

# Impact of Staff Protection on Production from Simba Brewery to Lubumbashi

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**Abstract:** *Worker protection and its impact on production in a company that wants to be productive is the subject of several debates and meetings of researchers in the humanities, nobody today is unaware that the brain or the largest production machine in an administration is the human resources everything rests on the manpower, the man constitutes the center of all interactions in an organization whatever it faces the multiple technological inventions. The promotion of the health of the agents in the various professional circles testifies that of the Services of safety and hygiene within a company has effects on the production, to increase or decrease the yield in a firm. Any company that wants a production in an efficient economic way, that is to say to maximize the yield at the least cost, must take into account the man, economic factor, the very tool of any production process in a company.*

**Keywords:** Impact, Protection, Simba Brewery

## 1. Introduction

Industrial production is a function of several elements. The main factors are nature "N", capital "K" and work "W". They are at the base of any increase in industrial activity.

The agents are threatened by the various contingencies (diseases and occupational hazards, work accidents) the effects of which are persecuted on the high costs of production and on the human resource.

Our study interests the managers of Brasserie Simba in general and in particular those of the center of Lubumbashi. Thanks to our results, the Brasimba managers will be able to see if the protection of Simba brewery staff is based on the scientific principles that guarantee the prevention and safety of workers in professional circles and if this is the case we will be able to encourage them to secure their staff, where appropriate we recommend that they use agent security to successfully achieve their objectives.

And to the State to bring employers and employees to ensure their responsibility by respecting the rights and duties of each, the others in order to avoid the occurrence of accidents, risks and illnesses within the profession organization. Occupational diseases and accidents at work are related to a different problem. While an accident at work can suddenly break the good health of an employee, the occupational disease acts in a slow and devious manner so that it can take years before the employee is seriously affected.

Since industrial production is a function of several elements, the main factors of which are: nature, labor, and capital are at the basis of any increase in industrial activity. In the industrial world, small and medium-sized enterprises face enormous difficulties in protecting employees in the workplace: work accidents are one of the problems that agents face and The production unit must find adequate solutions to achieve its objectives.

Indeed, great progress has been made during the first half of the twentieth century to ensure the safety of personnel in

their service environment. However, the prevention of accidents does not yet occupy the place of the companies in developing countries like ours.

We have noticed that in the Democratic Republic of the Congo and more particularly in Lubumbashi, several companies no longer think of the protection of workers.

Workers are indeed threatened by work accidents, occupational diseases, which are the occupational hazards whose consequences affect the company's production costs, output and human life. For example the loss of a skilled and qualified worker.

Personnel protection is one of the most important social problems of the modern industrial world, and its practice within an entity is indicative of performance.

In the working environment of an open pit mine, air contamination such as rock dust and smoke, excessive noise, heat fatigue and ergonomic problems are threats to the health of workers minors who are frequent and too long exposed to the various eventualities which harm the life of the agents.

Interested by the overabundance of beer (Simba, Tembo, Doppel, 33 export, Castel, Beaufort, Guinness, Booster and other soft drinks) in the competitive market, we felt obliged to conduct this investigation to see under what conditions Brasimba agents use the production tools and especially the safety and hygienic protection mechanisms in which the staff of this company performs its tasks and finally see how the company operates while safeguarding the quality of its staff.

Thus, in the context of this study, our major concern is the question below: "would the protection of Simba Brewery personnel influence its production?" This is the guideline of this work.

In this study, our hypothesis is formulated as "the mechanisms of the personnel protection system of Brasimba

would have positive effects on the performance of this company" is what we check in this research.

Our study has two objectives:

- Examine the mechanisms of the protection of Brasimba personnel and find out if they allow to reach the production assigned for this company, ie to know if the objectives set by the Brasimba are reached by the strategies of safety of staff in the workplace.
- Determine the impact of the protection of Brasimba workers on the production of this company.
- We say with Georges Gurvitch (1972) that the laws of history are empirical. They can only be studied beyond the time and physical environment in which they manifest themselves, in the absence of human nature and continue to apply in new circumstances. Starting from the idea of this author, we are obliged to delimit this study in time and space.

### **Delimitation in space**

We do not need to generalize the problems from one company to another regarding the promotion of the health of the employees: the fact being perhaps relative, our study will be done at the Brewery Simba online Brasimba.

