

**Workplace Accidents and Occupational Safety Procedures within the
Institution: A Field Study at a Textile Factory**

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Abstract:

This study sheds light on workplace accidents, which are among the most significant occupational problems threatening the safety and health of workers in the workplace. These accidents directly affect the worker, the organization, and society as a whole. They result from a combination of factors, including lack of experience and negligence, technical factors related to work tools and machinery, and organizational conditions specific to the organization. In this context, occupational safety policies aim to reduce and minimize these accidents through prevention, awareness campaigns, and ongoing training for workers, along with the implementation of protective measures and adherence to industrial safety regulations. This exploratory study seeks to understand the root causes of various occupational accidents and, consequently, improve working conditions and create a safer work environment.

Keywords: Workplace accidents, occupational safety, work environment, industrial safety, organization.

Introduction:

In recent decades, the world has witnessed tremendous industrial and technological development, leading to a transformation in the nature of work within institutions, departments, and various production and service sectors. Despite its economic and social benefits, this development has been accompanied by a significant increase in occupational hazards that threaten the health and safety of workers in the workplace. This has made workplace accidents and occupational safety among the most important issues of interest to researchers in the fields of sociology and human resource management.

Today, human beings are at the heart of the production process, and their physical and mental well-being has become a fundamental condition for achieving efficiency and productivity within institutions. The modern institution is no longer measured solely by its production volume and profits, but also by its ability to provide a safe and healthy work environment for its employees (Maher, 2010).

Workplace accidents are complex social and professional phenomena that cannot be explained by a single factor. Rather, they result from the interaction of a range of technical, organizational, human, and psychological factors. This is highlighted by studies in the sociology of work, which confirm the multiple causes of occupational accidents within organizations (Khashim, 2014).

International organizations and governments have recognized the importance of this field, as evidenced by numerous laws and regulations that obligate organizations to provide occupational safety conditions. Adherence to occupational safety standards has become an indicator of an organization's development and professionalism, a fact underscored by reports from international organizations and the World Health Organization. From an economic perspective, workplace accidents lead to significant losses for organizations and the state. They cause decreased productivity, increased treatment and compensation costs, and higher rates of absenteeism. Furthermore, they negatively impact worker morale and their psychological and social well-being, as confirmed by global occupational health reports.

From a social perspective, workplace accidents affect not only the injured worker but also their family and society as a whole, making occupational safety a shared responsibility between the organization, the state, and society. Furthermore, recent changes in the world of work, such as digitalization, technology, and office work, have created new forms of stress and psychological pressure, highlighting the evolving nature of occupational safety and the need for in-depth study.

This study falls within the field of sociological studies that aim to understand the relationship between individuals and the work environment, and to determine the extent to which workers and management adhere to occupational safety procedures. Within this framework, we pose the following question: **How effective are occupational safety procedures in reducing workplace accidents within organizations?**

The study aimed to:

- Identify the most significant workplace accidents
- Highlight the importance of prevention, occupational awareness, and occupational safety procedures
- Diagnose the reality of workplace accidents within organizations in order to gain a clear picture of the prevalence of workplace accidents and to identify the most common types of accidents.
- Identifying the most vulnerable occupational groups.
- Identifying the causes of workplace accidents, whether human (negligence, fatigue, lack of experience), organizational (poor management, work overload), technical (lack of protective equipment, outdated equipment), or environmental (noise, heat, inadequate ventilation).
- Developing practical suggestions and recommendations to reduce workplace accidents, improve working conditions, and raise the level of occupational safety within the factory.

Importance of the study:

Evaluating the level of implementation of occupational safety procedures: This aims to determine the extent to which individual and collective protective equipment is provided, the existence of awareness and training programs in the field of safety, and the degree to which management monitors the implementation of industrial safety regulations.

Understanding the effects of workplace accidents on the worker and the organization: the health and psychological effects on the worker, decreased productivity, economic losses for the organization, increased absenteeism and tardiness, etc.

The descriptive-analytical approach was adopted, as it is the most suitable for studying the phenomenon and providing a precise descriptive account, through:

- Understanding the real experiences of workers within the factory
- Uncovering the true causes of workplace accidents
- Identifying the level of implementation of occupational safety procedures

Field observation was also used to collect data, in addition to interviews. The observation allowed for: examining the actual working conditions inside the workshops, observing the behavior of workers while performing work, determining the extent to which occupational safety and prevention procedures were applied, and recording some of the occupational hazards present in the work environment.

