

# Think and Practice on the Construction of Enterprise Safety Culture

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**Abstract:** Safety is more important than Mount Tai, to ensure production safety is the bottom line requirement of enterprise management. Social practice shows that safety technology can not fully guarantee the safety of enterprises, and the guarantee of enterprise safety should be studied from the spiritual level, that is, let the "natural person" in enterprises become a "safe person". The work content of oil enterprises is more complex, and oil exploration, mining and processing have some uncontrollable factors, which further highlights the importance of safety awareness. Under the new social situation, the country is also becoming more and more concerned about enterprise security. Therefore, in the production of enterprises, we should objectively analyze the problems existing in the operation of enterprises, and pay attention to the construction of enterprise safety culture, so as to comprehensively improve the production level of enterprises. We need to establish the concept of safe development, promote the concept of putting life first and safety first, improve the responsibility system for work safety, and resolutely curb major and major safety accidents. Safety culture is an important part of the corporate culture, it is the concentrated embodiment of the enterprise safety values, and it is the sum of the material and spiritual factors of the enterprise safety. It is an important content of the construction of safety culture to strengthen the research of safety culture and consciously apply it to the practice of safety management. Grasp the way to improve the effectiveness of safety management, so that the safety guarantee measures and safety management mechanism effectively play, to achieve the production safety, the construction of a harmonious enterprise and other aspects have achieved good results.

**Keywords:** Safety Culture Construction, Safe Production, Safety Culture System, Safety Management

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## 1. Introduction

Enterprise safety culture is accompanied by enterprise production and safety management work, safety is the prerequisite for production, there is no safety guarantee, production is also a blind production, to always correct the dialectical and unified relationship between safety and production, safety for production, production must be safe, this is the principle that enterprises must adhere to. Production safety activities must have safety culture, strengthen the construction of safety culture is the stage productivity level is relatively low pay special attention to the safety work a basic work, with advanced safety management theory to guide enterprise safety production, in order to improve the level of enterprise safety management, reverse the safety passive situation, promote the production safety. The article introduces the connotation of safety culture, the goal, function and

function of the construction of enterprise safety culture. In order to understand the important role of safety culture construction in enterprises, as well as for enterprises how to build safety culture has a certain enlightenment.

## 2. The Connotation of Safety Culture

The concept of "safety culture" first emerged from the Chernobyl plant accident analysis report. On April 26, 1986, an explosion occurred at the Chernobyl nuclear power plant reactor 4 in Ukraine. Continuous explosions triggered fires and emit large amounts of high-energy radiation into the atmosphere where the radioactive dust covers large areas. The disaster released more than 400 times the ray dose than the atomic bombing of Hiroshima. After the accident, the Soviet Union moved all residents of the city where the plant was, and the city became a "city of death". Half of the

600,000 people died within 20 years after the rescue, leaving the rest suffering all their lives. Later, the IAEA pointed out in the conclusion of the accident investigation that this was an accident caused by human error, and for the first time a "safety culture" appeared in the report.

Since the birth of the concept of safety culture, people have not understood a unified definition and connotation. More definitions are: safety culture is the general term of all material and spiritual wealth created by human beings in production and life to ensure physical and mental health and safety, and is the sum of enterprise safety value and safety code of conduct. It reflects the safety attitude, way of thinking and the behavior of all the employees of the enterprise. The core of the safety culture is people-oriented [1].

### 3. Objectives, Functions and Functions of Enterprise Safety Culture Construction

#### 3.1. Objectives of Enterprise Safety Culture Construction

In the past, people often equated safety culture with safety and appropriate educational activities, which is a one-sided view to be corrected. Safety education and safety publicity are the means or carriers to promote the progress of safety culture (also including safety legal system, safety management, safety science and technology conditions, site safety culture projects, site physical environment and other means), is an important form and method of building safety culture, of course, is also an important aspect of the construction of safety culture. However, safety and appropriate transmission and safety education can not reflect the core content of safety culture. Safety culture is a society in the long-term production and survival activities, condensed up a cultural atmosphere, is people's safety concept, safety awareness, safety attitude, is people's understanding of the value of life safety and health, leadership and individuals or employees agree with the safety principles and accept the behavior of safe production or safe life. Clarify these main connotations of safety culture requires consensus. In the process of building a safety culture, it will mainly deepen and expand towards these aspects. For an enterprise, the construction of safety culture to the enterprise safety concept and safety values in the attitude and action of decision makers and managers, in the enterprise management system, the construction of safety culture to enterprise safety management practice, safety regulations and system in the behavior of decision makers, managers and employees, the safety standards in the production process, technology and process, thus constitute a good atmosphere of safety atmosphere. Through the construction of safety culture, the enterprise affects the safety production consciousness of managers and employees at all levels of the enterprise, and forms the driving force and leading force of the scientific and harmonious development of the enterprise with the force of culture." [2]