### **Temporary delimitation**

As for the temporary delimitation, our investigations or studies cover the period from 2013 to 2018.

## **2. Theoretical Aspects**

Our main concern is to define the concepts underlying our subject on the one hand to give theoretical considerations on the safety of personnel in an organization.

### **a) Definition**

In order to avoid ambiguity of comprehension that could confuse the scope of our work, we deem it necessary to define some basic concepts, as well as those related to them, so that our readers can grasp the precise meaning that we give to these. The concepts we define are: Protection, Personnel, Protection of Personnel, Factor of Production, Work and Production.

#### **• Protection**

It is a confidence or a peace of mind resulting from the thought that there is no danger to fear, to solve, absence of risks.

Depending on whether you are a military or an employer, protection has a special meaning. For example, for a soldier, protection means the absence of war, unrest.

In short, it is the presence of tranquility, a calm or even a serenity within the populations the protection is also understood as confidence or a peace of mind resulting from the thought that there is no dangers to be dreaded or feared, absence of the risk of accidents.

When to Henry Fayol (1982) the protection is like the eye of the master, the watchdog of the rudimentary enterprise. Police the army in the state. It's any measure that allows the company the security of the staff, the peace of mind it needs.

Protection is the absence of any danger in the environment or does work according to what is given a particular meaning, we tend to say that it is an end for the prosperity of any personnel in the organization.

For example, in the case of personnel protection equipment, company officials and hygienists must provide workers' protective equipment free of charge, which must be worn when the danger can not be eliminated and ensure that it is safe. well-worn and well-maintained and this basic equipment or personnel protection must be made of hard hat (hard hat), protective gloves in material handling or performing tasks may cause injury to hands and protective footwear adapted (safety shoes or rubber boots) where there is a risk of slipping or injuring the feet. Hats, gloves, boots: always wear them.

#### **• Staff**

Congolese Labor Law defines the worker as "being any natural person regardless of age, sex and nationality, who has undertaken to put his professional physique for remuneration under the direction and the authority of a natural or legal person, public or private in the link of a contract of employment.

According to E. Durkheim (1969), the word personal or worker defines the one who exercises a qualified profession in a private or public institution in order to produce an interest to the community or to a group of individuals. Do we think that the staff means all the people working in an organization: for example, the staff of Simba Brewery, UNILU, REGIDESO.

#### **• Protection of staff**

Before defining the protection of the personnel, we thought it necessary to first define safety in the workplace. Hourard FW (1955), safety in the workplace, according to this author, is the absence of any danger in the business that could lead to a physical reduction of work taken individually or in a community of workers.

When a natural person at work, his social protection implies or refers to the protection of his employment, his physical and moral protection, the protection of the most threatened social categories and the protection of his remuneration.

The protection of the work which is the subject of our research or study, is considered as the tranquility, the confidence, the hope that a staff has in the accomplishment of its task there is no danger to fear nor to fear. This is to say that the protection in this study is a factor influencing performance in an organization.

#### **• Production factors**

Any operation involves the combination of a wide variety of factors of production. Factors are usually grouped into three categories. According to the points of view, many authors differ on the classification of these factors: "nature (N)" work (W) "and capital (K) according to Alphonse VERHULES (1984). And others wanted to consider a single factor that is "work (w)," Could and Ferguson (1965)

For example for nature (N) we have economic and physical geography, geology, botany, oceanography, aerospace ... for work (W) we have the economic demography of labor, the theory of wages, the management of human resources. Constitute one of the courses of economics.

In fact, nowadays no production of goods or services is possible without the collective intervention of these three factors within the framework of the enterprise whatever the systems in which the economic activity takes place, the combination of three The above mentioned factors are indispensable, even in the collectivist systems of Eastern countries, economic capital is necessary, to production but instead of being private property, it is community property.

When the lumberjack, in the service of a logging operation, kills a dog in the forest, he ensures production. Indeed, for his work more useful or provided by nature: a felled tree has more economic uses if the wood is for the furniture industry. To carry out this work the woodcutter needs an ax, a chainsaw etc. in economic language, we call capital and, more precisely, technical capital. By this simple observation:

- a) Without the materials provided by nature, no production is possible;
- b) Work, the human element of production has a primary role: tools, machines, instruments, etc. Which constitute the technical capital and are necessary, if one wishes to facilitate the production, are themselves already products of nature and work.

