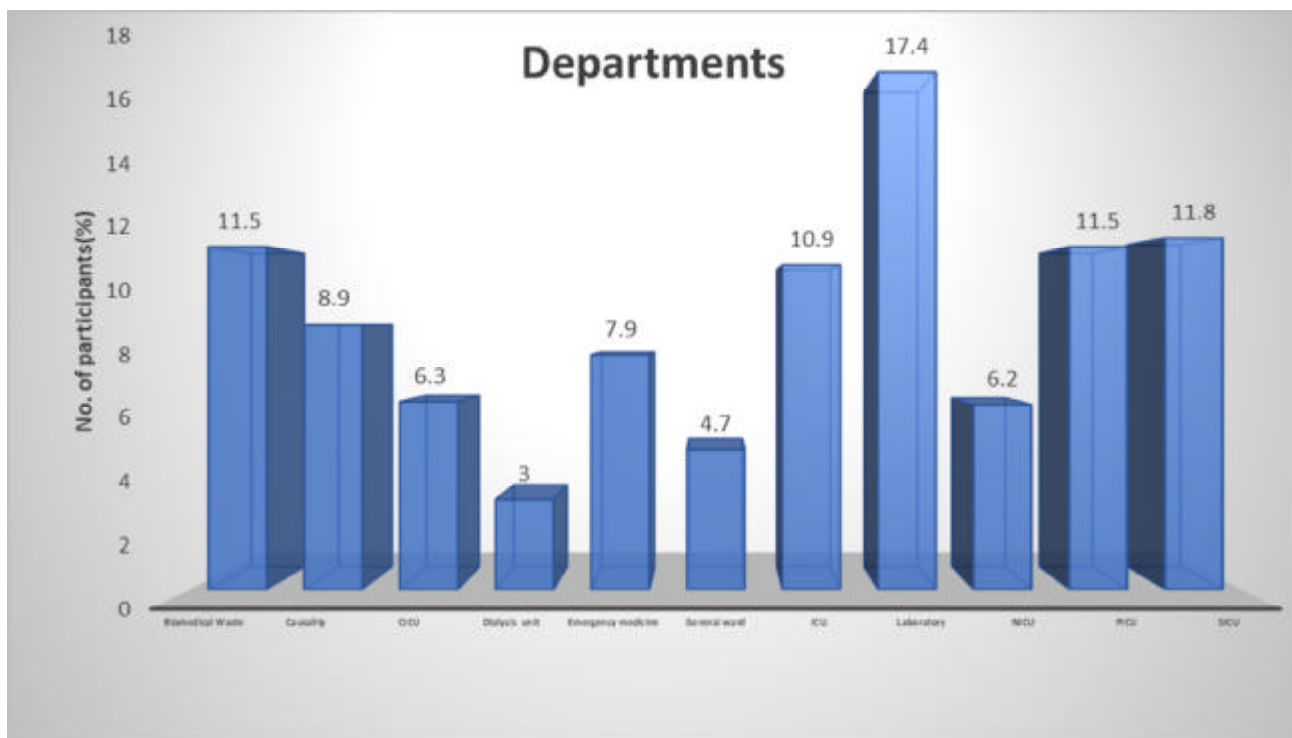


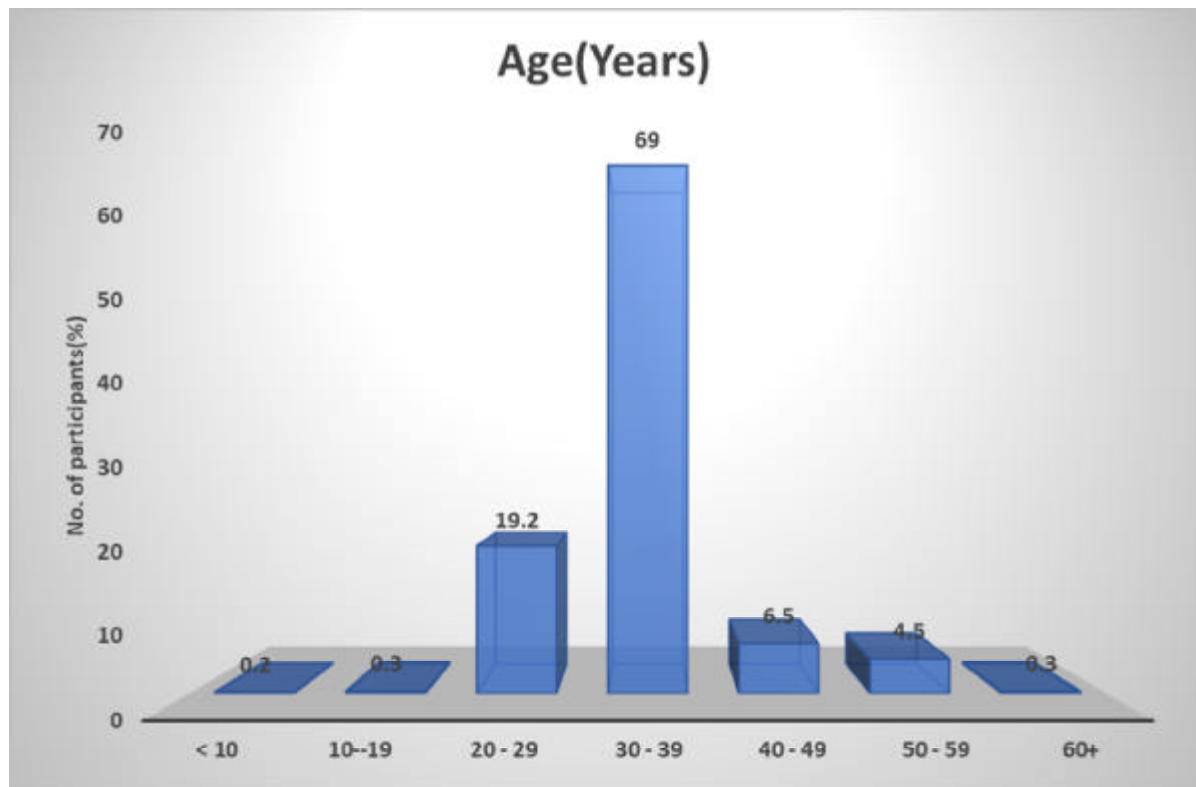
Descriptive



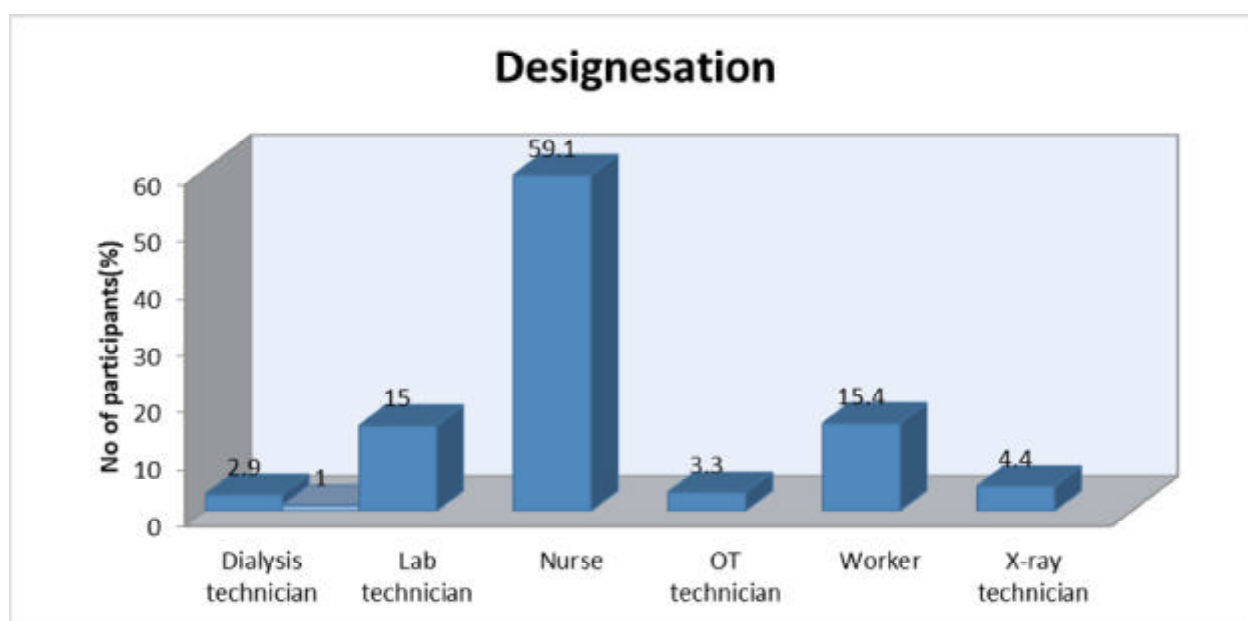
Age(Years)	No. of participants	Percentage
< 10	1	.2
10 - 19	2	.3
20 - 29	127	19.2
30 - 39	457	69.0
40 - 49	43	6.5
50 - 59	30	4.5
60+	2	.3
Total	662	100.0

Department	No. of participants	Percentage
Biomedical Waste	76	11.5
Causality	59	8.9
CICU	42	6.3
