

**An analytical study of the occupational risk management strategy AT  
THE National Industrial Automobile Corporation SNVI, VIR branch,  
Rouiba - Algeria**

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**Abstract:**

This research study was prepared with the intention to study the strategy for the management of professional risks in the algerian organization, by analysing it, following it's procedures on the ground, as well as comparing it with what is included in the algerian law.

The study was conducted in the mechanic building of the National Industrial Automotive Corporation (SNVI), precisely in the VIR branch (rouiba). A questionnaire was distributed to a sample of 160 users. Then, we gathered and examined field data, in addition We also relied on collecting field observations and compared them with the Algerian Occupational Security and Safety Law as well as the institution's internal regulations.The results concluded that SNVI does not practice prevention at the required level, and this is due to the lack of strictness in applying laws and the failure to create physical conditions for safe work.

**Keywords :** Occupational Risk Management, prevention, Occupational accidents, hazard.

## **1. INTRODUCTION**

In some areas of work, a simple error may occur. It causes significant losses to the state, employers, and individuals in terms of lives and equipment. Given the sensitivity of occupational accidents, the organization seeks to formulate strategies to manage risks without any errors or occupational accidents. This is achieved by studying, identifying, and evaluating these risks and then confronting them according to well-thought-out plans to limit their spread. And predict it in the future.

### **Research problem:**

Occupational risks are considered a challenging point for all business organizations, regardless of their activities, and (Perri.2024, p16) indicated that what makes employers pay special attention to managing occupational risks is the material and human costs that the latter costs them, not to mention distorting their reputation, and for this reason Organizations today are working to conduct a proactive risk study , and as indicated by (Tomislav, Paalačić 2024, p84), occupational risk management is based on forecasting and recognition It works to identify, monitor, evaluate and control risks at work and draw up plans to manage them in order to protect individuals and the environment alike, and (2024Bazaluk1 et al., p02) have indicated that according to the requirements of ISO 4500: 2018, it is necessary for institutions to study and analyze various risk factors Internal and external to the organization's environment, as (Pater.2024, p17.18) indicated that the organization must work to develop a culture of risk among the organization's members and stakeholders and make it an element of the organization, and therefore, given the importance of risk management in terms of protecting the organization and individuals from falling into risks The Algerian legislator stressed the need to provide a strategy for occupational security and safety in the organization, as Article Three of Law No. 88-07 of January 26, 1988, relating to health prevention, security and labor medicine, stated the need for institutions to commit to ensuring health prevention and security for workers.

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Because we are in the process of conducting an analytical study of the reality of the risk management strategy in the Algerian organization, we have raised the following question:

- How keen is the Algerian organization to provide a strategy for managing occupational risks to protect its users from falling into occupational accidents?

Sub-questions:

1-what is the goal of developing a strategy for managing occupational risks?

2- Does the Algerian organization really implement a strategy for managing occupational risks?

3- Does the organization's vision for managing occupational risks match the vision of users?

**Research objectives:** The objective of our study is.

- Explain the importance of dealing with risks in a strategic manner.

- Explaining the shortcomings in the risk management strategy between what should be and what exists in the Algerian organization.

- Describe the reality of the Algerian organization's field risk management strategy.

- Enriching scientific research and studies in the field of human sciences.

**Importance of Research:**

This study derives its importance from highlighting the importance of formulating a risk management strategy to protect the organization from falling into risks. It also seeks to highlight and the gap in the organization's risk management strategy. The importance of providing safe physical conditions for prevention is also highlighted, in addition to the need to exercise field monitoring and focus on preventive mobilization and awareness campaigns.

