THE NEED FOR INCREASE OF STUDENT’S SAFETY AWARENESS AS A PREPARATION FOR THEIR PROFESSIONAL CAREER AFTER GRADUATION

M. Halaj, R. Jankura

University of Žilina (SLOVAKIA)

Abstract

Security and safety are becoming one of the priorities of each organization. Organizations focus on factors that affect their security and safety and strive to influence them. One of these factors is the safety culture. The organization’s safety culture greatly influences the safety culture at the individual's level in an organization that includes safety awareness. Employees of organizations affect the organization's safety and the functioning of the organization by their safety awareness, which underlie their safety behavior. Therefore, employers are concentrating on the potential to increase such safety awareness.

Safety awareness of an individual can be built, shaped and influenced during his studies at a secondary or high school, so it is necessary to start to elaborate it as soon as possible. The goal of the process of increasing the safety awareness of secondary and high school students is to enhance their adaptation to the new work environment that awaits them after graduation.

The article focuses on the description of the theoretical backgrounds for safety awareness of secondary and high school students and employees of different organizations. Moreover, it contains a description of the need to increase safety awareness as well as possible tools that can be used for this purpose. Because safety awareness is part of every individual's life in different social groups, the results and conclusions of this article will not only serve educational institutions and organizations, but anyone in the cross-community. The article presents clear procedures and processes that need to be addressed in the context of student education to ensure their personal safety in a variety of environments.

Keywords: Safety awareness, safety behavior, student training.

1 INTRODUCTION

Security is a part of the daily life of individuals, groups and notable throughout the organizations. Everyone is trying to maintain safety and security in everyday activities. But it’s still not enough. This may be due to insufficient information about possible threats. This is also the case for organizations for which security is one of the most important priorities. If the organization is not secure, it cannot work steadily in present and develop further in the future. In many cases, individuals are responsible for the organization’s security status. They may not have sufficient knowledge of workplace behavior or security incidents. One way to improve the security of the entire organization is to increase safety / security awareness. It is possible to focus on this matter already during high school and university studies. The educational process of students can positively influence their safety / security behavior and facilitate their adaptation in practice after graduation.

2 THEORETICAL BACKGROUND OF THE ARTICLE

To elaborate the article it was necessary to define the basic definitions and theoretical backgrounds with which it will be possible to work in the next investigation.

2.1 Safety and security of the organization

Security is itself a complex, intrinsically structured, multifactorial and hierarchical phenomenon whose content, structure and functions go beyond the boundaries of not only one science but even the whole of science [1].

The organization’s security is characterized by the continued efficient use of available resources that ensure a stable functioning today and continuous development in the future. This security is affected by several exogenous (external security environment, security challenges and external security threats) and endogenous (internal security environment, vulnerability, resilience and internal security threats)
security factors. There are currently approaches that include a safety culture among these safety factors, which, in addition to organizational security, is also in continuous interaction with its factors (predominantly endogenous).

2.2 Safety culture

The International Atomic Energy Agency (IAEA) first used the concept of a safety culture after the Chernobyl nuclear reactor accident. The agency noted that the main reason for reactor overheating was shortcomings related to the organization's safety culture. After this event, the safety culture was at the center of interest, with the aim of optimizing the impact of corporate culture on employee behavior associated with safety [2]. Over time, safety culture has been incorporated into other industries in addition to nuclear facilities. The safety culture has been used as a tool to reduce or eliminate the effects of adverse events and factors related to individuals, social groups or the state [3]. It is necessary to identify and understand its determinants in order to understand and explore the safety culture of the organization more closely. These determinants are [4]:

- national culture,
- organizational culture,
- existing legislation.

In terms of the impact of culture on the development and condition of the security environment, it is important to analyze [4]:

- cultural values and standards of reference objects, and their relationship,
- the influence of foreign values and standards,
- the degree of acceptance and tolerance of other values and standards,
- training and education system,
- state's cultural policy.

Organizational culture can also be defined as a set of symbols, values, attitudes, perspectives, and assumptions that directly affect employees' behavior among themselves and in relation to the external environment [5]. Organizational culture values are basic ways of behavior, communication and attitudes within and outside the organization. They influence working practices and support the effective functioning of the entire organization. Organizational culture values must be shared with as many employees as possible. An important role in identifying employees with organizational culture values is played by the management of the organization, which must actively promote it [6].

Safety and security can be described as one of the values of organizational culture. Organizational culture values are basic ways of behavior, communication and attitudes within and outside the organization. Achieving and enhancing safety and security throughout the organization through its top management, acceptance and identification with this organizational value can be defined as the safety culture of the organization [4].

![Figure 1 Safety and security as one of the organization's values](image)
It is necessary that the organization complies with existing country-specific legislation. This legislation affects the management of the organization, the security of the organization and the organization's safety culture. Under existing legislation, we consider creating, publishing and updating laws, regulations and standards in each country. The legislation also includes a set of laws, regulations, decrees and standards defining occupational safety and security requirements that can be defined as safety and security rules [4].

Based on this, we can define the safety culture as a set of values, traditions, characteristics and attitudes of the organization and individuals, which consider safety issues as a top priority. The safety culture can be expressed as the synergy of the human factor with its safety capabilities and skills (mental, spiritual pillar), technical and technological means to ensure safety (material pillar) and organizational measures to ensure safety (organizational pillar) [7].

The safety culture can be identified at three levels [3]:
- individual level,
- organization level,
- state level.

2.3 Safety culture at the individual level

A safety culture defines values, abilities, knowledge as part of the personal culture of an individual or employee in private and working life. It clarifies his attitudes, subjective perception of safety and training to deal with adverse events. It also expresses adherence to safety and security rules, laws and standards [3].

