

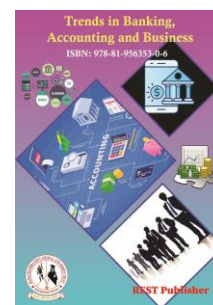


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A Study on Employee Health and Safety Measures at The Trans Repowers Engineering Services India Pvt Ltd

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Abstract: *The employee welfare measure as 'the efforts to make life worth living for work'. Employees are the most valuable asset of an organization. The employee welfare measure is an additional benefit provided by the company to the employee's along with their salary. Employee welfare has everything from service, facilities and benefits that are provided or done by the employer for the advantage or comfort of an employee. It is undertaken in order to motivates employees and raise the productivity levels. The objectives are to know the employee welfare are to improve the life of the working class, to bring about holistic development of the worker's personality. Employee welfare facilities include housing facilities, free medical facilities, retirement benefits, children and adult educational benefits, welfare measures for the employee's families, loan facilities, etc. The research design used is descriptive in nature. The data collection instrument is primary data is collected through questionnaires. There is a need for the employee's welfare in type of organization. Hence, it is necessary for any organization to ensure employee satisfaction with regard to welfare measure. Convenience sampling method has been used to gather the primary data from 200 employees from trans repower engineering services India pvt. ltd. The statistical tools used for data analyzing is Percentage Analysis, Chi-square analysis with the use of spss.*

Keyword: *Employee welfare facilities, raise in productivity, employee satisfaction.*

1. INTRODUCTION

Due to rapid industrialization, industrial workers are exposed to several types of hazards and accidents. Every year lakhs of workers 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 unions, labour laws and awareness of employers. The efficiency of workers depends to a great extends 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 ensures the greatest ease of work and removes all causes of worries. Occupational health and safety is a discipline with a broad scope involving many specialized fields.

2. SCOPE OF THE STUDY

The organization provides safety, Health & welfare to the employees who are working in the firm. A study of safety, Health & welfare measures, analysis of effectiveness of safety, Health & welfare measures provided by the trans repower engineering services india pvt.ltd. Safety measures and welfare are inevitable to any organization where workers are involved. It's an organization's responsibility to provide to its workers beyond the payment of wages for their services. The worker's safety on and off the job within the organization is a vital concern of the employer. The working environment in a factory adversely affects the worker's health and safety because of the excessive heat or cold, noise, odors, fumes, dust and lack of sanitation and pure air etc., which leads to accident or injury or disablement or loss of life to the workers. Providing a health and safer environment is a pre-requisite for any

productive effort. These must be held in check by providing regular health check-up, protective devices and compensatory benefits to the workers. Employee's safety, health & welfare are a comprehensive term including various services, facilities and amenities provided to employees for their betterments. The basic purpose is to improve the lot of the work class and employees welfare dynamic concepts. Welfare measures may be both voluntary & statutory. Employee's safety, Health & welfare are critical aspect which has to be in to consideration. Unless the organization cares for the safety of its employees, the employees will not care for the growth of the organization. Hence employee safety & health measures are vital to be followed. Above all employees safety measures decides and determines a company brand name, credibility, reputation, etc. This research deals with the study on the safety and welfare measures provided to the workers at trans repower engineering services india pvt.ltd.

3. OBJECTIVE OF THE STUDY

Primary Objectives: The primary aim is to study the safety, health & welfare measures provided to the employees, analyze the employee satisfaction and to create an environment, which ensures the greatest safety, health, welfare, ease of work and removes all causes of worries of the employees in the organization. **Secondary Objectives:** To study the measures provided to the employees with respect to Safety, health & welfare. To study the employee's satisfaction & morale towards safety, Health & welfare measures. To study whether the employees are satisfied with the overall benefits provided by the organization. To analyze the effectiveness of safety measures provided by the organization. To ascertain the need and expectation of the employees of the about or regarding the safety, health & welfare measures in the organization.