1-Defining Concepts:

Work Accidents: “A work accident is defined as a sudden and unforeseen event that results in a change in the existing conditions, thus affecting the value that a person strives to preserve” (Abou Amrou, 2010, p. 325).

A work accident is defined as “accidents that befall a worker while performing their duties or in connection with them, causing them bodily harm, whether the accident occurs within or outside the employing entity. That is, work accident insurance covers accidents that occur during the worker's commute, while performing an external task, or while attending vocational training courses organized by the employing entity” (Derder, 2006, p. 62).

Occupational safety: Rustam Lotfi defines it as "a procedure taken to prevent and reduce workplace accidents and occupational diseases and to provide means of prevention, first aid, and treatment, while ensuring suitable working conditions" (Al-Ayeb, 2006, p. 153).

Industrial security: "Any procedure taken to prevent and reduce workplace accidents and occupational diseases, and to provide means of prevention, first aid, and treatment, while ensuring suitable working conditions" (Jahim et al, 2006, p. 454).

2- Workplace Conflict and its Relationship to Accidents

During a field visit to a textile factory, we discovered that a female worker with three years of intermediate professional experience was involved in a workplace accident. This accident resulted from a fight with a colleague in the production workshop, stemming from excessive work pressure and poor task distribution. The altercation escalated into a chaotic scene, leading to a minor injury that forced her to take time off work. This incident confirmed that it was not a spontaneous event, but rather the culmination of several contributing factors, the most important of which are:

Work pressure and excessive tasks, exhaustion and fatigue, lack of organization within the workshop, poor communication among workers, and the absence of timely intervention from supervisors all contributed to the incident.

She also indicated that the accident left psychological and professional scars on her, as she felt fear and anxiety about returning to work, in addition to the strained relationships among workers after the incident. This aligns with the human relations theory, which emphasizes that social relationships in the workplace play a fundamental role in achieving job stability and reducing accidents. Poor communication and a lack of social support within the work environment contribute to conflict among female workers, ultimately leading to workplace

accidents. Meanwhile, the occupational stress theory posits that work environments characterized by pressure and tension lead to workplace conflicts and decreased concentration, which explains the altercation that was the direct cause of the accident.

It is clear, then, that the work accident was not the result of a technical factor alone, but rather the result of the interaction of organizational, psychological and social factors within an environment, which confirms the importance of improving internal organization and strengthening relationships within institutions to reduce and prevent occupational accidents.

3- Working Conditions:

Through field observations, a number of indicators related to working conditions within the organization were recorded. These included a clear reluctance among employees to provide information, reflecting a type of occupational stress or a lack of security in expressing professional concerns. Furthermore, this explains difficulties in professional relationships with others, which may contribute to increased tension in the work environment and raise the likelihood of workplace accidents.

These findings indicate that psychological and organizational factors, such as fear and stress, are among the factors that may contribute to increasing the risk of workplace accidents within the organization.

4-Sewing Machine Needle Prick Incident and Similar Accidents:

An interview was conducted with a female worker in a sewing workshop within a factory, who experienced a workplace accident while performing her duties. She stated that while operating the sewing machine, she suffered a minor but serious accident when a sewing needle pricked her finger and also her face. The accident caused severe pain and forced her to stop working for a relatively long period. The worker confirmed that the accident was sudden but related to the nature of the work, the required speed of production, and fatigue from continuous work. The main causes of the accident can be identified as: the high pace of work, fatigue and exhaustion during work, lack of concentration due to production pressure, the manual nature of the work involved with the sewing machine, and the lack of protective equipment.

From an occupational hazards perspective, it can be said that the more machinery and faster the manual work, the greater the likelihood of accidents. It can be said that the workplace accident suffered by the worker represents a model of occupational accidents resulting from the interaction of multiple human, organizational, and material factors. Various sociological and occupational safety theories explain and confirm that preventing such accidents requires improving working conditions, providing protective equipment, reducing occupational stress, and intensifying training in occupational safety.

5- Explanation of Accidents in the Workplace: These accidents can be explained by several factors:

Human Factor: Lack of experience, insufficient training, lack of focus

Technical Factor: The danger of the machinery, the absence of protective equipment (gloves, safety barriers).