The high level of the goal of safety culture construction is to build the society and enterprises into a "learning organization". A dynamic enterprise or organization must necessarily be a "learning group" [3]. Learning is the source of individual and organizational life, which is a common requirement for organizations or businesses in modern society. In order to improve the level of production safety of an enterprise, it is necessary to often put forward such requirements, that is, enterprises to establish a "self-discipline mechanism" and "self-restraint mechanism" of production safety. To achieve this requirement, becoming a "learning organization" is an important prerequisite. Thus, can be revealed: a modern enterprise can cope with the requirements of the WTO, one of the important direction of the safety culture construction, is to make the enterprise become the international occupational safety and health rules, national safety regulations, regulations and relevant requirements of "learning organization", become safety engineering technology progress and safety management level constantly improve "learning organization" [4].

Enterprises for the problem of production safety, the first is in the face of the development of national safety production laws and regulations, standards and systems, after the face of the international occupational safety and health rules, as well as the enterprise own technology, production mode and management system change, the change of worker quality, these need enterprises to constantly "learn" to adapt to [5]. We should constantly improve the level of production safety guarantee organizations or enterprises, organize leaders, managers at all levels and employees to be constantly learning, change the enterprise team learning into individual conscious learning, so that the enterprise has become a learning organization.

Learning should not only master safety knowledge, safety skills, understand safety laws and regulations, standards and requirements, but, more importantly, to strengthen safety awareness, correct safety attitude, and develop safety production wisdom. Consciousness, attitude and wisdom are based on knowledge and skills, and having knowledge and skills are not equal to consciousness and intelligence. With knowledge and skills, you also need to strengthen awareness and improve wisdom. Safety awareness includes the awareness of responsibility, prevention awareness, risk awareness, safety first awareness, safety is also the awareness of productivity, safety is the awareness of quality of life, safety is the biggest welfare awareness and other aspects.

Safety wisdom is manifested in the conscious learning of safety knowledge, the ability to adapt to new technologies and the environment, the ability of advance prevention thinking, the idea of systematic and comprehensive countermeasures, the epistemology of "hidden danger in open fire", and the methodology of "prevention is better than disaster relief" [8]. The most fundamental embodiment of building the enterprise into a learning organization is the improvement of the safety quality of all the staff. Therefore, it can also be said that the purpose of the enterprise safety culture construction is to improve people's safety quality.

### 3.2. Functions of Enterprise Safety Culture Construction

In the process of our life and production, there are many factors to ensure safety, such as environmental safety conditions, the safety and reliability of production facilities, equipment and machinery and other production tools, safety management system, but in the final analysis is people's safety quality, people's safety awareness, attitude, knowledge, skills, and so on. The construction of safety culture plays an important role in improving the safety and quality of people. [9] We often say that culture is a force, so how big is this "force"? What aspects does this "force" behave in? From the perspective of international and Chinese enterprises that have done well in production safety, cultural force, first is influence, second is incentive force, third is binding force, and fourth is guiding force. These four "forces" can also be called four functions. Influence is to influence the correct attitude and awareness of decision makers, managers and employees through the construction of concept culture, and strengthen everyone's awareness of safety. Incentive force is to encourage everyone's consciousness of safety behavior through the construction of concept culture and behavior culture, specific for the enterprise decision makers is to pay attention to safe production investment, positive management attitude; the staff is production safety operation, consciously abide by rules and discipline. The binding force is to strengthen the awareness of safety responsibility of government administration and restrict the examination and approval power, improve the safety management ability and level of the management culture, regulate the management behavior, and eliminate violations through the construction of system culture. Guidance is the guide of the safety awareness, concept, attitude and behavior of everyone in the whole society. For people with different levels, different production or life fields, different social roles and responsibilities, the guiding role of safety culture has both the same and different aspects. For safety awareness and attitude, everyone should be consistent; and for safety concept and specific way of behavior, will vary with the specific level, role, environment and responsibility.