**2.Theoretical framework:**

**2.1.Occupational hazard concept:**

(Marie Christine Therin 2012, p 01) In the Dictionary of the General Administrative Encyclopedia of Risk, she pointed out that risk is "the product of the probability of an event occurring and its impact, value or benefit" it is a combination of the seriousness of unwanted latent damage and the

possibility of its sudden appearance, which negatively affects the organization's objectives with the production elements it contains, and in the same context he mentioned (Lucie. 2019, P 17,18) What distinguishes the risk is its sudden appearance, and According to (Dikra. 2024,p84), risks in the ISO 31000 standard are uncertainty in setting goals, and therefore the risk to organizations constitutes an undesirable event characterized by its sudden appearance and is likely to hinder the process of achieving the organization's goals and cause them material and moral damage.

### **2.2.The concept of occupational risk management:**

According to what was indicated by (Samuel. 2019, p83), risk management represents a set of interconnected activities aimed at managing and moving the organization in a direction through which it confronts risks and works to control them, which calls for the necessity of designing a safe system to fill tasks, in accordance with As required by occupational health and safety requirements, which were defined by (Yahya Boukhnoufa. 2020, p. 19) It is the safe performance in the work environment while preserving the various production elements, including production means, users, and production materials, in order to spare the organization from falling into professional accidents and injuries that harm it and its users.

### **2.3.The importance of risk culture in the organization:**

Organizations work to create a risk culture among users, and according to (Charly Duplan 2014), creating a risk culture consists of awareness of the risk and the extent of users' ability to manage it, as this is done through effective communication with the general environment of the organization by making Individuals as a source of strength and foundation for risk management, by intensifying mobilization and awareness-raising processes Training and circulating important information that makes individuals aware of the various risks, their sources, and their negative consequences on them and on the organization, and this is what makes organizations strive to formulate a continuous communication plan through which they make the organization's members involved in the process of writing a prevention plan and provide them with various necessary information about the tasks and risks, as studies have shown According to what was indicated by the World Health Organization (2022, page 13.14),

Involving the organization's members in the risk assessment and management process works to develop the prevention plan that the organization will formulate, and it also works to reduce the process of conflict between the organization and its members.

#### **2.4.Causes of occupational risks:**

(Alexandra Lakes.2017, p07, p11) indicated that the causes of risks in the field of occupational security and prevention lie in several factors that affect the user's concentration, attention, and effort, including:

##### **2.4.1 factors related to the established tasks and their requirements:**

This is in terms of the high level of task requirements compared to the qualifications and preparations that individuals possess, with the means and equipment that the organization provides to the individual and the time the task requires to achieve results, which may not be sufficient to achieve appropriate focus and attention, and the extent of the use of technology in Work, all of this would affect the quality of occupational safety.

##### **2.4.2 Factors related to the organization of work:**

They are generally limited to the absence of oversight over the nature of the tasks assigned and the tasks performed by individuals, in addition to the absence of accuracy in defining the requirements of the tasks and describing the conditions of the position, while specifying the size of a narrow and insufficient courier to deliver the product, and the lack of labor used, in addition to neglecting The element of prevention, and failure to control night work in line with the human biological clock.

##### **2.4.3 Factors related to the management relationship and work relations:**

This is in terms of the absence of coordination between management and employees in terms of overcoming difficulties, while neglecting management in a manner of participation and empowerment, as well as the absence of moral and material motivation for individuals, in addition to the low level of training and lack of professional experience among individuals, especially with regard to training in The field of occupational prevention and risk management.

##### **2.4.4 Factors related to the physical and technical conditions of work:**

He pointed out (Alouti. 2016, pages 130 to 136) that the poor physical conditions in which individuals work play an important role in exposing them to danger, such as the spread of noise, lack of lighting, high level of cold or heat in the field of work, lack of ventilation, and lack of Cleanliness of the floor from dust and industrial oils. All of this would make the user carry out his work under the threat of professional accidents Which costs the organization and individuals material and moral losses.