4. LITERATURE REVIEW

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 and had sufficient quality to serve the purpose of this study. The findings of these relevant articles are summarized and analyzed in the survey. More recent research 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. Schultz (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 Pub Med 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. A growing body of literature also confirms that health risks are associated with the productivity measures. The paper shows that measures of success will continue to be important as the field of worksite health management moves forward. David E. Cantor (2008): The purpose of this paper was to review the literature and call for additional research into the human, operational, and regulatory issues that contribute to work place safety in the supply chain. This paper identifies several potential research opportunities that can increase awareness of the importance of improving a firm's workplace safety practices. This paper identifies 108 articles which informs, how the logistics and transportation safety has evolved. The paper identifies 14 future research opportunities within the workplace safety in the supply chain, that have been identified can have a positive effect on practitioners confronted with safety issues. N. Haworth, C. Tingvall & N. Kowadlo (2000): In response to an increasing awareness of the role of work-related driving in crashes and the related costs, many private and government organizations have developed programs to improve fleet safety. The purpose of this project is to investigate the potential to introduce road safety based initiatives in the corporate environment. From the review, that the fleet safety initiatives which have potential to be effective are, Selecting safer vehicles, Some particular driver training and education programs, Incentives, Company safety programs. It is assumed that the degree of influence is likely to decrease as the type of vehicle moves from the fleet towards the private end of the continuum. Karen J.M. Niven (2000): A literature review was described which aimed to evaluate economic evaluations of welfare and safety interventions in healthcare. Problems were identified with valuing benefits in health and safety because they frequently take many years to emerge and are difficult to measure. Understanding of economic techniques within the health and safety professions was limited, resulting in wide- ranging assumptions being made as to the positive economic impact of health and

safety interventions. Healthcare managers, health economists, and health and safety professionals have not traditionally worked together and have inherent misunderstandings of each other roles. The review concludes that the aim of future research should be to assist the National Health Service (NHS) to make valid decisions about health and safety investment and risk control methods.

5. RESEARCH METHODOLOGY

The study of employee safety & welfare measures in trans repower engineering services india pvt.ltd. The study has been carried out in the organization’s nature of work, safety aspects of the employees, measures taken for providing the safety and welfare provided to the employees in the organization. Target respondents: Survey includes employees from genders, various age groups and designations from Entry Level Trainees to Senior Associates. I have planned to take 200 samples as Target respondents for my Research. Data analysis tools for analysis: Statistical Tools Used: Percentage Analysis Chi-square analysis Percentage Analysis: Percentage refers to special kind of ratio; percentage is used in making comparison between 2 (or) more series of data. If can also be used to compare the relative terms the distribution of 2 (or) more series of data.

SIMPLE PERCENTAGE =
$$\frac{\text{Sample Size of satisfaction (or) dissatisfaction}}{\text{Total Sample Size}}$$