#### 1) "work" (W) as a factor of production

Work (W) is the primary factor of production and it is the work of man. All production finds its source in the human will. The very existence of capital requires work. Work is the physical or intellectual human offer applied to production. We distinguish design work or division or management, execution work. Among the first you must insist on the work including all the ideas of pain according to the word of punishment: you will earn your bread by the sweat of your brow (genesis 3:17).

In addition to its economic function, the work has other aspects. Thus, can distinguish three functions of the work:

- An economic function that is to ensure existence;
- A psychological function which consists in giving to man a development of his possibilities, of his deep and active tendencies;
- The social function: who is there to obtain the human relations, to create a human solidarity.

#### 2) "nature" (N) as a factor of production

On the other hand (N), one generally designates the ground, the atmospheric conditions, in other words the soil and the subsoil and their contents, the climate, the natural ways of communication ... and the waters and the riches of reign animal and plant kingdom.

These natural factors of production are deeply modified by the intervention of the man: development of the grounds, improvements of the navigability of the waters.

#### 3) "capital" (K) as a factor of production

In economics, we mean by capital (K) all the natural goods (raw materials, etc.) that have been produced, that is to say, that have received more utility for the human being, not to be consumed by satisfaction. immediate need, but to produce other goods.

Bohm-Boweeck, defines capital as being together heterogeneous and reproducible resources whose use allows a return of production, to increase the productivity of work.

The production of goods or services can sometimes be realized without capital, because man's work on natural wealth can provide a good or service, but the use of capital can produce more.

Virtually the capital is reserved by the forces of nature domesticated by man. Tools, machinery, industrial, agricultural or commercial building artificial communication routes, means of transportation of stock of raw materials etc.

Capital by its conjunction with work provides a material income: the production of goods of services. Thanks to the capital introduced into the productive activity, the work of the man has become less painful and more productive thus allowing a rise in the standard of living, the fact that there are economically strong and underdeveloped countries comes from that among the former, capital is important, while among the latter, it is almost nonexistent.

The factor of production of which we speak at this level is an index of the yield, of the production in an organization because, as we said in the preceding lines, work (W) is the first factor of production in the sense that it is the work of man, all production finds its source in the human will, the very existence of capital requires the work of man, afterwards the production of goods or services can sometimes be realized without capital. because man's work on natural wealth can provide good or service, but capital can produce more.

- a) Desire for pay: this is called "the motivation and behavior of the worker;
- b) It also seeks to study the management and organization of work.
  - Work as the first factor of production, it is the work of the worker. All production finds its source in the human will, the very existence of capital (K) requires work.
  - Taylor says that the working methods were left to the inspiration of those who take care of the protection and profitability in the organization of work.
- c) The production
  - SegersJ, defines production as the set of human activities that aim at increasing the economic utility of a good, a service.
  - For Heath Mac. N, production is the ratio between the actual work done and the total work done by a machine.

As for Alphonse Verhules, yield or production is the ratio between the useful work obtained and the quantity of energy expended. Production can be defined from two angles :  
From a global point of view;  
From the economic point of view.



1) From the overall point of view

Production is the act of producing as the creation of the activity, that is, the ability of goods and services to satisfy economic needs.

2) From the economic point of view

Production is a decision-making study by which the producer sells the output and buys the inputs on the market. Production is also the action of producing or what is produced or the action of exhibiting, it is also defined as that which is produced by industry, by nature and by art.

• **Business**

Georges G. defines enterprise as the place where individuals provide a service and receive a reward for it. As far as we are concerned the company, is an organization that through the work done by its agents to function to transform or combine the material and intangible resources in order to obtain a product that must be marketed for consumption.

According to H. Truchy, the company is like any organization whose object is to be able to produce, exchange and move goods or services. It is a free association of men who pool some of their savings or business to earn income.

