

The Impact of Industrial Security on the Performance of Human Resources

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Abstract: Many incidents occur for individuals during their performance work, which often causes a large losses in them, due that many organizations impose certain systems of work and procedures for industrial security, in order to reduce the occurrence of incidents, this is known as industrial security. Although, the attention of performance is an old topic, yet, the performance development consider relatively recent, where performance has been linked to many elements and the industrial security one of them, it might be the most important. The current paper aims to shed light on the impact of industrial security on the performance of individuals, with a field study in the Libyan Company for Iron and Steel, one of the largest industrial companies in Libya. The questionnaire is the main tool for collecting data and the sample is simple random sample. The study population represents all the workers in the factories and departments in the industrial complex, the number of them is (337) individual.

Key words: Impact - Industrial Security - Performance - Human Resources

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I. Theoretical Part

1.1.1. The concept of industrial security:

Industrial security is defined as "the protection of individuals working in different types and nature of their work from the hazards of the professions they are practicing, whether physiological or psychological, through the development, implementation and follow-up security program (Abbas, 2011, p1999). Furthermore, it Defined as "the set of procedures and systems for the protection and safety of life and installations while maintaining the greatest possible productivity in all circumstances (Belal, 2011, p89)

1.1.2. The importance of industrial security:

The importance of industrial security stems from the objectives it seeks to achieve, that summarized in the following points: (Hmmod, Alkrsh, 2010, P226-227)

1. Stems from the laws and regulations of government, labor regulations and the pressures of unions and trade unions as well as.
- 2 Maintain the reputation of the organization at its employees and customers. in the organization.
- 3 Reduction of injuries and accidents of human resources

1.1.3 Objectives and Functions of Industrial Security

The main objective of industrial security is to protect the production elements in addition to the following: (Alzen, 2007, p58).

1. Increasing production and industrial efficiency to achieving better production levels.
2. Create a safe working environment for all elements of production, especially Human resources.
3. Provide and implement all the requirements and controls of industrial security that ensure a safe environment for human resources.
4. Protect the human resources from injuries and accidents that expected in the work environment.
5. Awareness human resources in the organization regarding safe methods and methods of performing work.

1. 1.4. Functions of the Industrial Security Department

Industrial Security Department has some tasks to do, which are as follows (Maddy, Alkteeb, 2010, p101):

1. Raise interest, develop industrial security guidelines, support preventive activity, and awareness of risk sources.

2. Clarify the health and material damage that may be suffered by Human resources during their work performance .
3. Holding training, educational courses with respect to the industrial security.
4. Conducting studies and researches about industrial security to devolve it.

1.1.5. Rules and steps of industrial security:

Reviewing the rules of industrial security and verifying the validity of its programs is important , which including: (Hmddym, Alhssan. 2008, p76)

- 1.The actual need for security procedures, and that individuals understand this need.
2. Compatibility the rules and the regulations with the changes that occur in the internal or external environment.
3. The industrial security procedures should not be difficult to implement, and should be minimized.
- 4.The rules and procedures should clarify for Human resources what is the work and how to perform.

1.1.6. Steps to review industrial security programs

Industrial security programs are reviewed in interrelated steps, which are explained below (Shawesh, 2011, 347):

- 1.Work analysis: is the scientific study of motor and mental work with a view to determining its duties, responsibilities, performance conditions, risks, and determining its relationship with other work .
- 2.The gathered information will help to know the equipment of individual's protective, and identify the risks that may be exposed to them, where the results are classified in the model of job description , which describes job requirements, such as duties, responsibilities, working conditions, and tools. Moreover. it identify the skills, experiences, and abilities that must be available in the individual who fill in the function . (Alserfy, 2008,p158).
- 3.Identify the sources of the risk: Risk sources are identified in the physical work environment and circumstances, that may be the individual is the source of it due to weakness in his experience or training, also it assist in the process of identifying risks to prevent it , because it is the main cause of loss of multiple and different materials.
4. Identify potential types of risk: Individuals are exposed to several types of disease related risks, such as mechanical hazards, chemical hazards, natural hazards, and psychological risks. (Dorh, Alsbag.2010.p140).
5. Individuals training: it focuses on the correct procedures and awareness of individuals about the instructions of industrial security, it is most important means are publishing periodicals, maps and posters wall and audio-visual.
6. Records of Accidents and Work Injury: Maintain special records on industrial accidents and injuries, to limit the number and type of accidents and industrial diseases. It is used to determine the causes and treatment of accidents, and to evaluate the industrial security rules in order to develop them to have positively affect on the individuals performance.
7. Inspection : The inspection shall include inspection of the work places such as heat, humidity, noise, stacking of materials or goods, fuel pipes, electrical connections, and safety of construction, also, observation of workers during work performance to identify errors that may cause damage. . (Abd Rbh, 2006, p15)

