

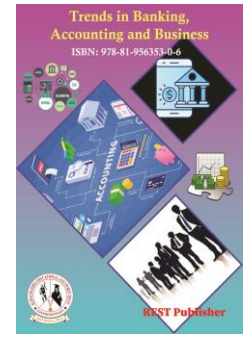


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A study on Effectiveness of Employee's Health and Safety at N & M Tools”

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Abstract: This study is an outcome of the title called “A study on effectiveness of employees Health and Safety” with reference to N&M TOOLS which has undertaken at Bommasandra. Employee's safety and Health look upon prevention of accidents basically as an engineering problem to be tackled through proper designing of mechanical safety devices. In fact, accident prevention and safety are inter related and, therefore require a multidimensional approach. Its importance has increased because of large-scale industrialization in which human beings are subjected to mechanical, chemical, electrical and radiation hazards. Total population is 436; from that 100 employees were selected using simple random sampling method and a well-structured questionnaire was framed in order to extract the required information from the respondents. Questionnaires were collected through personal interview. The various statistical tools like percentage method, chi square test and correlation analysis were used in this study. The findings of the study reveal that major cause for the work place accident is unsafe handling of material. So the vestibule training method can be included in employee training program. Ergonomics method enables employee safety and health.

Keywords: Health, Safety, Preventions, Employees, Accidents.

1. INTRODUCTION

Due to rapid industrialization, industrial worker is exposed to several types of hazards and accidents. Every year lakhs of worker are injured due to mechanical, chemical; electrical and radiation hazards and it leads to partial or total disablement. So in recent years, greater attention is given to health and safety due to pressure from government, trade union, labour laws and awareness of employers. The efficiency of workers depends to a great extent on the environment in which the work. Work environment consists of all the factors, which act and react on the body and mind of an employee. The primary aim is to create an environment, which ensure the greatest ease of work and removes all causes of worries.

2. REVIEW OF LITERATURE

Johannson B; Rask K; Stenberg M (2010), this study was to carry out a broad survey and analysis of relevant research articles about piece rate wages and their effects on health and safety. A total of 75 research articles were examined extensively and 31 of these were found relevant articles are summarized and analyzed in the survey. More recent search shows a clear interest for health, musculoskeletal injuries, Physical workload, pains and occupational injuries. The fact that 27 of the 31 studied articles found negative effects of piece rates on different aspects of health and safety does not prove causality, but together they give very strong support that in most situations piece rates have negative effects on health and safety. Dee W. Edington; Alyssa B. Schults (2008), The aim was to present the literature which provides evidence of the association between health risks and the workplace

economic measures of time away from work, reduced productivity at work, health care costs and pharmaceutical costs. A search of PubMed was conducted and high quality studies were selected and combined with studies known to the authors. A strong body of evidence exists which shows that health risks of workers are associated with health care costs and pharmaceutical costs. Maynard, Andrew D, Article from newsletter by Andrew Maynard summarizing the current level of development and government investment in nanotechnology research and development, how nanotechnology presents a potential challenge to conventional approaches to understanding health hazards in the workplace, and how the United states national institute of occupational safety and health is working to address current and potential adverse health impacts in the work place from Nano technology.

3. DATA ANALYSIS AND INTERPRETATION

Percentage Analysis
Gender of Respondents

TABLE 1. Gender of Respondents

S.NO	Gender	No. of Respondents	Percentage
1	Male	75	75
2	Female	25	25
	Total	100	100

Interpretation: From the table it is inferred that 75% of the respondents are male and 25% of the respondent are female.