In the scientific literature, companies are classified according to the nature of their operation: there are:

- Commercial enterprises: who for profit purchase the goods for resale to the state or by a slight transformation,
- Industrial company: whose functions are to buy raw materials using consumer materials transformed into a finished product, sold with profits from manufactured products;
- Agricultural enterprises: are classified as industrial enterprises, the main functions are the same;
- Financial companies: which are mainly banks facilitating financial transactions;
- Service Providers: sell services to consumers.

**B) Concept on the Protection of Staff in an Industrial Structure**

The prevention of work accidents is an implementation of means and techniques to prevent the advent of an accident or a deplorable incident. It has an impact on production in a company or an organization.

There are several ways to prevent work accidents, especially at the level of the human factor through the organization of the seminar, the selection of staff or professional, use of equipment adapted to the work that is to say the effective means of security ... and at the level of the technical factor by the maintenance of the machine, the use of materials resulting from a new technology, the verification and the control of condition of the equipment of work etc.

Indeed, the direct cost lies in repairing the consequences of the serious accident in a company. The protection of the personnel in the workplace is necessary in the sense that it allows the man, factor of production, to carry out his task in the calm knowing that there is no risk to be feared or to dread. And in this case the man does his work with any conscience in the opposite case he is unbalanced in the

workplace and caused damage, wear of raw materials, high costs.

Workplace accidents are a deadly danger for both the human organism and the economic organism. Accidents at work have serious consequences for the individual, for society, and for the human, social, and economic-legal aspects.

For the company, understood as an economic unit corresponding to the coordinated implementation of human resources and material means to ensure the production of goods and services. The accident is a disruption of normal production, a disturbance that creates or causes damage to people and equipment.

It is a source of unnecessary expenses for the company, the purchase of parts, assembly costs, reassembly. In the light of the foregoing, we note that work-related accidents and occupational diseases can represent a high cost and an overwhelming burden for the company that wants to be productive.

The consequences of illness, occupational hazards and accidents at work constitute a danger in the production of a firm because employees with disabilities, the company has every interest to make arrangements to secure its staff.

This cost, all the indirect costs borne by the company following an accident at work are to be added, during which there is the loss of production due to the temporary stopping of the position occupied. by the victim to replace the latter by a less experienced staff which in turn causes a decline in production.

In the end, companies must attach importance to the protection of their personnel for two reasons: human and economic.

• **Humanitarian reason**

For a certain time, the victim of an accident at work may be deprived of some of the resources that the salary would give him, the accident, which may also lead to a certain disability, the accident officer will not be able to find his job again. previous activity in case the casualty died the family of the victim is without resources.

• **Economic reason**

Because when an accident occurs, the victim must receive care and to be absent from work for more or less a long time, this leads to the disorganization of the team or the production line which must be able to replacement of the victim resulting in the loss of production time and the agent.

The problems of production facing the industry will also be entrusted to the competence and authority of the health and safety for their resolution as well as the actions of the production necessary a technician able to perceive, to detect, to appreciate, master and control industrial information potentially dangerous for health.

**Evolution of Prevention or Promotion Of Health**

**• Emergence**

In the nineteenth century, prevention was strictly individualistic. The employee should defend himself even in court and his chances of obtaining compensation were low. The first reform was intended to reverse the burden of the employee's factor proof that the employer was responsible for the accident. In some countries, laws have been passed that prevent employers from having their employees sign contracts that release them from prosecution in the event of an accident. Other countries have passed laws that recognize the right of the accident to compensation (French laws).

Because of this legislation, employers are asking for insurance to protect themselves. The insurance companies hired engineers to inspect the factories finally to establish the premiums is thus by private inspectors, the first prevention services appeared.

**20th Century**

Since 1911, the idea of collective accident liability has increased, and some countries have adopted legislation based on the "no-fault system". Other countries are passing workers' compensation laws that give employers the collective responsibility for accidents. Between the 1930s and 1960s, prevention has had three approaches:

- **Mechanics:** we were interested in tool safety devices (separation made possible since the concern);
- **Dichotomous:** we considered separately human machine, we realized that the accident could come from the human;
- **Psychosociology:** developed around the 1960s and was based on the recognition of the multiplicity of causes of accidents.