Dialysis unit	20	3.0
Emergency medicine	52	7.9
General ward	31	4.7
ICU	72	10.9
Laboratory	115	17.4
NICU	41	6.2
PICU	76	11.5
SICU	78	11.8
Total	662	100.0

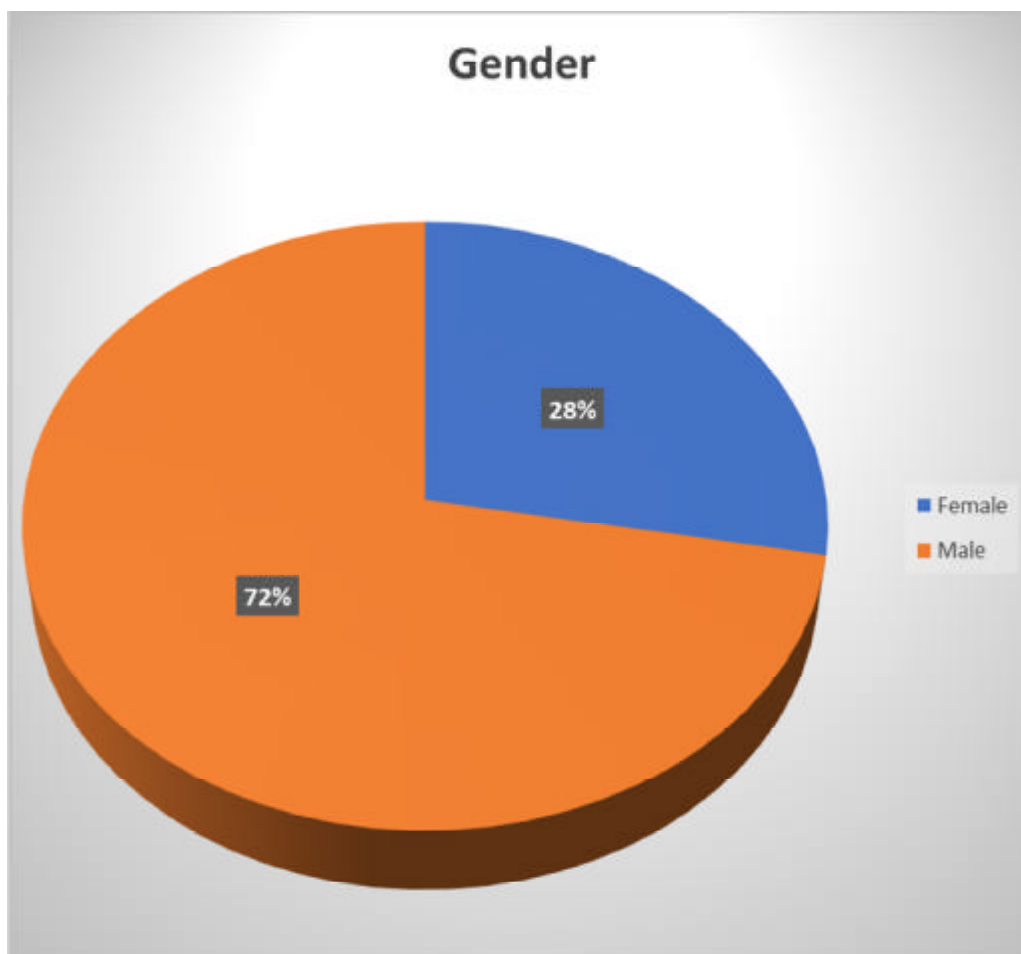




Designation	No of participants	Percentage
Dialysis technician	19	2.9
Lab technician	99	15.0
Nurse	391	59.1
OT technician	22	3.3
Worker	102	15.4
X-ray technician	29	4.4
Total	662	100.0