1.1.7. Pillars of the Industrial Security:

The application of industrial security depends on certain pillars, regardless of the number of individuals or the nature of their work, which are: (Aldgmy, 2009, 16-17)

1. Department Location: The success of the application of industrial security depends on the attention of senior management, if the responsible of it in the senior management will be able to impose industrial security plans, and follow-up implementation accurately.
2. Health awareness and education: It is carried out by several ways, such as educational posters, wall posters, advertisements, exhibitions, workshops, seminars and conferences with respect to industrial security and personnel performance.
3. Proper scientific planning: It is represented in identify the difficulties such as land, construction, machinery and good machinery, which faced individuals in terms of industrial security, and find solutions for it.
4. Proper work environment: must taking into account some considerations to ensure the safety for work environment and the human resources , for example the nature of the work of the organization, risks of work, the ability of individuals to perform their work, and providing them with the means that help them to prevent the risks and execute permanent maintenance.

1.1.8. Dimensions of industrial security:

Industrial security can be guaranteed based on a human resources policy that includes some of the most important dimensions (Blal,2011, 93):

1. The engineering dimension: including the appropriate design of buildings, the appropriate physical conditions such as; lighting, ventilation, heat, areas for future expansions, and the provision of machines with appropriate specification
2. The health dimension: involving conducting medical examinations for new individuals, conducting periodic inspections of individuals who working in the organization, using preventive tools, periodic vaccination of infectious diseases for all individuals, providing a health clinic in the organization and establishing a clear health insurance policy
3. The security dimension: include, awareness of the importance of industrial security, continuous inspection to ensure compliance with instructions, the provide the Human resources with industrial security equipment and devices, and the issuance of an information bulletin and statistics on work accidents.
4. Organizational dimension :Establish of an organizational unit in the Department of Human resources Interest in industrial security
5. Environmental dimension: Protection of the internal environment from the risks of injuries and diseases at work.

1.1.10. Challenges to Industrial Security:

Industrial security faces some difficulties and obstacles, the most important of which are the following (Mdkor, 2000,150)

1. The importance of provide the individuals with expertise and skills to implement industrial security programs.
2. The existence of industrial security departments and units, furthermore, the issuance of laws and legislation in line with developments.
3. Availability of physical resources to ensure a high degree of industrial security.
4. Paying attention to censorship to prevent work accidents, and collecting information about it.

II. Performance of individual

1.2.1. The concept of Performance

The concept of performance expresses the individual's performance of their work and responsibilities that organization entrusted to them (Alhlabeh,2013, 23). It is also known as "Practical behavior of individuals in the organization, such as actions, movements to achieve the organization Aims" (Mostfa,2012, 14). The performance refers to the level of achievement and completion of the individual functions of the composition of the work, it also reflects how the individual fulfills or satisfies the requirements of the work, and to clarify more, the concept of performance is different from the concept of effort, the effort refers to energy whereas the performance is measured on the basis of the results achieved by the individual(Hamed, 2012, 106).

1.2.2. Elements and determinants of individual performance:

The elements related to individual performance vary and are determined in the following (Alharahlh,2013,80)

1. The Work requirements: which including knowledge and technical skills and related fields.
2. The amount of work: it is the amount of work which the individual can accomplish under normal circumstances.
3. Perseverance and reliability, is the ability to take responsibility of work and completion it on time.
4. Factors that determine an individual's performance are divided into three types which are(Aboshrk, 2010, 208)
5. Approximate knowledge, knowledge of facts, fundamentals, and objectives of business requirements.

