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IMPROVING THE SAFETY CULTURE IN THE RAIL WAY COMPANY L

Abstract:
In today's industrial landscape, the safety culture at manufacturing facilities like L Company plays a critical role in influencing both operational efficiency and employee well-being. This paper explores these findings and uses employee surveys, accident rate statistics, and the results of last year's safety audit to propose a significant improvement in the company's safety culture.

Key words:
Corporate culture, safety culture, rail way industry.

Current Status of L Company Safety Culture
1. Population composition and its impact
Company employees are older and have a lower level of education.

According to the data table, it can be seen that the number of valid people who completed this survey was 108. Among them, people aged 51-60 accounted for the highest proportion, reaching 37.04%, followed by people over 60 years old, and accounting for 33.33%. The proportion of people aged 31-50 is also high at 20.38%.

Among the people who validly answered this question, more than 70% had a high school education or higher, among which the proportions of junior high school and below and high school/college were similar, 40.74% and 31.48%, respectively. The proportions of junior college students, undergraduate students, and graduate students and above are 14.81%, 8.33%, and 4.63%, respectively. It can be seen that the educational background of the respondents is mainly high school and below.

Most of the employees in the company come from the local rural areas and have relatively low levels of education. Although most of them have been working for many years, they have not received professional safety knowledge learning and training. They lack professional safety skills and levels and cannot have in-depth understanding. The connotation of safety culture; they believe that safety culture is only superficial and has no substantial effect on safe production; they only rely on their past experience to deal with and solve safety problems in production, and they have no idea about the new ideas put forward in safety culture. New methods are not well accepted and implemented.

2. Safety awareness and attitude
Perception of safety: 15.74% of respondents strongly agreed that safety is the top priority in their work area, which shows the high loyalty of some employees to safety principles. However, low participation in some of the survey questions, such as a decline in the percentage of respondents who consider safety to be the most important aspect of manufacturing (with no representation in the "very likely" category) and a reluctance to report safety issues, underscored the slight inconsistency. Comprehensive understanding of the importance of safety.

Doubts about the Effectiveness of Security Awareness
1) General skepticism about preventing accidents by increasing safety awareness: Although a portion of respondents (20.37%) believe that there is great potential to prevent accidents by increasing safety awareness (indicated by option "4"), a significant number of respondents still have doubts. Nearly 14% took a "no way" stance, highlighting a serious disconnect between companies' safety education programs and the buy-in or experience of some employees.
2) Uncertain beliefs about security measures: The lower percentages observed at the two extremes of "not likely" and "very likely" indicate that employees feel uncertain and unsure about the absolute effectiveness of increased security awareness in mitigating risk. Do not believe. ACCIDENTAL.
3) The spread of opinions indicates differences in security sentiment: Most of the options are relatively evenly distributed without overwhelming dominance, indicating differences in employees' security beliefs. This disagreement, especially where confidence is significantly lower at the extreme negative and positive spectrums, indicates possible ineffectiveness or inconsistency in how safety protocols and training are presented or implemented.

4) Skepticism about security awareness highlighted by a critical minority: Negligible proportions of options 6 through 9 indicate a low to very low underlying belief in skepticism, which triggers a small but critical segment of the workforce.

3. Safety training and knowledge

Despite the overall positive feedback revealed by the data on safety training and education, a closer, more rigorous examination has revealed concerning fundamental issues in Company L's safety culture and practices. The purpose of this analysis is to highlight these issues based on the data points collected.

Safety Education and Training Concerns

1) Limited enthusiasm for regular safety training: The average score for "My team and I receive regular safety education and training" was 3.98, indicating low recognition of its importance. However, the presence of such training does not imply its effectiveness or the existence of an ingrained safety culture.

2) Low likelihood assessment of safety training results: The highest scoring option, Option 4, indicates "somewhat likely," reflecting a vague optimism rather than a firm belief. This means that there is a gap between the perceived usefulness of the training and its potential impact on safety outcomes.