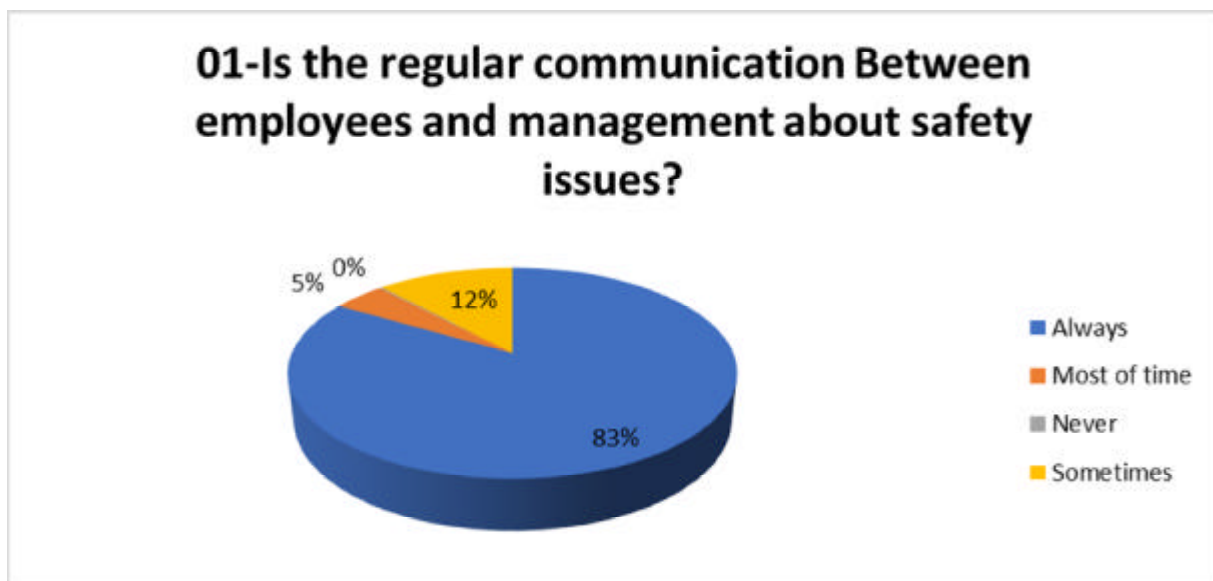
Gender	No. of participants	Percentage
Female	185	27.9
Male	477	72.1
Total	662	100.0



1-Is there a regular communication between employee's and management about safety issues?	No of Participant	Percent
Always	553	83.5
Most of time	30	4.5
Never	1	.2
Sometimes	78	11.8
Total	662	100.0

Descriptive

Among the participants surveyed, a significant majority, 83.5%, reported that there is always regular communication between employees and management about safety issues. Another 4.5% mentioned that this communication occurs most of the time. Only 0.2% indicated that such communication never happens, while 11.8% stated it happens sometimes. In total, 662 participants responded to this question.



2- Does your management provide immediate action on complaints prescribed by employees?	No. of percipients	Percentage
Always	463	69.9
Most of time	64	9.7
Sometimes	135	20.4
Total	662	100.0

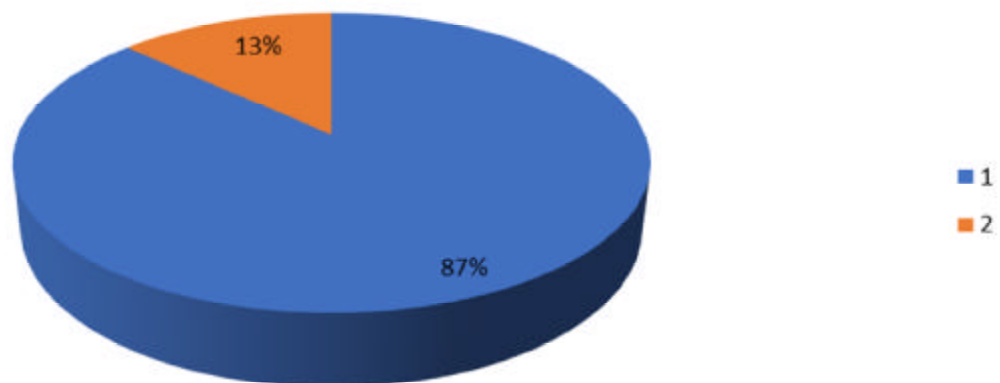
Descriptive According to the survey, 69.9% of participants reported that their management always provides immediate action on complaints prescribed by employees. An additional 9.7% indicated that this happens most of the time, while 20.4% noted that it only occurs sometimes. Overall, 662 participants responded to this question.



3 - Did you receive the necessary work place health and safety training when starting job or changing jobs or using no techniques?	No. of percipients	Percentage
Always	438	66.2
Most of time	70	10.6
Sometimes	662	23.3
Total	662	100.0

. **Descriptive** When asked whether they received the necessary workplace health and safety training upon starting their job, changing jobs, or using new techniques, 66.2% of participants reported that they always received such training. Another 10.6% stated that they received training most of the time, while 23.3% mentioned that they sometimes received it. In total, 662 participants responded to this question.

3- Did you receive the necessary work place health and safety training when starting job or changing jobs or using no techniques?