There are three main factors for performance (Alharahlh,2013,30):

1. Effort, reflects the degree of harmony of the individuals to their performance of the work, also, it represents the degree of incentives of the individuals to perform their work.
2. Individual capabilities and characteristics: refer to the individual's abilities and previous experiences that determine the degree of effectiveness of the effort.
3. Perception of the individual's function: perceptions of the individuals and his impressions of their work activities, and how to perform it.

1.2.3. Types of the individual performance:

Individual performance is classified into two types below: (Abdlaleem, 2008, 34)

1. External performance: such as speech and movement, which can be observed by those who surround the individual.
2. Internal performance: such as thinking, imagining and visualization, that cannot be observed or seen by those around individual's performance does not appear as a result of forces or pressures emanating from the individual but it is a result of the interaction and harmony between the internal forces of the individual and the external forces surrounding them.the individual.

In the same context, the performance of individuals is divided into two types which are: (Egneber,2011,70)

1. Technical performance; refer to the individual ability to control or achieve the requirements of the function and decision-making.

2. Social performance; refer to the individual ability to be in harmony with others.

The individual behavior is the outcome of the interaction between the individual nature and the situation, where, the

1.2.4. Standards and stages of control the individuals performance

There are several performance criterions, some organizations use absolute criterions which the organization considers as appropriate for their reality or relative criterions, It helps to measure the performance of each individual relative to their colleagues. Some organizations adopt individual criterions for individual discretion only and may be collective criterions for all individuals (Alhlabeh,2013, 26). These standards can be linked to the individual's application of industrial security rules. The control refers to the necessary procedures and processes to ensure that the individual performs the work accordance to the criterions and plans that set up in advance, in order to identify the strengths and weaknesses, also, identify the causes and correct the negatives and prevent (Mostfa,2012, 14).

Performance monitoring involves four consecutive stages(Alamry, A Igalby,2014, 230-232)

1. The first phase: Setting the goals and standards, where the plans must include objectives and performance standards that must be established to ensure their achievement. The criterion is a quantified number or a quality condition intended to be accessed as a judgment to accept or reject an individual's performance. The output criterion may be measuring outcomes and performance in quantitative, qualitative, temporal or cost-specific contexts. But the input criterion is dedicated to internal work in performing tasks and operations.

2. The second phase: Actual Performance Measurement; Performance measurement is actual and includes the performance of individuals, divisions or organization as a whole for both outputs and inputs. Measurement must be accurate to know exactly what has actually been achieved to compare it with what has already been achieved.

3. Comparison the results with criteria and objectives, where the results achieved are actually compared to the defined criteria and objectives.

4. Take corrective action and correct errors and deviations that discovered in the previous stage after the comparison with the standards, subsequently the officials are able to make decisions that remove the causes of delinquency (Hamd, 2012,414-415).

1.2.5. Levels and types of performance control:

The importance of determining the organization levels in the field of control is due to its impact on the steps of the performance control process, where, the control has been divided into four levels: (Mostfa,2012, 228-230).

1. The level of senior management: represented by the Chairman of the Board of Directors, who is responsible for accounting all the levels of departments for actual performance in the light of what should have been, where, the reports are the most important methods of control and must be concise and focused on deviations.

2. Level of department managers: it is the second level who is responsible for the level of senior management, while at the same time accounting the level of the departments of their actual performance, and methods of control of performance standards, planning budgets, comparative financial statements, and analysis using financial ratios.

3. Level of department heads: each department has a number of departments, each with a head, who is accountable to the department level, and at the same time supervises departmental supervisors for their actual performance

4. Level of Section Manager: some departments they may be followed by other sub-sections supervised by each supervisor and representing the fourth level in which department heads ask about the actual performance of the individuals.

In the same context the types of performance control were divided into two parts (Rda, 2011, 193)

1. Previous control: also known preventive and preventive control, it is aims to ensure compliance for the laws and instructions, in order to make rationalization decisions and implement it in a sound and effective.

