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THE LEVEL OF OCCUPATIONAL HEALTH AND SAFETY AFFECTING THE MOTIVATION OF MANAGERS

Key words: *Occupational Health and Safety, Work accident, Motivation, Manager, Expectations of managers, Motivation of managers.*

Açar sözlər: *İş Sağlamlığı və Təhlükəsizliyi, İş qəzası, Motivasiya, İdarəçi, İdarəçilərin gözləntiləri, İdarəçilərin motivasiyası*

Ключевые слова: *гигиена труда и техника безопасности, производственная травма, мотивация, менеджер, ожидания менеджеров, мотивация менеджеров.*

INTRODUCTION

With its management performance, the manager is a visionary and strategic thinker who determines the direction that the business will go in. It is the key name for a company to survive, develop, grow and achieve sustainable success in the competitive environment. People in managerial positions have the opportunity to create an environment in which they will demonstrate their talents and skills and achieve success. Successful and stable organization is a great source of motivation for managers, but it is important to emphasize that they are the first to be held responsible for failure of the company. Managing the majority of the company's general operational lines is the job of the managers. In this context, the motivation of the manager affects the direct work and its decisions. With this study, the level of occupational health and safety of the neglected managers affected by the events, Occupational health and safety of the kind of responses and feedback will give the managers of the interview will try to explain the interview technique. In addition, it was determined by the employer to determine the quality of the health services provided to the employees, to contribute to the solution of the problems encountered and to contribute to the scientific knowledge and to influence the policies related to the health services to be given to the employees. Although there is considerable progress in occupational health and safety, shortcomings in occupational health and safety have been a major problem for many years. These problems sometimes cause major traumas in the studies. The first condition for helping such employees is to determine the extent to which they are affected by such incidents and to identify their problems is expected to be a good key for solutions..

2. AN OVERVIEW OF THE OCCUPATIONAL HEALTH AND SAFETY

2.1 Historical Development of Occupational Health and Safety

The Ontario Occupational Health and Safety Act (OHSA) was first modeled after the British Factory Act from the 17th century onwards. Ontario introduced the Factory Act of 1884, the first Occupational Health and Safety Act. This law was important because children and women proposed prohibitions on their business activities and proposed working time constraints for all studies. However, it was extremely uncertain in terms of definition and could not be fully implemented. This was a start, but in reality, the Factory Act of 1884 did little to protect the worker. Employers stated that they prefer the Law because it does not intend to limit production but makes production more secure. Occupational Health and Safety (OHS) has become an important issue in the last 30 years. The establishment of the Occupational Safety and Health Administration (OSHA) in 1970 suggests that safety at work is a fundamental expectation for all employees. In the first ages of industrialization, the health problems of the employees have been at a high level, then the security and health understanding has developed and this situation has been parallel with the developments in the working life (Güçlü M, 2007). The concept of occupational health and safety at work places the technical rules about the responsibilities brought to the employer in order to minimize or eliminate the problems faced by the workers at the time of the work (Demircioğlu M, 2002)

2.2 Objectives of Occupational Health and Safety

Every employee's safety and health is a high priority. Management is responsible for providing a safe working environment and providing employees with the necessary equipment to comply with standards and practices for doing business. Safety and health will be provided only by teamwork. Everyone should come

together to take reasonable measures to improve safety and health and ensure safe work. The work has the following obligations:

- Adhering to safe business practices in order to avoid damaging and harming themselves and others,
- take reasonable care to the health and safety of themselves and others,
- Comply with any decision made by health and safety management,
- Do not misuse or obstruct anything provided for health and safety,
- Immediately inform all accidents and incidents, no matter how insignificant,

The real purpose of the Occupational Health and Safety regulations is to ensure the prevention of work-related risks and accidents occurring in the workplace or in the workplace, and to ensure a safe and healthy work environment by minimizing non-preventing risks (Sayintürk H, 2014).

