

Health and Safety Policy at Company A: A Systematic Review

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Abstract: Health and safety policies play an extremely important role in organizational and economic sustainability. Printing and dyeing industry is an important industrial field, it provides a variety of printing and dyeing products for the textile industry, so the printing and dyeing industry has also been paid attention to by all countries. With the continuous development of society, health and safety policy issues are more and more important to the sustainable development and development of printing and dyeing enterprises. However, the lack of the current management system of Chinese enterprises is the lack of sound health and safety management policies, resulting in the printing and dyeing industry is still a high-risk industry. For the research of health and safety policy, many scholars at home and abroad have made theoretical and application exploration in system construction, practical methods and evaluation methods. In this case, this paper draws on the evaluation and analysis methods of health and safety policy implementation management at home and abroad to explore whether the health and safety policy can reduce the occurrence of health and safety risks for enterprise employees. Through case analysis, quantitative analysis, qualitative analysis and regression analysis, this paper conducts an investigation and analysis on China A Company. The survey results show that the implementation of health and safety policies has A positive impact on enterprise management and can significantly reduce work-related accidents.

Keywords: Policy Review, Health and Safety, Implementation, Safety Policies

1. Introduction

1.1. The Policy Review

Policies are made to clarify functions and responsibilities, promote consistency, meet standards and make decision-making transparent [1]. Policy development offers an opportunity to engage with the community on matters of importance to that community [2]. Policy review is a process to evaluate the working of a particular policy. When a policy is not working properly a review is done. Sometime a change in the policy may make it more effective. Learn more in: History, Policy Making, and Sustainability [3]. The formulation of policies plays a guiding and calling role, which can escort the future development of enterprises and effectively improve enterprises [4].

The important role that health and safety play in organizational and economic sustainability is well

documented [5], and workplace safety is critical to maintaining an organization's social license to operate [6]. Abolfazl Ghahramani et al. believe that by designating and implementing effective safety policies and safety systems, paying more attention to incentive plans can improve the occupational health and safety performance of enterprise employees, and implementing the requirements of occupational health and safety management policies can effectively improve occupational health and safety performance and reduce occupational injuries [7]. Yang et al. believe that work-related mental health problems have become a major challenge for occupational health and safety (OHS) management, and a soft and hard policy system can be used to ensure that this problem is paid attention to and effectively addressed [8].

From the perspective of the physical and mental health of the elderly construction workers, Udara Ranasinghe et al. found that in order to promote the healthy aging of the

construction industry labor force, an effective way is to implement anti-bias policy and make concessions to the work with high physical and mental requirements, which can actively support the active aging of the construction industry, so as to improve the working ability, efficiency and productivity of the elderly workers [9]. Rasha A. Abdelrahim et al believe that policies can effectively improve occupational health and safety in Sudan, but only if the implementation of policies is in place [10]. Lalu Muhammad Saleh has conducted research from the aviation industry, arguing that a policy focused on improving ATC performance can enable employees to work healthily and safely, both as a state policy and as standard operating procedures for ATC officers [11]. Athanasios Hadjimanolis conducted a statistical analysis of enterprises in Cyprus and found that positive work attitude, especially organizational commitment, has a positive impact on employees' perception of safety atmosphere, and a good safety atmosphere is conducive to improving safety performance. Safety policy not only has a direct impact on safety atmosphere and safety performance, but also can improve job satisfaction and organizational commitment [12].

1.2. Objective of Policy Review

Safety policies are dynamic documents and therefore must be reviewed and revised on a regular basis to take account of any changes in the law or in working procedures [13]. The objective of this study is to analyze the impact of the implementation of health and safety policies on enterprise

employee management. The purpose of this study is to analyze the impact of health and safety policy implementation on enterprise employee management. This article through to Company A enterprise health policy formulation, implementation effect and so on carries on the investigation and study, and then through the quantitative analysis and qualitative analysis of the collected data, and build a regression model to analyze the implementation of the health and safety policy in Company A enterprise industrial injury accident, work stress and disease, and correlation analysis of workplace violence and conflict.