2. Subsequent control: also called remote control, and the actions decisions and procedures of the units and departments are not evaluated until after the actual actions have taken place, in other word, evaluating the performance after the occurrence of the act. The subsequent control is of a corrective nature.

1.2.6. Reasons for low performance of individuals and ways to improve the

Many reasons makes the performance of working individuals does not meet the target performance criteria, which are (Jad Allrb, 2009,94-95):

1. The individuals is a major source of strengths and weaknesses in their performance.

- 2.The impact of the external environment on the performance , such as family, society.
- 3.The influence of the work environment, incentives, wages and human relations.
- 4.The effect of functional causes for example reduced skills, incompatibilities of the individual with job requirements.

The method of improving the individuals performance is organized and comprehensive for the treatment of all the problem in the organization, it is starting with comparing the current situation and the desired situation then determining the gap in individuals performance, in order to analyze the reasons and knowledge the impact of the work environment on the individuals work performance, to take appropriate actions and steps to improve performance, which includes measurement and review the system, introduction the new means and equipment, such as, reward system, change and training of individuals working in the organization, afterword, they are effectively implemented (Hadar, 2012, 28)

1.2.7. The impact of industrial security on individuals performance:

The main objective of the industrial security programs is to prepare satisfied, willing, and highly motivated, with high degree of creativity human resources for their work. No doubt, the improvement of social, natural, and psychological working conditions through the creation of an appropriate work environment, and the use of work procedures and systems, the individuals feels their importance in the organization which motivates them to do the work better and to continue and improve it. The longer individuals remain in the organization, it is denote the effective of the industrial security, that helps to reduce the turnover of work, reduce the problems of work, indicates the satisfaction of individuals, good working conditions, the reduction of accidents, work injuries in the organization and that lead to (Alhethy, 2010, 277-280)

1. Qualitative excellence in the work due to the denote care to improve their performance and without endanger themselves .
2. Preserving competent individuals in the field of industrial security, which helps to preserve individuals in the Organization.
3. Carrying social and moral responsibility towards society.
- 4.Cooperation management and individuals in the organization to meet the challenges that impede the application of industrial security.
- 5.Obtain the loyalty of customers and encourage the individuals to perform the work to achieve the satisfaction of the target customers.
6. The availability and stability of healthy individuals with safe conditions and they have experience in performing work.

III. Practical Part

1.2.1. Demographic analysis of study participant

1. Function:

Table (1) shows participants' positions

Function	Repetition	Percentage
Manager	13	8%
Supervisor	44	26%
Technical	90	53%
Managerial	12	7%
Worker	11	6%

Most of the participants are from technicians and supervisors, that help in obtain realistic data where, they are incurrence to the incidents during their work.

2) Educational level:

Table (2) shows participants' Participants by level of study

level of study	Repetition	Percentage
Basic	3	1.8%
Secondary	19	11.2%
Average Diploma	100	58.8%
Collectors	39	22.9%
Master Degree	9	5.3%
Ph.D.	0	0%

The highest percentage is the middle, then the university level, which indicate that educational level is good. But also refer to the lacks the highest levels and may indicate the lack of academic experts.

3) Age :

Table (3) shows the distribution of participants by age

Age	Repetition	Percentage
Less than 20 years	2	1.2%
From 20 to less than 30	33	%19.4
From 30 to less than 40	48	28.2%
From 40 to less than 50	63	37.1%
From 50 to less than 60	23	13.5%
More than 60 years	1	.6%0

Most of the participants are between 30 and 50 years old. They are not old or young, and their age is appropriate for an industrial company that requires a lot of muscle and physical effort.

4) Experience:

Table (4) shows the distribution of participants by years of experience

Years of Experience	Repetition	Percentage
Less than one year	2	1.2%
From one year to less than 3 years	11	6.5%
From 3 to less than 5 years	26	15.3%
More than 5 years	131	77.1%

Most of the participants have an experience more than five years, this indicates the lack of turnover in the work of the personnel working in the company under study.