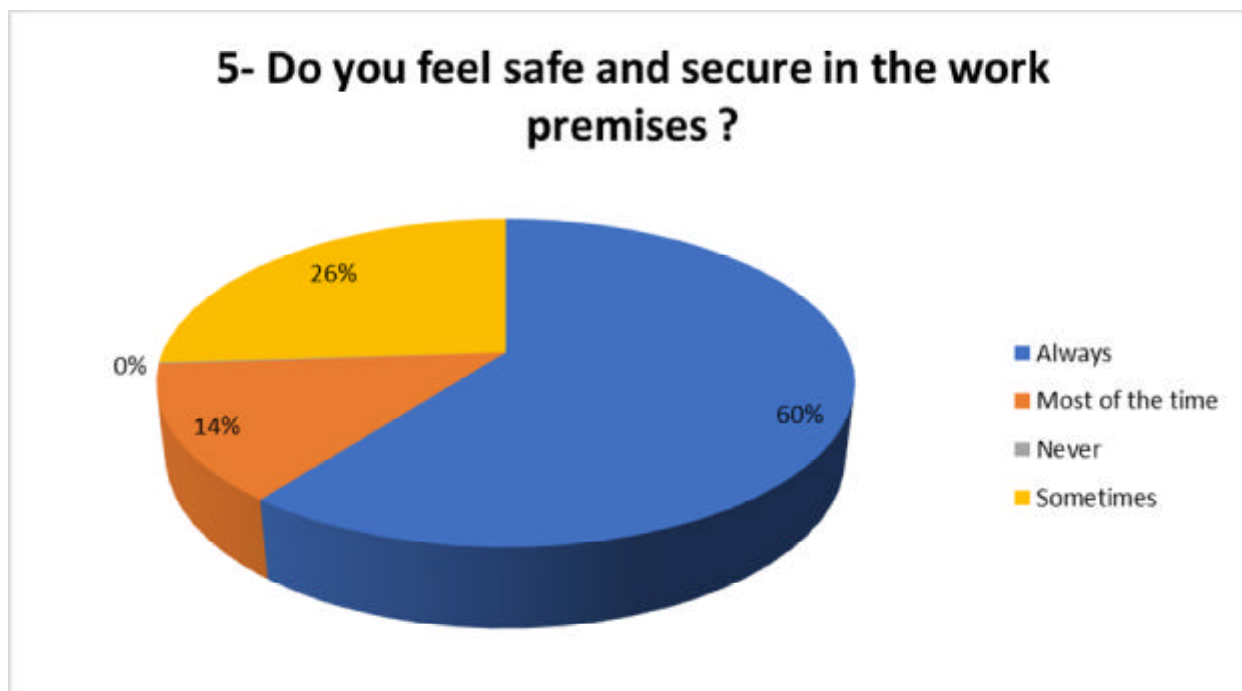


4-Are you trained to ensure the safe evacuation of all persons from building in the event of serious and immediate?	No. of percipients	Percentage
Always	399	60.3
Most of the time	73	11.0
Never	6	.9
Sometimes	184	27.8
Total	662	100.0

Descriptive When asked if they were trained to ensure the safe evacuation of all persons from a building in the event of a serious and immediate emergency, 60.3% of participants stated that they always received such training. Another 11.0% indicated that they received this training most of the time, while 27.8% mentioned that they sometimes received it. A very small percentage, 0.9%, reported that they never received this training. In total, 662 participants responded to this question

5- Do you feel safe and secure in the work premises?	No. of percipients	Percentage
Always	400	60.4
Most of the time	89	13.4
Never	1	.2
Sometimes	172	26.0
Total	662	100.0

Descriptive Regarding workplace safety and security, 60.4% of participants stated they always feel safe and secure in the work premises. Another 13.4% reported that they feel this way most of the time, while 26.0% mentioned they sometimes feel safe and secure. Only 0.2% of participants indicated that they never feel safe and secure in the work premises. In total, 662 participants responded to this question.



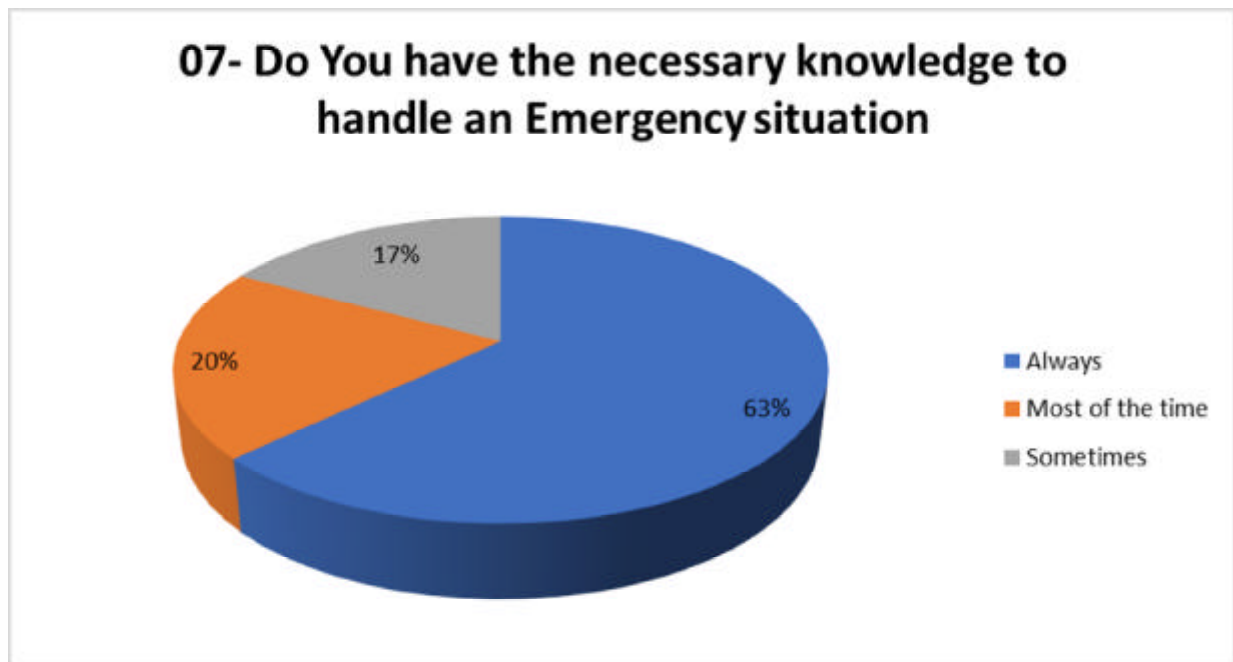
6- Do you feel you receive effective safety and security training?	No. of percipients	Percentage
Always	398	60.1
Most of the time	108	16.3
Never	1	.2
Sometimes	155	23.4
Total	662	100.0

Descriptive; When asked if they receive effective safety and security training, 60.1% of participants stated that they always do. Another 16.3% mentioned that they receive such training most of the time, while 23.4% reported that they sometimes receive it. Only 0.2% of participants indicated that they never receive effective safety and security training. A total of 662 participants responded to this question.



