

Proudly Canadian, Truly Global

**Format: Electronic Book**

# **8th Global Conference on Human Resource Management 2024**

*July 28-30, 2023 – Vancouver, Canada*

**Conference Proceeding**

**ISBN: 978-1-998259-13-7**

## Table of Contents

Name and Affiliation	Title	Page Number
<b>Jorge Rodriguez Abelleira</b> <i>Carbyne</i>	<b>Improving employee well-being through emergency notification technology: a vital asset for human resources in Mexico.</b>	<b>02-08</b>

## Content Details:

<p><b>Jorge Rodriguez Abelleira</b> <i>Carbyne</i></p>	<p><b>Improving employee well-being through emergency notification technology: a vital asset for human resources in Mexico.</b></p>
--	---

### Introduction

In today's dynamic work environment, prioritizing employee well-being is “the cornerstone” to fostering a much more productive and supportive work culture. As Human Resources professionals in Mexico, especially considering the more than 500,000 workplace accidents annually, investing in technologies that proactively guarantee employee safety during Emergencies are paramount. Among these innovations, emergency notification technology emerges as a critical tool, offering multifaceted solutions to quickly address critical situations that impact employee safety and well-being.

### The importance of employee well-being

Employee well-being is an integral component of organizational success, directly influencing company productivity, employee retention rates, and overall company behavior. Research shows that around two out of every three workers in Mexico suffer from chronic work stress and Around 1/3 of female workers suffer from depression due to work stress. Derived from this, ensuring the well-being and safety of employees in the workplace during travel or even at home is crucial.

### The role of emergency notification technology

Emergency notification technology serves as a robust mechanism to enhance employee safety and well-being by providing quick and effective responses to critical situations. Specifically, this technology helps HR professionals in four fundamental aspects:

#### Global Conference Alliance Inc.

300-9850 King George Blvd, Surrey, BC V3T 4Y3,Canada  
 Cell: +1 672-971-2088 | Email: [contact@globalconference.ca](mailto:contact@globalconference.ca) | Visit: [www.globalconference.ca](http://www.globalconference.ca)



### **Notify employers during any type of emergencies**

One of the key capabilities of this technology is its ability to instantly notify employers when an employee initiates a 9-1-1 call, regardless of their location, whether at work, home or traveling. This real-time notification allows HR teams to take immediate action and provide necessary Assistance.

### **Alert the employee's emergency contacts in real time**

At the same time, the system notifies designated emergency contacts when an employee places a call to 9-1-1. This functionality ensures that a support network is instantly activated that helps respond in a timely manner to any type of emergency.

### **Location and video sharing (with prior consent)**

In critical situations, obtaining accurate information quickly is vital. This technology allows sharing an employee's location as well as video of what is happening with the employer (if the employee allows it during registration). This helps to understand the context of the emergency, facilitating appropriate support and response measures.

### **Share medical information with authorities**

In situations where sharing medical information is imperative to provide immediate assistance, this technology, with the employee's consent, allows relevant medical data to be shared with authorities. This facilitates a much more efficient emergency response derived from the information obtained immediately by emergency services.

### **Implementation of emergency notification technology**

The integration of this technology in the human resources framework. requires careful treatment of the individual's privacy, consent is required as well as compliance with local regulations. Collaboration between HR, IT, and legal departments is crucial to ensure that technology implementation meets all of the above issues.

## **Global Conference Alliance Inc.**

300-9850 King George Blvd, Surrey, BC V3T 4Y3,Canada

Cell: +1 672-971-2088 | Email: [contact@globalconference.ca](mailto:contact@globalconference.ca) | Visit: [www.globalconference.ca](http://www.globalconference.ca)



## **Human resources strategies**

There are two approaches that can help human resources managers improve services for Employees.