1.2.2. Demographic Analysis of participants' responses to the sections of the questionnaire:

Analysis of the data about industrial security axis:

Table (5) shows the participants' responses to the paragraphs of the industrial security axis

Statement	Strongly Disagree	Not agree	Neutral	Agree	Strongly Agree	Ave rage	Standard Deviation
Occupational health and safety tests in employment tests for new individuals.	4	11	12	78	65	4.11	0.96
	2.4%	6.5%	7.1%	45.9%	38.2%		
All individuals receive training courses in industrial security programs inside and outside company.	4	13	12	93	48	3.99	0.94
	2.4%	7.6%	7.1%	54.7%	28.2%		
There are regulations and laws governing the work and industrial security of individuals in company	1	4	5	105	55	4.23	0.67
	0.6%	2.4%	2.9%	61.8%	32.4%		
The regulations and laws of industrial security are located in several clear places in the company	2	14	16	89	49	3.99	0.91
	1.2%	8.2%	9.4%	52.4%	28.8%		
The company shall impose a penalty for anyone who violates the regulations and laws of industrial security.	7	15	31	81	36	3.73	1.02
	4.1%	8.8%	18.2%	47.6%	21.2%		
The company provides all information on operation, maintenance and safety precautions.	0	9	19	97	45	4.05	0.77
	0.0%	5.3%	11.2%	57.1%	26.5%		
Supervisors should ensure that individuals comply with industrial security instructions.	4	21	38	76	31	3.64	0.99
	2.4%	12.4%	22.4%	44.7%	18.2%		
8. The Company shall provide all personal protective equipment required for individuals.	4	14	17	72	63	4.04	1.01
	2.4%	8.2%	10.0%	42.4%	37.1%		
9 .Personal protective equipment is used by individuals in the performance of their work.	8	27	42	64	29	3.46	1.09
	4.7%	15.9%	24.7%	37.6%	17.1%		

10. The company applies penalties to individuals who do not commit to wear PPE	12	32	35	59	32	3.39	1.19
	7.1%	18.8%	20.6%	34.7%	18.8%		
11. First-aid kits are available everywhere in the company.	16	43	29	43	39	3.27	1.32
	9.4%	25.3%	17.1%	25.3%	22.9%		
12. Protection equipment is changed and replaced with the latest periodically.	15	25	34	63	33	3.44	1.21
	8.8%	14.7%	20.0%	37.1%	19.4%		
13. Maintenance of machinery and equipment within the company's factories is carried out periodically.	2	16	25	81	46	3.90	0.95
	1.2%	9.4%	14.7%	47.6%	27.1%		
14. The company has the means to alert and warning when accidents and fire.	2	5	13	79	71	4.25	0.81
	1.2%	2.9%	7.6%	46.5%	41.8%		
15. Machines are operated by the company at rates greater than permitted	7	27	59	60	17	3.31	0.99
	4.1%	15.9%	34.7%	35.3%	10.0%		
16. Individuals benefit from the health insurance provided by the company.	7	20	29	73	41	3.71	1.08
	4.1%	11.8%	17.1%	42.9%	24.1%		
16. Individuals benefit from the health insurance provided by the company.	7	20	29	73	41	3.71	1.08
	4.1%	11.8%	17.1%	42.9%	24.1%		
17. The hospital in the company works well and has high medical expertise.	14	31	47	56	22	3.24	1.14
	8.2%	18.2%	27.6%	32.9%	12.9%		
18. The maintenance of machinery and equipment within the company's factories is done only for repair.	6	38	19	88	19	3.45	1.07
	3.5%	22.4%	11.2%	51.8%	11.2%		
19. There are supervisors responsible for the company's industrial security programs.	6	14	26	90	34	3.78	0.98
	3.5%	8.2%	15.3%	52.9%	20.0%		
20. Accidents and injuries of the company are registered officially and promptly.	3	8	25	80	54	4.02	0.90
	1.8%	4.7%	14.7%	47.1%	31.8%		
21. Employees who have suffered work injuries are compensated.	6	13	41	60	50	3.79	1.06
	3.5%	7.6%	24.1%	35.3%	29.4%		
22. The company harms the sick, provides them with health care and follows up on their cases.	4	31	40	60	35	3.54	1.08
	2.4%	18.2%	23.5%	35.3%	20.6%		
23 .There is continuous inspection and inspection of the company's various operations to ensure the safety of individuals, machinery and equipment.	7	25	41	67	30	3.52	1.07
	4.1%	14.7%	24.1%	39.4%	17.6%		
24. Follow-up and evaluation of the company's industrial security programs.	2	24	37	81	26	3.62	0.95
	1.2%	14.1%	21.8%	47.6%	15.3%		
25 .There are accurate statistical reports on the injuries and accidents of the company.	1	13	33	82	41	3.88	0.89
	0.6%	7.6%	19.4%	48.2%	24.1%		
26. Inspections are constantly carried out on warehouses and equipment to ensure their safety.	5	28	34	73	30	3.56	1.05