The four functions of safety culture on production safety will be more and more obvious and stronger. This is fully demonstrated in the progress of human safety science and technology, that early industrial safety mainly depends on safety technology means (materialized conditions) [6]; on the premise of safety technology standards, further improve system safety, safety management power, human management should adopt safety regulations; under the above premise, the development of human safety countermeasures, need cultural power to work [7]. Therefore, the "cultural power" of safety culture is very important. For modern enterprises in high-risk industries, the level of safety culture construction has become one of the core competitiveness of enterprises. Safety culture has become the goodwill of the enterprise. In bidding, credit, seeking cooperation, market possession, the reputation of enterprise security culture, enterprise security image plays an important role. [7]

### 3.3. The Role of Enterprise Safety Culture Construction

For an enterprise, the construction role of safety culture is reflected in the following aspects:

The construction of safety culture is an important guarantee for the production safety of enterprises [10]. Safety culture is the sum of the material and spiritual wealth created by the human activities of safe production and safe life. As one of the five elements of production safety guarantee, safety culture is the primary element of production safety guarantee, which includes not only safety science, safety education, safety management, safety and legal system, but also material civilization content such as safety technology, safety engineering and safety environment construction. Full implementation of the "safety first, prevention first, comprehensive management" [11] production safety policy, is inevitably require the construction of safety culture, safety culture construction as the top priority of production safety work, firmly establish the safety first safety concept of safety, law-abiding management concept, safety operation work concept, "people-oriented" value concept, form the whole enterprise "care for life, pay attention to safety" strong atmosphere [12].

The construction of safety culture is the fundamental way to improve the level of production safety guarantee of enterprises. Safety production work, human factors are always the first. The safety quality of the employees is not high, the safety awareness is not in place, and the safety system is not implemented, which is the main cause of the accident. The poor safety culture state of an enterprise will inevitably affect the implementation of the production safety policy, leading to the poor implementation of the safety rules and regulations, and the low level of production safety guarantee. Strengthen the construction of safety culture, strengthen production safety publicity and education, improve the quality of production safety, production safety work "ideological understanding on the alarm ringing, system guarantee, strong technical support, supervision and inspection, accident handling serious" [13], is an important means to achieve essential safety, is the fundamental way to improve the oil production safety situation.

The construction of safety culture is a powerful driving force to promote the production safety of enterprises. Safety culture is the foundation of safe production. Safety culture is very closely related to the construction of safety legal system, safety responsibility implementation, the development of safety science and technology, the strengthening of safety supervision, and other safety publicity and education [14]. The construction of safety culture clears the ideological obstacles for all aspects of work safety, creates a good atmosphere of public opinion, and encourages the enthusiasm for work. It is a strong driving force to promote the comprehensive work of work safety. The construction of safety culture must be combined with the work of work safety, study the combination point of work, form a solid and effective mechanism of safety culture promotion mechanism, and promote and cooperate with each other.

The level of safety culture construction is the concentrated embodiment of the overall work level of enterprise safety production. Whether the systems and measures of work safety work can form a long-term mechanism, and whether it can be truly implemented, the key lies in whether a good safety culture has been formed. Safety culture is the result of the long-term persistence of various systems, measures and behaviors of production safety. Safety culture is the concentrated embodiment of the overall work level of safety production in our factory, and it is the key to form a long-term mechanism.

## 4. Conclusion

Excellent safety culture can ensure the long-term peace and stability of enterprises. Excellent safety culture has a strong assimilation and inheritance force, prompting the enterprise employees to form an overall force of psychological identity, and makes the enterprise maintain the continuity and stability of the security strategy [14]. The construction of safety culture is a fundamental, overall and basic work, which is a long-term work, and cannot be accomplished overnight. Enterprises should vigorously build and develop safety culture, do the overall planning of safety culture construction, determine the stage development goals, make annual plan, implement safety culture construction into the specific work, always adhere to the "people-oriented" concept, establish a sense of responsibility, through the enterprise safety culture construction, escort for safety production [15].

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