### **Employee resilience and mental health support:**

HR strategies play a critical role in fostering a resilient workforce, especially when it comes to mental health and well-being. The implementation of emergency notification technology must be aligned with comprehensive mental health programs and support mechanisms. Human resources departments can introduce counseling services, stress management workshops, and mental health awareness campaigns to mitigate the psychological impact of emergencies. By integrating these initiatives with technology, employees can access immediate assistance while ensuring long-term mental health support, creating a culture that prioritizes physical and emotional well-being. Training sessions on crisis coping strategies can equip employees with tools to manage stress, fostering a resilient mindset that transcends emergency situations.

### **Proactive safety protocols and employee engagement**

Human resources can bolster the effectiveness of emergency notification technology by ensuring proactive safety protocols and improving employee engagement. Establishing clear emergency response protocols and conducting regular drills familiarizes employees with notification systems and ensures they understand how to respond effectively during crises.

Additionally, HR can encourage employee participation in safety committees or working groups, fostering a sense of ownership and responsibility regarding workplace safety. This active engagement not only promotes a culture of collective responsibility but also encourages continuous improvement of emergency response plans. Regular feedback mechanisms can be established to collect employee feedback, allowing HR to refine security protocols and optimize the use of notification technology based on real-time experiences and suggestions from the workforce.

## **Global Conference Alliance Inc.**

300-9850 King George Blvd, Surrey, BC V3T 4Y3, Canada

Cell: +1 672-971-2088 | Email: [contact@globalconference.ca](mailto:contact@globalconference.ca) | Visit: [www.globalconference.ca](http://www.globalconference.ca)



## Legal and regulatory compliance

Navigating legal and regulatory compliance is essential when integrating employee security notification technology in Mexico. Compliance with privacy laws, such as the Federal Law on Protection of Personal Data Held by Private Parties (LFPDPPP), is paramount. Implementing this technology requires meticulous attention to data management, ensuring that employee information, including health data and location details, meets strict privacy standards outlined in Mexican law. Obtaining explicit consent from employees regarding data sharing and ensuring transparent communication about how their information will be used are essential steps to align with these regulations. Additionally, organizations should prioritize data security measures, employing strong encryption protocols and safeguards to protect confidential employee information in accordance with legal requirements.

Additionally, compliance with labor laws and regulations governing workplace safety is a cornerstone for the integration of safety notification technology. Mexico's Federal Labor Law requires employers to provide a safe work environment for employees. Employers leveraging this technology should ensure that it augments existing safety measures and does not serve as a substitute for comprehensive workplace safety protocols. Collaboration between HR, legal and IT departments becomes essential to ensure that the implementation of this technology complies with all legal stipulations. Regular audits and assessments, along with ongoing legal advice, help organizations stay abreast of evolving regulatory frameworks, ensuring continued alignment with legal obligations related to employee security and privacy in Mexico.

## Employee engagement and training

Employee engagement is a cornerstone to maximizing the effectiveness of emergency notification technology in the workplace. It is essential to carry out adapted training sessions to familiarize employees with these systems. These sessions not only educate the workforce on how to navigate and use technology during emergencies, but also instill confidence and preparedness. Encouraging active participation in these training programs cultivates a culture of proactivity and responsiveness. Beyond mere technical knowledge, engagement initiatives create a sense of ownership among employees, fostering collective responsibility toward workplace safety.

### Global Conference Alliance Inc.

300-9850 King George Blvd, Surrey, BC V3T 4Y3, Canada

Cell: +1 672-971-2088 | Email: [contact@globalconference.ca](mailto:contact@globalconference.ca) | Visit: [www.globalconference.ca](http://www.globalconference.ca)



Additionally, establishing avenues for ongoing engagement, such as feedback channels or experience-sharing forums, allows emergency response strategies to be continually refined and improved. This two-way communication between employees and HR not only improves the effectiveness of the technology but also reinforces a culture where security is a shared commitment.

## **Continuous learning and adaptability**

Employee training doesn't end with the initial onboarding of emergency notification technology. Continuous learning and skill development are crucial. Regular refresher courses and simulation exercises keep employees up to date with evolving technological features and help them adapt to any modifications or advancements. This ongoing training serves as a reinforcement mechanism, ensuring that employees remain competent in the effective use of technology. Additionally, it allows organizations to seamlessly integrate new features or improvements. Additionally, fostering a learning culture where employees are encouraged to provide suggestions for improvement or share their experiences during training sessions promotes adaptability. This adaptability, derived from continuous learning, enables the workforce to navigate emerging situations with agility and confidence, thereby improving the overall responsiveness and effectiveness of emergency notification technology.

