Developing organizational audit guideline for effective ergonomics program implementation

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This paper describes an ergonomics audit guideline developed as a tool for performance enhancement of engineers, safety officers or related ergonomics project coordinators and team members to implement ergonomics program in an organization. Both the international standards and the national standards in ergonomics, i.e., ISO6385:2004, ILO-OSH8000, TIS18001 and the others related to safety and health standards were studied to complete the comprehensive ergonomics audit guideline in order that the guideline was applicable effectively. The audit guideline consists of seven standard indexes: (1) Management commitment, (2) Employee involvement, (3) Hazard identification, (4) Hazard control, (5) Training procedure, (6) Program evaluation, and (7) Communication and continuous improvement. Each of the auditing indexes was divided into five elements, thirty five elements totally. The technique of numerical weighted average was used to make comparisons of ergonomics accomplishment. The result was formatted in the model of Ergonomics Strategy Radar Scorecard (ESRS) and described by the Ergonomics Tree Relationship (ETR). The ESRS model can be used to benchmark an ergonomics program implementation within an organization and between organizations. The three manufacturing organizations in Thailand were used as the case studies during the development process of creating the guideline and also to check reliability of the guideline.

Keywords: Auditing guideline, Ergonomics implementation, Industrial standard

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