1.3. Company Background

Company A is a large-scale textile enterprise specializing in the production of warp knitted and weft knitted elastic fabrics. The company factory is located in Deqing County, Guangdong Province, China, covers an area of more than 50,000 square meters, the existing staff of nearly 80 people, the total investment of 160 million YUAN. The main products of the company are: elastic mesh cloth, cotton pull cloth, seamless underwear cloth and other 30 series, more than 500 varieties, the products are mainly used in shapewear, swimsuit, home clothing, health underwear, etc.

1.4. History of the Company's Health and Safety Policies

Company A's health and safety policy has undergone three stages of change since its inception (Figure 2):

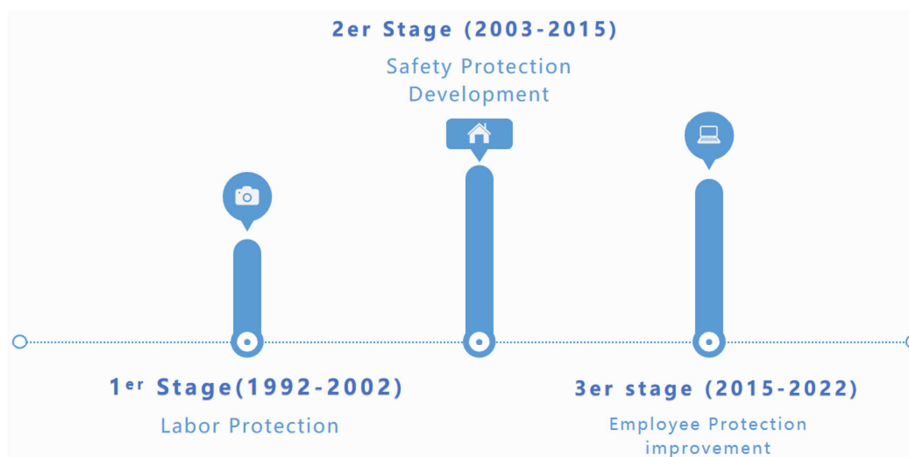


Figure 1. Company A's history of Health and safety policies.

1st Stage (1992-2002): At the initial stage, Company A's health and safety policy is mainly reflected in the part of Labor Protection. It mainly regulates the working hours of employees. Salary and benefits and non-discrimination.

2nd Stage (2003-2015): Safety Protection Development stage, Company A's health and Safety strategy on the basis of the first stage, added the work environment Safety system and medical emergency Safety measures.

3rd stage (2015-2022): Employee Protection improvement stage. In this stage, Company A's health and safety management policy mainly increases the commercial

insurance for employees and improves the work safety of women.

1.5. Statement of Problems

Company A's health and safety policy has been implemented for more than two years, what is the status of Company A's health and safety policy? How does the implementation of health and safety policy affect Company A's operation management? Does the implementation of the policy meet the initial requirements of the enterprise? In order

to achieve the purpose of the study, the following hypotheses are proposed:

Ho1: Health and Safety policy implementation can significantly reduce work-related accidents.

Ho2: Health and Safety policy implementation can significantly reduce work-related stress and sickness.

Ho3: Health and Safety policy implementation can significantly reduce work-related violence and conflict.

2. Methodology

In order to analyze whether the health and safety policy can reduce the occurrence of health and safety risks of enterprise employees, this study attempts to conduct quantitative analysis, qualitative analysis and regression analysis on the formation, content, status and implementation effect of enterprise health and safety management policy.

2.1. Quantitative Analysis

Quantitative analysis method is a method to analyze the Quantitative characteristics, Quantitative relations and Quantitative changes of social phenomena. This study investigated employees' satisfaction with enterprise Health and Safety Policy formulation from three aspects: Policy Format, Policy Content and Health and Safety Status, and calculated its mean value and standard variance. First of all, the satisfaction of the survey staff with this index is understood by calculating the average value. The higher the average value is, the more satisfied employees are with the relevant system of the enterprise; the lower the average value is, the less satisfied employees are with the relevant system of the enterprise. Second, by calculating the standard variance to measure how far data values deviate from the arithmetic mean, the smaller the standard deviation, the less those values deviate from the mean, and vice versa. The size of the standard deviation can be measured by multiplying the standard deviation with the mean.