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	2.9%	16.5%	20.0%	42.9%	17.6%		
27. The company provides secure corridors when accidents and risks occur	3	16	22	84	45	3.89	0.96
	1.8%	9.4%	12.9%	49.4%	26.5%		
28. The Industrial Prevention Department plays its role well and effectively.	3	23	39	71	34	3.65	1.01
	1.8%	13.5%	22.9%	41.8%	20.0%		
29. Feel safe when you are inside the company's business sit.	4	20	34	80	32	3.68	0.99
	2.4%	11.8%	20.0%	47.1%	18.8%		
30. The company's management shall implement the industrial security programs in the correct manner.	4	22	47	69	28	3.56	0.99
	2.4%	12.9%	27.6%	40.6%	16.5%		
31. The nature of your business has a risk.	12	12	23	82	41	3.75	1.11
	7.1%	7.1%	13.5%	48.2%	24.1%		
32. Internal planning and arrangement of the location and location of machinery and equipment ensures the safety of individuals in the course of their work.	1	13	38	82	36	3.82	0.87
	0.6%	7.6%	22.4%	48.2%	21.2%		
33. There are occasional rest periods during work	5	14	15	98	38	3.88	0.95
	2.9%	8.2%	8.8%	57.6%	22.4%		
34. Good health factors such as ventilation, lighting, heat, noise, and humidity are available at the workplace.	14	34	28	57	37	3.41	1.26
	8.2%	20.0%	16.5%	33.5%	21.8%		
35. There is a good and effective communication network for reporting workplace accidents and injuries.	7	14	13	86	50	3.93	1.04
	4.1%	8.2%	7.6%	50.6%	29.4%		
36. The company provides health care to the affected individuals by ensuring that they are treated at the expense of company and follow up on their condition.	7	23	44	63	33	3.54	1.08
	4.1%	13.5%	25.9%	37.1%	19.4%		
37. The company's management is convinced of the importance of industrial security programs.	2	7	36	88	37	3.89	0.83
	1.2%	4.1%	21.2%	51.8%	21.8%		
38. You are convinced of the importance of industrial security programs.	1	5	23	85	56	4.12	0.79
	0.6%	2.9%	13.5%	50.0%	32.9%		
39. You have full knowledge of industrial security signs within the company.	2	7	24	105	32	3.93	0.77
	1.2%	4.1%	14.1%	61.8%	18.8%		
40. Feel tired and weary when wearing PPE.	8	48	48	47	19	3.12	1.09
	4.7%	28.2%	28.2%	27.6%	11.2%		
41. The Company has various means of spreading cultural awareness about the safety of personnel working in risk	4	28	41	68	29	3.53	1.03
	2.4%	16.5%	24.1%	40.0%	17.1%		
42. Your suggestions and suggestions will be used to improve and develop the company's industrial security programs.	10	33	49	57	21	3.27	1.09
	%5.9	%19.4	%28.8	%33.5	%12.4		

The results show there are occupational safety and health tests, and training courses conducted by the company. Also, there are clear rules and regulations for the organization of work and industrial security, the company imposes penalties on individuals who converses regulations of industrial security as such it provides them by all information about industrial security. The results indicated the availability of personal protective equipment, but the rate of wear of this equipment is limited, as well as the application of penalties to violators. This failure to impose penalties on violators might be the reason for non-compliance with personal protective equipment, despite the periodic change of personal protective equipment. The results reflected the availability of periodic maintenance of tools and machines, and the availability of warning devices at work sites, and benefit workers from the health insurance granted to them despite the weakness of the hospital's level of the company.

