

A STUDY ON EMPLOYEE SAFETY AND HEALTH MANAGEMENT

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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 multi-dimensional 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 669 from that 250 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 regression 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 employees safety and health.

I. INTRODUCTION

A growing concern is made up of people. People are the most vital part of enterprise in producing goods and the people do services, Selling of the product and making profit. Hence no business enterprise can exist without People. An organization's quality of work and its effectiveness depends upon the employees who constitute its workforce. Of all the factors of production, human factor is by far the most important one; the success of a business depends on the human element. The Factories Act (1948) lays important on the working condition in regards to various matters relating to the health, safety and welfare of the workers. These provisions impose upon the Employers certain obligations. That is,

- To protect workers, unwary as well as negligent from accidents.
- To secure for them employment condition conducive to their health, safety and welfare.

These provisions also acquires the managers to maintain inspection staff and make provision for maintenance of health, cleanliness, prevention of overcrowding and amenities like lighting, ventilation, drinking water etc. The act requires the appointment of the welfare officer and safety officers in all establishment employing more than 300 workers in a factory. The Workman's Compensation Act (1923) entitles workers to compensate any injury arising out due to his employment and certain industrial decreases, so the employers carry out the provision of the act for the well-being of the workers. The main aim of the Factories Act is to protect employees from being subjected to unduly long hours of body strain or mental work.

II. SCOPE OF THE STUDY

- The project throws light on the need for learning Employees Safety & Health.
- The project was developed based on the employees expectation.
- It will be helpful for the management to improve the Employees Safety & Health measures in the organization.
- This study would be a base for the researchers who are carry survey for the same.
- The study also helps the concern for the further enhancement for their manufacturing with employees safety & Health

III. REVIEW OF LITERATURE

The literature review is a critical look at the existing research that is significant to the work that the researcher is carrying out. Generally, the purpose of a review is to analyze critically a segment of a published body of knowledge through summary, classification, and comparison of prior research studies, reviews of literature, and theoretical articles. A review may be a self-contained unit -- an end in it -- or a preface to and rationale for engaging in primary research. The literature review provides the context for the research by looking at what work has already been done in the research area. It is not supposed to be just a summary of other people's work. The following studies indicate survey report on the employees'

safety and health made by different companies in different countries and other related reports. 2005 Employee Benefits Report, Employee benefits have been at the forefront of political debates and labor negotiations for quite some time. The lack of information relating to employee benefits has left Rhode Island employers asking many questions regarding where they stand in comparison with other employers in the state.

The Rhode Island Department of Labor and Training, Labor Market Information unit recently conducted a survey of businesses operating in Rhode Island to determine the type and frequency of benefits offered to workers in the OceanState. According to the survey, the most commonly offered benefits are Health Insurance and Vacation/Consolidated Paid leave, followed by Retirement Plans and Dental Benefits. The 2005 Rhode Island Employee Benefits Report provides interesting insight into the types of benefits employers offer to full- and part-time workers in the Ocean State. It can be a valuable tool for both employers and employees to use during contract negotiations and for evaluating job offers. This Employee Benefits Report is based on a survey of nearly 2,000 Rhode Island private sector employers having three or more employees. The sampled firm represented over 226,500 employees. Systematic training of industrial employees is necessary if they are to do their jobs effectively and safely. This is an inescapable requirement, regardless of how carefully employees are selected or how much aptitude and experience they may have for the jobs to which they are assigned.

IV. METHODOLOGY

The type of research used in this project is descriptive in nature. Descriptive research is essentially a fact finding related largely to the present, abstracting generations by cross sectional study of the current situation. The descriptive methods are extensively used in the physical and natural science, for instance when physics measures, biology classifies, zoology dissects and geology studies the rock. But its use in social science is more common, as in socio economic surveys and job and activity analysis.