2.2. Qualitative Analysis

Qualitative analysis is an analysis method that deduces the nature and development trend of things according to the forecaster's subjective judgment and analysis ability. Thematic analysis, the most common form of qualitative research, emphasizes the precise location, examination, and recording of themes or patterns in data. The objective of subject analysis is to convert a document expressed in language rather than quantity into quantitative data, and to describe the results of analysis with statistics.

Thematic Analysis is used in this study to analyze four Thematic topics, which are: (1) Thematic Analysis on Suggested Improvements on the Policy Purpose and Outcomes; (2) Thematic Analysis on New Sets of Information that Should be Included in the Policy; (3) Thematic Analysis on the Relevance of the Policy o Company Operations; (4) Thematic Analysis on What Needs to be done to make the policy consistent with external or

regulatory requirements. The subject research method is used to extract the content of the interview, analyze the subject structure and determine the theme type.

2.3. Regression Analysis

In big data analysis, regression analysis is a predictive modeling technique that studies the relationship between dependent variables (targets) and independent variables (predictors) [14]. This technique is commonly used for predictive analysis, time series modeling, and finding causal relationships between variables [15]. In this study, the relationship between enterprise Health and safety policy and employee Health and safety status was studied through regression analysis. This paper answers the question of hypothesis 1 through the regression analysis of Table 8, hypothesis 2 through the regression analysis of Table 9, and hypothesis 3 through the regression analysis of Table 10.

- (1) R^2 test: Goodness of fit test is to test the degree to which the regression equation fits the scattered point. Its value is between 0 and 1. The closer it is to and 1, the stronger the regularity of the model and the higher the degree of fit. As can be seen from the table, its correlation coefficient R^2 is close to 1, indicating that its goodness of fit is good.
- (2) T test value, greater than 0.1, that is, multicollinearity exists, so it is analyzed step by step.
- (3) 95CI means confidence interval, which refers to the estimation interval of the population parameter constructed by sample statistics. In statistics, the Confidence interval of a probability sample is the interval estimate of some population parameter of the sample.
- (4) β is beta, which represents the regression coefficient. The standardized regression coefficient represents the correlation between the independent variable, that is, the prediction variable and the dependent variable. The reason for standardization is that only when the independent variable and the dependent variable are standardized, can the results be more accurate and the errors caused by different units be reduced.
- (5) F is the variance test of the regression model as a whole, so the corresponding P below is the criterion to judge whether the F test is significant. Your P indicates that the regression model is significant

2.4. Samples

In order to analyze whether health and safety policy can reduce the occurrence of health and safety risks of employees, this study developed quantitative analysis and qualitative analysis questionnaire. Quantitative analysis questionnaire mainly sets relevant questions from three aspects of Policy Format, Policy Content and Health and safety status to understand employees' satisfaction with them. In terms of quantitative analysis, questionnaires are mainly used to understand employees' opinions and demands from five aspects.

The data was collected through questionnaires and interviews, which lasted three days. The samples consisted of three levels of employee, including top manager, supervisor and normal employee.

The ways and methods of data acquisition are as follows: First, quantitative analysis data was obtained through online questionnaire release. Due to the tight time, it was urgent to obtain the data of Company A, so manager Han from the human Resources Department of the company was entrusted to help forward the survey link, and a total of 12 valid questionnaires of the enterprise were recovered. Secondly, the qualitative data analysis is through interview method, due

to the outbreak and geographical conditions, the influence of this interview is only strengthen network meeting manner, each by investigators in the 15 minutes of interview time, during the interview, respondents were completely according to your will to express their ideas, not affected by the investigators.

3. Policy Review Results and Discussion

Excel software was used for statistical analysis of the obtained data, and the data were as follows:

3.1. Results and Discussion of Table 1

Table 1. Employees's Assessment on the Format of the Health and Safety Policy.