The results indicated that industrial security supervisors were available and confirmed that injuries were recorded immediately. However, the compensation of the affected persons is limited which is may be due to the limited compensation for critical injuries only or the complexity of the compensation procedures and may not compensate those who have suffered injuries due to negligence or negligence. There is a lack of supervision of stores, despite the availability of statistical reports on injuries and accidents, about but the availability of relatively safe corridors, which reduces work injuries . The results showed that the Industrial Protection Department detect a relatively acceptable role, which makes the level of safety sense reasonable. As regards the validity of the application of industrial security, there is reasonable satisfaction among the workers, although the nature of their work is a risk.

The internal company of the factory s good where ,the employees get rest during the work, yet, seems to be there is a weakness in the availability of health factors such as; ventilation, lighting, and noise that may be due to the nature of the company and the existence of many exhausts. However, the company provides a good and effective communications network, especially in reporting accidents and work injuries, while health care for individuals affected by the level was limited.

The conviction of the company's management was clear in relation to the importance of industrial security programs, where the percentage of individuals convinced of the importance of industrial safety programs has increased, which reflect the high level of individual culture and their knowledge of the rules of industrial security. Moreover, it seems that the company does not care much about individual suggestions and benefit from their expertise in terms of industrial security.

2.1.3. Analysis of the data of the axis of individual performance

Table (6) shows the participants' answers to the axis of individual performance

Statement	Strongly Disagree	Not agree	Neutral	Agree	Strongly Agree	Average	Standard Deviation
1. The Company grants promotional rewards to distinguished individuals.	6	21	30	69	44	3.73	1.09
	3.5%	12.4%	17.6%	40.6%	25.9%		
2 .The process of communication with other parts of the company is easy.	4	14	26	95	31	3.79	0.92
	2.4%	8.2%	15.3%	55.9%	18.2%		
3. There is discrimination and inequality between the employees of the company.	4	32	41	67	26	3.46	1.04
	2.4%	18.8%	24.1%	39.4%	15.3%		
4. The management of the company works to improve the relationship with the personnel working continuously.	6	30	59	60	15	3.28	0.97
	3.5%	17.6%	34.7%	35.3%	8.8%		
5. The company is working to develop the personals skills in line with the rapid developments in the work environment	10	28	38	68	26	3.42	1.11
	5.9%	16.5%	22.4%	40.0%	15.3%		
6. Take advantage of opportunities for progress and development available to you.	4	5	25	107	29	3.89	0.80
	2.4%	2.9%	14.7%	62.9%	17.1%		
7. Love change and development and help develop work.	2	4	14	103	47	4.11	0.74
	1.2%	2.4%	8.2%	60.6%	27.6%		
8. You have physical problems that hinder your movement when you do the work.	21	76	31	29	13	2.63	1.13
	12.4%	44.7%	18.2%	17.1%	7.6%		
9. Have emotional or emotional disorders such as frustration, fear, frequency and anxiety.	15	68	38	37	12	2.78	1.10
	8.8%	40.0%	22.4%	21.8%	7.1%		
10. You have personal and social problems that affect your performance.	26	73	31	33	7	2.54	1.09
	15.3%	42.9%	18.2%	19.4%	4.1%		
11. Improve your performance when good conditions are available.	2	5	13	102	48	4.11	0.76
	1.2%	2.9%	7.6%	60.0%	28.2%		
12. .Your performance now differs compare	3	18	11	94	44	3.93	0.95