DATA ANALYSIS AND INTERPRETATION

TABLE NO 1: DISTRIBUTION OF REpondENTS BY THEIR DESIGNATION

S.NO.	Designation	No. Of Respondent	Percentage
1	Apprentice	27	10.8%
2	Temporary Operating trainees	78	31.2%
3	Operators	78	31.2%
4	Contract Labour	37	14.8%
5	Executives	30	12%
	Total	250	100%

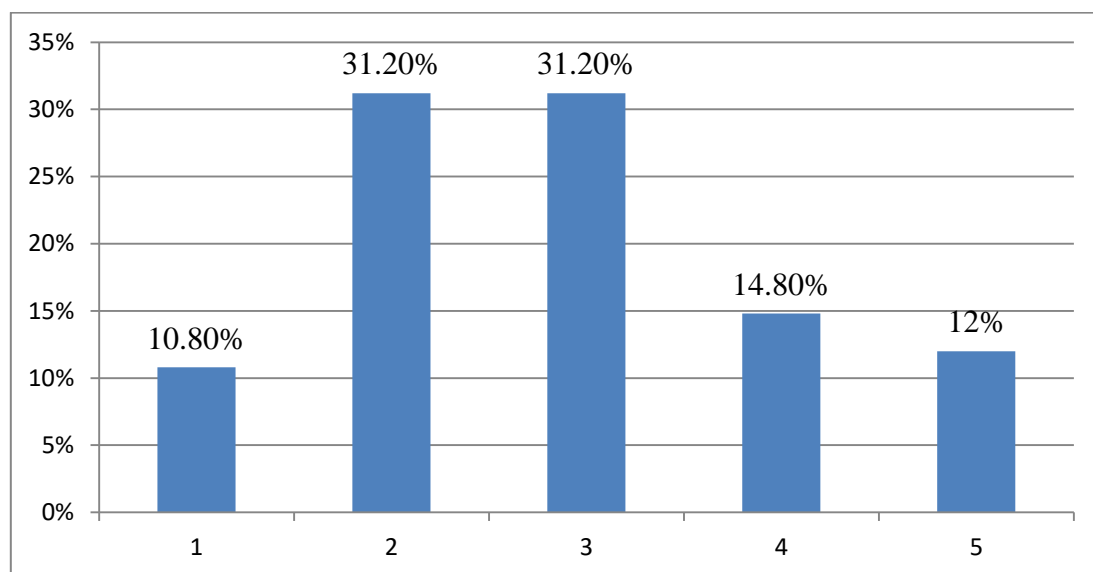


FIGURE NO 1: DISTRIBUTION OF REpondENTS BY THEIR DESIGNATION

TABLE NO 2: DISTRIBUTION OF REpondENTS BY THEIR GENDER

S.NO.	Gender	No. of Respondents	Percentage
1	Male	187	74.8%
2	Female	63	25.2%
	Total	250	100%