Policy Format	Mean	SD
1. The policy document title is succinct and easily understood by most potential users	3.9	0.6
2. The policy is aligned with the stated purpose and scope of the policy document	3.5	0.73
3. The policy is consistent with (or at least not inconsistent with) with the company policy and reflects the company's core values	3.2	1.88
4. The policy does not conflict with or duplicate other company policy documents	3.3	0.83
5. The policy is comprehensive, incorporating all aspects of a general topic, rather than segregated into multiple policy documents	4	0.71
6. Definition of terms included are appropriate and complete	3.6	0.55
7. The policy is written in plain unambiguous everyday English, without the use of jargon, or unexplained technical or legal terms, acronyms of abbreviations	4.3	0.71
8. Roles and responsibilities for the policy implementation, monitoring and evaluation are clearly defined	3.8	1.39
Total	29.6	7.4

Table 1 shows employees' evaluation of the health and safety Policy format. By calculating the MEAN value and SD of each variable, it can be seen that Company A's employees have the highest satisfaction with the seventh point in the Policy format. The MEAN value is 4.3, indicating that employees are very satisfied with this point, and the SD value is 0.71. This shows that there is little difference in satisfaction among employees. Then, the mean value of the third point is 3.2, which indicates that some employees do not agree with whether corporate core values are reflected in corporate policy making. In Table 1, the mean value of most policy formats is 3.2-3.8, indicating that employees are generally satisfied with the

format of health and safety policies. It should be noted that the standard variance value of point 3 and Point 8 is greater than 1, indicating that there is a large gap in employees' satisfaction. Some extreme phenomena exist, that is, some employees are very satisfied. Some are very dissatisfied. We need to further analyze the reasons for the extreme phenomenon. As the samples are relatively small, we can find through the questionnaire that most of the executives are very satisfied, while most of the employees are not. The mean value in Table 1 is 3.7, indicating that Company A enterprise health and safety policy format is generally in conformity with requirements.

3.2. Results and Discussion of Table 2

Table 2. Implementation of the Health and Safety Policy Content.

Policy Content	Mean	SD
1. Risk assessments are conducted on the health and safety of organizational members.	4.1	0.57
2. Significant findings of the risk assessment are being recorded and communicated to the members of the organization	2.7	0.48
3. Health and safety measures are implemented	3.9	0.57
4. There is an assigned competent individual/s for the health and safety responsibilities	4	0.5
5. There are emergency procedures	4.4	0.52
6. There are First Aid facilities	4.1	0.74
7. There is sufficient ventilation, lighting and sanitary facilities	3.8	0.42
8. Work equipment is suitable for its intended use as far as health and safety is concerned, and that it is properly maintained	3.8	0.63
9. There are adequate control measures to prevent exposures to substances that may damage health	3.8	1.55
10. There are adequate measures against danger from flammable or explosive hazards, electrical equipment, noise or radiation.	2.7	0.48
11. There are measures to avoid hazardous manual handling operations and, where they cannot be avoided, reduce the risk of injury.	4	0.67
12. There is provision of free protective clothing or equipment, where risks are not adequately controlled by other means	3.7	0.48
13. Appropriate safety signs are provided and maintained	3.4	0.52
14. There is proper reporting of certain injuries, diseases and dangerous occurrences to the appropriate health and safety enforcing	4.4	0.52

Policy Content	Mean	SD
authority.		
15. There are provisions for organizational proper conduct and decorum.	3.7	0.48
Total	3.77	0.61

Table 2 is to know the Company A's employee satisfaction evaluation of policy content, in the form of 15 items, the mean value between 2.7 to 4.4, the mean value, the greater the specification satisfaction is higher, the lower the mean value shows that satisfaction is lower, one of the 2 points and 10 points satisfaction, mainly related to risk assessment and safety protection measures, The reason for the low value can be analyzed in detail through qualitative questionnaire. Except for the ninth point, which is 1.55, the other values are

between 0.48 and 0.74. The lower the standard variance is, the smaller the mean difference between respondents is, and the greater the standard variance is, the greater the satisfaction difference between respondents is.

The overall statistical data in Table 2 shows that Company A employees' satisfaction with the health and safety policy is 3.77, indicating that employees' overall satisfaction with the company's health and safety management policy is relatively high.

3.3. Results and Discussion of Table 3

Table 3. Status of Company's Health and Safety Policy.