2.3 The Importance of Occupational Health and Safety in terms of Social Partners

The necessity of human life always being valuable, not being measured by any material and maintaining it is considered one of the most important reasons of Occupational Health and Safety. Economic reasons are among the findings that reveal the importance of Occupational Health and Safety. Loss of productivity due to workers' casualties and the negative effects of workers on the workers caused by occupational accidents is the most invaluable value of machinery, facilities and vehicles, which are very expensive. The fact that such a situation has a negative impact on the economic situation of small companies, has a large negative impact on the economy (Tiryaki D, 2011). Work accidents occur during the workday of the worker or during work travel and return home from work or during work-related travel. In terms of technical and economic aspects of work accidents without discriminating raw materials, materials or any incidents that are harmful to the employee should be included in the laws as a result of external influence as a result of the employee's mental and physical damage is emphasized as the main factor (Akkök ve Ayşe, 1997).

3. Overview of Motivation Concepts

Motivation is the way people behave with their wishes in order to realize a purpose they have set out. Motivation is the movement of the person, the process of being affected and the process of encouraging him / her to create a work environment that can meet the needs of the work place and people. According to the idea of a highly productive motivation, managers need to inform their workers of a reward that accomplishes the request and makes them happy when they show their information and worship as they wish. If people do not have the willingness to work, if the desire to work within them is low, the ability to work very high can even say that they can be successful. Motivation is a collection of efforts to mobilize people without stopping for a determined purpose (birren, 2001). The motives are the driving force that tries to explain the cause of people's behavior and results in any behavior. When a person needs it, he / she will act in a certain way to realize these needs. This movement will be in the direction of a purpose or a desire to realize his need (Can, 1992).

4. An Overview of Motivation Theory

Different motivation theories have been developed and tried on employees to motivate the employees and contribute to the business. While some of the theories focus on the situation of the employee, some of them intensify their work on environmental factors. We can divide motivation theories into two basic groups according to their scope and application process. Content theories are the oldest theories of motivation. While they have a great impact on the practice and policy of the work environment, they are less accepted among the academic circles. According to its scope, the theories are: Maslow's hierarchy of needs, Alderfer's teRG theory, McClellil's three motive theory, and Herzberg's Motivational and Hygiene factors theory. According to processes, their theories are: Skinnr's theory of reinforcement, Victor Vroom's theory of expectation, Adam's equality theory and Locke's theory of goal setting..

5. The Effect of Occupational Health and Safety on the Motivation of Managers

Subject of the Study

The subject of this study, "Health is and the security level affect the motivation of the manager. Comprehensive answers to the questions discussed with the manager and were seeking a solution to the problem. If the managers and employees of the Occupational Health and Safety is what their requirements in terms of how well known, managers and employees can motivate in that very effectively. Because the research is determined by the reliable conditions and a safe working environment are factors that affect the motivation and desire to work in a positive direction.

The Purpose and Importance of the Study

Occupational Health and Safety, when it comes to blue-collar employees who first come to mind, we can say that the managers said a little more about this issue. As managers are key elements of the business, their Occupational Health and Motivations directly affect their work. In addition, determining the quality of health services provided to the employees by the employer, solving the problems encountered and being useful to the relevant scientific information, influencing the policies related to the health services given to the studies were determined as the aims of this research. Although there are noteworthy developments in Occupational Health and Safety, deficiencies have been seen as a big problem for years. These problems sometimes cause great traumas in employees. The first prerequisite to assisting such employees is to help them determine how they are affected by such incidents and to help resolve their problems.

THE METHODOLOGY OF RESEARCH

Our research is a qualitative research, which aims to increase the motivation of the managers in the field of Occupational Health and Safety in the workplace and to investigate the situations that distort them.

Working group

The study group consists of 17 managers. At the beginning, 20 managers were determined, but 17 managers agreed. In our study, priority was given to executive working group. The main purpose here is to create a small example and to show the maximum diversity of people in this example.

The data belonging to the managers in the study group are given in Tablo.

The information of the managers in the workgroup is as follows:

Variables n=17

Variables n=17		f	%
Gender	Women	5	29,41
	Men	12	70,58
Education	Master	4	23,52
	Ph.D.	10	58,82
	Dr.	3	17,64
Term of office	1-10	7	41,17
	10-15	10	58,82
Position	Lower level manager	4	23,52
	Senior Executive	13	76,47
Company location	District	1	5,88
	City	16	94,11
The status of firm	Holding	6	35,29
	Corporate company	4	23,52
	Public	7	41,17

Data Collection Tools

In our study, semi-structured interview technique was used as data collection method. This method is not as rigid as fully structured interviews, nor as flexible as unstructured interviews. Before preparing the interview questions, surveys were conducted about the research topic. The data were collected by interviewing with the managers we determined between March 1-20, 2019. Information about the time of the interview was given to the managers. On the basis of the interviews, it was requested to use the recorder to prevent data loss. However, in accordance with the request of the managers, the recorder was not used due to the negativity of the recording device. The answers of the managers about the interview were noted. An interview was prepared in which the participants could feel comfortable and peaceful. At the time of the interview, the managers were tried not to be affected by me when answering the questions. In order to increase the reliability of the research, the position is indicated. Then the data source is clearly defined..

