

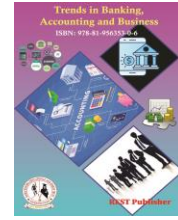


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A Study on Employee Health and Safety Measures Towards Prabha Automotive Engineers Pvt Ltd at Hosur

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Abstract: This study is an outcome of the title called "A study on Employees Safety and Health". Employees 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, electrical and radiation hazards. In sample Total population is 200 from that 150 employees were selected using Stratified 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 better employee's safety and health.

1. INTRODUCTION

The definition of occupational health and safety measure was adopted by the joint ILO/WHO (International labor organization/ World health organization) in 1995. Welfare means facing or doing well. It is a comprehensive term and refers to the physical, mental, moral and well-being of an individual. Further the term welfare is a relative concept relative in time and space. It therefore varies from time to time from region to region and from country to country. Employees health and safety measures are known as employees' service program or fringe benefits. Employees enjoy these services (such as canteen crèches, education and recreation facilities) without any references to the specific work done by them. The definition of Occupational hazards "Source or situation with a potential for harm in terms of injury or ill health, damage to property, damage to the workplace environment, or a combination of these. „Welfare“ is a broad concept referring to a state of living of an individual or a group in a desirable relationship with the total environment ecological, economic and social Employee's welfare. It includes both the social and economic content of welfare. Social welfare is primarily concerned with the solution of various problems of the weaker section of the society like prevention of destitution and poverty. Employee's health and safety measures also have beneficial on the workers. The health and Welfare measures influences the sentiments of the workers are contributing to the maintenance of industrial peace. Better housing, sickness and maternity benefits, provident funds and pension educational facilities and entertainment etc. Creates a feeling and among the workers that they have a state in the industry the workers become more stabilized and committed and economically efficient, and the mental and moral health of the worker is improved.

2. OBJECTIVES OF THE STUDY

A study on employee welfare measures at Prabha Automotive Engineers Pvt Ltd at Hosur. To study on the opinion about the statutory welfare measures provided to the employee. To know about the Non-statutory welfare measures provided to the employee. To study the effectiveness of welfare facilities among the employees.

3. SCOPE OF THE STUDY

Studying health and safety measures in production companies offers a promising career path. With increasing emphasis on workplace safety regulations and employee well-being, professionals in this field are in high demand. You could explore roles in risk assessment, compliance, training, and management, contributing to safer work environments and potentially preventing accidents and injuries. Additionally, as industries evolve, there's a continuous need for updating and implementing new safety protocols, providing opportunities for growth and specialization within the field.

4. REVIEW OF LITERATURE

Rumchev&Dhaliwal [2019] - Impact of Work Environment on Performance of Employees in Sector in India: Literature Review, International Journal of Science and Research (IJSR) ISSN (Online): 2319-7064 Index Copernicus Value (2013): 6.14 Impact Factor (2015): 6.391

labor health and safety measures" study on organizational factors on safety in Taiwan and Japan reported that the impact of organizational factors in the two nations were diverse because of disparate culture. For instance, they discovered that Taiwanese leadership style was "Top-Down Directive" where top management conveyed safety strategies and associated with safety exercises while Japanese safety leadership was more focused on "Bottom-Up Participative" where top management promoted representatives' investment in any safety exercises.

Ragin [2019] -A study on employee health measure with reference to industry International Journal of Engineering Technology, Management and Applied Sciences December 2014, Volume 2 Issue 7, ISSN 2349-4476

Employee health &safety" health and safety is a widespread component that should be contemplated particularly in little and medium enterprises as it is turning into a noteworthy issue for employers on the planet. He continues including that health and safety of specialists in little and medium endeavors has long being dismissed in Africa and thusly there are growing occasions of disasters occurring in close to nothing and medium endeavors. There is for the most part nonattendance of organization reinforce in pretty much nothing and medium endeavors as the dominant part of them look at opening up of advantages rather than upgrading the working conditions therefore the results are shortcoming and safety of the delegates.

