Book Information Sheet

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Standards of Safety Culture

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About the Author

Harbans Lal Kaila

Professor Harbans Lal Kaila earned his Masters' degree in Psychology from Guru Nanak Dev University, and PhD from Tata Institute of Social Sciences (TISS), Mumbai. He served as a Professor of Psychology (Retd.) in SNDT Women's University and the Central Labour Institute, Mumbai for >28 years. He also represented India in conferences in New York, Berlin, Muscat, Rome, New Zealand, Japan, London, Dubai, Cairo, Malaysia and Sydney. He is the Editor of The Journal of Psychosocial Research and authored many books and research

articles, director of the Forum of Behavioural Safety and has successfully conducted >1000 behavioural safety culture programs and national conferences for industry.

Uday A. Pagedar

Dr. Uday A. Pagedar (D.Litt., Ph.D.) is an acclaimed post-doctoral researcher and international speaker with three decades of industrial sustainability experience. His doctoral work focuses explicitly on driving industrial safety transformations through Behavior-Based Safety (BBS). Well-versed in global frameworks like DuPont DSS+, British Safety Council Standards (BSC), International Sustainability Rating System (vii) (ISRS), OSHA and IMS, he serves as a strategic bridge between corporate governance and field execution. This book leverages his rich academic insights and extensive field expertise to provide a definitive guide to establishing an enduring organisational safety culture.

Product Description

Standards of Safety Culture examines the critical gap between documented safety standards and the realities of the workplace. In high-hazard industries, compliance, procedures and HSE documentation alone cannot create a truly safe organisation. Sustainable safety depends on leadership commitment, frontline engagement, shared responsibility and a culture in which people feel empowered to speak up and act. Across 15 chapters, the book explores the evolution of safety theories, leadership and management commitment, just culture, psychological safety, behavioural change, stakeholder participa tion and the development of proactive safety systems. It moves beyond compliance-driven approaches to introduce practical benchmarks and assessment methodologies for identifying hidden vulnerabilities and strengthening organisational resilience. The book argues that safety is not merely the absence of accidents, but the presence of organisational capacity to anticipate, learn and respond to risk. Written for safety professionals, industry leaders, regulators and academics, it offers a practical framework for transforming safety from a management requirement into a shared, peer-driven organisational value.