An individual safety culture has an impact on safety awareness. Therefore, it is important to identify an individual approach to the ability to perceive, identify and then respond appropriately to imminent threats so that no more dangerous situations arise from the individual's activity.

Behavioral safety culture mainly affects the behavior of individuals, their beliefs and identification with standards, laws, and safety / security practices. Therefore, we can argue that an individual safety culture affects its safety behavior by which an individual acts. When an individual has access to safety / security information obtained in various forms, which he / she can adequately evaluate and use, we are talking about safety behavior. So, can safety teaching, training, mass media and other factors be part of building an individual's safety awareness, which can be seen as a tool to increase the individual level of safety culture?

3 SAFETY / SECURITY AWARENESS

Based on the unquestionable assumption that individuals are part of the security system, we can claim that safety / security awareness is also part of it. Without achieving the necessary safety / security awareness, individuals cannot perform their tasks to the full potential, thereby disrupting the security system. New risks and threats confirm the importance of building individual security awareness [8]. Safety culture introduces preconditions for safe human behavior in everyday professional and private life. With an adequate safety culture and sufficient individual safety / security awareness, it is possible to create an effective system to prevent and eliminate new safety and security threats [9].

Safety and security education is important in building safety / security awareness. Part of this training must be to warn of potential safety or security risks. This step needs to be given due attention and not just pro forma. Before testing or verifying acquired knowledge, it is advisable to provide individuals with the basic principles of conduct in an unwanted event. Behavioral safety is the application of behavioral psychology to promote the safe behavior of individuals. It involves identifying procedures (behavior) that are critical to reducing the risks arising from their activities.
As part of the spiritual pillar of safety culture, there is a set of ideological value systems, knowledge, skills and capabilities to ensure existential security. The human factor plays an important role in achieving the required level of safety culture. It should be noted that there is no perfect individual without errors. Human factor accidents can occur as:

- errors and unintentional errors,
- bad decisions,
- failure to comply with safety or security procedures.

4 SAFETY / SECURITY AWARENESS AMONG STUDENTS

Safety / security awareness can be defined as the knowledge that students can acquire during their studies at high school or university. This knowledge also reflects the attitude and motivation of students to address various security issues. Safety / security awareness promotes cultural changes and behavioral changes between students or members of the organization [10].

Awareness of safety / security means that the behavior of students not only for their safety but also for the safety of the whole organization will be greatly improved. Increasing safety / security awareness helps individuals or groups and encourages them to recognize different security situations. Consequently, their response to these situations will improve [10].

In most cases, the term ‘security awareness increase’ is associated with information security. This area is currently not present only in every organization but also in schools and of course in everyday life. In many cases, if there is a security incident in the information systems, it is mostly not a system failure, but a human factor failure. This can be avoided by increasing security awareness [11].

The basic vulnerabilities in information systems include [12]:

- careless handling of information,
- dangerous use of email,
- inappropriate administration,
- unauthorized access,
- weakly knowledge of the rules,
- intentional or unintentional violation of policies,
- human errors.

These are incidents that students encounter during their studies and routine activities. There is a need to increase safety / security awareness at an earlier time. It is necessary to focus on a comprehensive education program for students. Utilizing it, students would acquire safety habits, which would increase their readiness to practice. There is a broad range of modern educational products and tools to increase safety / security awareness.

Appropriate safety / security awareness tools [12]:

- training courses,
- presentation,
- seminars,
- conferences,
- lectures,
- educational videos,
- simulations and exercises.

With these tools, it is possible to increase safety / security awareness among students or employees in organizations. Training and communication on safety / security awareness is also a useful tool during the study. Of course, another important and critical aspect is determining the type of content we want to address. There must be proper steps if we want awareness increase to be successful. In presentations, it is advisable to point out the relationship of security behavior of the individual to the overall security of the organization. It is important to target the threats that may arise from non-compliance rules. If students
(employees) realize that it is not just their safety, but the safety of the entire organization, they will be more responsive to security issues.

Awareness raising program is essential in organizations. It ensures that employees are aware of the importance of their safety-related behavior. Understanding the organizational and personal consequences of misconduct determines the success or failure of the organization. Increase of students’ security awareness increases their applicability in practice. Among other things, this helps preventing potential security incidents.

Based on this, we can note that the safety / security awareness that is part and component of a safety culture at an individual level plays an important role in the private and working life of any individual. It is not advisable to start a graduate’s safety / security awareness after he / she arrives at a new job. Many organizations welcome the efforts of educational institutions involved in building individuals’ safety / security awareness during their studies. This approach can bring several benefits:

- obtaining a certain level of safety / security awareness that is still available during your studies,
- easier acclimatization of the graduate to a new working environment
- the possibility of a new employer building on the acquired level of safety / security awareness and further expanding it.

An individual's safety / security awareness can also have a significant impact on the safety culture at the organizational level (it is part of assessment model of organizational safety culture). That is why the organizations themselves are increasingly focusing on the possibilities of enhancing safety culture and safety / security awareness.

The figure demonstrates the process of increasing the security of the organization by increasing safety / security awareness. Safety / security awareness should be carried out on a continuous, during high school or university studies, and not least before and during employment. By gradually increasing safety / security awareness, we not only improve the behavior of the individual, but also the security of the whole organization.

5 CONCLUSIONS

An individual safety culture largely affects the overall security of the organization. Sufficient knowledge of possible security situations, as well as behavior during them, is a crucial factor for the stability of organizations. This can be largely influenced by employees’ safety / security awareness. It is necessary to deal with increasing this awareness already during the study. As a result, students improve their safety / security behavior. Therefore, they improve their skills for professional career. Increase of safety / security awareness can be achieved by using the right tools that would be applied in a comprehensive educational process. Being aware not only of your safety but also of your surroundings helps to increase to complex safety of the company.
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