### **3.Characteristics of the risk:**

The risk is characterized by indicators that help the organization and specialists evaluate and control it and thus determine its acceptable levels, and according to what was indicated by (Yvon. 2020, p10.11), the most important of these indicators are generally limited to the extent of its danger, Gravité, which means the harmful effects it will have if it occurs, as for The second indicator is the probability of the appearance of probabilité d'occurrence, which means the number of possible times the danger appears and occurs while performing tasks, as indicated by (Wiza and Muhammad.2023, p. 42.43), to a third element, which is determining the possibility of the absence of risk detection in the work environment, and through these three characteristics, we calculate the risk index (IPR)Indic Prioritair de resque according to the following equation Risk index (IPR)= Frequency×Risk× The extent to which there is risk detection in the organization, and through the result of this equation and according to its results, risks are classified between high risk, medium risk, and moderate risk.

### **4.Types of risks:**

According to the study conducted by (Bukhrouba 2017, pp. 66 to 77), occupational risks can be classified according to their primary source and the factors that caused their occurrence, as they are classified as follows.

#### **4-1 Physical or natural risks:**

These are the risks resulting from poor physical conditions in the field of work, such as heat, cold, lack of ventilation, the spread of toxic gases in the air, and the lack of cleanliness of the floor from oils, dust, etc. The risks

resulting from these conditions are physical risks that affect the individual and the organization negatively.

## **2-2 Mechanical risks:**

These are the risks resulting from a person's poor coordination with the machine used in particular and the environment in general, such as crushing the hand with a hammer, amputating a finger with a sharp object, or even using something that does not comply with safety standards, which may lead to crushing or amputating part of the hand or the body as a whole.

## **4-3 Chemical risks:**

These are risks that usually result from the use of chemical substances with chemical properties that are dangerous to the individual, so misusing them by inhaling them, swallowing them, or leaving them in front of a source that irritates them and makes them react to not using individual and collective protection from them, would expose individuals to serious diseases, wounds, and fires.

## **4-4 Risks of manual handling:**

These are the risks that occur as a result of individuals using their bodies to move or move weights from one place to another without using machines designated for that, especially if the individual uses an unsafe position to lift those weights.

## **4-5 Biological risks:**

These risks occur through the spread of air or water pollution in the field of work or even in restaurants and bathrooms designated for members of the organization, which may cause a viral infection for members of the organization, all of this may come into contact with the means of work or individuals and transmit the infection.

## **4-6 Psychosocial risks:**

These are the risks that result from the tension in relations between members of the organization, or between the individual and the task he performs, whether through the abundance of requirements and lack of means or through the lack of clarity of goals, which may result in professional anxiety and psychological tension among users and may even generate burnout in them.

## **5. The concept of a work accident:**

As indicated by (j.kasongo.2016, p432), work accidents are an event or events that occur suddenly and unexpectedly, and lead to damage to the means of production, property, individuals, or all of that together.

While the Algerian legislator defined a work accident in Article 06 of Law 83/13 as "every accident that results in a physical injury resulting from a sudden or external cause and occurs within the framework of the work relationship"

In Article 12 of the same law, the Algerian legislator indicated that injury while going or returning from work to the home, in the path guaranteed in this way between the place of work on the one hand and the place of residence or something similar, such as the place that the worker usually frequents, either for eating or for family purposes, is considered a work accident, provided that it does not deviate from its usual course except due to force majeure circumstances.

## **6.Methodological procedures:**

### **6.1Exploratory study:**

We conducted an exploratory study that enabled us to get to know the field of research closely, and collect observations that later enabled us to formulate a network for observing and inventorying non-preventive behaviors, and approaching work centers also enabled us to determine the level of actual danger in Building. In addition, the survey enabled us to formulate a survey list that was distributed to users to learn more about their point of view regarding the risk management strategy followed by the organization.

