

Performance Evaluation of Mazandaran Education Organization in the Field of HSE

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Abstract

Today, the management of large organizations and industries of Iran and in the world is rising. So in order to proper and competent management of this system, all companies and organizations need to develop appropriate strategies in relation to health, safety and environment. The aim of the study was to evaluate the performance of the education system of Mazandaran in the field of health, safety and environment management. The procedure of research was library, athletics and population by 490 employees and experts of Mazandaran education organization that based on this, the sample size, according to Morgan was 215. Then data collection and analysis them to the research hypothesis test to be explored through the use of a questionnaire with 40 questions. Results have shown that the performance of Mazandaran education organization in HSE (health, safety and environment management). According to studied variables (leadership and commitment, policy, strategic objectives, assessment and risk management, organizing, resources, documentation, audit and updating, implementation and planning) are in the good conditions, this means that the management of health, safety and environment is well planned in this organization.

Keywords: performance, management of health, safety and environment, Mazandaran Education Organization.

Introduction

Today the establishment of HSE management in organization is arising. Therefore, proper management and competent systems require that all companies and organizations develop appropriate strategies in connection with health, safety and environment to their respective organizations, which can ensure the protection of their organizational environment, according to their legal and operational obligations. HSE as a whole has various components that neglect of each components and elements leads to ignore the principles in the system (cooper. 1001). Applying the SE management system could decrease the costs, such as absence of employees, application of the new labour force instead of effete manpower, paying compensation, the cost of the return of products, goods and services due to the lack of quality (cooper, 1001). Establishment and development of the HSE management is possible only in the shadow of the systematic movement, and this movement in order to achieve the predicted goals with the timely and correct application, need to rational and operational policy and variety of tools. The main aim of the HSE management system is to minimize or reduce the damages to the manpower and environment equipments and to preserve or gain the validity of organization. The result of the establishment of HSE system is to increase the productivity and efficiency in the organization and in this regard, the manpower as a development axis has a particular attention (Jafarzadeh, 2009).

Ministry of education in general and Mazandaran education organization in particular plunged on organization in the administrative system and schools to establish the health, safety and environment management system rather than the creation and localization of methods and mechanisms in the field of HSE, and tried to have an proper performance and function in the suitable opportunities by operating the relevant component of the HSE management. It is obvious that Mazandaran

education organization can act their moral and legal duties towards the main organs of the education organization and the schools and sustainable development within and outside the organization. Hence, the main problem of this study is that: how is the function and performance of Mazandaran education organization in the field of HSE (health, safety and environment management) in to the environment and within the organization?

Literature

Ghalibaf, et al. (2009) pointed out in a study to the HSE in Tehran municipality. The result of the study have shown that in some parts and seven elements, the HSE management system has been considerable to its ideal situation and needs to suitable planning in order to develop and establish an integrated management system of health, safety and environment.

In 2008, a research was introduced as «management of health, safety and environment in the industrial process». Researchers concluded that the management of the health, safety and environment mainly supports the guidance's that show how existing management systems are used efficiently, and also in order to most development supports the security executive components that identify the conditions for the events and facts. The results of the studies showed that the creative approach is much more effective than classical approach, after or during the study (2011). The trends of participants in both groups were reduced after 12 months of dentation reviews. Although this decrease was significant only in the control group. Finally, the emphasis on innovative approaches to collaborative learning can be effective in promoting safety and subsequently health of the monitors in the industry.

Research Methodology

The method of this research is descriptive and analytic. Required in formations and datas to analyze the relationship between the datas in order to analysis of collected data has been used from the binominal test which performs the paired

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comparison of variables. In order to achieve the results, excel and SPSS software is used.

Variables of this research are:

A) Independent variables: leadership and commitment, policy and strategic objectives, assessment and risk management, organization, resources and documentation, audit and review, implementation, monitoring and planning.

B) Dependent variables: management system of health, safety and environment (HSE).

In the present study, statistical community research included formal or contractual officials, stuffs and experts in who are served in Mazandaran General Department of Education in the academic year 2013-20014, amounted up to 490 people. Of this number, according to Morgan, 215 people were randomly selected as the simple statistic samples.

Research Questions

Main question: how is the situation of Mazandaran education organization performance in the field of health, safety and environment management system in the organization and subordinate schools?

