Causes of poor management of the safety and hygiene program and compliance with STPS regulations

Causas de la deficiente gestión del programa de seguridad e higiene y la atención a la normatividad de la STPS.

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Abstract

This article presents results of the investigation that was applied to 17 companies in the city of León Guanajuato that requested support to establish the Safety and Hygiene plan in their organizations, its purpose is to identify the causes of poor management of the safety and hygiene program and attention to the regulations of the Ministry of Labor and Social Welfare (STPS). To carry out the investigation, information was collected through checklists in accordance with the STPS Official Mexican Standards (NOM), analysis tools were applied to identify the problem and a table was prepared to explain the causes. The result of the investigation revealed the main causes of the deficient management of the safety and hygiene program and compliance with the STPS regulations.

Resumen

En el presente artículo se presentan resultados de la investigación que se aplicó a 17 empresas de la ciudad de León Guanajuato que solicitaron apoyo para establecer en sus organizaciones el plan de Seguridad e higiene, tiene como propósito la identificación de las causas de la deficiente gestión del programa de seguridad e higiene y la atención a la normatividad de la Secretaría de Trabajo y Previsión Social (STPS). Para llevar a cabo la investigación, se recopiló información mediante listas de verificación en conformidad con las Normas Oficiales Mexicanas (NOM) de la STPS, se aplicaron herramientas de análisis para identificar la problemática y se elaboró una tabla para explicar las causas. El resultado de la investigación arrojó las principales causas de la deficiente gestión del programa de seguridad e higiene y atención a la normatividad de la STPS.

Management, Safety, Hygiene, Regulations, STPS

Gestión, Seguridad, Higiene, Normatividad, STPS

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Introduction

The issue of occupational safety and hygiene is of utmost importance for organizations, since currently given the complexity of the processes, if preventive measures are not established in the risks of accidents and occupational diseases, the consequences can be very serious, especially all for the workers since all activity in companies carries risks. In accordance with the foregoing, it is possible to observe the importance of this investigation, which aims to identify the causes of poor management in companies to implement safety and hygiene programs and meet the obligation to comply with the Official Mexican Standards (NOM) of the Ministry and Labor and Social Security (STPS). This problem was identified in 17 companies in the city of León, Gto., Which requested support to carry out the safety and hygiene plan, of which 12 were industrial companies, and of these 11 were footwear manufacturers and 1 was a manufacturer of automotive parts, 3 service companies and 2 commercials.

Justification Health at work is very important, According to (Arias & Heredia, 2009, p. 665) referring to the World Health Organization, as "a complete state of physical, mental and social well-being, to achieve full development of the human faculties "continue to cite the same authors that according to article 25 of the Universal Declaration of Human Rights" Everyone has the right to an adequate standard of living that ensures, as well as their family, health and well-being "(Arias & Heredia, 2009, p. 665) and within work it is very important, since the worker is motivated by feeling safe and therefore potentiates their human skills at the service of organizations, hence the importance of establishing and implement Safety and hygiene in the work area. In accordance with the foregoing, it can be identified that there are organizations at the international level, such as the International Labor Organization (ILO) that proposes safety and hygiene measures for workers, thus establishing Human Rights principles, which countries should follow. to have a full development of social welfare.

For some authors "Mexico, as a country in the process of industrialization, is not alien to the implications that the production of goods and services and their usufruct brings with it, among which the accident rate is located in the various areas in which the human being operates "(Arias & Heredia, 2009, p. 668).

It is necessary to consider it important that the Organizations establish adequate management, in order to coordinate efforts in favor of implementing the Safety and Hygiene program, in addition that this issue is of special interest since according to the LFT, article 475 Bis is cites that "The employer is responsible for safety and hygiene and the prevention of workplace risks in accordance with the provisions of the Law, its regulations and official Mexican standards" (Instituto Superior de Estudios Fiscales AC, 2014, p. 128).

Occupational safety and hygiene are tactics and strategies that are implemented within the organization, to reduce the risks of work due to accidents or occupational diseases, which has the purpose of procuring the care of workers, as well as generating health in the workplace. productive environment, so it is important to identify the importance of establishing a culture of prevention and thus preserve workers in optimal health conditions, so the managers of the organizations must implement Safety and Hygiene programs according to the needs protection of workers, also generating adequate awareness.