Satus	Mean	SD
1. Work-related accidents (i e., physical injury, dismemberment disability or death)	2.4	0.52
2. Work-related stress and sickness (i e., due to exposure to bacteria, viruses, chemical substances, poor working conditions, etc.)	3.4	0.7
3. Workplace violence and conflict (i e., bullying, sexual harassment, interpersonal conflict)	1.5	0.53
Total	7.3	1.75

Table 3 is the analysis of the status quo of employee health and safety policy of Company A. By calculating mean value and standard variance, we find that Company A still has a large work-related stress and sickness problem, and its mean value is 3.4, indicating that this situation still happens. SD value is 0.7, indicating that there is little difference between the values of the respondents. The mean value of Workplace violence and conflict was 1.5, indicating that Company A

had made great improvement in this aspect, and the SD value was 0.53, indicating that there was little difference between the values of the respondents. In terms of work-related accidents, the MEAN value was 2.4 and the SD value was 0.52, indicating that there were frequent work-related accidents in Company A, and the SD value also indicated that there was not much difference among respondents.

3.4. Results and Discussion of Table 4

Table 4. Thematic Analysis on Suggested Improvements on the Policy Purpose and Outcomes.

Themes	Statement	Key Informant
Safeguard employees	"I think policies are made in the fundamental interest of employees"	Key Informant 1#
	"I think Policy making fails to reflect the real needs of employees"	Key Informant 8#
	"I think companies should make policies based on their own characteristics rather than imitating other companies "	Key Informant 6#
Concrete Safety behaviors	"Policy making is not scientific"	Key Informant 3#
	"Policy formulation is not comprehensive enough to form a system, which needs constant improvement "	Key Informant 4#
	"I think corporate health policy should be more specific, not generalized "	Key Informant 7#
Clarity of the Policy Format	"Some contents of the policy are not clear, so we need to optimize the expression"	Key Informant 10#
	"The system of security policy should be put in place, not just on paper"	Key Informant 2#
	"There are many safety problems in printing and dyeing industry workshops, but the policy measures in this respect are not perfect "	Key Informant 5#
	"I think the current system is quite good and there is no need to change it temporarily"	Key Informant 9#

Table 4 is Thematic Analysis on Suggested Improvements on the Policy Purpose and Outcomes. After sorting out and classifying the collected information, it is found that there are some commonalities in the answers of the respondents, and these commonalities are classified and summarized, mainly drawing three themes:

The first is Safeguard employees. Some respondents believe that the formulation of health and safety policies ignores the fundamental needs of employees and fails to truly reflect the core values of enterprises.

The second is Concrete Safety behaviors. Some respondents think that the existing policies are not scientific enough to form

a relatively complete system. Some employees also respond that the policies are not fully implemented and many of them are just empty words and not specific enough.

The third is Clarity of the Policy Format. Some surveyors pointed out in the survey that some contents of the existing Policy were difficult to understand, the Policy provisions were not specific enough, and many specific things could not be associated with the Policy, resulting in low effectiveness of the Policy.

Of course, in the questionnaire survey, some respondents think that the current policy is better and needs no change. In general, through the survey of this part, we find that most

employees are not satisfied with the existing health and safety management policy of Company A, and hope that the

policy can be made more specific, more scientific and easier to understand and understand.

3.5. Results and Discussion of Table 5

Table 5. Thematic Analysis on New Sets of Information that Should be Included in the Policy.

Themes	Statement	Key Informant
Employee Benefit	"Can women take more time off?"	Key Informant 1#
	"I am from another province and the journey is far away. Is it possible to provide vacation policies for employees from other provinces? "	Key Informant 2#
Employee Training	"Is it possible to increase the high temperature subsidy? The workshop is too hot"	Key Informant 3#
	"Appropriately increase staff training, improve the quality and skills of staff"	Key Informant 4#
Emergency Response	"Is it possible to provide some online sales skills training for sales staff?"	Key Informant 8#
	"Increase effective emergency response systems"	Key Informant 5#
Job Security	"To avoid conflicts among employees, employees are strictly prohibited to bring weapons to the workplace"	Key Informant 6#
	"Standardize the working conditions of employees, strictly prohibit drunk work"	Key Informant 7#
	"Take precautions to ensure the safety of the construction area"	Key Informant 9#
	"The company regularly conducts surveys and sample interviews on employees to assess the safety hazards related to their work "	Key Informant 10#

