

PROMOTING WORKPLACE SAFETY

Introduction

Aragon Research provides business and IT executives with the actionable insights they need to navigate technology's ever-evolving impact on business. This data sheet gives an overview of what actionable steps HR leaders can take to promote workplace safety and what technology they can leverage to do so.

Why Enterprises Are Concerned

Most enterprises do not have security measures that are being refined and implemented as fast as cyber attacks and physical threats are occurring. While IT is often responsible for overseeing cybersecurity, the safety of the physical workplace is often overlooked. HR leaders, with their role in training and managing employees, can have a critical impact on improving workplace safety and security. A workplace's safety is a determining factor in enterprise efficiency, employee morale, and overall company reputation. The attacks that occur can involve physical or reputational harm.

Ways To Ensure Safety & Security

Workplace safety is not learned overnight; it needs to be practiced. Aragon Research advises HR leaders to implement some if not all of the practices listed below:

- **Attention During On-boarding & Training**

HR leaders are often responsible for setting the foundation of employee practices. They need to ensure employees have the proper resources and knowledge to perform from their first day onward. This helps to establish confidence in their role. Employees who feel confident in their job are less likely to become disengaged or disgruntled—and less likely to pose a threat to the workplace.

- **Implement Continuous Learning**

Today, one day or a week of training at the beginning of an employee's journey at your organization is no longer sufficient. Continuous learning provides employees with the knowledge they need throughout their job. It's a key way to maintain employee confidence and boost morale. Today, most modern learning platforms offer continuous learning capabilities. HR leaders should evaluate these platforms. They should also continue to provide support and guidance for employees who are struggling to adapt to certain practices or changes to the workplace.

- **Have A Detailed Plan For The Employee Exit Process**

HR leaders must recognize the sensitivity of the employee exit process, and handle it with caution and care. A plan should state in detail how the exit process will be handled. Things to account for include who will be in the room with the employee when they are asked to leave; types of body language, tone of voice, and words that will be used to convey the message; and how they might be escorted from the campus. An added safety measure Aragon has identified is to leverage video analytics that can identify people and be used to detect motion, faces, objects, heat maps, and more to keep track of what is going on in a given area at all times. This way, enterprises can identify if a former disgruntled employee has set foot on premises.

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