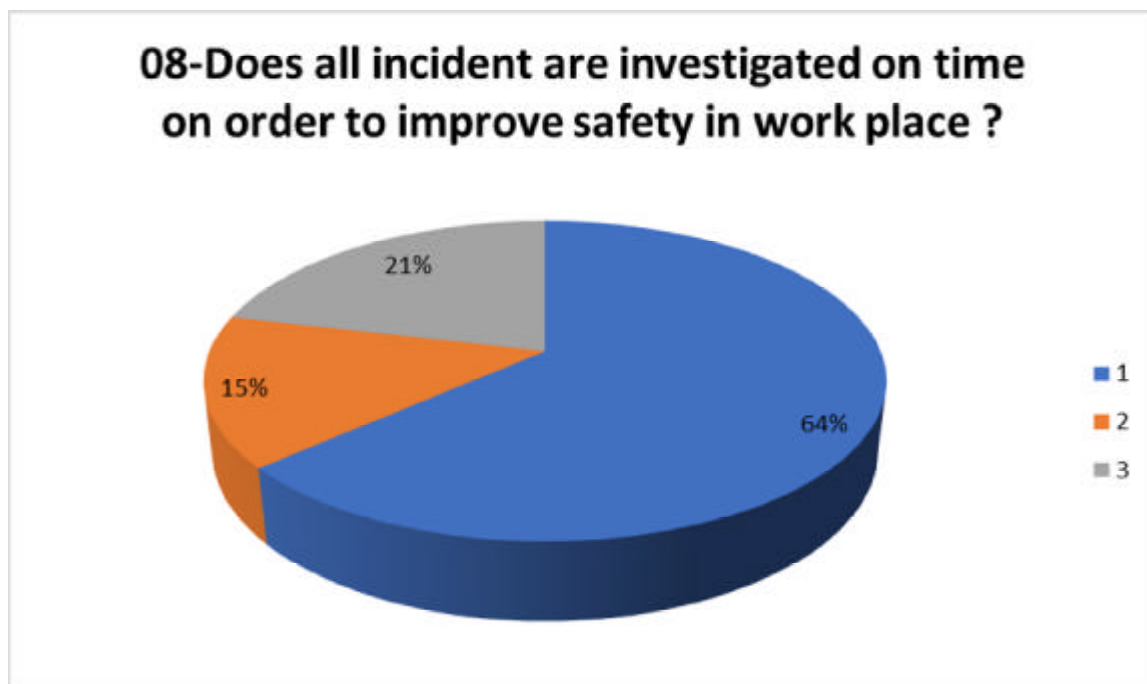
7- Do You have the necessary knowledge to handle an Emergency situation	No. of percipients	Percentage
Always	416	62.8
Most of the time	133	20.1
Sometimes	113	17.1
Total	662	100.0

Descriptive When asked if they have the necessary knowledge to handle an emergency situation, 62.8% of participants stated that they always do. Another 20.1% mentioned they have this knowledge most of the time, while 17.1% reported that they sometimes have it. In total, 662 participants responded to this question.



8- Does all incident are investigated on time on order to improve safety in work place?	No. of percipients	Percentage
Always	420	63.4
Most of the time	101	15.3
Sometimes	141	21.3
Total	662	100.0

Descriptive When asked if all incidents are investigated on time in order to improve workplace safety, 63.4% of participants reported that this always happens. An additional 15.3% stated that incidents are investigated most of the time, while 21.3% mentioned that this only occurs sometimes. In total, 662 participants responded to this question.



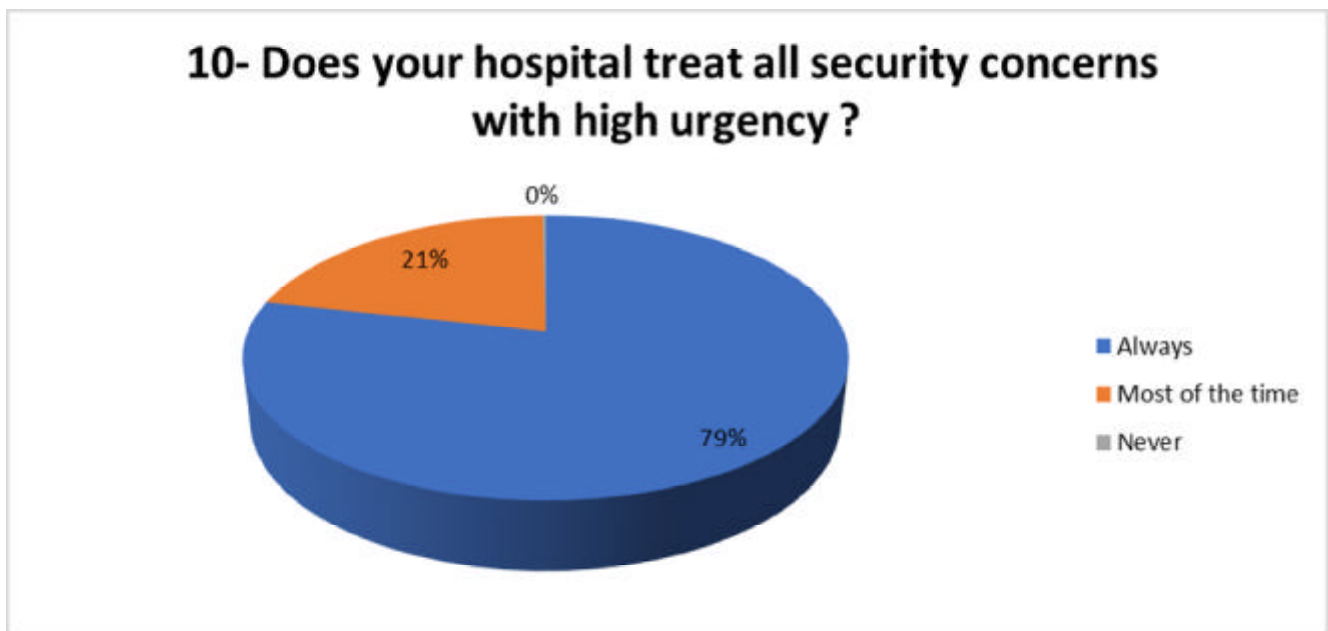
9- Have you been informed about possible safety hazard at your work place?	No. of percipients	Percentage
Always	398	60.1
Most of the time	110	16.6
Never	1	.2
Sometimes	153	23.1
Total	662	100.0

