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Behavior Based Safety (BBS) is the "application of science of behavior change to real world problems".[1] BBS "focuses on what people do, analyzes why they do it, and then applies a research-supported intervention strategy to improve what people do".[2] At its very core BBS is based on a larger scientific field called Organizational behavior management.[3]

To be successful a BBS program must include all employees, from the CEO to the floor associates. To achieve changes in behavior, a change in policy, procedures and/or systems most assuredly will also need some change. Those changes cannot be done without buy-in and support from all involved in making those decisions.

BBS is not based on assumptions, personal feeling, and/or common knowledge. To be successful, the BBS program used must be based on scientific knowledge.

A good BBS program will consist of:

Common goals – Both employee and managerial involvement in the process

Definition of what is expected – Specifications of target behaviors derived from safety assessments[4]

Observational data collection

Decisions about how best to proceed based on those data

Feedback to associates being observed

Review

History[edit]Behavior-based safety is a topic that has been around for a long time. BBS originated with the work of Herbert William Heinrich.[5] In the 1930s, Heinrich, who worked for Traveler's Insurance Company, reviewed thousands of accident reports completed by supervisors and from these drew the conclusion that most accidents, illnesses and injuries in the workplace are directly attributable to "man-failures", or the unsafe actions of workers. Of the reports Heinrich reviewed, 73% classified the accidents as "man-failures"; Heinrich himself reclassified another 15% into that

category, arriving at the still-cited finding that 88% of all accidents, injuries and illnesses are caused by worker errors.[6]

Heinrich's data does not tell why the person did what they did to cause the accident, just that accident occurred. BBS programs delve into the acts that cause the accident. It delves into the workplace; environment, equipment, procedures and attitudes.[5]

Basic Organizational Behavior Analysis is what is used to identify the actions that put the associate in the risk position. Organizational Behavior Analysis has been done for 100 years. Directing the applied research to an organizational application specifically to safety has been going on for around 20 years.[3] by qaadiro

Heinrich published work describing the results that he derived by evaluating the accidents from an extensive data base compiled by the insurance industry.[5] He came to the conclusion that roughly 90% of all incidents are caused by human error. This conclusion became the foundation of what BBS has come to be today. BBS addresses the fact that there are additional reasons for injuries in the workplace: environment, equipment, procedures and attitudes. Behavioral Science Technology (BST), pioneers in applying BBS processes, expanded on this work and identified the "working interface", the point where exposure to injury occurs.

The phrase "behavior-based safety" (BBS) was coined by Dr. E. Scott Geller of Safety Performance Solutions (SPS) in 1979.[7] Dr. Geller and his SPS colleagues continue to implement BBS around the world. Over time, BBS became the catch phrase of the safety systems industry. One of his graduate students and coworkers, Dr. Josh Williams, distilled many of these concepts in his guide "Keeping People Safe: The Human Dynamics of Injury Prevention".

References[edit]^ Staff. "Introduction to Behavioral Safety" Cambridge Center for Behavior Studies.

^ Geller, E. Scott (2004). "Behavior-based safety: a solution to injury prevention: behavior-based safety 'empowers' employees and addresses the dynamics of injury prevention." Risk & Insurance. 15 (12, 01 Oct) p. 66

^ a b Matthews, Grainne A. "Behavioral Safety from the Consumer's Perspective: Determining Who Really Provides Behavior safety." Cambridge Center for Behavioral Studies.

^ Sulzer-Azaroff, Beth. "Safe Behavior; Fewer Injuries." Cambridge Center for Behavioral Studies.

^ a b c Al-Hemoud, Ali M., Al-Asfoor, May M. (2006) "A behavior based safety approach at a Kuwait research institution." Journal of Safety Research, 37 (2) pp. 2001–2006.

^ SEMCOSH Fact Sheet: Behavior Based Safety (2004)

^ Atkinson, William (2005). "Behavior-based safety." MC (Manufactured Concrete) Magazine May/June.

Additional reading[edit]Behavior Based Safety Case Studies Center for Behavioral Safety

Focus on Behavior to Manage Risk the Right Way Dr. Thomas E. Boyce

Behavior-Based Safety Aubrey Daniels International

What is Behavior Based Safety? Aubrey Daniels International

Behavioral-Safety.com

Krause, Thomas R. Leading With Safety. Hoboken, NJ, Wiley Publishing Company, 2005.

Cambridge Center for Behavioral Studies. [1]

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