to your performance at the beginning of the work.	1.8%	10.6%	6.5%	55.3%	25.9%		
13.You have the ability to take responsibility for work.	7	2	15	106	40	4.00	0.86
	4.1%	1.2%	8.8%	62.4%	23.5%		
14.There is a conflict between management and individuals in the company.	11	25	46	66	22	3.37	1.09
	6.5%	14.7%	27.1%	38.8%	12.9%		
15.The tasks and duties of your business are vague and complex.	17	73	33	38	9	2.70	1.09
	10.0%	42.9%	19.4%	22.4%	5.3%		
16.The company care of ethical standards to your business requirements	2	21	45	81	21	3.58	0.90
	1.2%	12.4%	26.5%	47.6%	12.4%		
17. Love your business and consider your company as your home.	0	6	18	84	62	4.19	0.76
	0.0%	3.5%	10.6%	49.4%	36.5%		
18. If you have another job opportunity you will leave the company.	18	36	41	49	26	3.17	1.23
	10.6%	21.2%	24.1%	28.8%	15.3%		
19. There are always new individuals who leave the company.	2	17	47	83	21	3.61	0.87
	%1.2	%10.0	%27.6	%48.8	%12.4		

The results showed the company's limited interest in granting incentives to distinguished individuals, while increased interest in communication means, and reflected the existence of discrimination and inequality among individuals and does not tend to improve the relationship with the employees constantly.

The results indicate that the interest in developing the skills of individuals is acceptable, but that the participants seek themselves to take advantage of opportunities for progress and development, which confirms the level of love of individuals for change in work and assistance in developing it by the individuals.

It seems that the participants do not face physical, moral and social problems that make them more care for their performance in the event of good conditions.

Also they assured that their current performance is better than their previous performance.

The results reflected the individual's ability to take responsibility for business despite of some organizational conflicts between individuals and management of the company.

Furthermore, the individuals described their work is clear and uncomplicated, and referred that the company takes into account ethical standards in business requirements. In the same tone the individuals conferred that they considering their company as their home and love their work, yet some individuals who wish to leave the company may be due to competition in the labor market.

IV. Results and Recommendations

1. There are no statistically significant differences in the opinions of individuals on industrial security due to the variables (job, level, age, years of experience). There are also no statistically significant differences in the views of individuals on their performance due to variables (job level,). There are also no statistically significant differences in the opinions of individuals on the impact of industrial security on the performance of individuals due to the variables (job, level, age, years of experience).
2. Lack of good industrial security programs, despite the seriousness of the work done by individuals, and the environmental factors at the work sites are not safe, which causes poor performance of individuals. In addition the company is failure in appliance the penalties to commitment those individuals who do not care to use personal protective equipment, and who violate the rules of industrial security.
3. Weak the attention to first-aid equipment supplies, and low level of services of the company's hospital, in terms of providing basic medical services to injured individuals, as well as poor attention and care by the company to individuals who have been exposed to work injuries.
4. Lack of various means to spread cultural awareness about the safety of individuals from risks and work injuries, which led to the non-compliance of some individuals with the decisions of industrial security taken by the company, and this leads to a lack of keenness on the performance of their work.
5. Neglecting the suggestions of individuals and not to benefit from their practical experience in terms of industrial security, as well as negligence of individual complaints, which may be important and negatively affect the performance of individuals.
6. The existence of some organizational conflicts between individuals, between individuals and management, and there is a distinction between individuals because of the nepotism, mediation and nepotism of some officials.
7. The company does not always care to improve working conditions to ensure the safety of individuals, and does not really ensure the provision of all safety requirements.

V. Results

1. Employing individuals who have the skills and experience in industrial security, and dealing with international companies who specialized in the manufacture of personal protective equipment and advanced programs for industrial security.
2. Providing all first aid requirements at all work sites, and increasing interest in the company's hospital so that individuals can obtain benefit from the services it provides. Also, more attention and health care to individuals who have suffered work injuries to raise their morale and encourage them materially and morally.
3. Establish an effective regulatory system to ensure work, control and correct deviations in the appropriate time. Furthermore, apply the penalties to individuals violating the rules of industrial security. Also, develop update industrial security requirements periodically.
4. Attention to ventilation, lighting, noise and pollution, which affect the performance of individuals, and the dissemination of cultural awareness about the safety of individuals through seminars, conferences and panel discussions, and interest in the suggestions of individuals, and benefit from their experience in improving the performance of individuals and encourage those committed to the rules of industrial security.
5. Finding solutions to organizational conflicts, spreading team spirit among individuals, adhering to the principle of justice, avoiding discrimination and taking care of individual complaints.

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