Descriptive When asked if they have been informed about possible safety hazards at their workplace, 60.1% of participants stated that they are always informed. Another 16.6% mentioned that they are informed most of the time, while 23.1% reported that they are sometimes informed. Only 0.2% of participants indicated that they are never informed about possible safety hazards. In total, 662 participants responded to this question.



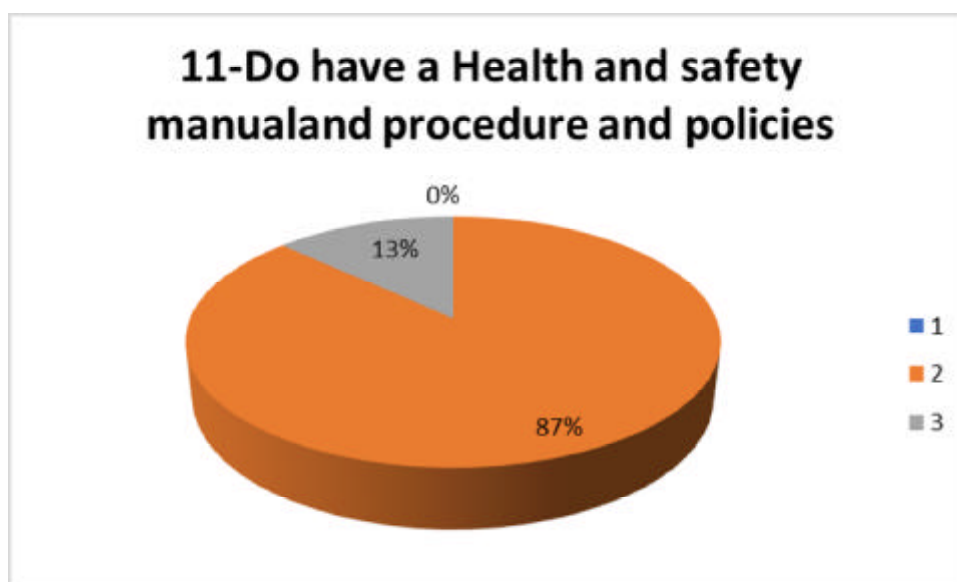
10- Does your hospital treat all security concerns with high urgency?	No. of percipients	Percentage
Always	398	60.1
Most of the time	108	16.3
Never	1	.2
Sometimes	155	23.4
Total	662	100.0

Descriptive Regarding the treatment of security concerns with high urgency at the hospital, 60.1% of participants reported that this always happens. An additional 16.3% mentioned that security concerns are treated with high urgency most of the time, while 23.4% noted that this only occurs sometimes. A very small percentage, 0.2%, indicated that security concerns are never treated with high urgency. In total, 662 participants responded to this question.



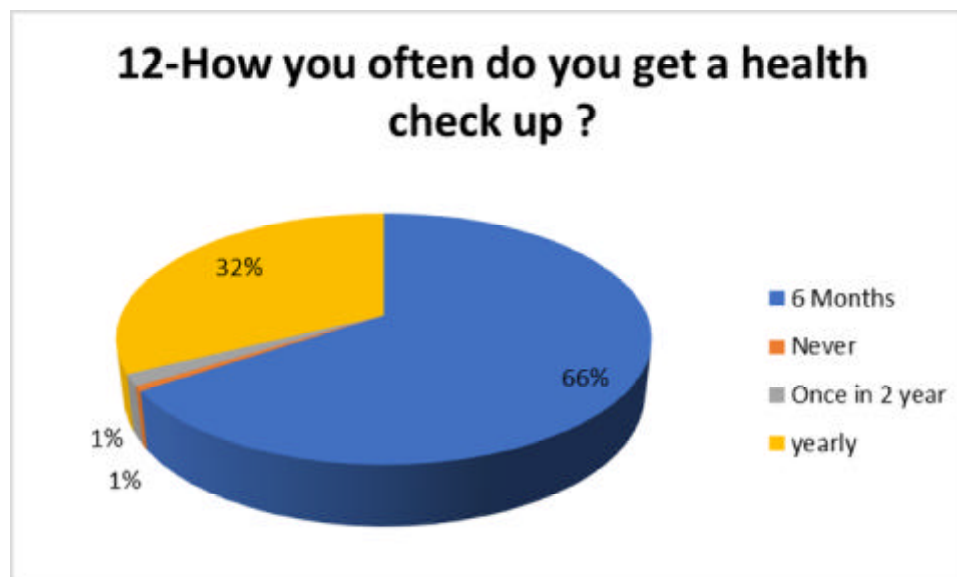
11 Do have a health and safety manual and procedure and policies?	No. of percipients	Percentage
YES	6	0.9
NO	656	99.1
Total	662	100

Descriptive When asked if they have a health and safety manual, procedures, and policies, only 0.9% of participants confirmed they do, while 99.1% stated they do not. In total, 662 participants responded to this question.



12-How you often do get a health check up?	No. of percipient s	Percentage
6 Month	434	65.6
Never	4	.6
Once in 2 year	10	1.5
Yearly	214	32.3
Total	662	100.0

Descriptive Based on a survey of 662 participants, the majority, 65.6%, reported getting a health check-up every six months. A smaller portion, 32.3%, indicated they have yearly check-ups. Only 1.5% of respondents get a check-up once every two years, while a mere 0.6% never undergo health check-ups. This data highlights the varying frequencies at which individuals prioritize their health monitoring.