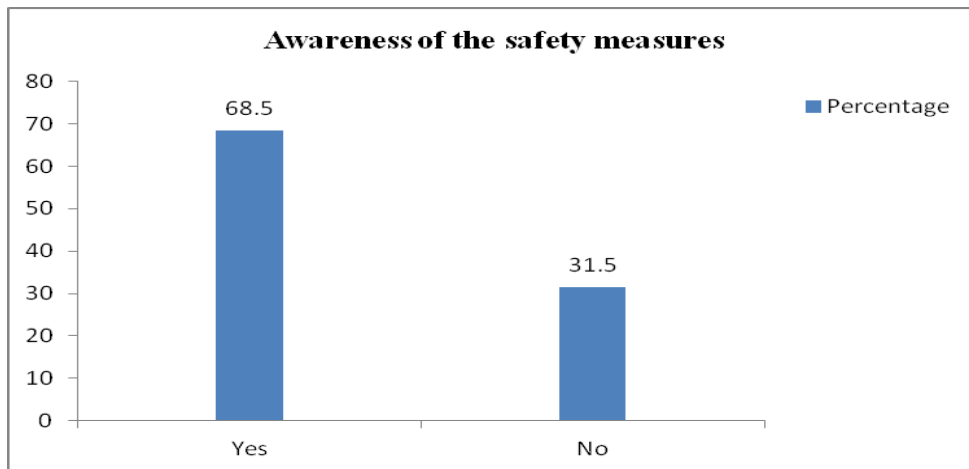
Total Sample Size

Percentage is used in processing the data. Bar charts are used to explain the tabulation clearly. Chi-Square: Chi-square is a statistical test commonly used to compare observed data with data we would expect to obtain according to a specific hypothesis. The null hypothesis states that there is no significant difference between the expected and observed frequencies. The alternative hypothesis states they are different. The level of significance (the point at which you can say with 95% confidence that the difference is NOT due to chance alone) is set at .05 (the standard for most science experiments.) The chi-square formula used on these data is

Percentage Analysis

TABLE 1. showing the respondents whether they are awareness of the safety measures adopted in the company:

S .no	Response	No. Of respondents	Percentage %
1	Yes	137	68.5
2	No	63	31.5
Total		200	100



Inference: From the table, it is evident that 68.5% are aware of the safety measures in the company and 31.5% are not aware of the safety measures adopted by the company.

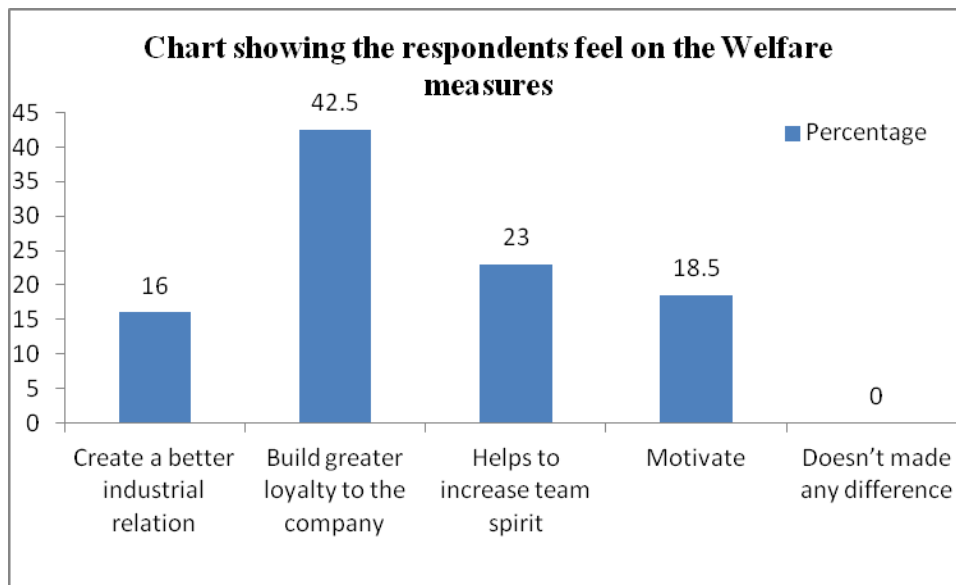
FIGURE 1.

TABLE 2. Showing the respondents about the welfare measures that helps the company:

s.no	range	no. of respondents	percentage %
1	create a better industrial relation	32	16
2	build greater loyalty to the company	85	42.5
3	helps to increase team spirit	46	23
4	motivate	37	18.5
5	doesn't made any difference	0	0
total		200	100

Inference: From the table, it is evident that 16% of the respondents have determined that welfare measures helps to create a better industrial relation, 42.5% of the respondents have determined that welfare measures helps to build greater loyalty to the company, 23% of the respondents have determined that welfare measures helps to increase team spirit, 18.5% of the respondents have determined that welfare measures helps to motivate the workers and none of the workers have said that welfare measures doesn't made any difference.

FIGURE 2.