### **6.2Research sample:**

The mechanics building was chosen because it contains a sample that is consistent with the nature of the research, as the study sample consists of 160 employees, all of whom are male, working in the mechanics building, and their ages range between 51 employees under 30 years old, 77 employees aged 30 to 40 years, and 34 employees from 40 years old. Years and above, and their marital status is 72 single and 88 married, with an academic level of 25 employees with an elementary academic level 70 employees at an intermediate academic level, 39 employees at a secondary level, and 26

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employees at a university level, including 14 executives, 32 senior technicians, and 114 field employees, with experience ranging from 05 to more than 10 years, where there are 36 individuals with five years of experience, and 58 individuals with 05 to 10 years of experience, and 76 individuals with more than 10 years of experience, including 25 employees suffering from diseases and 135 who do not suffer from any disease.

### **6.3 Research methodology:**

We adopted the descriptive analytical approach based on describing, interpreting and analyzing the phenomenon based on the data and references that dealt with the topic as well as the results reached from the field of research, for the purpose of studying it, controlling it and proposing solutions to it.

### **7. Data collection tools:**

#### **7.1 Observation:**

We adopted observation during our visit to the research field on multiple occasions, so we made direct observations of users while carrying out their work, and indirect observations of them remotely, and observation also enabled us to identify the risks spread in the research field and the various physical conditions in which users work, in addition to observing the relationships between Users and their administrators.

#### **7.2 Distribution of a survey and exploration form Check-list:**

We designed a survey and exploration form for the viewpoints of users in the institution in the field of research, and it was distributed to 200 users in the mechanical building in a random manner at the SNVI Industrial Vehicles and Vehicles Manufacturing Corporation, and we were able to retrieve 160 forms, and the form consists of 23 phrases related to Risk management strategy within the organization. It was revised and placed in the form after reviewing several references related to the research topic on the one hand, as well as after conducting an exploratory study of the field of research, in addition to the interviews that brought us together with some users and officials of the institution, all of this helped us in designing this form, which we presented to the arbitrators in order to correct its phrases and revise it. Its content and simplification so that it is understandable and

readable, and through it we study users' views towards the organization's risk management strategy. This enables us to delve deeper into the description and analysis of this strategy.

## **8. Methods used to process data:**

### **8.1 Content analysis:**

We used content analysis to study and analyze the field observations that we collected during our visit to the research field, in addition to analyzing and comparing what is present in the field of research with what is present in the national prevention laws and some provisions of the system. The institution's internal regulations for prevention.

### **8.2 Percentages:**

We adopted them in calculating the answers obtained through the survey form to identify the level of users' views regarding the direction of their organization's risk management strategy, and percentages are considered one of the statistical methods that facilitate the process of presenting and interpreting the results and are calculated in the following formula:  $\text{Percentage} = \frac{\text{Number of answers obtained} \times 100}{\text{number of sample members}}$ .

## **9. Show results:**

### **9.1 Presentation of the results of the field observation of the Mechanical Center:**

After we went to the Mechanical Center in the institution, several dangerous work behaviors and situations were monitored, and physical conditions that did not conform to the standards, some of which we mention in the table below along with the corresponding legal and regulatory regulations, as Law No. 88-07 issued in 1988 Related to hygiene, security and labor medicine.

| <b>Recorded notes</b>                                                                                                                                                                                                                                                                                               |
|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>Lighting</b>                                                                                                                                                                                                                                                                                                     |
| - As for the lighting, it is weak and insufficient, and some of the workers we met admitted this. We also recorded the presence of several damaged lamps, in addition to the spread of dust on the lamp plates, which weakens the reflection of their light on the floor, Also natural lighting is insufficient due |

to the spread of dust on the edges of the glass and preventing the entry of light in the necessary amount.

### **Heat and cold**

- Individuals do not wear occupational protective clothing due to high temperatures, especially coveralls and helmets.

The mechanical center is characterized by extreme cold in the winter and high temperature in the summer, and this is due to its large area and the lack of central cooling and heating inside it. Even the heat-repellent fans, some of which do not work and in other positions that are not available, and this is what makes users in the summer avoid wearing some tools Protection, such as protective shoes and gloves, due to the high temperature, and on the other hand, they wear heavy clothing in the winter, which prevents them from carrying out their work comfortably Heating and cooling equipment is broken and users are working in difficult weather conditions.