3) Some doubts about the feasibility of training: The notable percentage of respondents who expressed doubt about the feasibility of safety training (indicated by lower scores in options 1 and 2) reveals a level of skepticism. This skepticism may be due to past inefficiencies, lack of personalized training methods, or perceived irrelevance.

4) Minority disengagement and negativity: The lower percentages among the options indicate a high likelihood of safety training (options 6 through 9), which further illustrates the concerning disengagement of a segment of the workforce. This disengagement may be due to a variety of factors, including training fatigue, perceived irrelevance, or masking of operational pressures.

4. Communication and feedback mechanism

Mixed responses were observed in the area of communication effectiveness. While a significant portion of employees (approximately 63%) believe it is okay to discuss safety issues, there is still a proportion of employees who are indifferent or skeptical about the openness of safety conversations, reflecting potential barriers to safety communication channels. The data examined provides a disturbing perspective on the impact of employee feedback on improving safety culture within an organization. Although the superficial explanation was that the responses were evenly distributed, a deeper, critical analysis of the data revealed significant inefficiencies and disengagement in the safety culture improvement process, suggesting deeper institutional flaws.

The distribution showed that 15.74% of participants felt that their opinions and feedback were unlikely to influence safety culture improvement, revealing a general mood of skepticism. This sentiment not only highlights gaps in communication and trust between employees and management, but also suggests that employees may feel disconnected from their ability to contribute to meaningful change.

Only 1.85% of people believe that their opinions can have a significant impact, a very low proportion that speaks volumes about the daunting challenges ahead. In an environment where employee feedback is relegated to the margins of operational considerations, developing a safety culture that is both proactive and responsive to frontline insights becomes an uphill battle.

5. Resource allocation for security measures

Financial analysis shows that 5% of the operating budget is allocated to security improvements, indicating an urgent need to reassess financial priorities to improve security outcomes. 1. Most people are neutral or dissatisfied with the company's investment in safety. The highest percentage is 4 points, or 20.37%. Only 5.56% are very satisfied with the company. Most people are satisfied with the company. The attitude to investment in security is slightly dissatisfied, with the highest proportions being 4 and 5, which together account for 35.18%. Small and medium enterprises have limited resources. In order to maximize their profits, they often use limited funds for production instead of building a safety culture; sometimes, even if some companies withdraw and disburse safety funds, they often divert the safety funds. It is not used for other purposes and is not used to build safety culture.

6. Security Policy and Emergency Response

The tilt of the response distribution toward the middle options, with "2" and "6" receiving 20.37% and 17.59%, respectively, suggests a pervasive sense of ambivalence. This median tilt suggests that while some employees may acknowledge attempts to conduct these drills, there remains a pervasive perception of their inadequacy or superficiality.

This analysis distills into a clarion call for the organization to urgently recalibrate its approach to emergency preparedness and response exercises. Addressing this call includes

- Improving drill relevance and engagement: Tailoring drills to more closely simulate realistic emergency scenarios that could occur in the specific workplace context. Involving and truly engaging employees in these drills can significantly improve their perceived value and effectiveness.
- Improve communication and feedback mechanisms: Establish clearer channels for communicating the purpose, conduct, and results of drills, and openly solicit - and act upon - employee feedback to make these exercises more responsive to their concerns and suggestions.
- Escalate frequency and rigor: Increase the frequency and rigor of drills to raise the level of preparedness and ensure that all employees are familiar with emergency protocols, thereby increasing their confidence and sense of security.

Conclusion

The prevailing moderate to low level of satisfaction with emergency plan drills among the company's workforce serves as a strong indicator of the need for a strategic overhaul. By seriously improving these aspects, the company can

not only increase employee satisfaction and sense of security, but also strengthen its resilience in the face of potential emergencies. Organizations must

- Re-evaluate how and in what ways they deliver security awareness training to ensure it resonates more deeply with employees.
- Increase transparency in the allocation of resources to security initiatives to eliminate any perception of inadequacy.
- Cultivate stronger feedback channels that not only invite employees to share their suggestions and concerns about security policies and resource allocation, but also take action on them.

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