Table 5 is Thematic Analysis on New Sets of Information that Should be Included in the Policy. After sorting out and analyzing the contents of the surveyors, it is found that there are some commonalities. These commonalities are classified and summarized into four main themes, namely, about Employee Benefit, About Employee Training, and Emergency Response. Fourth, Job Security. It is found in the

interview that most employees hope to get more training to improve their skills and avoid work-related accidents caused by unfamiliar operation, followed by some employees who hope to have more specific safety emergency handling methods. There is also the desire of employees to improve their own interests and safety.

3.6. Results and Discussion of Table 6

Table 6. Thematic Analysis on the Relevance of the Policy o Company Operations.

Themes	Statement	Key Informant
Employee Training	"Much of the new equipment is bought and cannot be used, and is not taught"	Key Informant 9#
	"Workshop machinery replacement is relatively fast, I feel a little behind the pace of the company"	Key Informant 10#
Work Environment	"The machine is so noisy that I work 8 hours a day and come home with ringing ears"	Key Informant 1#
	"Now that summer is approaching, only a few fans in the factory are very hot."	Key Informant 2#
	"Workshop is too hot, greatly affect the enthusiasm of work"	Key Informant 4#
	"Why are the company badminton courts air-conditioned, but not the hottest printing and dyeing workshop? If you don't have an air conditioner, buy an air sprayer."	Key Informant 7#
Work Overtime System	"The open area next to the workshop is too much water, easy to breed mosquitoes"	Key Informant 8#
	"The current carbon emission policy, a week to run the machine 3 days off 4 days, when the end "	Key Informant 3#
	"I had to work overtime every night, and I couldn't get paid"	Key Informant 6#

Table 6 is Thematic Analysis on the Relevance of the Policy of Company Operations. After sorting out and analyzing the contents of the respondents, there are some commonalities in the answers of the interviewees, which can be classified and summarized into three main themes:

Firstly, Employee Training. Company A has purchased many large machines in recent years in order to improve the production efficiency. However, due to lack of Training, most employees are not familiar with the machine operation, which has a great impact on the operation safety of employees and the effective improvement of production

efficiency.

The second is the Work Environment. Company A is a printing and dyeing enterprise. There are many large machines in the factory, which make a lot of noise and emit a lot of heat.

Company A is a productive enterprise, and most of its employees are workers. Due to the carbon emission policy of the local government, most of the employees Work more than 12 hours a day. Most of the workers are not used to such Overtime System. It is hoped that wages will be raised to compensate for such concentrated working hours.

3.7. Results and Discussion of Table 7

Table 7. Thematic Analysis on What Needs to be done to make the policy consistent with external or regulatory requirements.

Themes	Statement	Key Informant
Employee	"The three-child policy is open. Can enterprises add some special policies for three-child families? "	Key Informant 1#

Themes	Statement	Key Informant
Benefit	"Under the circumstances of the epidemic, can enterprises add some physical examination content?"	Key Informant 7#
	"Can female employees in families with three children be given appropriate leave?"	Key Informant 8#
Emergency response	"I hope the policies will be put in place"	Key Informant 3#
	"Increase staff emergency warning and drill, including fire alarm, flood outbreak, etc. "	Key Informant 5#
	"The company's policy and system modification should keep pace with The Times"	Key Informant 6#
Job Placement	"Will the company adjust its working hours policy in response to the carbon policy? "	Key Informant 4#
	"Does the government have a four-day work week for carbon emissions?"	Key Informant 10#
Staff Training	"Many new machines cannot be used, it is better to hold regular training to improve the operation skills of employees"	Key Informant 2#
	"Add some online staff training courses appropriately"	Key Informant 9#

Table 7 is Thematic Analysis on What Needs to be done to make the policy consistent with external or regulatory requirements. After sorting out and analyzing the contents of the respondents, there are some commonalities in the answers of the interviewees, which can be classified and summarized into four main themes:

The first one is Employee Benefit. Due to the Chinese government's three-child policy, many families have added new members, and they also hope that enterprises can have corresponding policies to meet their needs and cooperate with national policies.