### **Noise**

As for noise, it is high, according to what was stated by the Occupational Safety and Prevention Officer, and it is difficult to reduce it due to the requirements of the tasks and the breadth of the production workshop. As for earplug equipment, we have observed that some workers do not commit to using it, and some of them said that it hinders them from working and does not provide them with adequate protection.

### **Ventilation and air pollution**

- Ventilation in the center is not available, and this is due to the lack of open outlets for natural ventilation, as well as the malfunction of the fans used to cool the atmosphere, in addition to the lack of interest in providing devices to measure the percentage of available air, nor even determining standard values, and there are no devices to determine the nature of the gases emitted, and we also noticed the absence of air drainage devices that are supposed to be placed on the side walls of the workshops.

### **Human aspect Non-preventive behaviors**

Users neglect to use individual means of protection, such as gloves and shoes, while not taking into account wearing seasonal clothing, and there is negligence in leaving work means and equipment on the corridors and

|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       |
|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| corridors, and we also found users eating their meals inside the workshop, and some of them heat them using workshop means and equipment that are not designated for heating, in addition to To smoking in the workplace.                                                                                                                                                                                                                                                                                                                             |
| <b>The human side in work situations</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              |
| Failure to take into account health conditions when performing manual tasks, as we have witnessed users taking stressful work positions that negatively affect the skeleton, in addition to not providing carriers for heavy iron pieces, which requires transporting them manually from one place to another, as well as workers taking a standing position for long periods, and the center The work is designed in a way that forces the user to perform tasks in one position, while using unsafe stairs when going up and down in a high place.  |
| <b>Work environment</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               |
| The floor of the Mechanical Center contains oils and dust, as well as the stairs used in the Mechanical Center are unsafe and pose a danger to their users, and the lack of organization of work methods, and we have also observed a pool of water in various areas of the center that would make the individual skate on them. In addition to the lack of protective posters and banners urging security, even security and prevention instructions are rare As well as the absence of instructions and instructions on how to deal with chemicals. |

**Table 01 : Field observation for the mechanical workshop**

**9.2View exploration list:**

| <b>Table No. (01): The impact of work accidents on developing preventive behavior among workers</b>       |                                             |                 |           |
|-----------------------------------------------------------------------------------------------------------|---------------------------------------------|-----------------|-----------|
| <b>Item</b>                                                                                               | <b>Percentage of frequency of % answers</b> |                 |           |
|                                                                                                           | <b>Yes</b>                                  | <b>Somewhat</b> | <b>No</b> |
| The protection measures followed by the organization are not enough to protect me from falling into risks | 57.50                                       | 23.75           | 18.75     |
| I don't feel safe at work                                                                                 | 43.75                                       | 20.62           | 35.62     |
| I feel like I work in a dangerous place and am exposed to dangers every day                               | 45.62                                       | 18.12           | 36.25     |
| Avoid falling into risks and work accidents without anyone advising me to do so                           | 75.62                                       | 11.25           | 13.12     |

**Table No. (02): The impact of work accidents on developing preventive behavior among workers**

| Item                                                                                                                                          | Percentage of frequency<br>% of answers |          |       |
|-----------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------|----------|-------|
|                                                                                                                                               | Yes                                     | Somewhat | No    |
| The workshop is cold in the winter, which makes me wear heavy clothes that hinder my movement while working                                   | 75.00                                   | 6.87     | 18.12 |
| I suffer from standing for long periods of time while doing work, and the floor is slippery and leads to occupational accidents               | 57.50                                   | 15.00    | 27.50 |
| The lighting available on the job site does not help me get a good view                                                                       | 43.75                                   | 15.62    | 40.62 |
| The nature of my work forces me to deal with chemicals and I am at risk of swallowing, smelling or touching them, which leads to health risks | 53.12                                   | 18.12    | 28.75 |
| The machines in the workshop are dangerous, make annoying and unsafe noises, and have previously been the cause of occupational accidents     | 51.25                                   | 24.37    | 24.37 |
| Do not use personal protective equipment in the summer due to high temperature and humidity.                                                  | 64.37                                   | 16.87    | 19.37 |