Method description

Quantitative Method, Research Design. It is a non-experimental method: Because you do not have control of the variables. Transversal: Because it took place in a single moment. Type of Research: Descriptive: Descriptive statistics were used. Research techniques: The record of measurements was carried out as follows:

- Checklist in accordance with the requirements of the NOM.
- Structured questionnaire: Applying the technique of the interview and the observation of the questionnaire. The way of carrying out the registration was in accordance with what is specified in ISO19011, guide for audits of the quality, environmental, safety and hygiene and information management system, where a comparison is made with the requirements of the NOM and the evidence of performance compliance, with two types of results, Conformity, Non-Conformity.

- For the analysis of the information, the causes and the problem are identified in an Ishikawa diagram, as well as a Pareto diagram to identify the 80/20 principle.
- To identify the causes, an explanatory table of relationship of requirement with the cause was used.

Performance Evaluation Method: Graphical rating scale method, focus on traits for performance evaluation where the management process is rated based on a scale of characteristics. (Bohlander & Snell, 2009, p. 365).

The Universe object of study of this document are all the companies of the Municipality of León, Guanajuato, that require to establish and implement the occupational safety and hygiene program. The population under study in this document are 17 companies that requested advice, which had the need to establish and implement occupational safety and hygiene and meet the regulations of the STPS. The sample under study to represent the sequence of activities to document this document is from the companies that requested advice.

Work Hypothesis: H1: The lack of a culture of prevention of work risks and the ignorance of the application of the STPS regulations, are the causes that have as a consequence the deficient management in the implementation of the occupational safety and hygiene program and attention to the regulations of the STPS.

Null Hypothesis: H0: The lack of a culture of prevention of occupational risks and the lack of knowledge of the application of the STPS regulations are not causes that result in poor management in the implementation of the occupational safety and hygiene program and attention to STPS regulations.

Development

The results of the Investigation were the following:

- 1) From Methodological Objective 1 Request and Gather Information to identify variables.

- a) Managers and those in charge of the departments who would carry out the observation tour were asked, to identify the variables of the work risks, they were told that they will carry out their activities in a normal way, as they always do, all of them. They agreed, the information could be collected without any problem.

b) Design of Measurement Instruments:

- ✓ The design of the checklist was made in accordance with the requirements of the standards: NOM001_STPS_2008 Safety in Buildings, Grounds, Work Center areas, NOM002_STPS_2010 Prevention and Fire Fighting and NOM004_STPS_2010 Safety Devices in Machinery and Equipment; and its specific references NOM017_STPS_2010 Personal Protective Equipment and NOM026STPS, Colors and signs.
- ✓ The Questionnaire List was prepared to identify the way to carry out the Management for the Implementation of the Safety and Hygiene Program and attention to the regulations of the STPS.

- c) Compilation of information in the workplace, with the Observation technique, in accordance with the requirements of the NOM's, recorded in the checklist, identifying the compliance and non-compliance.

It was observed in the tour inside the company that risks were found, as presented in the Checklist, which is detailed below:

- 49 Conformities, that is, of the requirements requested by the standards applied according to the context of the company, in 49 requirements the company does comply.
- 43 Non-conformities, that is, it does not meet the 43 requirements established by the aforementioned standards.

According to the above, it can be identified that, of the revised requirements, 53.26% do comply and 46.74% do not comply, it is important to identify that the percentages of non-compliance are very high, since the company must comply with 100% as established by the regulations in each of the STPS NOMs, since the fact that there are identifiable risks, each of the requirements that the company does not comply with would generate accidents and diseases on a large scale, due to the potentiality of each risk marked as non-compliance in the work area.

d) Compilation of the information from the questionnaire on how to carry out Management in the organization, with the Interview technique, through the objective registration of the information.

According to the questions made to those in charge of carrying out the Safety and Hygiene program and the attention to the STPS regulations, the percentage of compliance is represented according to the table, identifying the degree to which it complies and it was found that in companies:

- It is identified that the objectives are not specific, measurable, achievable, realistic and specify the time that must be met, also they do not have plans such as programs, procedures, budgets and documented regulations to achieve them, they do not take into account the regulations.
- The company does not comply with the documented organization formalized in organization charts, position profile, defined procedures, they do not have brigades to attend to emergencies, the staff has no specific tasks and they do not have resources to attend to Safety and Hygiene in the workplace.