**Today**

In most industrialized countries, collective responsibility for prevention is imposed and shared by at least three agents: the state, employers and employees. The employee of the 19th century is recognized today, along with some compensation and the means to rehabilitate, the right and the obligation to participate in the realization of his own safety. We live in a world of change and the vocabulary in this area is changing as well. For example, the term "health promotion" is gradually replacing the term "prevention" in many countries, which has the effect of putting in place the conditions proposed for health in all workplaces, and even in societies in their own right together.

**3. Methodological Aspects**

**3.1 Research population**

Our study population consists of Simba brewery workers.

**• Size of the population**

The size of our population is 302 subjects who are the agents of the Brasimba. The company still counts day laborers whose number varies positively or negatively according to the contract is renewed from time to time. So we have a finite population because we have the total number of agents we want to study.

**• Characteristics observed in the population**

The target population consists of Brasimba workers who are placed in the general, administrative, farm, marketing and sales department and the accounting department and some are female and their ages range from 25 to 60 years.

**Table 1: Research population**

Département	Staff	%
General Direction	11	3,62
Direction administrative	23	7,62
Technical Direction	43	14,24
Management of Operations Marketing and Sales Direction	103	34,11
Accounting and Finance Department	60	19,87
	62	20,53
Total	302	100,00

This table shows that there are 11 subjects or 3.62% of general management, 23 agents or 7.62% of the administrative direction, 43 subjects, or 14.24% of the technical direction, 103 subjects or 34.11 % in the management of farms, 60 agents or 19.87% of the marketing and sales department, 62 subjects accounting for 20.53% of the accounting and finance department.

**• Description of the sample**

The sample concerns the determination of a definite number of individuals whose observation will make it possible to draw references on the entire population. As a result, we constructed our sample by the stratified random sampling method by constituting the sex variable as a stratum.

To select the subject of our sample, we used the disproportionate stratified sampling method and the random number technique that we applied in the method as we want to have 50 subjects. We got the table below:

**Table 2: Sample of research**

Sex \ Age	25 - 45 years	46 - 60 years	Total
Male	20	16	36
Femal	10	4	14
Total	30	20	50

We note in this table that our sample is made up of 36 men, of which 20 subjects are between 25 and 45 years old, 16 agents ranging in age from 45 to 60, and 14 women of which 10 subjects vary in age. 25 and 45 years and 4 others are between 45 and 60 years old.

Our sample is 50 agents from Simba Brewery.

**Description of Method And Research Techniques**

**a) Method**

To carry out our study we used the descriptive method. It consists in quantitatively describing the general features or the general characteristics of a phenomenon, comparing them to identify similarities and divergences or dissimilarities. This method allowed us to briefly describe the protection of workers and their contribution to the production of Brasimba. The technique is a set of operative procedures, rigorous, well defined and used in conditions adapted to the kind of problem posed to achieve the

objective pursued, which objective is itself linked to the method of work.

**b) Data collection technique**

The following techniques will collect the data of this work: the documentary technique, observation and interview.

- The documentary technique

It consisted in reviewing available and accessible written documentation, which could provide useful information on the protection of personnel within the Brasimba so we consulted the following documents: Personnel Management Archive, archive on hygiene and safety in the safety and health department.

- Interview

She was used to ask questions to the subjects to identify the facts and then recognize their opinions. Applying this technique we do this: we ask the agent a question and the response given to the agent was recorded in a protocol and so on. The language used in this interview was French because the majority speak the language of Molière and Swahili for some who are in minority numbers. This interview aimed at collecting information about the structure used to ensure the safety of their staff in order to influence their production in the way that workers behave in the industrial environment. They are afraid to perform their tasks in the exercise of the activity.

- Observation

It has been used to collect the information needed for scientific research. Nothing can replace a direct contact of the investigator with his study environment and no technique is able to suggest as much new idea.

## 4. Search Results

### 4.1 Presentation and analysis of the data

In this section we present and analyze the information collected in the field by drawing up for each question a table containing the data of this research and this table is followed by a brief explanation in order to enlighten our readers.

In order to discover whether the protection of the personnel of the Simba brewery can modify the production of this enterprise, we have asked the following question: "Does the protection of the workers modify the production of the Brasimba?"

**Table 3:** Modification of the production of the company by the protection of the personnel

Categories of Answers	Frequencies
1. Yes	35
2. No	15
Total	50

It follows from this table that 35 participants say that the output of the workforce changes the performance of their company while 15 others are unfavorable. To discover the dominant group between these alternative responses, we used the chi-square test to compare frequencies.