**Table No. (03) : The impact of work accidents on developing preventive behavior among workers**

| Item                                                                         | Percentage of frequency<br>% of answers |          |       |
|------------------------------------------------------------------------------|-----------------------------------------|----------|-------|
|                                                                              | Yes                                     | Somewhat | No    |
| When an explosion occurs, I evacuate the work site                           | 80.00                                   | 11.25    | 08.75 |
| I received training on risk management and first aid                         | 45.62                                   | 11.25    | 43.12 |
| The Foundation uses video and lectures to explain the emergency plan         | 25.62                                   | 06.87    | 67.50 |
| If a fire occurs in an electrical circuit, use a water hose to extinguish it | 30.00                                   | 02.50    | 67.50 |

|                                                           |       |       |       |
|-----------------------------------------------------------|-------|-------|-------|
| I am aware of the emergency plan and ways to implement it | 46.25 | 09.37 | 44.37 |
| If a fire breaks out, the first thing I do is escape      | 61.87 | 10.00 | 28.12 |

**Table No. (04) : The impact of work accidents on developing preventive behavior among workers**

| Item                                                                                               | Percentage of frequency of answers% |          |       |
|----------------------------------------------------------------------------------------------------|-------------------------------------|----------|-------|
|                                                                                                    | Yes                                 | Somewhat | No    |
| Instructions and guidelines motivate me to protect myself from falling into danger                 | 65.62                               | 13.75    | 20.62 |
| Rely on instructions and guidelines to avoid taking risks                                          | 68.12                               | 16.25    | 15.62 |
| Instructions and guidelines help me avoid risks                                                    | 68.75                               | 11.87    | 19.37 |
| There is a lack of dissemination of security and prevention instructions within the unit           | 52.50                               | 23.12    | 24.37 |
| The Foundation provides us with posters and brochures bearing security and prevention instructions | 50.00                               | 26.87    | 23.12 |
| The institution deals strictly with anyone who violates instructions and guidelines                | 36.25                               | 18.12    | 45.62 |
| I have previously been punished for neglecting preventive instructions and guidelines              | 28.12                               | 04.37    | 67.50 |

### **10. Analysis of results:**

Looking at the results obtained, it becomes clear that the research field institution is working to protect users in a primitive manner, as we noticed a kind of laxity in imposing occupational prevention measures on workers, as the floor of the building field contains oils and sticky dust, despite the fact that Executive Order No. 91-05 issued on January 19, 1991 and in Article Three, It stipulates that the floor of the work field must be cleaned regularly at least once a day, which the research field institution does not do. The lighting is also weak, and this is due to the damage of several lamps, and the uncleanness of the glass windows that allow natural lighting to pass through. The institution has not taken measures to ensure improving the level of lighting Even workers acknowledge the weakness of lighting according to the results of the exploration list in Table 1, Item 03 of Table 02, where 45.75% of the sample members acknowledged its weakness. According to Executive Order No. 91-05 issued on January 19, 1991 in Article 13,