## **Cost-benefit analysis**

When choosing an employee emergency notification provider, conducting a comprehensive cost-benefit analysis is critical to ensuring an optimal investment. The analysis should cover both tangible and intangible factors. Tangible factors involve direct costs associated with the provider's services, such as subscription fees, implementation expenses, and any additional hardware or software requirements. Evaluating these costs against budget allocations allows for a clear understanding of the financial implications. At the same time, it is essential to examine the benefits derived from the provider's services. These benefits encompass tangible gains such as potential reductions in insurance premiums due to improved safety measures and lower costs

### **Global Conference Alliance Inc.**

300-9850 King George Blvd, Surrey, BC V3T 4Y3, Canada

Cell: +1 672-971-2088 | Email: [contact@globalconference.ca](mailto:contact@globalconference.ca) | Visit: [www.globalconference.ca](http://www.globalconference.ca)



associated with mitigating emergency incidents. Additionally, intangible benefits such as improved employee morale and retention resulting from a safer work environment should be taken into account in the analysis. These intangibles contribute significantly to organizational health and long-term sustainability.

Additionally, it is essential to evaluate the scalability and customization options of the provider according to the specific needs of the organization. A provider that offers scalable solutions ensures that as the business grows or undergoes changes, the emergency notification system can adapt without excessive additional costs. Additionally, examining the provider's track record in terms of system reliability and response time during emergencies provides valuable information about the actual effectiveness of the system. This analysis facilitates a holistic assessment, allowing decision makers to make informed decisions that align with the financial capabilities and long-term objectives of the organization. Integrating these cost-benefit considerations allows organizations to not only invest wisely but also maximize the value derived from the chosen provider, ensuring a robust emergency notification system that aligns with the company's security objectives.

## **Industrial applications**

Employee security notification technology presents a versatile solution applicable across multiple industries in Mexico, each with their unique security challenges. The manufacturing sector, the cornerstone of Mexico's economy, can benefit greatly from this technology. Factories that handle heavy machinery and hazardous materials face inherent risks. Implementing safety notification technology in these environments can provide real-time alerts during equipment malfunctions or chemical leaks, enabling rapid responses to prevent accidents and protect worker well-being. Similarly, Mexico's rapidly growing construction industry faces several safety risks. From fall risks to machinery-related accidents, proactive alerts through this technology can help mitigate these dangers. Real-time notifications about potential structural weaknesses or impending dangers can prevent accidents and ensure a safer work environment for construction workers.

Additionally, the healthcare industry can gain significant benefits from employee safety

### **Global Conference Alliance Inc.**

300-9850 King George Blvd, Surrey, BC V3T 4Y3, Canada

Cell: +1 672-971-2088 | Email: [contact@globalconference.ca](mailto:contact@globalconference.ca) | Visit: [www.globalconference.ca](http://www.globalconference.ca)





notification technology. Hospitals and clinics often face high-stress situations and security threats. This technology can facilitate rapid communication during emergencies, such as patient altercations or natural disasters, ensuring the safety of both healthcare workers and patients. Additionally, in the service sector spanning hospitality, retail, and transportation, where employees often interact directly with customers, security notification technology can address emergencies such as medical incidents or security threats. Timely alerts can request help or support to ensure the safety of both employees and customers, improving overall safety protocols within these industries throughout Mexico.

## **Conclusion**

In conclusion, investing in emergency notification technology should be an indispensable asset for HR professionals in Mexico, promoting a work environment that prioritizes the well-being and safety of employees. By leveraging the capabilities of this technology, human resources teams can proactively respond to any type of emergencies, mitigate risks as well as ensure quick assistance to employees in need. Adopting these innovations in the company highlights the commitment to a culture of care and support at all times and contributes to having a much more resilient workforce.