Data analysis

Content analysis was given priority in our study. Data were analyzed as follows (Yıldırım ve Şimşek, 2008): Coding of data, determining the content of coded data, arrangement of codes and content, findings and their interpretation.

Groups were made according to the similarity of the statements of the managers. Each of the managers was given a code number (Y1, Y2, Y3..ve.s). When we digitized the data we obtained with the interview

technique, we saw that frequency and percentage conception emerged. The similarities in the answers given by the managers are grouped.

FINDINGS AND COMMENTS

The interview questions given to the managers at the time of the interview are as follows:

1. What is the role of top management in Occupational Health and Safety (OHS)?
2. What is the role of top management in your motivation?
3. What do you expect from top management about OHS issues?
4. What do you expect from top management about OHS issues?
5. What do you expect from your employees about OHS issues?
6. What are the main issues that senior management should consider?
7. What is a safe work environment and how should it be provided?
8. What is your OSH-level of impact as a manager yourself and your employees?
9. What does the award mean to you?

These are the categories created by the codes extracted from the answers given by the managers to these questions.

Managers expectations:

SN	Managers' expectations Codes	f
1	Supporting management (Y7,Y9,Y11,Y14,Y15)	5
2	Scope (Y1,Y4,Y5,Y8)	4
3	Innovative management (Y2,Y3,Y6,Y12)	4
4	Conferment (Y10,Y13)	2
5	Scoring (Y16)	1
6	Help families (Y17)	1

(*Y Coded manager)

The interview questions given to the managers at the time of the interview are as follows:

1. What are the most important factors affecting your success?
2. What are your business goals?
3. What are your requirements for success?
4. What features would you like your employees to have in terms of OHS?
5. What features would you like your managers to have in terms of OHS?
6. What kind of security system would you create if you were authorized to create your own security system?
7. How do you turn OHS into an organizational culture? Moreover, can this occupational accident prevent occupational diseases?
8. Do strict rules on OHS lead to success?
9. Is strict regulation important in OHS?
10. What are the main requirements for a safe work environment?

These are the categories created by the codes extracted from the answers given by the managers to these questions.

Meeting the expectations in occupational health and safety

Meeting the expectations of managements

SN	Meeting the expectations of managements Codes	f
1	Reaching goals (Y2,Y5,Y6,Y10,Y11,Y17)	6
2	Motivational success (Y9,Y12,Y14,Y16)	4
3	Motivation (Y1,Y3,Y4,Y15)	4
4	Entrepreneurial spirit (Y13,Y8,Y17)	3
5	Responsibility (Y7)	1
6	Secure business environment (Y8)	1

(*Y Coded manager)

The interview questions given to the managers at the time of the interview are as follows:

1. What is the concept of motivation in your opinion?
2. What are the factors that increase your motivation?
3. What are the factors that reduce your motivation?
4. What is team spirit for you and how important is it?
5. What does sense of responsibility mean to you?
6. Are colleagues, work environment important?
7. What kind of lifestyle do you want in the future?
8. What can you do better or different at work?
9. Do you prefer to work with the team or alone?
10. In your opinion, what are the most difficult decisions to make?
11. What is your management style?
12. How do your workers identify you?
13. What are your contributions to the company's objectives?
14. How do you deal with pressure and stress at work?
15. How can you describe the business environment in which you can work most comfortably and more efficiently?

These are the categories created by the codes extracted from the answers given by the managers to these questions.