- They did not show that there is effective supervision to carry out the tasks in accordance with the Health and Safety Plan; There is no intra-organizational communication to publicize the plan and meet the STPS requirements; there is no documented intra-organizational communication in writing when there are work risks, incidents and accidents for your attention; there is no motivation on the part of the coordinator to implement the regulations and attend the safety and hygiene plan; They do not have technical skills, how to apply the regulations and implement the health and safety plan.
- It does not have defined indicators to identify compliance with the health and safety plan and compliance with regulations; It does not have measurement instruments, to be able to measure the processes of the plan and compliance with the STPS regulations; It does not have time standards that measure performance according to the indicators, which are adequate to make effective decisions; they do not perform the analysis of the results that the performance measurement yields and take them as a basis for decision making; They do not carry out improvement, corrective and preventive actions, providing feedback on the processes to implement the Health and Safety plan and Attention to the STPS regulations.

2) From the methodological objective 2. Analysis and Identification of the problem.

- a) In the analysis and identification of the problem and the causes that generate it, the Ishikawa diagram was used, it was analyzed and identified that:

The problem is that there is a deficient management to implement the program of safety and hygiene and attention to the NOM's of the STPS;

When carrying out the analysis of the causes, the non-conformities were taken as a basis by extracting the non-conformities to the NOM's, classifying them by problem stratum, identifying that the main causes are classified into 5 strata and that of the classification of non-conformities. compliance was identified that: There is ignorance in the application of the NOM's of the STPS, with 19 requirements that for this reason are not met. Being the biggest cause; There is a need for a culture of prevention of occupational risks, with 12 requirements that for this reason are not met; Regarding the lack of communication to implement the program, it was identified that there are 8 requirements for this reason that are not met; There is a lack of resources to implement the safety and hygiene program, it was found that there are 3 requirements that are not met with this cause; The lack of sanctions to avoid risks, 1 requirements are not met for this reason.

Ishikawa Diagram, Methodology of the Stratification or Enumeration of Causes Technique. (Gutiérrez Pulido, 2010, p. 197)

Figure 1

No.	NOM	Requirement	Requirement	Stratification	No.	NOM	Requirement	Stratification	
1	1	1.1	Identify conditions	Culture	22	24	2.1	Identify conditions	Ignorance
2	1	1.2	Identify conditions	Culture	23	24	2.2	Identify conditions	Ignorance
3	1	1.3	Identify conditions	Culture	24	24	2.3	Identify conditions	Ignorance
4	1	1.4	Identify conditions	Culture	25	24	2.4	Identify conditions	Ignorance
5	1	1.5	Identify conditions	Culture	26	24	2.5	Identify conditions	Ignorance
6	1	1.6	Identify conditions	Culture	27	24	2.6	Identify conditions	Ignorance
7	1	1.7	Identify conditions	Culture	28	24	2.7	Identify conditions	Ignorance
8	1	1.8	Identify conditions	Culture	29	24	2.8	Identify conditions	Ignorance
9	1	1.9	Identify conditions	Culture	30	24	2.9	Identify conditions	Ignorance
10	1	1.10	Identify conditions	Culture	31	24	2.10	Identify conditions	Ignorance
11	1	1.11	Identify conditions	Culture	32	24	2.11	Identify conditions	Ignorance
12	1	1.12	Identify conditions	Culture	33	24	2.12	Identify conditions	Ignorance
13	1	1.13	Identify conditions	Culture	34	24	2.13	Identify conditions	Ignorance
14	1	1.14	Identify conditions	Culture	35	24	2.14	Identify conditions	Ignorance
15	1	1.15	Identify conditions	Culture	36	24	2.15	Identify conditions	Ignorance
16	1	1.16	Identify conditions	Culture	37	24	2.16	Identify conditions	Ignorance
17	1	1.17	Identify conditions	Culture	38	24	2.17	Identify conditions	Ignorance
18	1	1.18	Identify conditions	Culture	39	24	2.18	Identify conditions	Ignorance
19	1	1.19	Identify conditions	Culture	40	24	2.19	Identify conditions	Ignorance
20	1	1.20	Identify conditions	Culture	41	24	2.20	Identify conditions	Ignorance
21	2	2.1	Identify conditions	Ignorance	42	24	2.21	Identify conditions	Ignorance
22	2	2.2	Identify conditions	Ignorance	43	24	2.22	Identify conditions	Ignorance
23	2	2.3	Identify conditions	Ignorance	44	24	2.23	Identify conditions	Ignorance
24	2	2.4	Identify conditions	Ignorance	45	24	2.24	Identify conditions	Ignorance

Table 1

b) In the analysis and identification of the problem and the causes that generate it, using the 80/20 principle, to find the causal variables that cause the greatest number of problems, using the Pareto diagram, it was found that:

– In the lack of knowledge in the application of the NOM's of the STPS, the 19 requirements represent 44.19% and in the lack of a culture of prevention of work risks, the 12 requirements represent 27.91% and together according to the principle of Pareto, they represent 72.1% of the problems, so it can be identified that according to the stratification they are the main causes of the deficient management to implement the safety and hygiene program and meet the NOM's of the STPS. Pareto Chart: Analysis of the 80/20 principle of the causes of poor Management to implement the Health and Safety program. (Gutiérrez Pulido, 2010, p. 179)

Cause	Frequency	Accumulated Frequency	Percentage	Accumulated percentage
Ignorance of regulations	19	19	44.19	44.19
Risk Prevention Culture	12	31	27.91	72.1
Lack of communication	8	39	18.60	90.7
Lack of resources	3	42	6.98	97.68
Lack of Sanctions	1	43	2.32	100

Table 2

Figure 2

From the Methodological Objective 3. Definition and explanation of the causes of the deficient management to implement the Safety and Hygiene program and attention to the NOM's of the STPS.

a) The table was designed to identify the requirements and their explanation of the causes, identifying the NOM requirement, which they did not comply with, the interpretation, the analysis of the expected / desired and the gap / difference.

Definition and Explanation of Causes by Stratum.

No	Requirement	Stratification	Interpretation	Expected / Desired	Gap / Difference
NOM 001 STPS					
5.1	Preserve conditions	Culture	Workers do not keep work areas neat, clean	Workers must keep work areas in orderly, clean condition	The lack of culture in the prevention of risks in the work areas can cause various accidents
5.2	Eye checks	Unawareness	When applying for registration, they had no knowledge of the rule.	The company has evidence that work risks are verified in the work areas	The lack of knowledge that the company has to have evidence of the verifications, to generate improvements in prevention
5.3	Checks after Events	Unawareness	Managers were unaware, demonstrated factor check record, After accidents occur	The company must have verification evidence after accidents occur, to prevent risks.	The lack of knowledge to follow up when incident / accident events occur, with documented eye checks, does not allow to follow up on improvements
5.5	Decontamination showers	F. Resources	Decontamination showers must be established, the company does not have it due to lack of resources	The company must have resources, to have the security conditions established by the regulations	The lack of resources for risk prevention are factors for optimal performance in the Safety and Hygiene program.
6.2	Worked. receive Inf conservation.	Penalties missing	Information on the conservation of work areas is provided, no sanctions are established for those who do not comply	That the workers comply with the information requirements.	By not following the indications to keep work areas in optimal conditions, workers are risk factors for accidents.
6.3	Worked. involved conservation.	Culture	Workers do not participate in the maintenance of order and cleanliness in the work area	Workers must comply with the requirement of keeping the workplace in order and clean	When workers do not comply, they fail to identify the risks that they may suffer accidents, a culture of risk prevention is needed.
7.1.1	Order and Cleanliness	Culture	The requirement calls for the place to be neat and clean	The work areas of the company must be clean and orderly.	The lack of a culture of prevention of risks of the workers does not allow that it is observed that the requirements are fulfilled.
7.13	Disabled adequate M.A	F. Resources	The company does not have a suitable environment for the transfer of the disabled	The company has the resources to prepare the spaces for the transfer of the disabled	The company does not have the resources to condition the environment for the disabled, it affects the program and regulations.
7.15	Purpose use structures	Culture	They do not use it for the proposed purposes of the structures, such as stairs, corridors, on the walls, sometimes there is material	Adequate use must be given to the structures inside, generating more order in the places intended for it.	The interior structures are not properly used, due to the lack of a culture of order in the prevention of risks.