The second is Emergency response. Some interviewees respond that the enterprise lacks safety Emergency mechanism, which leads to many employees not knowing how to deal with safety problems when they happen, or the

outdated safety treatment facilities do not meet the standards, thus causing some hidden security risks.

Third, Job Placement. China's new policy on carbon emissions leads to the need to adjust the working system of the enterprise, which also indicates the urgency to adjust working hours.

Fourth, Staff Training. When dealing with internal and external environmental problems, employees also have urgent needs for vocational Training, so it is urgent to increase Staff Training.

From the analysis of the four tables table4-Table7, it can be found that employees have great similarity in the three aspects of working environment safety, employee training and employee benefits.

3.8. Results and Discussion of Table 8

Table 8. Effects of Policy Implementation on Work-related Accidents.

Variable	B	95CI	β	t	p	R ²
(Constant)	3.934	3.145~3.978		8.645	0.00**	
Policy Implementation	-0.453	-0.673~-0.373	-0.335	-3.429	0.00**	0.231

Table 8-Table 10 is regression analysis, in Table 8, β is -0.335, indicating that policy implementation has a negative correlation with work-related Accidents. The value of 95CI is between -0.673 to -0.373, with a small range, indicating that there is less statistical error. R2 is 0.231, indicate the goodness of fit is low, That is to say, independent variables

have a low degree of parsing dependent variables, and the changes caused by independent variables account for 23% of the total changes. Through the regression analysis in Table 8, we can verify the result of hypothesis 1, Health and Safety policy implementation can significantly reduce work-related accidents.

3.9. Results and Discussion of Table 9

Table 9. Effects of Policy Implementation on Work-related Sickness.

Variable	B	95CI	β	t	p	R ²
(Constant)	4.234	3.245~4.978		9.345	0.00**	
Policy Implementation	-0.496	-0.703~-0.354	-0.321	-4.052	0.00**	0.153

In Table 9, β is -0.321, indicating that policy implementation has a negative correlation with work-related sickness. The 95% confidence interval is between -0.703 to -0.321, with a small range, indicating that there is less statistical error. R2 is 0.153, indicate the goodness of fit is low, That is to say, independent variables have a low degree of parsing dependent variables, and the changes caused by independent variables account for 23% of the total changes. The reason for the low value of R2 is

considered as the problem of explanatory integrity of independent variables. In general, β is negative, indicating that the independent variable is negatively correlated with the dependent variable. In other words, policy implementation can reduce work-related sickness. The regression analysis results in Table 9 prove that hypothesis 2, Health and Safety policy implementation can significantly reduce work-related stress and sickness.

3.10. Results and Discussion of Table 10

Table 10. Effect of Policy Implementation on Workplace Violence and Conflict.

Variable	B	95CI	β	t	p	R ²
(Constant)	3.567	2.168~4.234		6.832	0.00**	
Policy Implementation	-0.323	-0.503~-0.204	-0.213	-2.453	0.00**	0.125

In Table 10, β is -0.323, indicating that policy implementation has a negative correlation with Workplace Violence and Conflict. the 95% confidence interval is between -0.503 to -0.204, with a small range, indicating that there is less statistical error. R² is 0.125, indicate the goodness of fit is low, That is to say, independent variables have a low degree of parsing dependent variables, and the changes caused by independent variables account for 13% of the total changes. The reason for the low value of R² is considered as the problem of explanatory integrity of independent variables. In general, β is negative, indicating that the independent variable is negatively correlated with the dependent variable, that is to say, policy implementation can reduce Workplace Violence and Conflict. The regression analysis results in Table 10 prove that hypothesis 3, Health and Safety policy implementation can significantly reduce

work-related violence and conflict.

From the above data analysis, we found that the implementation of health and safety management policy of Company A enterprise failed to meet the purpose of formulation, especially according to the will of employees. However, data analysis shows that implementation of health and safety policies can be effectively reduced work-related accident, sickness and violence.

