

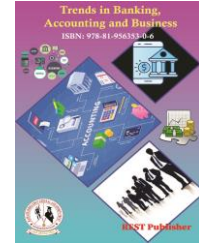


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A Study on Labour Health and Safety Measure in Sri Selvaganapathay Sanitarries & Tiles & Hardwares with Reference to Dharmapuri

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Abstract: Health and Safety is the science that deals with the anticipation, evaluation and management of risks that arise in the workplace posing danger to the physical, mental and social wellbeing of employees in all occupations. Health and safety are possible only with the cooperation and participation of both employees and employers. Employees Safety and Health measures look upon prevention of accidents basically as an engineering problem to be tackled through proper designing of mechanical safety devices. The present study aim of this research is to review factors affecting the health and safety measures given to employees at work. Total of 150 employees were investigated by structured questionnaires. The data was analyzed using SPSS software. A Likert type scale was used to evaluate answers varying from strongly agree to strongly disagree. Normality tests were applied to ensure the suitability of data & authenticity of responses. The study factors were such as Health & Safety, Employees Participation, Workplace Hygiene, Accident & Hazard Prevention and Medical Facility.

Keywords: Health & Safety, Employees Participation, Workplace Hygiene, Accident & Hazard Prevention & Medical Facility.

1. INTRODUCTION

The Occupational Health and Safety Act, 1993, requires the employer to bring about and maintain, as far as reasonably practicable, a work environment that is safe and without risk to the health of the workers. This means that the employer must ensure that the workplace is free of hazardous substances, such as benzene, chlorine and microorganisms, articles, equipment, processes, etc. that may cause injury, damage or disease. Where this is not possible, the employer must inform workers of these dangers, how they may be prevented, and how to work safely, and provide other protective measures for a safe workplace.

2. OBJECTIVES OF STUDY

- To know the satisfaction level of workers in a job.
- To check whether the working conditions are favorable to the workers.
- To study the safety facilities existing in industry.
- To help develop the loyalty in workers towards the organization.
- To suggest ways and means to improve safety activities provided to employees.

3. SCOPE OF THE STUDY

This study is on the various safety measures provided by the company to their employees.

This is an attempt to find out the level of satisfaction observed by the workers of the company regarding the safety measures.

The analysis and findings will be useful to improve the safety measures offered by the company.
The analyses add to the general feeling of satisfaction with the company and reduce employees' turnover.

4. REVIEW OF LITERATURE

Logasakthi & Rajagopal, (2017) The Safety, Health, and Welfare at Work Act of 2005 repealed and replaced the Safety, Health and Welfare at work Act of 1989. The purpose of the former was to make further provision for the safety, health and welfare of persons at work. The act clarifies and enhances the responsibilities of employers, the self-employed, employees and other parties in relation to safety and health at work. It also provides a range of enforcement measures that may be applied and specifies penalties that may be applied for breach of occupational safety and health laws.

Francisco Cervero-Liceras (2017) the recent financial crisis has seen severe austerity measures imposed on the industry. However, the impacts are not yet well documented. We describe the findings from a qualitative study that explored health care professionals' perception of the effects of austerity measures in the Spanish Autonomous Community of Valencia. Health professionals reported increases in mental health conditions and malnutrition linked to a loss of income from employment and cuts to social support services. Health care professionals perceived that the quality of health care had become worse and health outcomes had deteriorated as a result of austerity measures. Interviewees also suggested that increased copayments meant that a growing number of patients could not afford necessary medication.

Sulaiman.J, Alaguthankamani(2017)“A Study On Employee Health And Satisfaction” The examination is to know the general welfare of a worker with unique inclination to Safety and Health programs, at bike save parts industry in Chennai. Studies are directed to knowing how the Safety, Health and Environmental Improvements measures are taken by business. The aftereffect of this investigation demonstrates that the majority of the employees perceive the present efforts taken by the industry in Chennai on safety measures and work environment to be satisfactory.

Tiwari.U (2018) ‘A Study on Employee Welfare Facilities and Its Impact’ the essential propose of representative welfare is to advance the life of workers and to keep them upbeat and directed. Welfare measures might be both statutory and non-statutory; laws require the business to stretch out specific advantages to employees in addition wages or pay rates. The review covers occupational safety and health research, organized in accident understanding studies, accident analysis studies and accident modeling studies, and occupational safety and health risk management, in particular risk criteria and limits.