9.2	Traffic signage	Culture	They do not follow the signs for the way of traveling	Workers must follow the signs for transfers	Workers do not follow the signs of the place, for lack of a culture of risk prevention.
9.8	Operations c. download block	Culture	The loading and unloading operations, the vehicles are not blocked, so that the tires do not move	It must establish prevention in vehicle loading and unloading operations	Tires are not blocked in loading and unloading operations, they are risk factors, due to the lack of a culture of prevention.
			NOM 002 STPS 2010		
5.3	Security instructions	Culture	Workers do not follow safety instructions, they stop doing it because they produce more	Workers must follow safety instructions, not just at times, or when they feel watched	Workers do not follow instructions, only in moments, such as the use of PPE, order, cleanliness, due to a lack of prevention culture
5.5	Emergency plans	Unawareness	The company does not have documented emergency plans according to its context, due to lack of knowledge	The company must establish the emergency plans in writing, according to the context of the company.	Due to lack of knowledge, the company is not aware that the emergency plans must be in accordance with its context.
5.6	Brigade Skills	Unawareness	It was not known that skills have to be developed to be part of the brigades.	The company must train workers so that they have the skills to be part of the brigades	The lack of knowledge of the application of regulations, of training workers to develop skills of the brigades.
5.7	Drills	Unawareness	You do not have the knowledge to apply drills	Drills must be conducted	There is no knowledge of how to apply drills.
5.8	Fire Training Program	Communication	Communication failures due to lack of training to prevent fires	There must be training to prevent risks	Communication failures in the lack of training in how to prevent risks.
5.9	Sufficient PPE	F. Resources	It was identified that there is not enough Personal Protective Equipment	There must be PPE, enough for employees	Lack of Resources to have PPE
5.10	High risk fire areas	Unawareness	High risk areas are not identified, security measures are not kept	High fire risk areas should be identified and preventive measures saved	Lack of knowledge of identifying high fire risk areas, in order to exercise safety precautions.
5.11	Documentation, minutes, opinion	Unawareness	The company did not have documentation of the fire risk observation tours	The company must have documentation, such as travel records, as well as the compliance report	Lack of knowledge to document fire risk observation tours in minutes and apply improvement actions
6.1	Instructions are followed	Culture	The company must ensure that the fire prevention instructions are followed	The company must ensure compliance with the safety instructions to prevent fires	The lack of culture to ensure that fire prevention instructions are followed.
6.2	Prevention measures continue	Culture	The company must ensure that the fire prevention instructions are followed	The company must ensure compliance with the safety instructions to prevent fires	The lack of culture to ensure that fire prevention instructions are followed.
6.3	Worker training	Communication	The company does not train the worker in fire prevention and fighting	The company must train (communicate), the measures to fight and prevent fires	The company must train the worker. The lack of communication formalized in a training to prevent fires.
6.5	EPP Instructions	Unawareness	The company does not give instructions on how to use the PPE	The company must demonstrate that it gives instructions on how to use PPE	The company does not have knowledge that it must demonstrate by instructions, how to use PPE
6.6	Brigades vs. Fire	Unawareness	There was no knowledge of the activities carried out by the fire brigades	The brigades must carry out activities before, during and after a fire	The company was not aware of the activities carried out by the brigades before, during and after a fire.
6.7	Drills participate	Unawareness	No drills are conducted	They should conduct drills involving workers	It was not known that drills should be conducted involving all workers.
7.2	Annual Fire Extinguishers Program	Unawareness	There is no annual fire extinguisher program, some expired	The company must have an annual fire extinguisher maintenance program	It was not known that there should be an annual fire extinguisher maintenance program.