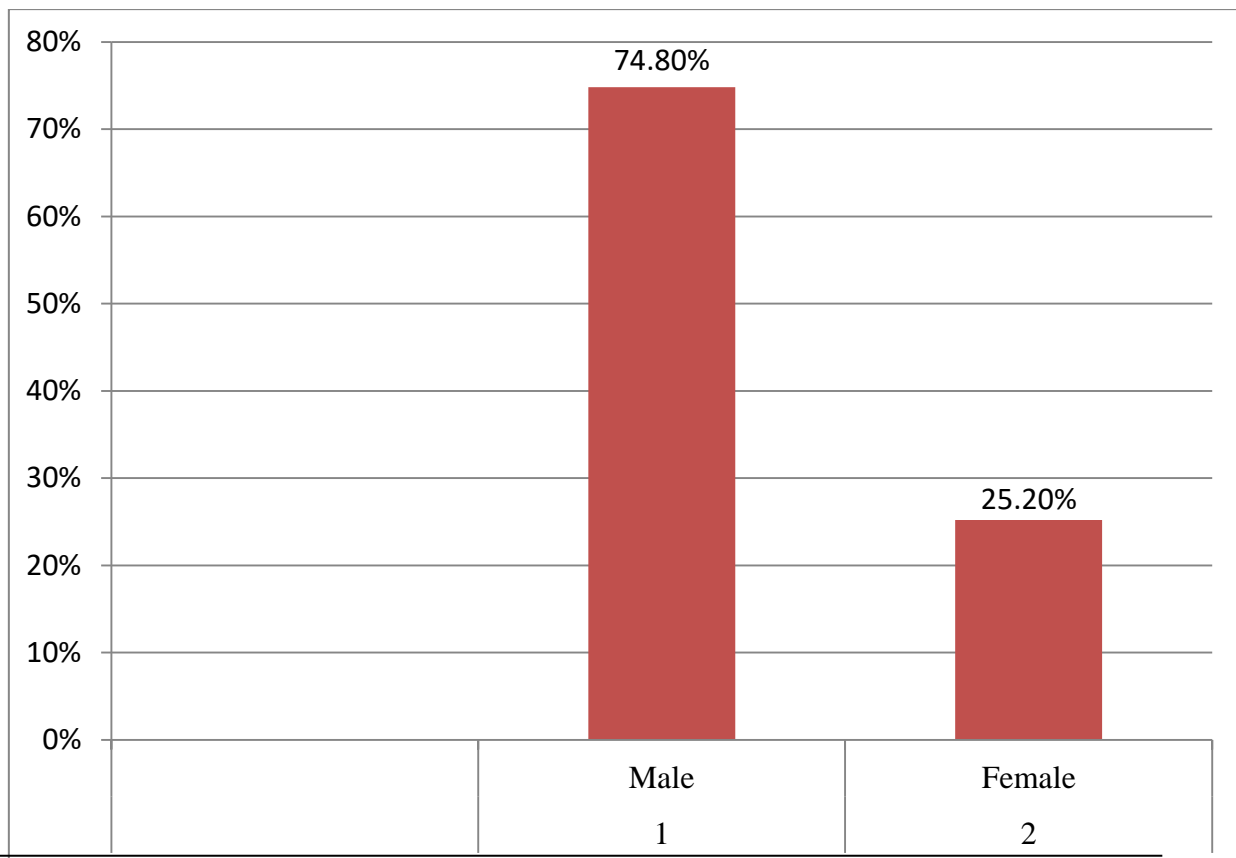


FIGURE NO 2: DISTRIBUTION OF REpondENTS BY THEIR GENDER

TABLE NO 3. COMMUNICATION CHANNELS WITHIN THE ORGANIZATION CLEAR AND EFFECTIVE REGARDING AND HEALTH AND SAFETY MEASURES

S.NO.	Effective Regarding and Health and Safety Measures	No. of Respondents	Percentage
1	Yes	195	78%
2.	No	55	22%
	Total	250	100%