Joseph et.al. [2019] - "Labour Economics and Industrial Relations", Tata Mc Graw Hill Publishing Company Limited, New Delhi, 1987, p. 381.

Privatization and employee Relations" examined in the article calls attention to that the structure of a welfare state lays on its government managed savings texture. Government, employers and trade unions have completed a considerable measure to promote the betterment of worker's conditions. This implies that if health and safety is not managed effectively, both the two parties being employees and the organization would suffer because for the organization to function effectively, it needs employees and for the people to survive, they need to work.

Josephine .M Rudolph L. [2020] - Health and Safety Measures in industry, Karur Bonfring International Journal of Data Mining, Vol. 5, No. 1, February 2015, DOI: 10.9756/BIJDM.8024

„Safety practices in small enterprise“ The purpose of this research is to understand the views of different employees in small and medium enterprises about what can be done to improve the health and safety in work places. From the findings, it shows that when good health and safety practices are not put in place, accidents, major and minor injuries can happen, and it is what most of the employees in other companies have so far experienced.

Zanko, M. & Dawson, P. [2020] - “Labour Economics and Social Welfare”, Educational Publishers, Meerut, 1982, pp. 595-613.

„ assessing occupational training and health & safety“ In examining the research literature on work related health and safety (OHS), this paper contends that the development in the quantity of specialists in OHS has brought about an accentuation on approach and practice a long way from more educational concerns effectively tended to by scholastics in the controls of brain research and human science. A rest has happened, and this is demonstrated by the general nonattendance of moves in administration, despite the way that OHS is continuously observed as a key operational and key stress of business associations.

Ramanigopal. C [2020] -] „employee satisfaction & health measure.“ industry opportunities.& challenges[24th October 2013] Volume: III, Special Issue: X

„Industrial Relations „finished up the organization has given greatest exertion and commitment to actualize the work laws and directions and it has prevailing with regards to executing powerful safety and health administration thinking about the kind of safety and health issues, mishaps, representatives and innovation in its hierarchical settings and additionally great level of satisfaction among representatives in regards to health and safety has been accomplished.

Sindhu [2021] -““ safety practices in small & medium size enterprises.““E3 journal of business management & economics (sep 2011)ISSN 2141- 7482

„Employee Health measure expressed the employee health measure increment the profitability of association and advance healthy mechanical relations there by keeping up present day peace. Business houses give various such statutory and non statutory things systems to keep up satisfactory level of their employee. When they hint at improvement bottle workplaces, incredible water to drink, clean restrooms, clean and cleanliness wash rooms and latrines, standard therapeutic checkups , health protections, Employee help program, grievance taking care of division, better workplaces to sit or awesome work put gives employee an anomalous condition of satisfactory level. This gives an association to develop considerably quicker.

Upadhyay and Gupta [2021] -a research on employees welfare facilities and its impact on employee efficiency.““ Journal of research in management & technology (2014)
Online ISSN-2320-0073

organizational health measure“ reason that communication plays a noteworthy part in increasing the satisfaction of a representative. Satisfied employees are accounted for to have high assurance. Health measure and work encounter does not necessarily identifies with satisfaction. Therefore it“s suggested that company ought to accommodate satisfactory health measure yet ought not trouble itself by increasing the cost part of it in greed to procure the competitive edge and announce itself as most wanted company.

Srinivas [2022] ““ assessing occupational safety & health training ““ D.H.H.S [NIOSH] publication number-98-145.

Health measure recognized welfare facilities and worker's satisfaction level about welfare facilities embraced at industry, Bangalore. It is found that the greater part of the, welfare facilities like helpful, bottle, working condition, security measures et cetera., are given by the association and the greater part of the employees are happy with the welfare facilities embraced by the association towards the worker's welfare.

Nanda and Panda [2022] „a study on employees satisfaction & safety measures” Indian journal of applied research [march-2013]Volume:: 33Issue : 33ISSN - 2249

„Welfare and Impact” communicated the industry has embraced a superior sort of welfare exercises which make a viable workplace and in this way better profitability. There is diverse sort of welfare schemes like medical allowance; demise relief fund, insurance, lodging and transportation offices entertainment club et cetera are given by the association to the representatives to keep up the industrial relation better one. The premises and the divisions are cared for sound. Furthermore, legitimate wellbeing measures have been gotten in the affiliation. All issues relating to security, wellbeing and welfare of representatives are legitimately executed.