workplaces, work sites, congestion and handling areas and other facilities must be illuminated in a way that ensures visual comfort and does not cause any harm to the eyes Industrial lighting must be at a level adapted to the nature of the business, and the optimal lighting standards are as follows (internal transportation corridors 40 lux, stairs and warehouses 60 lux, workplaces, changing rooms and bathrooms 120 lux, dark workplaces that require permanent work 200 lux). Due to the officials' indifference to providing lighting at the required level, the workers were forced according to what they stated to purchase manual lighting tools from their own money Regarding ventilation heat and cold, and through the answers obtained from Table 02 of the exploratory list, it is clear that most users acknowledge the poor physical conditions in the building, as 75% of users wear heavy clothing in the winter due to the extreme cold. Naturally, their movement will be heavy and their motor reactions towards the machines will not be consistent with the speed required by the machine, and For heating workers resort to machines to get warmth through their engines, which exposes them to the harm of inhaling dust and the risk of electrification or that the machine may pull the worker out of his clothes. In addition, 64.37% do not use personal protective equipment in the summer due to the high temperature and humidity. 51.25% of users' answers showed that the machines in the workshop are dangerous and have high noise Article 6 of Law No. 88-07 issued in 1988 relating to hygiene, security and occupational medicine states that depending on the nature of the activity and the risks to the individual employed, he must benefit from special clothing and individual protective means and equipment of clear quality and effectiveness, as stated Executive Order No. 91-05 of January 19, 1991 relating to the general management of protection and the application of occupational safety and hygiene at the workplace in Article 17 that it must be Providing workers whose workplaces are exposed to very low or very high temperatures with special equipment Regardless of the protection measures included in the machines and work methods, and from the above it becomes clear that workers suffer from deteriorating physical conditions in the institution, and a percentage of 57.50% in Table 01 in the first item showed that users are aware of the gross deficiency in the protection procedures followed by the institution, This makes them feel a lack of professional security, and what reinforces this is that 43.75% They admit that they do not feel safe while working, compared to 35.62 who feel that they are in a safe situation and 20.62% who do not feel completely safe. Even the noise is high and does not

It conforms to safety standards and the methods used in individual protection are of poor quality and allow the passage of sharp sound vibrations. It was stated in Executive Order No. 91-05 mentioned above and in its Article No. 15 that the employing body must maintain the noise intensity that workers tolerate at a level compatible with their health, preferably reducing noise in the place where it is issued, isolating noise problems, muting sound in places, or using techniques or other appropriate means: This is done in accordance with the standards contained in the regulation in force in this field. The matter continued in Article 16 that appropriate individual protection devices must be placed at the disposal of workers, whenever it is not possible to implement the collective protection measures stipulated in Article 15. On the other hand, we sought a lack of training in the field of occupational prevention for employees, as stated in Table 03 of the item on the extent to which Users benefited from training in the field of prevention, at a rate of 43.12%, who did not receive training on risk management or first aid. As 44.37% of the employees are not aware of the emergency plan followed by the organization in the event of a serious occupational accident, we also noticed that the employees heat their meals in the workplace and using work methods that are not intended for heating, in addition to eating their meals inside their work centers, and some of them light cigarettes to smoke, here we wonder, where is the field oversight and follow-up of such phenomena in the institution? Although the institution's bylaws, in Article 40 thereof, prohibit eating meals in areas designated for work, and the hours and feeding areas are announced through advertisements, and in Article 45 of the same bylaws it is stated All workers, regardless of their positions, units, and centers, must adhere to respecting occupational security and prevention instructions issued orally or announced in internal announcements. Smoking is also prohibited inside the workplace, and with regard to communication related to risk management in terms of interaction and response to preventive instructions, it was stated in Table 04 in the first item that 65.62% of users are motivated by instructions and instructions to protect themselves from falling into risks, and despite this, we have noticed a significant deficiency in providing these instructions in writing, whether in the form of posters or orally. Rather, in the second item of Table 04, a percentage of 52.50% came to highlight that there is a lack of dissemination of preventive instructions in the field of work, as a percentage of 45.62% showed that the institution does not deal strictly with those who violate the instruction. and regardless of all of the above, Law No. 88-07 issued in 1988 related to hygiene, security, and occupational medicine, in

Article 19, stipulates that instructions, information, and training related to occupational risks represent a duty imposed on the organization Employed, and workers' representatives must participate in all these activities In Article 50 of the Corporation's internal law, it is stated that fire prevention instructions must be published in a clear, legible and widespread manner in different areas of the workplace, and instructions must also be given regarding storage conditions, isolation of explosive materials and flammable materials, and methods of emptying and removing flammable waste.