Unmet expectations of managers

The codes and responses of unmet expectations of managers

SN	The codes and responses of unmet expectations of managers Codes	f
1	Abrasion (Y1,Y2,Y4,Y5,Y9,Y11,Y14,Y15,Y16,Y17)	7
2	Low performans (Y2,Y3,Y8,Y12,Y15,Y16,Y17)	7
3	Confusion of trust (Y1,Y2,Y6,Y7,Y10,Y13)	6
4	Worsening of relations (Y4,Y8,Y12,Y13,Y17)	5
5	Carelessness (Y3,Y6,Y10,Y11)	4
6	Unwillingness (Y1,Y8,Y9,Y14)	4
7	Loss of faith (Y4,Y5,Y17)	3
8	Losing entrepreneurial spirit (Y3,Y10)	2
9	Dissatisfaction (Y4,Y12,)	2
10	İmpassivity (Y7,Y15)	2
11	Absurdity (Y16)	1
12	Fatigue (Y9)	1
13	Discontinuity (Y5)	1
14	Estrangement (Y12)	1
15	Evaluating bids (Y14)	1

(*Y Coded manager

CONCLUSION AND SUGGESTIONS

In order for a company to be successful, it is necessary to have people who are compatible with it and its institution. The only requirement for all businesses to be successful is successful management and successful management. In order for the managers to be more successful, it is important that the institutions and organizations determine the needs and requests of the managers in advance and satisfy them sufficiently, and create a business environment that will help them realize their expectations. For this purpose, managers should be trained in Occupational Health and Safety. It is also evident from this study that managers and employees work safer and more carefully in the environment where they feel themselves and feel valuable, effectively reduce the work accident rates and consequently contribute greatly to the success and efficiency of the organization. The manager has a great influence on the employee. A manager with low motivation cannot give the necessary importance and support to his employees in providing a healthy, safe and

successful business environment. In the balance of this thesis, there are conditions under which managers may be motivated by motivation. The existence of an appropriate management system will accelerate the positive motivated managers to achieve their goals and hence the motivation of managers. The opportunity to work towards the goals will increase the motivation of the managers as they have a positive impact on their desire to reach their personal goals. As a result, if the success of my manager depends on the performance of its employees, the performance of employees depends on their motivation. The high motivation of the employees is due to the manager. According to the research findings, it is necessary to determine the expectations of the managers and to meet these expectations first of all in order to be successful. In the results section, it is desirable that the research results and findings obtained with the important points of our study can contribute to the studies that can be done in the same scope.

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İş Sağlamlığı və Təhlükəsizliyinin İdarəçilərin Motivasiyalarına Təsir Dərəcəsi

Xülasə

İş Sağlamlığı, Təhlükəsizliyi və Motivasiya sadəcə çalışanları deyil, idarəçiləri də yaxından maraqlandıran bir anlayışdır. Təşkilatların səmərəliliyi və uğuru çalışanlardan çox, idarəçilərin fəaliyyətinə və uğuruna da bağlıdır. İdarəçilər sağlam və güvənli bir mühitdə daha xoşbəxt və uğurlu ola bilərlər. Bu çalışmanın əsas məqsədi iş mühitində idarəçilərin İş sağlamlığı və Təhlükəsizliyi motivasiyalarına müsbət və mənfi yöndə təsir edən faktorları, yönəldilən suallarla onların motivasiyalarına hansı səviyyədə təsir etdiyini ifadə etməkdir. İş sağlamlığı və Təhlükəsizliyi tərəfdən motivasiya edilməyən idarəçilərin iş yerində məhsuldarlığına əhəmiyyətli bir qatqı təmin etməsi gözlənilə bilməz. Bu çalışmayla İş Sağlamlığı və Təhlükəsizliyi ilə əlaqəli idarəçilərin yaşadıkları hadisələrdən təsirlənmələrini açıqlamağa çalışılacaq.

Влияние гигиены труда и техники безопасности на мотивацию менеджеров

Резюме

Гигиена труда, безопасность и мотивация - это концепция, которая касается не только сотрудников, но и менеджеров. Эффективность и успех учреждений зависят от эффективности и успеха менеджеров, а не сотрудников. Менеджеры могут быть счастливее и успешнее в здоровой и безопасной обстановке. Основной целью данного исследования является определение факторов, которые положительно и отрицательно влияют на мотивацию факторов гигиены труда и техники безопасности в деловой среде. Нельзя ожидать, что руководители, которые не мотивированы гигиеной и безопасностью труда, внесут значительный вклад в рабочие места и производительность. В этом исследовании уровень влияния менеджеров, имеющих опыт в области гигиены и безопасности труда, будет объясняться с помощью техники интервью.