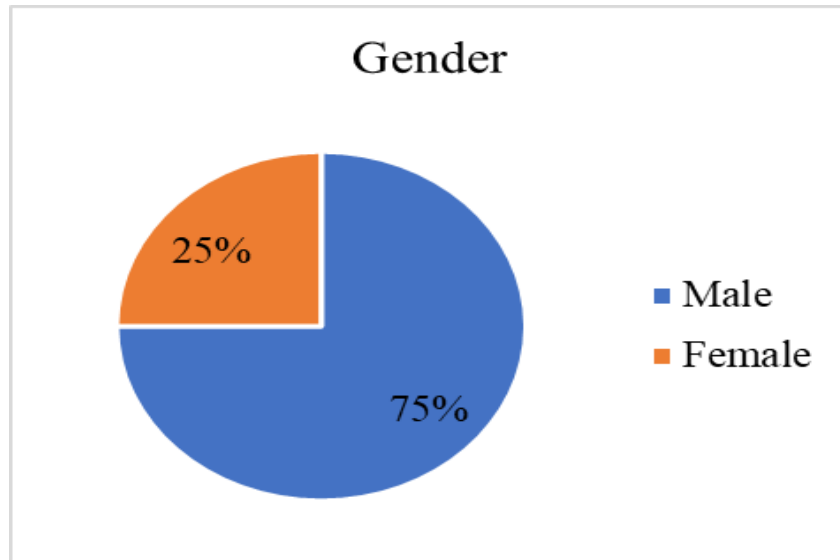


FIGURE 1. Gender

TABLE 2. Awareness level at the timing of joining

S.No	Awareness level at the timing of joining	No. of Respondents	Percentage
1	Very High	1	1
2	High	25	25
3	Low	6	6
4	Very Low	51	51
5	None	17	17

Interpretation: From the above it is inferred that awareness of 1% of respondents have very high at the time of joining 25% of respondents have high awareness at the time of joining and the remaining 74% of respondents have low, very low and no awareness at the time of joining.

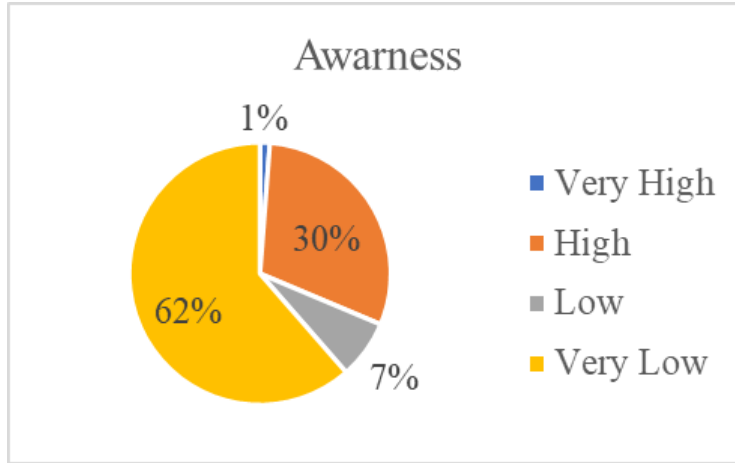


FIGURE 2. Awareness

4. CHI – SQUARE ANALYSIS

TABLE 3. Observed

S. No	Accidents Prone	Enough Training for the employees		Total
		Yes	No	
1	Yes	7	15	22
2	No	29	49	78
	Total	36	64	100

TABLE 4. Chi – Square Analysis

S.No	Accidents Prone	Enough Training for the employees		Total
		Yes	No	
1	Yes	7.9	14.1	22
2	No	28.1	49.9	78
	Total	36.0	64.0	100

TABLE 5. chi- square

O	E	(O-E)²	(O-E)² / E
7	7.9	0.81	0.1025
29	28.1	0.81	0.0288
25	14.1	0.81	0.0574
49	49.9	0.81	0.016

5. CORRELATION ANALYSIS

TABLE 6. Correlation Analysis

X	Y	x	x ²	y	y ²	xy
7	96	-43	1849	46	2116	-1978
7	96	43	1849	-46	2116	-1978

Findings:

- 1 It is found that 31% of the respondent are temporary operating trinees.31% of the respondents are operators.
- 2 It is evident that most of the respondents are operators.
- 3 It is found that 54% of the respondent is about 25 years.

Suggestions:

- 1 The major cause for the workplace accidents that occur in the organization is due to unsafe handling of material. So the vestibule training method can be included in employee training program.
- 2 The frequency of safety training for the employee on safety and health can be altered too monthly once instead of yearly twice.
- 3 Proper maintaining of adequate first aid facilities should been sure.

6. CONCLUSION

This analysis will give a clear idea as to the situation of a large number of accidents that occur in the organization and the steps that an organization should take to reduce these accidents and to prevent them from occurring in future.

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