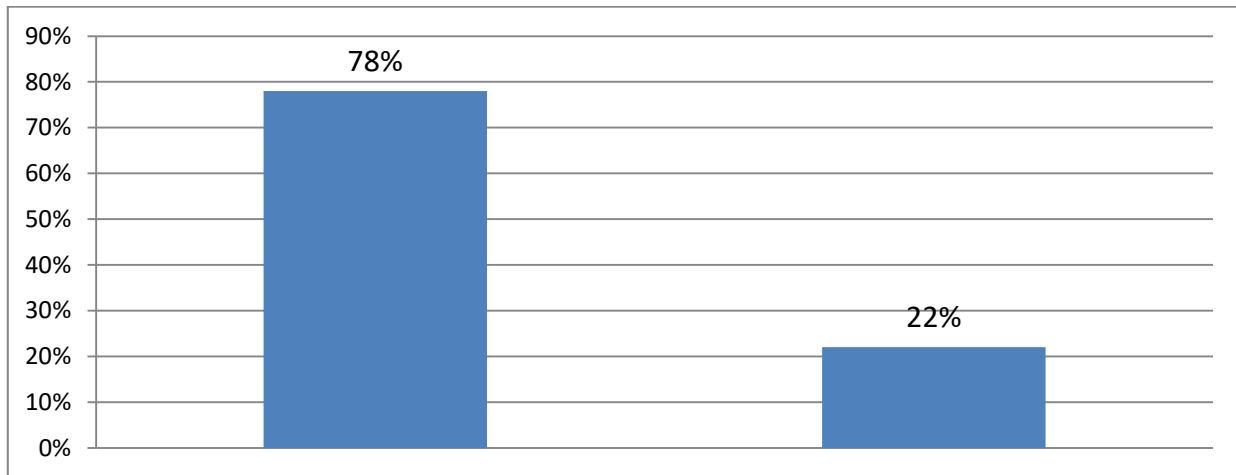


FIGURE NO 3: COMMUNICATION CHANNELS WITHIN THE ORGANIZATION CLEAR AND EFFECTIVE REGARDING AND HEALTH AND SAFETY MEASURES

TABLE NO 4.: DISTRIBUTION OF RESPONDENTS BASED ON THE REASONS FOR THE STRESS RELIEF MEASURES

S.No.	Stress Relief Measures	No. of Respondents	Percentage
1	Reasonable hours of work Rest pauses	37	14.8%
2	Holidays and leave with pay	50	20%
3	Appreciating employees for their work	65	26%
4		98	39.2%
	Total	250	100%

