

glossary

- auditing** a systematic examination against established criteria, conducted regularly to identify deviations from the OHS management system and determine whether these can compromise health, safety and productivity
- cognitive moral development** refers to the development of moral judgement, the formation of a system of values or moral ideas from organised patterns of thought
- collectivism** the tendency to emphasise the interests and well-being of the group over those of each individual
- commodification** the action of turning something or someone into, or treating something or someone as, a mere commodity
- deontological theory** an ethical theory based on the specific principle that actions have inherent rightness or wrongness dependent on whether they correspond to a duty but independent of their consequences
- distributive justice** refers to equity in the distribution of resources
- duty of care** the requirement for everything reasonably practicable to be done to protect the health and safety of the workplace
- economic rationalist frameworks** general term for neo-liberal or neo-classical economic systems within Western society
- emic (also see etic)** culture-specific aspects of concepts or behaviour
- ethical pluralism** the idea that moral reasoning in applied situations is often based on a variety of ethical principles accepting a pluralistic approach to ethical decision making. Supporters suggest that moral insight is more important than adherence to ethical dogma
- ethical relativism** the concept that there is not a single ethical truth but that ethical beliefs are contingency based (some forms hold that whatever a culture thinks is right or wrong is really right or wrong for the members of that culture)
- ethical theory** specific reflections on the nature and justification of right actions in a manner that introduces clarity, substance and precision of argument
- ethicality of HRM** refers to the ethical endowment or quality of HRM, that is, the extent to which HRM possesses such qualities
- etic (also see emic)** culture-common aspects of concepts or behaviour
- 'hard' human resource management** performance-oriented HRM where employees are viewed instrumentally as a means to achieve an organisation's economic goals
- hazards** hazards are circumstances, procedures or environments that expose individuals to possible injury, illness, damage or loss
- high commitment HRM** a management approach that emphasises employee engagement, participation in decision making, and systemic relationships between technical, social and other organisational elements
- human capital** refers to the knowledge, skills, abilities and capacities of individuals
- human rights** the right of persons, particularly vulnerable persons, to moral protection
- interactional justice** refers to the quality of interpersonal treatment in processes
- justice ethics** based on the duty to treat all parties fairly and to distribute risks and benefits equitably. 'Justice' is used broadly to cover both these principles and the specific rules derived from these principles
- knowledge worker** a highly-skilled employee whose work utilises theoretical and analytical knowledge, acquired via formal education
- managerialist** looking at organisational behaviour and theory from the exclusive point of view of managers, the functional agents of an administered society
- moral insight** the capacity of an individual to determine whether a person or action is moral in terms of being right, good, virtuous and/or just
- neo-classical (or neo-liberal) paradigm** the view, often in economics, that human behaviour is driven by the relationship between scarce means and alternative ends such that individuals act in a rational self-serving manner to maximise their own utility
- occupational health and safety (OHS)** the physical, physiological and psychosocial conditions of an organisation's workforce, related to aspects of work and the work context
- OHS management system** organisational policy and programs that cover the planning, implementation, evaluation and improvement of OHS in an organisation

OHS policy a written statement approved by top management, typically accompanied by a set of OHS programs, rules and instructions, that identifies OHS accountabilities and sets out the ways in which OHS compliance will be met

OHS program a plan designed for policy implementation that identifies the OHS procedures, practices and people necessary to reach policy objectives

older workers 'older workers' have been variously defined as 55 years of age and over, between 50 and 80 years of age, and as 40-plus years of age

organisational justice reflects individual or group perceptions of fairness within an organisation and behavioural reactions to such perceptions

pluralism an approach that sees society as comprising a diversity of pressure groups with divergent social interests and, as such, accepts conflict between employer and employee as normal

procedural justice refers to the fairness of decision-making processes

relational psychological contracts expectations between employers and employees that tend to focus on open-ended relationships with emotional involvement as well as economic exchange

rights and duties of employees suggests that employees are seen to have rights and duties that not only encompass basic human rights and duties but also take into account the particular demands of the work setting

risk the potential outcome of injury, illness, damage or loss resulting from a hazard

risk management the process of identifying all hazards in the work or workplace, followed by an assessment of the associated risks and the implementation of effective measures to control those risks

safety awareness programs employer programs that attempt to instil symbolic and substantive changes in the organisation's emphasis on safety

safety climate the attitudes, beliefs, perceptions and values that employers and employees share in relation to safety, and is a subset of culture

safety culture results from individual and group values, attitudes, perceptions, competencies and behaviours that determine commitment to, and the style and effectiveness of, an organisation's OHS management

social marketing the use of commercial marketing strategies to promote behavioural change that will improve the health or wellbeing of the target group, such as a workforce, or of society in general

stakeholder theory a theory of the firm that holds that the organisation has a moral relationship with a number of non-owner stakeholders based on the notion that these stakeholders have a stake or claim in the firm

strategic human resource management (SHRM) a pattern of planned HR deployments and activities intended to enable an organisation to achieve its goals

stress response an individual's emotional and/or physiological response to events perceived or evaluated as a threat to his or her wellbeing

subjectivism the view that individuals are the sole authority over their ethical principles

teleological theory an outcome-based ethical theory that considers the rightness or wrongness of our acts to be determined by a comparative assessment of their consequences

transactional psychological contracts expectations between employers and employees that are focused on a specific economic exchange with little flexibility and narrowly defined terms

unitarism assumes that all parties in an organisation share similar goals and interests and, as such, does not acknowledge the potential for conflict between employer and employee

universalism (or absolutism) the belief that there is a single truth. In ethics, universalism implies a single perspective as to what is right and wrong and is in contrast to relativism

utilitarianism an ethical theory that defines an action as right if it maximises the common or collective good

veil of ignorance a conceptual device that requires each person to put him or herself in the *original position*, that is, to imagine he or she is ignorant of his or her particular characteristics such as race, gender, intelligence and family background

virtue ethics focuses on the person who performs the action rather than the principles or the outcome of an action. Virtue ethics is concerned with the character or character traits of the actor as expressed in his or her actions

vocational rehabilitation occupational reintegration, or return-to-work, for injured workers

whistleblowing reporting outside an organisation on activities within an organisation that have the potential to cause serious harm to the public

work intensification employees working longer hours and working harder than ever before