Its general formula is:  $f_e = N / K$

We found the calculated value of the test is 8 which is greater than the critical value of 3,841 at the severe threshold of 5 to one degree of freedom. Therefore, we say that the protection of workers changes the production of Simba Brewery according to the dominance of the response of the staff of this institution.

In the next step, we found it necessary to examine whether staff morale affects production. Hence the following question was asked: "Does the moral protection of agents have any effects on protection?" The answers obtained through this question are shown in the table above:

**Table 4:** Effect of moral protection on the protection of the enterprise

Categories of Answers	Frequencies
1. Favorable	40
2. Adverse	10
Total	50

According to the data in this table, 40 respondents say that the moral protection has effects on the protection of the company, but 10 participants are unfavorable. This led us to compare these two opposing opinions with the chi-squared test, the critical value for a 5% loss of error. So the agents of the Brasimba know that the production of the company. In the end, the favorable response is the tendency that gives the group of those who answered the question negatively.

After that, we wanted to know if the material and technical protection of the personnel comes from a modern technology. Is the question of this end of the staff coming from modern technology? ". Our participants gave the answers that are in this table.

**Table 5:** Physical and technical protection of technology-related personnel

Categories of Answers	Frequencies
1. Favorable	49
2. Adverse	1
Total	50

In considering, the data in this table we notice that 49 agents say that material and technological protection, while 1 subject issues an unfavorable opinion. Common sense urges us to respond affirmatively to the question posed to our respondents by saying that the material and technical protection of the personnel of the Brasimba comes from modern technology. In the next step, we saw under what conditions the workers perform their tasks. Hence this question: "Are you happy to work in this company? The answers to this question are placed in the following table:

**Table 6:** Offers work

Categories of Answers	Frequencies
1. Content	42
2. Dissatisfied	8
Total	50

We note that in this table, 42 agents are happy to perform or work at the Simba Brewery while 8 participants are dissatisfied or unfavorable. The Chi-square comparison



rejected the hypothesis of equipartition of frequencies between these two categories of responses because the observed value was 23.12. So the working conditions in which the staff of this company carry out their task are favorable because the number of staff who dominate has the desire to work at the Brasimba, that is to say a lot of agents of the Simba Brewery are happy to perform their services in this endeavor. We also wanted to know how the staff finds this protection, here is the question asked at this stage:

**Table 7: Quality of staff protection**

Categories of Answers	Frequencies
1. Better	43
2. Ineffective	7
Total	50

This table shows that 43 subjects represent the majority having affirmed that the protection of the personnel was better whereas 7 subjects by inefficiency. We say that the quality of the safety of the Simba Brewery staff is better by common sense. These frequencies produced a decision maker 25.92 higher than the critical value of 3.841 for a threshold of 0.5.

At this level, we wanted to know if workers are often happy in their working conditions. To the question: "Are the labor issues favorable or unfavorable?" They gave the answers that are in the following table:

**Table 8: Working condition**

Categories of Answers	Frequencies
1. Good	30
2. Bad	20
Total	50

This table shows that 30 respondents say that the working conditions at Simba Brewery are good, while 20 other respondents said that they are mediocre. The chi-square allowed us to accept the null hypothesis because there are no significant differences between the two groups, since the observed chi-square is equal to 2 less than the threshold ...  $0.5 = 3,841$ . Between the two groups, there is equipartition frequencies in these two groups.

At the following stage, we were curious to know if the agents feel secure in the work. Here is the question asked: feel secure in your work, here are the answers of our respondents.

**Table 9: Safety at work**

Categories of Answers	Frequencies
1. Yes	35
2. No	15
Total	50

This table tells us that 35 participants feel really protected, but the other 15 do not feel secure. They said that because their equipment is incomplete: they have boots but sometimes they lack gloves. This exposes them to injuries in the business. Applying the mathematical formula of chi squared, the calculated value of the test is 8 and is greater than the critical value of 3.841 at the threshold of .05.

Therefore, Simba brewery agents are in favor of good knowledge and manipulation of different organizational variables such as machinery, equipment, etc.