Organizational Factor: Inadequate initial training, lack of monitoring and supervision. It can therefore be said that the accident is not merely an "individual error," but rather the result of the

interaction of several factors within the organization. This has been explained and studied by several theories and disciplines, the most important of which is:

***Ergonomics:** The subject of ergonomics is linked to various research and studies in the field of work and worker problems, with the aim of finding an adaptation between work, the worker, and the work environment, or the conditions surrounding work, in order to perform work with the least effort and the greatest degree of safety and comfort.

Ergonomics, or human engineering, as an applied science, aims to reduce the likelihood of future occupational accidents and illnesses. It designs work environments according to human capabilities, ensures a safe working environment, and maintains the psychological and physical well-being of employees.

-Improving individual performance

- Reducing human risks and accidents within the work environment

- Facilitating employee adaptation to their work environment

- Achieving employee satisfaction

***Elton Mayo's Human Relations Theory:**

Human relations theory emphasizes the importance of relationships within the work environment and the impact of certain variables on occupational accidents, such as noise, ventilation, temperature, and lighting. This explains the various accidents that occurred in the textile factory, including electric shocks, needle pricks, and fights between workers. All these factors indirectly contribute to creating a hazardous work environment. A worker in an environment characterized by high machine noise will experience reduced concentration and an increased likelihood of making mistakes. This is also indicated by accident theories such as the stress-adaptation theory, which posits that a worker under stressful conditions is more prone to accidents than a worker free from such stress (Al-Aissawi, 2003, p. 410).

Adopting a Marxist approach, the accident can be interpreted from the perspective of labor exploitation. Employers sometimes prioritize increased production over safety, exposing workers to risks. In other words, some organizations focus on production and profit at the expense of working conditions, neglecting occupational safety and minimizing associated costs, thus exposing workers to multiple hazards.

Conclusion

This field study revealed that the work organization within the workshop does not adequately consider safety requirements, both in terms of space allocation and monitoring equipment use. Furthermore, the organization appears to focus more on compensation after an accident occurs, while effective preventative strategies to avoid recurrence are lacking. All these indicators reflect a deficiency at the organizational and awareness levels, making the work environment fraught with occupational hazards.

It can be affirmed that workplace accidents are no longer isolated incidents, but have become a phenomenon with intertwined human, organizational, and economic dimensions. The field results showed that these accidents directly affect workers through decreased performance, increased absenteeism, and negative impacts on their psychological well-being, as well as negatively affecting professional relationships within the work environment. Conversely, their impact extends beyond the individual to encompass the organization as a whole, leading to

decreased productivity, increased costs, and disruption of smooth workflow. The study also highlighted that occupational safety is a fundamental element in achieving balance within an organization. The availability of protective equipment, continuous training, and management's attention to working conditions all contribute to reducing workplace accidents and improving organizational performance. This is precisely what the organization under study needs most, both in terms of the strict application of safety procedures and in terms of fostering a culture of prevention among its employees. It is essential to intensify training and awareness programs, strengthen oversight of safety procedures, and improve working conditions in line with modern standards, especially given technological advancements and the changing nature of work. This necessitates the continuous search for new mechanisms to prevent workplace accidents and ensure the safety of human resources within social institutions, in addition to involving employees in prevention policies to achieve a safer and more stable work environment.

Recommendations:

The study recommends giving greater importance to occupational safety within social institutions by adopting a clear preventive policy aimed at reducing workplace accidents before they occur, rather than simply dealing with their consequences. Management should also provide all necessary individual and collective protective equipment on a permanent basis, requiring workers to use it and ensuring continuous monitoring of its use.

Furthermore, the study emphasizes:

The importance of intensifying training and awareness programs for workers, particularly regarding workplace hazards and how to handle machinery and the work environment, especially for new employees, to establish a culture of prevention within the institution. It is also advisable to integrate occupational safety into regular training programs and consider it a priority.

Strengthening the role of monitoring and inspection within the institution to ensure compliance with safety standards and the application of relevant laws.

Involving workers in developing occupational safety strategies by listening to their concerns and suggestions, as they are the ones most exposed to workplace hazards.

Institutions should leverage technological advancements to develop preventive measures and improve the work environment, aiming to reach innovative solutions that ensure worker protection and enhance institutional performance.

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