7.3	Fire extinguisher review record	Unawareness	No fire extinguisher service record is kept	A fire extinguisher inspection record must be kept	There was no knowledge of keeping a fire extinguisher inspection log.
7.5	Inst review program Electrical	Unawareness	There is no annual inspection program for electrical installations	A revision program of electrical installations must be carried out	It was not known to carry out the annual electrical installation inspection program.
7.6	Prog Gas installation	Unawareness	No fire extinguisher service record is kept	A fire extinguisher inspection record must be kept	There was no knowledge of keeping a fire extinguisher inspection log.
7.7	Program records	Unawareness	No fire extinguisher service record is kept	A fire extinguisher inspection record must be kept	There was no knowledge of keeping a fire extinguisher inspection log.
9.1	# brigade members	Unawareness	Depending on the context, the number of members of each brigade must be decided	The number of members of the brigade must be decided, according to the context	There was no knowledge of making the decision on the number of members of the brigade, according to the context of the company.
10.1	Drills, signage	Unawareness	There was no knowledge of the drills, which also have to be marked, since the people who knew are no longer present	There must be drills, in addition to signage to carry them out.	There is no knowledge of how to carry out drills and signaling
10.2	Planning Drills	Unawareness	There is no planning for drills	Drills should be planned	It was not known that there must be planning to carry out drills
10.3	Drills Registration	Unawareness	No drill log	You must make a record of drills	It was not known that a record of drills should be kept.
11.1	Fire prevention training	Communication	The personnel are not trained to prevent fires, the personnel were no longer there.	The way to prevent fires must be communicated , formalized in constant training	The way to prevent fires is not communicated , formalized in a training
11.2	Training workers	Communication	Staff are not constantly trained to prevent fires.	The way to prevent fires must be communicated , formalized in constant training	The way to prevent fires is not communicated , formalized in constant training.
11.3	Trained brigadiers	Communication	Brigadistas are not trained, because they no longer work in the company	The way to prevent fires must be communicated to brigade members, formalized in constant training	The way to prevent fires is not communicated in a training to a team of brigade members.
11.4	Head of brigades, trained	Communication	The person in charge of brigadistas is not trained, because he no longer works in the company	The way to prevent fires must be communicated , formalized in constant training to a brigade manager.	The way to prevent fires is not communicated , formalized in a training to a head of brigades and to train him
11.5	Annual training program	Communication	There is no annual fire prevention training program	The way to prevent fires must be communicated , formalized in an annual training program	The way to prevent fires is not communicated , formalized in an annual training program
			STANDARD 004 STPS		
5.1	Machinery Prevention Training	Communication	There is no training in risk prevention in machinery	There must be training in risk prevention in machinery	There is no communication of risk prevention in the use of machinery, formalized in a training
6.3	They report flaws in Maq	Culture	They are not reported when there are defects in machinery	They must be reported when there are defects in machinery	Lack of culture to report and prevent risks when there are defects in machinery.
6.4	EPP use in Maq. and EQ.	Culture	Personal Protective Equipment is not used in the handling of machinery and equipment	PPE must be used when using machinery and equipment	Lack of culture of use of Personal Protective Equipment, when machinery and equipment are being used
6.5	Wear short hair, no chains, rings	Culture	Some people did not have short hair, they use chains and rings in risky processes	Short hair should be used, do not use chains and rings, especially in risky processes	The lack of culture of the personnel to prevent risks of accidents, not to wear short hair, not to use chains and rings.

Table 3 Definition and explanation of causes by Stratum
Source: Own elaboration

Conclusions

1. The causes that caused the deficient management to implement the safety and hygiene program and attention to regulations, is the ignorance of the application of the STPS regulations in the first place and in the second place the lack of a culture of prevention of occupational risks, being 72.1% of causes that cause the greater amount of problems.
2. It is very important that those in charge identify the type of NOM of the STPS according to the context of the company and apply the legal requirements that are stipulated in it, referring to the Legal Framework where standards related to Safety are identified for prevention of accidents, norms referring to Hygiene for the prevention of occupational diseases.
3. It agrees with the author Robbins (2004, p. 254) who asserts that culture is a "System of meanings shared by the members of the Organization, which distinguish it from others" and the author continues to cite that there are 7 characteristics to develop the Culture in the prevention of work risks, of which it is considered that: a) Innovate and take risks, to Implement Safety and Hygiene: Degree to which employees are encouraged to be innovative and take risks in the implementation of safety and hygiene; b) Thoroughness in implementing the Health and Safety program: Extent to which employees are expected to show accuracy, analytical skills and attention to detail; c) Orientation to the results of the Safety and Hygiene program: Degree to which management focuses on results; d) Orientation to people. Degree to which management decisions take into account the effect of the results on the members of the organization; e) Orientation to the teams. Degree to which work activities are organized in teams rather than individually; f) Aggressiveness to apply the safety and hygiene program: Degree to which people are daring and competitive, rather than carefree; g) Stability. Degree to which the activities of the organization maintain the state of safety and hygiene.

- 4.- It is important that administrators must have the skills and competencies, in any of their areas of responsibility, to be successful and to achieve the goals of the organizations. The author Chiavenato (2008, p. 143) agrees that the administrator must have skills to carry out adequate management in: - Planning of the safety and hygiene program, appropriate to the context of the company, Adequate organization for the implementation of the program , Management Skills in the management for the implementation of Safety and Hygiene and attention to the regulations of the STPS, Adequate control to measure and provide feedback on the process of implementation of the Plan and attention to regulations.
5. It is important to follow research methods, analysis, start-up, to implement security measures in companies, as mentioned by the author (Lisa, 1999, p. 24) that it is important to have identified a model and establish planning suitable for its execution and corresponding improvement actions, hence the importance of approaching methodological models for its use.
6. It is relevant that an improvement plan be drawn up taking care of the gaps in which there is a discrepancy and making the best effort with responsibility between being and should be to achieve the objectives set regarding what is.

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