Discussion

The purpose of the study is to understand about the perception of employees regarding their safety and security measures in a teaching hospital. in order to identify areas for improvement and provide guidance for the creation of focus educational intervention to improve patient care safety along with the staff too. This article attempt to examine the present level of knowledge about safety and security measures in the following units - OT. ICU.NICU.PICU.SICU and CICU- provide the data We have understood by the study about what further improvement and measures have to be built to make more comfortable to the empolyees working at hospital.

Conclusion

The study set out to study the perception of employees towards the implementation of OSH management practices in the workplace. The results have shown that the employees have negative perception towards the variable in the questionnaire. Top management has to put a great effort in improving OSH management and practices, thus establishing positive perceptions among employees towards the implementation in the organization. Positive perception will assist the employees to continuously improve their security. It is recommended that the study will be conducted in other small organizations to study the perception of employees regarding their safety and security measures in a teaching hospital.

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Annexure

B.L.D.E. (DEEMED TO BE UNIVERSITY)
SHRI B. M. PATIL MEDICAL COLLEGE, HOSPITAL AND RESEARCH CENTER
VIJAYAPURA
RESEARCH INFORMED CONSENT FORM

To study on perceptions about workplace safety and security among employees of a teaching hospital

Participant name:

Address:

The details of the study have been provided to me in writing and explained to me in my own ge. I confirm that I have understood the above study and had the opportunity to ask estions. I understand that my participation in the study is voluntary and that I am free to aw at any time, without giving any reason, without the medical care that will normally prided by the hospital being affected. I agree not to restrict the use of any data or results nise from this study provided such a use is only for scientific purposes). I have been et an information sheet giving details of the study. I fully consent to participate in the dove study.

Signature of the participant

Date:

Signature of the witness:

Date

Same of the witness:

Address of the witness

Spature of the investigator:



BLDE

(DEEMED TO BE UNIVERSITY)

Declared as Deemed to be University u/s 3 of UGC Act, 1956

Accredited with 'A' Grade by NAAC (Cycle-2)

The Constituent College

SHRI B. M. PATIL MEDICAL COLLEGE, HOSPITAL & RESEARCH CENTRE, VIJAYAPURA

BLDE (DU)/IEC/ 1036/2023-24

26/6/2023

INSTITUTIONAL ETHICAL CLEARANCE CERTIFICATE

The Ethical Committee of this University met on **Friday, 23rd June, 2023 at 11.30 a.m. in the CAL Laboratory, Dept. of Pharmacology**, scrutinized the Synopsis/ Research Projects of **Post Graduates Students / Under Graduate Students /Faculty Members** of this University /Ph.D. Students College from Ethical Clearance point of view. After scrutiny, the following original/ corrected and revised version synopsis of the thesis/ research projects has been accorded Ethical Clearance.

TITLE: "To study on perception about workplace safety and security among employees of a teaching hospital".

NAME OF THE PRINCIPAL INVESTIGATOR: Mr.Javeed Zhre, MHA.
(Reg.No. 22MHA01)

NAME OF THE GUIDE: Dr. Vijayakumar T.Kalyanappagol, Medical Director of Super Specialty.

Dr. Santoshkumar Jeevangi
Chairperson
IEC, BLDE (DU),
VIJAYAPURA
Chairman,
Institutional Ethical Committee,
BLDE (Deemed to be University)
Vijayapura

Dr.Akram A. Naikwadi
Member Secretary
IEC, BLDE (DU),
VIJAYAPURA
MEMBER SECRETARY
Institutional Ethics Committee
BLDE (Deemed to be University)
Vijayapura-586103, Karnataka

Following documents were placed before Ethical Committee for Scrutinization.

- Copy of Synopsis/Research Projects
- Copy of inform consent form
- Any other relevant document

Smt. Bangaramma Sajjan Campus, B. M. Patil Road (Sholapur Road), Vijayapura - 586103, Karnataka, India.

BLDE (DU): Phone: +918352-262770, Fax: +918352-263303, Website: www.bldedu.ac.in, E-mail: office@bldedu.ac.in
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B.L.D.E. (DEEMED TO BE UNIVERSITY)

SHRI B. M. PATIL MEDICAL COLLEGE, HOSPITAL AND RESEARCH CENTER

VIJAYAPURA

Designation_____ Unit/Ward_____ Age/Gender_____

Work Exp _____ Year

SL NO	QUESTIONNAIRE	Always	Sometime	Most of time	Never
1.	Is there a regular communication between employees and management about safety issues?				
2.	Do you management provide immediate action on complaints prescribed by employees?				
3.	Did everyone receive the necessary workplace health and safety training when starting a job changing jobs or using new techniques?				
4.	Do have any competent persons trained to ensure the safe evacuation of all persons from building in the event of serious and imminent danger?				
5.	Do you feel safe and secure in the work premises?				
6	Do you feel you receive effective safety and security training?				
7	Do You have the necessary knowledge to handle an Emergency situation?				
8	Does all incident are investigated on time on order to improve safety in work place ?				
9	Have you been informed about possible safety hazard at your work place?				
10	Does your hospital treat all security concerns with high urgency?				
11	Do have a health and safety manual and procedure and policies?	Yes		No	
12	How you often do you get a health check up ?	Yes		No	