4. The Revised Policy

Through the above analysis and comparison with the existing health and safety policies of Company A enterprises, this paper sorted out Table11, and put forward some reasonable suggestions for the health and safety policies of Company A as follows:

Table 11. Proposed Changes to Existing Policy.

Old Policy Provision	Comments/Suggestions	Proposed Revised Statements
7. Specify reasonable process flow to ensure correct operation and avoid safety accidents caused by improper operation	Develop employee training plans	"Add some online staff training courses appropriately", "Workshop machinery replacement is relatively fast, I feel a little behind the pace of the company"
2. Develop perfect health and safety management system to ensure the personal safety of employees	Optimize employee benefits	"The three-child policy is open. Can enterprises add some special policies for three-child families?", "I had to work overtime every night, and I couldn't get paid"
3. Keep the factory interior and surrounding environment clean and tidy, keep good production and living space	Optimize the work environment	"The machine is so noisy that I work 8 hours a day and come home with ringing ears", "Workshop is too hot, greatly affect the enthusiasm of work"
Non Indicate	Increase security emergency response mechanism	"I had to work overtime every night, and I couldn't get paid", "Increase effective emergency response systems"
About Policy Format	Optimize the health and safety policy system	"Policy formulation is not comprehensive enough to form a system, which needs constant improvement", "Some contents of the policy are not clear, so we need to optimize the expression"

4.1. Develop Employee Training Plans

The original health and management policy of Company A did not reflect the content of employee training, so it is suggested that Company A should add provisions related to employee training. Details are as follows:

- (1) The general manager, department manager and each safety officer must receive relevant safety training.
- (2) The new employee of the enterprise must carry out the safety knowledge education in workshop and shift group before entering the position. If the employee changes his/her post within the company or returns to work after leaving the post for more than half a year, he/she shall receive corresponding safety education in workshop or shift group.
- (3) Enterprise regularly carries out safety training and education for all staff. Safety regulations, safe operation

rules and Labour discipline should be the important contents of safety education.

4.2. Optimize Employee Benefits

In terms of employee welfare, on the one hand, the original employee salary system should be perfected. On the other hand, strengthen the construction of employee culture. Suggestions are as follows: enterprises regularly organize collective sports projects, participate in more beneficial sports activities, and read more books and newspapers. Because physical and mental health is very important, have a healthy body can face the epidemic, and participate in sports to enhance their body, so as to relax and balance the mind, more healthy work and life.

4.3. Optimize the Work Environment

Company A health and safety management policy is

relatively general in terms of environmental provisions, lack of specific measures. Therefore, it is suggested that Company A should optimize and refine the original terms. Details are as follows:

1. Strengthens the management of the operation of production site and facilities, performs routine supervision and inspection, and periodically reorganizes, reviews and tracks the problems discovered in the supervision and inspection.
2. Regularly carries out medical examination of the staff engaged in occupational hazards to prevent and control occupational diseases.
3. Strengthens the supervision and management of air, noise, radiation, high temperature and other dangerous and harmful factors, and gradually intensifies the regulation.

4.4. Increase the Security Emergency Response Mechanism

Company A can add emergency management mechanism to the existing health and safety policy, and add fire emergency mechanism, flood emergency mechanism and COVID-19 emergency mechanism according to local specific conditions. In the development of emergency strategy should be in accordance with the following order to develop: first, the development of disposal principles; Second, the establishment of emergency treatment leading group; Third, clear organizational leadership and division of responsibility; The fourth is to formulate implementation measures and aftermath management methods.

5. Conclusion

Through the above analysis, the following four conclusions can be drawn: (1) Health and Safety policy implementation has a positive effect on enterprise management. (2) Health and Safety policy implementation can significantly reduce work-related accidents. (3) Health and Safety policy implementation can significantly reduce work-related stress and sickness. (4) Health and Safety policy implementation can significantly reduce work-related violence and conflict. Of course, there are still some areas that can be improved in this respect. We should continue to improve the construction of enterprise staff culture and strengthen the safety management training of enterprise personnel.

The research sample is relatively single and the data research year is short. The sample is from only one company, and future researchers can consider more samples of companies. There is a lack of tests in regression analysis, which can be used to verify the validity of the model in the future.

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