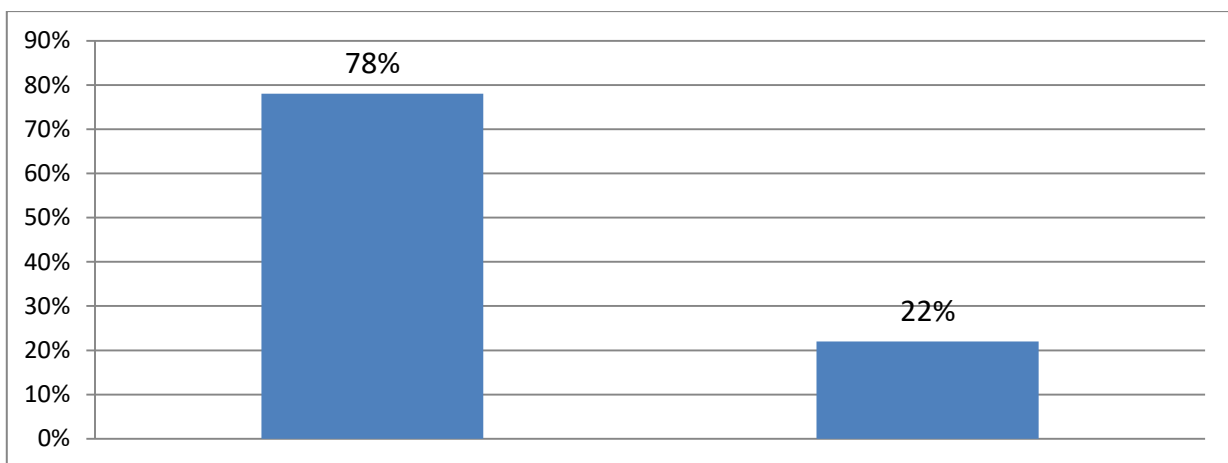


FIGURE NO 4: COMMUNICATION CHANNELS WITHIN THE ORGANIZATION CLEAR AND EFFECTIVE REGARDING AND HEALTH AND SAFETY MEASURES

TABLE NO 5: LEVEL OF EMPLOYEE SATISFACTION TOWARDS SAFETY MEASURES

Opinion	No. Of Respondent	Percentage
Highly Satisfied	120	48%
Satisfied	105	42%

Dissatisfied	25	10%
Highly Dissatisfied	0	0
Total	250	100%

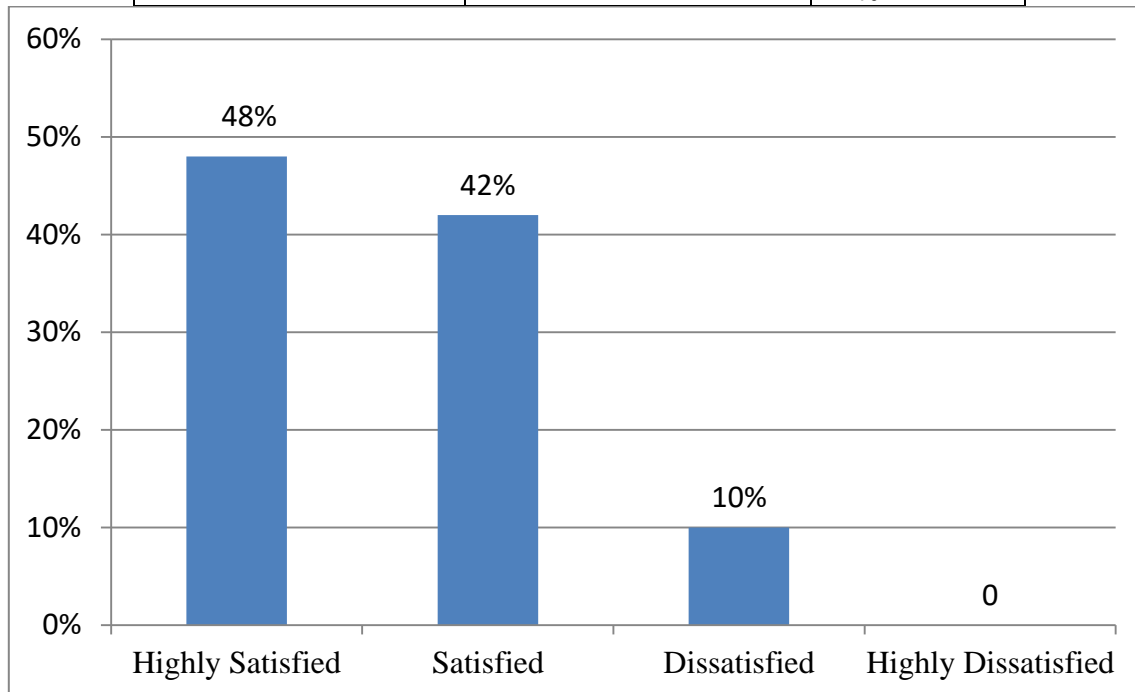


FIGURE 5: LEVEL OF EMPLOYEE SATISFACTION TOWARDS SAFETY MEASURES

V. SUGGESTIONS

- The major cause for the workplace accidents that occur in the organization is unsafe handling of material. So the vestibule training method can be included in employee training program.
- The frequency of safety training for the employees on safety and health can be altered to monthly once instead of yearly twice.
- Proper maintaining of adequate First aid facilities should be ensured.
- The rest room should be reconstructed with sufficient space and the sports center facility can also be extended to temporary labours.
- Ergonomics method should be followed. In an ergonomic workplace tools are designed to fit individual capabilities and limitation so that people can do their job without being injured.
- Work environment causes number of problems, counseling enables to overcome personal and technical problems.
- A careful Pre employment and Post employment medical checkup can also be extended to temporary labours.

VI.CONCLUSIONS

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. Some of the suggested measures for improving employees safety and health include vestibule training method, first aid facilities, recreational facilities, counseling program, pre-employment and post-employment medical checkup for improving the effectiveness of employees safety and health. The findings of the survey will be utilized to bring about the necessary changes in Employees Safety & Health procedures in the company. The above concept could be better envisaged to bring about the better safety and health for the employees by inculcating the concept of Ergonomics.

VII. REFERENCES

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