### **11.Conclusion :**

From what was presented in this research paper, it became clear to us that the institution's research field does not apply its risk management strategy at the required level, as we have observed several field violations of occupational safety that we had indicated to us above. This is despite the fact that Algerian laws and the institution's internal regulations emphasize the necessity of providing occupational safety for workers, and also emphasize the necessity of providing safe physical conditions for work However, after completing our field study, it became clear to us that what was on the paper did not match what we found on the field, as we noticed a state of laxity in applying the laws related to prevention, and the workers' failure to protect themselves and use preventive means, in addition to the spread of risks in the work environment and the lack of moderate physical conditions to practice tasks comfortably.

Given the violations we have witnessed, we decided to present these proposals, which we hope will be taken into consideration by officials to improve occupational prevention and protect the organization and individuals from risks.

- Commitment to seriousness and strictness in applying the internal law to the letter, regardless of the situation.
- organizing new risk management plans that are appropriate to the number and quality of workers, the nature of tasks, and the organization's financial resources.
- including new positions such as field auditors in occupational security and safety and specialists in work and organizational psychology as a special, independent body, and giving them deterrent and incentive powers.
- Establishing a special communication cell for risk management whose mission is to distribute and monitor risk information and link senior

- management directly with workers without bureaucracy and arbitrariness.
- Organizing surprise field visits by officials and decision-makers to work sites to ensure that the occupational risk strategy is implemented during the activity.
  - Involving the ergonomic specialist in the meetings of the Foundation's Protection and Security Committee.
  - Raising the level of awareness and mobilization regarding the necessity of implementing occupational prevention.
  - Organizing meetings between team leaders and the prevention activist once a week to discuss workers' needs regarding security and protection and inform him of the level of workers' alertness and the most important risks that appear weekly.
  - Giving punishment powers to the prevention stimulant and not limiting it to awareness.
  - The necessity of generalizing risk management training programs to all employees of the organization, and exploiting them to mobilize them to implement occupational prevention.
  - Organizing a special training on communication in risk management for prevention activities in the centers, especially in terms of dealing with the psychological aspect of workers.
  - Involving workers in searching for preventive solutions, which makes them feel a kind of empowerment that pushes them to practice prevention automatically without coercion.
  - Using technology to monitor workers in the workplace through cameras, monitor preventive behaviors through them, and punish violators.
  - Working to change worn-out machines and paying attention to providing modern technology to save muscle effort and increase production in terms of quality and quantity, which contributes to raising the level of profit and reducing risks.
  - Preparing the work site with posters and instructions in the necessary quantity, taking into account that they are effective and written in easy and clear language that workers understand.
  - Implementing motivational methods that encourage workers to take the

initiative to implement prevention, such as selecting the five best members of the organization who contributed to implementing security and prevention and supporting them with an incentive award once a year.

- Establishing training centers for the organization that train individuals and officials in terms of security and prevention.
- Reopening the institution's restaurant with institutional administrative management and not private management, with attention to providing healthy meals.

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### **5. Legal texts:**

***An analytical study of the occupational risk management strategy at the National Industrial Automobile Corporation SNVI, VIR branch, Rouiba – Algeria***

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- Law 83-13 dated 02-07-1983, including work accidents and occupational diseases, amended and supplemented by Order No. 96-19 dated 06-07-1996.
- Law No. 88-07 of January 26, 1988, relating to health prevention, security and occupational medicine.
- Executive Order No. 91-05 issued on January 19, 1991, relating to the general management of protection and the application of occupational safety and hygiene at the work site.
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- Article 43 of the institution's internal law.
- Article 50 of the institution's internal law.