Subsidiary questions:

How is the performance of « leadership and commitment» in relation to the management of health, safety and environment in the Mazandaran education organization.

How is the performance of « policy and strategic goals» in relation to the management of health, safety and environment in the Mazandaran educations organization.

How is the performance of « organizing, sources and documentation» in relation to the management of health, safety and environment in Mazandaran education organization.

How is the performance of « Assessment and Risk Management » in relation to the management of health, safety and environment in Mazandaran education organization.

How is the performance of « Audit and Review » in relation to the management of health, safety and environment in Mazandaran education organization.

How is the performance of « Implementation and Monitoring » in relation to the management of health, safety and environment in Mazandaran education organization.

How is the performance of « Planning » in relation to the management of health, safety and environment in Mazandaran education organization.

Results and Findings:

Review the main question of research:

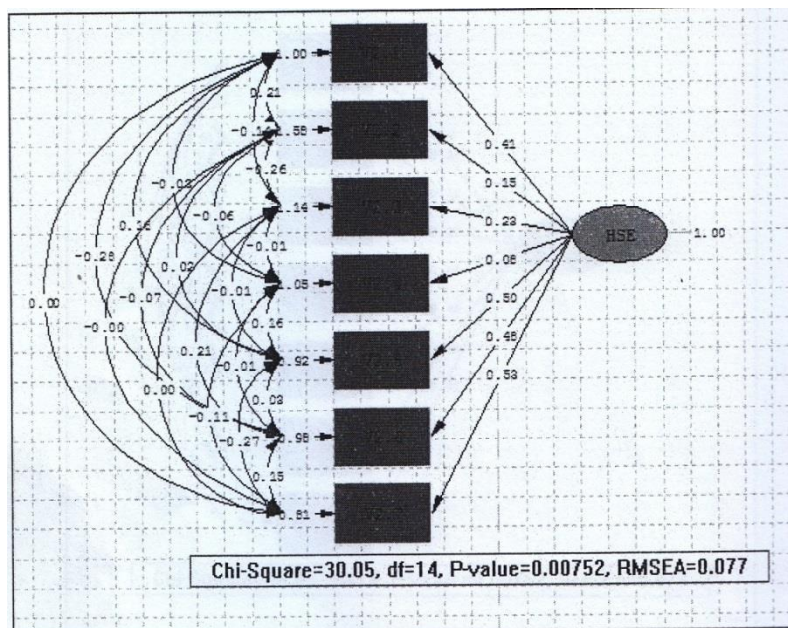


Figure 1. Structural equation of T-values

Based on the T-value diagram, observable variables such as leadership and commitment, organizing, resources and documentation, audit and review, implementation and monitoring and planning have a significant direct relationship with HSE intangible variables. But the variables of policy and strategic objective, assessment and risk management aren't directly related to HSE, and only related indirectly through other variables. Direct effects of the variables of leadership and commitment, organizing, resources and documentation, audit and review, implementation, monitoring and planning on HSE

intangible variables, according to the whole HSE performance in education are:

$$HSE = B1V.1+2.11V2.3+4.47V2.5+4.29V2.6+4.80V2.7$$

- V2.1= leadership and commitment
- V2.2= policy and strategic objectives
- V2.3= organizing, resources and documentation
- V2.4= assessment and risk management
- V2.5= audit and review
- V2.6= implementation and monitoring
- V2.7= Planning

Check the Sub-Question of Research

Table 1. The results of leadership and commitment tests

	Category	N	Observed Prop.	Test Prop.	Asymp. Sig. (1-tailed)
V2.1 Group1	<=3	45	.2	.7	.000 ^a
Group2	>3	151	.8		
Total		196	1.0		

Due to the fact that observed percentage (OP=0.2) is less than the test percentage (TP=0.7), and the signification level is less than 0.05, therefore the null hypothesis is rejected and hypothesis 1 is confirmed. It means that the status of leadership

and commitment is in a satisfactory condition in relation to management of health, safety and environment in Mazandaran education organization.