In considering whether the protection of staff has an effect, an influence, or a contribution to the protection of the company, we asked the following question: "Does the protection of staff have a contribution to performance?" The answers obtained are placed in the table below:

**Table 10: Influence of personnel protection on production in a firm**

Categories of Answers	Frequencies
1. Yes	50
2. No	0
Total	50

At this level, we realize that the table above shows that the protection of Simba brewery staff is a factor influencing performance or production and this protection of personnel allows for more production. This justifies the participation of the agents surveyed by the positivity response: our respondents responded positively. We therefore consider that the protection of workers has a positive influence on the production of Simba Brewery.

## 5. Results Interpretation

The workers who took part in our survey are those from Simba Brewery. The data we have clearly indicates that the protection of personnel has a positive effect on the brewery's performance because of the material and technical nature of its agents: it provides them with protective equipment for workers against the risks and the contingencies to which they may be exposed. This allows for a good performance in the company.

Staff find that security or protection impacts the production of an entity, firm or firm. When a staff is secure, it performs its task well. Otherwise, the unsecured staff becomes unbalanced mental, psychological: it causes accidents, and especially the waste or wear of raw materials in a company.

The handling of certain machines, machines (engine) and certain raw materials (products, chemical combination, in the laboratory, diesel, ...) are of a dangerous use or use. And the life of the company is sometimes disrupted by events that affect more or less its staff (work accident such as injury or injury caused by spilled parts of the bottle), it is necessary to protect employees who by the work are exposed to risks, dangers, as it is necessary to improve constantly the conditions of workers in the exercise of their tasks that they feel protected because once the worker or employee knows that it is secure it promotes production.

Apart from this, the prevention or health promotion officer of the staff in particular and the enterprise in general should consider training the staff of the agents in case the poor performance is explained by the non-application or failure to respect the safety or hygiene of workers in the company. Vocational training provides staff with new knowledge for handling certain heavy equipment.

If the prevention of the personnel do not fulfill well their roles of prevention or promotions of the health of the personnel, the personnel or workers will be victims of the deaths, disabilities, incapacities of the occupational diseases in the sense that they are not secured and which, no doubt belittles, slows the production and thus the organization of the company, the entity is stuck with serious problems such as the loss of a competent and qualified agent.

But if the employee feels perfect coverage in safety, then the company wins. This is why the promotion of health for workers is a necessity in the performance of the company, because the employee offers good services or work to his master who is the employer.

We confirm that there is a cause-and-effect relationship between the protection of Brasimba personnel and the production in the company and that failure to satisfy or respect the protection renders crippling, fixes the production slowed down the latter and in this case we see the decline of the business. In other words, we say that the results obtained confirmed our research hypothesis.

## 6. Conclusion

From the industrial revolution to the present day, in view of the progress that modern science is constantly making, the changes have been made to the remuneration of work with a view to adapting it to the conditions in professional circles. In the increasingly complex areas that create dangers that can lead to disasters. Indeed, the staff is threatened by occupational diseases or work accidents whose consequences have repercussions on human life. It would therefore be important to protect agents against all professional contingencies (accidents, illnesses, and occupational risks) in their careers to finally guarantee the future as well as the man factor.

From this linear order of ideas that our study has focused on the contribution of personnel protection in the production of the Brewery Simba.

The objectives of this study were to establish or examine mechanisms for the prevention or protection of the brewery employee, to find out whether it achieves the production assigned to the brewery, that is, whether the objectives set by the Simba Brewery are met by the strategies for the protection of personnel in the workplace, and determine the importance of the protection of Brasimba workers on the production of this company, organization, on the other hand.

The use of the descriptive method, the documentary technique, the interview and the observation have been of capital importance or necessary to reach our objectives.

Our article was divided into three axes, the first of which focused on the theoretical aspects, the second was devoted to methodological aspects and the third focused on the results of the research.

At the end of this study or survey, we found that the protection of staff changes the performance of the company.

The mental safety of the employee has a direct influence on the protection of a firm or entity. Then we noticed that some machines or most of the production tools used at Brasimba come from a new, modern technology and that employees perform their tasks in a clean environment. If the Simba brewery still manages to produce well, it is because the conditions in which the employees perform their work are excellent.

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