Alexander and Michael (2018) - ‘Employments safety’ The audit concentrated vigorously on distributed reports, fundamentally drawn from the period 1980 through 1996, wherein training was utilized as an intercession push to lessen danger of business-related damage and malady. Eighty such reports were found and gave overpowering proof to demonstrate the benefits of preparing in expanding specialist learning of employment dangers, and in affecting more secure work rehearses and other positive activities in a wide exhibit of worksites. Reports from select overviews and examinations of laborer wounds and work environment fatalities were likewise gotten to with numerous involving absences of preparing as a contributing variable to the disasters.

5. RESEARCH METHODOLOGY

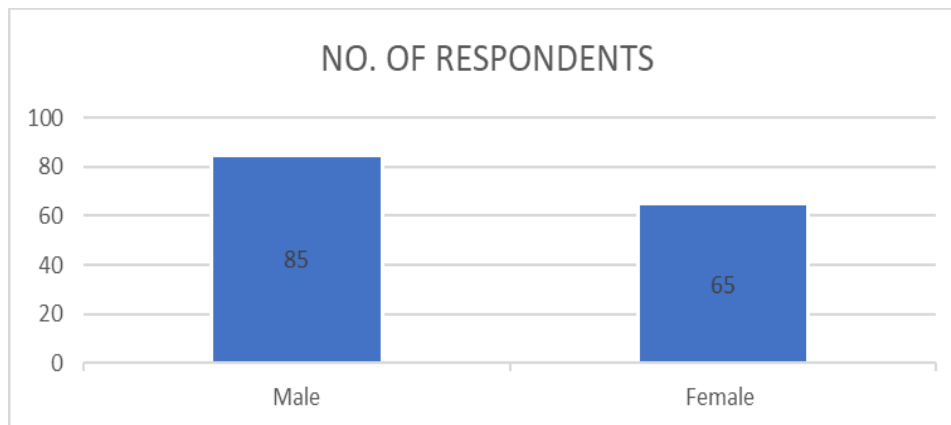
Research methodology is a way to systematically solve research problems. It may be understood as a science of studying how research is done scientifically. In it we study the various steps that are generally adopted by a researcher in studying his research problem along with the logic behind them. It is necessary for the researcher to know not only the research methods techniques but also the methodology.

6. ANALYSIS AND DISCUSSION

TABLE 1. Gender of the respondents

S. NO	GENDER	NO. OF RESPONDENTS	PERCENTAGE
1	Male	85	56.7%
2	Female	65	43.3%
	Total	150	100.0%

Source: Primary Data



Interpretation: From the table it was depicted that, 56.7% of the respondents are male and remaining 43.3% of the respondents are female. Majority 56.7% of the respondents are male.

7. SUGGESTIONS

1. The researcher wishes to bring the following suggestion to the management of the company at Dharmapuri.
2. The organization should improve the benefits and services provided to the employee's interest would be stimulated.
3. The company can make the benefits and services attractive to personnel.
4. The company should plan out the safety activities in an effective way to improve the organization image in the eyes of the public.
5. The organization needs to implement frequent training programs on health and safety to avoid the injuries and to work efficiently.
6. The organization needs to create more awareness and training for workers.
7. The organization needs to provide onsite training for new workers before the workmen is allocated with the job.
8. The organization needs to provide training on 'hazard identification and risk assessment' for workers to know more about safety and environmental requirements.

8. CONCLUSION

The safety facilities provided for the employees were found to be satisfactory. It has been found from the study that the worker had a positive attitude towards their job and management. The study conducted also revealed that a majority of the workers in the company were satisfied with their job and work environment. The relationship with the supervisors and the co-workers also provides a conducive work environment for the workers. The study therefore highlights the various aspects of safety facilities provided satisfaction for the employees. The results show that employees have a reasonable level of knowledge regarding workplace health and safety. Organizational health and safety may be effectively implemented via management's efforts. Finally, if the firm has efficient discipline processes, they will be able to adhere to its standards and also maintain a healthy work environment.

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