Table2. The results of policy and strategic objectives tests

	Category	N	Observed Prop.	Test Prop.	Asymp. Sig. (1-tailed)
V2.2 Group1	<=3	35	.2	.7	.000 ^a
Group2	>3	161	.8		
Total		196	1.0		

Due to the fact that observed percentage (OP=0.2) is less than the test percentage (TP=0.7), and the signification level is less than 0.05, therefore the null hypothesis is rejected and hypothesis 1 is confirmed. It means that the performance of

policy and strategic objectives is in a satisfactory condition in relation to management of health, safety and environment in Mazandaran education organization.

Table 3. The results of organizing, resources and documentation variables tests.

	Category	N	Observed Prop.	Test Prop.	Asymp. Sig. (1-tailed)
V2.3 Group1	<=3	19	.1	.7	.000 ^a
Group2	>3	177	.9		
Total		196	1.0		

Due to the fact that observed percentage (OP=0.1) is less than the test percentage (TP=0.7), so in order to determine the rejection or confirmation of the null hypothesis should refer to significnsce level (Sig= 0.00), since the significance level is less than 0.05, therefore the null hypothesis is rejected and

hypothesis 1 is confirmed. It means that the performance of organizing, resources and documentation is in a satisfactory condition in relation to management of health, safety and environment in Mazandaran education organization.

Table 4. The results of assessment and risk management variables tests

	Category	N	Observed Prop.	Test Prop.	Asymp. Sig. (1-tailed)
V2.4 Group1	<=3	37	.2	.7	.000 ^a
Group2	>3	159	.8		
Total		196	1.0		

Due to the fact that observed percentage (OP=0.2) is less than the test percentage (TP=0.7), and the signification level is less than 0.05, therefore the null hypothesis is rejected and hypothesis 1 is confirmed. It means that the performance of

assessment and risk management is in a satisfactory condition in relation to management of health, safety and environment in Mazandaran education organization.

Table 5. The results of audit and review variables tests

	Category	N	Observed Prop.	Test Prop.	Asymp. Sig. (1-tailed)
V2.5 Group1	<=3	28	.1	.7	.000 ^a
Group2	>3	168	.9		
Total		196	1.0		

Due to the fact that observed percentage (OP=0.1) is less than the test percentage (TP=0.7), and the signification level is less than 0.05, therefore the null hypothesis is rejected and hypothesis 1 is confirmed. It means that the performance of

audit and review is in a satisfactory condition in relation to management of health, safety and environment in Mazandaran education organization.

Table 6. The results of implementation and monitoring variables tests

	Category	N	Observed Prop.	Test Prop.	Asymp. Sig. (1-tailed)
V2.6 Group1	<=3	52	.3	.7	.000 ^a
Group2	>3	144	.7		
Total		196	1.0		

Due to the fact that observed percentage (OP=0.1) is less than the test percentage (TP=0.7), and the signification level is less than 0.05, therefore the null hypothesis is rejected and hypothesis 1 is confirmed. It means that the performance of

implementation and monitoring is in a satisfactory condition in relation to management of health, safety and environment in Mazandaran education organization.

Table 7. The results of planning variables tests

	Category	N	Observed Prop.	Test Prop.	Asymp. Sig. (1-tailed)
V2.7 Group1	<=3	60	.3	.7	.000 ^a
Group2	>3	136	.7		
Total		196	1.0		

Due to the fact that observed percentage (OP=0.1) is less than the test percentage (TP=0.7), and the signification level is less than 0.05, therefore the null hypothesis is rejected and hypothesis 1 is confirmed. It means that the performance of planning is in a satisfactory condition in relation to management of health, safety and environment in Mazandaran education organization.

Recommendations based on findings

The results of the analysis indicates that the management of health, safety and environment In the organization is well planned. Managers for be better and more be complete and continuity of it should:

1. Consider the purposes, principles and integrated efforts in relation to health, safety and environment. Defining and documenting the policies and strategic objectives by the ultimate responsible of the system and assuring of their attention at all organizational levels and their application to reduce health, safety and environment risks will be effective.
2. Organizing the staffs, resources and documentation for the accurate performance of the system.
3. Identify and assess the HSE risks in production and service activities and develop the risk reduction actions.
4. Planning to conduct and perform the work activities, including design the changes and react in emergency conditions.
5. Implementing and monitoring activities, and how to apply corrective actions in time of need.
6. Taking into account the periodic assessment of system performance, effectiveness and the principle of proportionality.

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