5. RESEARCH METHODOLOGY

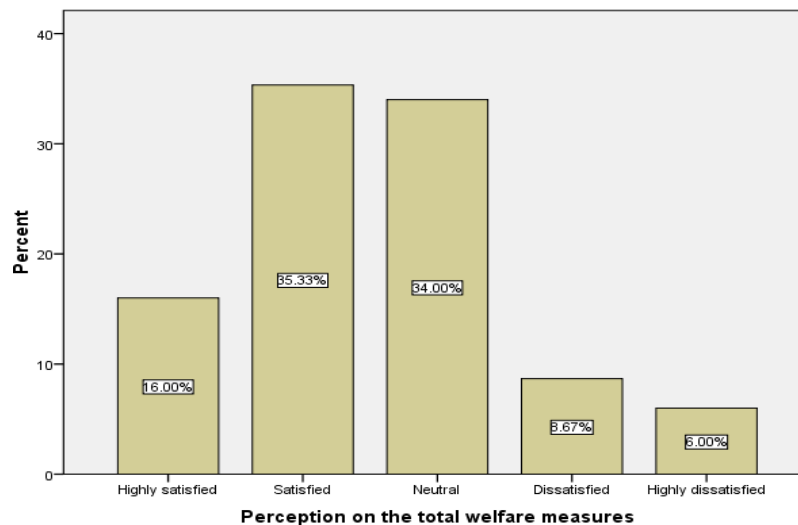
To fulfil any task, it is necessary to follow a systematic method. Research methodology is the main aspect of research studies. The methodology follow by research is detailed here.

6 DATA ANALYSIS AND INTERPRETATION

SIMPLE PERCENTAGE ANALYSIS

PERCEPTION ON THE TOTAL WELFARE MEASURES

WELFARE MEASURES	NO. OF RESPONDENTS	PERCENTAGE (%)
Highly satisfied	24	16.00%
Satisfied	53	35.33%
Neutral	51	34.00%
Dissatisfied	13	8.67%
Highly dissatisfied	9	6.00%
TOTAL	150	100.0%



7. CHI – SQUARE ANALYSIS

Age * Medical insurances to the employees

Chi-Square Tests

	Value	df	Asymp. Sig. (2-sided)
Pearson Chi-Square	2.772E2 ^a	12	.000
Likelihood Ratio	277.896	12	.000
Linear-by-Linear Association	126.516	1	.000
N of Valid Cases	150		

a. 6 cells (30.0%) have expected count less than 5. The minimum expected count is 1.98.

8. FINDINGS

1. Majority 52.0% of the respondents are male
2. Majority 30.0% of the respondents are belonging to the age between 36 – 45 years
3. Majority 60.7% of the respondents are married
4. Majority 27.3% of the respondents are earning Rs.15000- Rs.25000 and aboveRs.35000
5. Majority 28.0% of the respondents are school level qualification
6. Majority 49.3% of the respondents are working in quality control department

9. SUGGESTIONS

The organization needs to have a strong safety team. The organization needs to implement frequent training programs on health and safety to avoid the injuries and to work efficiently. The organization needs to create more awareness and trainings to workers. The organization needs to provide onsite training for new workers before the workmen is allocated with the job. The organization needs to provide trainings on 'hazard identification and risk assessment' for workers to know more about safety and environmental requirement. The organization needs to improve 5S technique that is good housekeeping practices

10. CONCLUSION

Welfare facilities provided to the labours was 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 of Prabha Automotive Engineers Pvt Ltd at Hosur, were satisfied with their job and work environment. The relationship with the supervisors and the co-workers also provides conducive work environment for the workers. The study therefore highlights the various aspects on welfare facilities provided satisfaction for the labours.

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