Chi-Square Analysis: Null hypothesis (H_0): There is a relationship existing between safety measures in the organization and the role of management in implementing safety. Alternative hypothesis (H_1): There is no relationship existing between safety measures in the organization and the role of management in implementing safety.

Number of respondents	Strongly Agree	Agree	Neutral	Disagree	Total
	46	84	39	31	200
59	72	32	37	200	
Total	105	156	71	68	400

Inference: Hence, there is no relationship existing between effective disciplinary procedure to maintain safety and training given to the workers in handling the machines. Analysis of effective disciplinary procedure to maintain

safety and training given to the workers in handling the machines: Null hypothesis (H_0): There is a relationship existing between effective disciplinary procedure to maintain safety and training given to the workers in handling the machines. Alternative hypothesis (H_1): There is no relationship existing between effective disciplinary procedure to maintain safety and training given to the workers in handling the machines.

	Highly satisfied	Satisfied	oderately satisfied	Dissatisfied	Highly dissatisfied	Total
Number	39	35	41	53	32	200
	61	75	42	12	10	200
Total	100	110	83	65	42	400

Inference: Hence, there is no relationship existing between effective disciplinary procedure to maintain safety and training given to the workers in handling the machines.

6. FINDINGS

68.5% of the respondents are aware of the safety measures adopted by the company. 57% of the respondents agree that there are effective arrangements for communicating health and safety matters. 88.5% of the respondents are aware of the medical facilities provided by the company. 47.5% of the respondents have gained the knowledge during the safety training program conducted by the company 21% of the respondents strongly agree they have gained the knowledge about the safety policies in the company 23% of the respondents strongly agree that they have the knowledge about the existing safety measures in the company. 78.5% of the respondents make use of the safety measures provided by the company. 32% of the respondents strongly agree that the safety measures help in reducing the severity of accidents in the company. 8.5% of the respondents ranked first that workers have fallen from heights, 31% of the respondents ranked first that workers have finger injuries, 36% of the respondents ranked first that workers have been into Electrical shocks and 24.5% of the respondents ranked first that workers have been into fire accidents. 20.5% of the respondents are highly satisfied about the working environmental safety in the company.

7. SUGGESTIONS

1. The company has to create the awareness for the workers regarding health and safety.
2. They have to provide effective arrangements to the workers for communicating their health and safety matters.
3. It is better to provide frequent health and safety training, at least once in a year.
 - a. Occupational Health & Safety Training - OSHA
 - b. Transportation Safety Training
 - c. Mine Safety Training - MSHA Part 46
 - d. Environmental Safety etc.
4. Any of these training areas are focused according to the stream of the workers and the trainings have to be scheduled as per the needs, requirement and frequencies.
5. The company has to provide enough drinking water facility available at all the time.
6. The management has to take necessary steps to reduce the stress level of the workers.
7. Orientation programs can be conducted to make the workers to feel that their work environment is safe to work.
8. The maintenance department has to maintain the machines properly to reduce lead-time.
9. Proper training has to be given to the workers to avoid frequent accidents.
10. Meditation practices can be given to avoid electric shocks, finger injuries etc. due to lack of concentration.
11. Safety committee has to be formed to monitor the health and safety issues.

8. CONCLUSION

It is revealed from the study that, the safety and welfare measures adopted in trans repower engineering services india pvt.ltd. are provided to the workers according to the provisions of the factories act. It reveals that the awareness of the workers about safety and welfare in the workplace is inadequate. Safety and Welfare measures are important to all employees in an organization. Non- statutory benefits should be increased, which in return will increase the productivity of the employees. Repeated accidents like electric shocks, finger injuries are occurred in the workplace. Suitable ideas were suggested to avoid those accidents and to improve the safety and welfare measures. The role of management in implementing safety and welfare in the organization is very effective. Most of the workers were satisfied with the health and safety measures adopted in the company. If the company implements effective disciplinary procedures; it will help the company to go with their policies and also to maintain health and safety in the organization..

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