	A	B	C	D	E	F	G	H	I	J
1	Date	Department	Age	Gender	Designation	Work experie	1-Is there a regular cor	2- Does your manager	3- Did you receive the r	4-Are you trained to
2	21-08-2024	ICU		28 Male	Nurse	5	Always	Sometime	Always	Always
3	21-08-2024	ICU		32 Female	Nurse	2	Sometimes	Most of time	Most of time	Always
4	22-08-2024	SICU		26 Male	Nurse	3	Always	Always	Always	Always
5	22-08-2024	SICU		35 Female	Nurse	3	Always	Always	Always	Always
6	22-08-2024	ICU		38 Male	Nurse	2	Always	Always	Most of time	Most of the time
7	22-08-2024	ICU		39 Female	Nurse	3	Always	Always	Always	Always
8	22-08-2024	ICU		35 Male	Nurse	3	Always	Most of time	Most of time	Always
9	22-08-2024	ICU		35 Female	Nurse	5	Sometimes	Sometime	Always	Always
10	22-08-2024	ICU		35 Female	Nurse	1	Sometimes	Sometime	Sometime	Sometimes
11	22-08-2024	NICU		29 Female	Nurse	5	Sometimes	Most of time	Sometime	Sometimes
12	22-08-2024	NICU		30 Female	Nurse	2	Sometimes	Sometime	Sometime	Never
13	22-08-2024	ICU		35 Female	Nurse	8	Sometimes	Sometime	Sometime	Never
14	22-08-2024	NICU		27 Female	Nurse	10	Most of time	Sometime	Most of time	Sometimes
15	22-08-2024	ICU		32 Female	Nurse	5	Always	Sometime	Most of time	Always
16	22-08-2024	ICU		32 Male	Nurse	11	Sometimes	Most of time	Sometime	Never
17	22-08-2024	ICU		29 Male	Nurse	3	Most of time	Most of time	Most of time	Most of the time
18	22-08-2024	ICU		40 Male	Nurse	8	Always	Always	Always	Always
19	22-08-2024	ICU		14 Male	Nurse	1	Sometimes	Sometime	Sometime	Sometimes
20	22-08-2024	ICU		35 Male	Nurse	10	Most of time	Sometime	Most of time	Always
21	22-08-2024	ICU		39 Male	Nurse	7	Always	Always	Always	Always
22	22-08-2024	ICU		28 Male	Nurse	8	Sometimes	Most of time	Sometime	Never
23	22-08-2024	ICU		22 Male	Nurse	10	Always	Always	Always	Always
24	22-08-2024	ICU		48 Male	Nurse	12	Always	Always	Always	Always

	A	B	C	D	E	F	G	H	I	J
30	Date	Department	Age	Gender	Designation	Work experie	1-Is there a regular cor	2- Does your manager	3- Did you receive the r	4-Are you trained to
31	22-08-2024	ICU		69 Male	Nurse	1	Always	Always	Always	Sometimes
32	22-08-2024	OT		35 Male	OT technician	2	Always	Always	Sometime	Sometimes
33	22-08-2024	OT		34 Female	OT technician	5	Sometimes	Always	Always	Always
34	22-08-2024	OT		32 Female	OT technician	5	Always	Always	Always	Always
35	22-08-2024	OT		38 Female	OT technician	3	Always	Always	Always	Sometimes
36	22-08-2024	OT		39 Female	OT technician	7	Always	Always	Always	Sometimes
37	22-08-2024	OT		37 Female	OT technician	2	Always	Always	Sometime	Always
38	22-08-2024	OT		34 Female	OT technician	1	Always	Always	Sometime	Sometimes
39	22-08-2024	OT		34 Female	OT technician	5	Always	Always	Always	Always
40	22-08-2024	ICU		37 Female	Nurse	3	Sometimes	Sometime	Most of time	Never
41	22-08-2024	OT		39 Female	OT technician	9	Sometimes	Always	Sometime	Always
42	22-08-2024	OT		37 Female	OT technician	11	Always	Always	Always	Always
43	22-08-2024	ICU		30 Female	Nurse	7	Always	Sometime	Always	Sometimes
44	22-08-2024	OT		30 Female	OT technician	2	Always	Sometime	Most of time	Always
45	22-08-2024	ICU		30 Female	Nurse	3	Always	Sometime	Sometime	Always
46	22-08-2024	OT		35 Female	OT technician	7	Always	Always	Sometime	Sometimes
47	22-08-2024	ICU		35 Female	Nurse	4	Always	Always	Always	Sometimes
48	22-08-2024	ICU		35 Male	Nurse	5	Always	Sometime	Always	Always
49	22-08-2024	OT		36 Female	OT technician	2	Always	Sometime	Always	Sometimes
50	22-08-2024	OT		39 Male	OT technician	9	Sometimes	Always	Always	Always
51	22-08-2024	OT		38 Male	OT technician	7	Always	Always	Always	Sometimes
52	22-08-2024	NICU		37 Male	Nurse	6	Always	Sometime	Sometime	Always
70	26-08-2024	ICU		34 Male	Nurse	3	Always	Most of time	Always	Sometimes
71	26-08-2024	ICU		32 Male	Nurse	4	Always	Sometime	Always	Sometimes
72	26-08-2024	ICU		38 Male	Nurse	3	Sometimes	Always	Always	Always
73	26-08-2024	ICU		39 Male	Nurse	4	Always	Sometime	Always	Always
74	26-08-2024	ICU		37 Male	Nurse	6	Always	Always	Always	Sometimes
75	26-08-2024	Dialysis unit		36 Male	Dialysis technician	2	Always	Sometime	Always	Always
76	26-08-2024	ICU		39 Male	Nurse	1	Always	Always	Sometime	Always
77	26-08-2024	ICU		34 Male	Nurse	5	Always	Always	Always	Always
78	26-08-2024	ICU		29 Male	Nurse	5	Always	Always	Sometime	Always
79	26-08-2024	ICU		29 Male	Nurse	6	Always	Always	Always	Always
80	26-08-2024	ICU		28 Male	Nurse	6	Always	Sometime	Always	Always
81	26-08-2024	ICU		27 Male	Nurse	2	Sometimes	Always	Always	Sometimes
82	26-08-2024	ICU		26 Male	Nurse	1	Always	Sometime	Always	Sometimes
83	26-08-2024	ICU		27 Male	Nurse	2	Always	Always	Always	Sometimes
84	26-08-2024	ICU		26 Male	Nurse	5	Always	Always	Always	Most of the time
85	26-08-2024	ICU		23 Male	Nurse	7	Always	Always	Always	Always
86	26-08-2024	ICU		27 Male	Nurse	2	Always	Always	Sometime	Always
87	26-08-2024	ICU		25 Male	Nurse	5	Always	Always	Sometime	Always
88	26-08-2024	ICU		50 Male	Nurse	2	Always	Sometime	Always	Sometimes
89	26-08-2024	ICU		29 Male	Nurse	2	Always	Always	Always	Sometimes
90	26-08-2024	ICU		36 Male	Nurse	7	Always	Sometime	Always	Sometimes
91	26-08-2024	ICU		34 Male	Nurse	10	Always	Sometime	Sometime	Always
92	26-08-2024	ICU		38 Male	Nurse	2	Always	Always	Sometime	Always