

RESEARCH ARTICLE

## ANALYTICAL STUDY: EMPLOYEES HEALTH AND SAFETY MEASURES AMONG IN SWIFT MERCHANDISE AT TIRUPUR

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**Abstract:** In the organization the health and safety of the employees are very important to handle efficient work place. Accidents and mishaps are unforeseen circumstances that can affect individuals and groups at any time and in any place. Most accidents are preventable, but the carelessness or negligence of the involved individuals leads to major injuries and grievances. In order to prevent Accidents the workplace should be safe and secure for the ability and health of the involved workers. This study deals with the occupational health and safety places in work place of Swift merchandise in Tirupur city. Lack of safety measures can create Accidents for the organization and negatively affect the working criterion of the organization. The management has to devise and implement effective safety procedures to reduce hazards and prevent accidents in the workplace. The can motivate the employees as they are working in safety environment this perspective as employees admire working in organizations that prefer safe working conditions. Employees believe that safer working conditions enhance their ability work because they do not feel scared in troublesome situations. The management should coordinate with all the related stakeholders when they devise policies about safety at workplace, as this would enhance a positive change in an organization. In this study questions are given to employees and feedback are collected so that solutions are given to improve the infrastructure of the industries.

**Keywords:** *Employee, Health, Safety, Measurement.*

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### INTRODUCTION

Employee safety measures has seen as one of the important measures of performance of an organization. The changes in the work life of employees and changes in the business environment internal as well as external has brought tremendous transformation in the organizational behavior. Globalization, Technology and other work-design factors have forced organizations to focus on employee safety measures (Kothari, 2004).

Organizations have set standard measures to take care of the employees professional and personal careers. Increase in reliance on technology, distributed work arrangements, increase in pace of work, and diversity in the work environment creating several challenges for Human Resource Management

personnel. First, potential new hazards are emerging from the introduction of new technologies and through the performance of work in a more virtual organization. Second, businesses are becoming smaller and flatter and are redefining the content of work and the nature of the employment relationship. Safety in the workplace means having an environment free from injury and hazards (Mauro Maia Laruccia, 2014).

Proper procuresses and procedures will allow employees to work without worrying about the safety. The concept of labour welfare is necessarily dynamic and has been interpreted in different ways from country and from time to time and even in the same country, according to social institutions,

degree of industrialization and general level of social and economic development (Cheu Kok Ying and Haslinda Abdullah, 2016).

Labor welfare includes under it “such services, facilities and amenities as adequate canteens, rest and recreational facilities, sanitary and medical facilities, arrangements for the travel to and from and for the accommodation of workers employed at a distance from their homes, and such other services, amenities and social facilities including security measures as contributing to conditions under which workers are employed” Welfare activities influence the sentiments of the workers. When workers feel that the employers and the state are interested in their happiness, his tendency to grouse and grumble will steadily disappear (Hoang Tien *et. al.*, 2020).

Safety is the condition of a “steady state” of an organization or place doing what it is supposed to do. “what it is supposed to do” is defined in terms of public codes and standards, associated architectural and engineering designs, corporate vision and mission statements, and operational plans and personnel policies. For any organizations, place, or function, large or small, safety is a normative concept. It complies with situation specific definitions of what is expected and acceptable (Aswathappa, 2010; John Bernardin, H. 2000).

### Need for Study

Safety and Welfare is the main concern for the employees in the power generation plants. Minor neglects may also cause irreversible hazards. Hence, the malfunctions in day to day activities should be checked in every function. An environment should be created such that the employees work fearlessly, focusing on their work rather than safety issues. Welfare measures should be adopted by the organizations in a way to take utmost care of the employee and its family, in case anything happens.

Organization should make an attempt to make its associates aware of all the related issues. This in turn will improve the employee productivity and efficiency. Organizational focus on employee safety can provide for higher morale and productivity in the workplace (Allender *et. al.*, 2011; Armstrong, 2006).

### Objective of the Study

- To study and analyze the effectiveness of Employee Safety and Health at Swift Merchandise.
- To trace the causes of accident in the work place.
- To study the employee’s safety activity used in organization.
- To study the satisfaction level of employees by health activities.
- To assess the management commitment towards employee’s health and safety.
- To suggest suitable measures for improving employee’s health and safety.

### Scope of the Study

Employee’s Health and safety is one of the most significant parts of any industry whether it is public or private. In every industry it is expected that their working peripherals should be comfortable and suitable. Workers are only be able to perform accordingly in order to attaining the redecided goals when they find their surroundings are positively meet their requirements.

Employee is one of important element of any industry, so it known as resources of an organization. Employer can handle all its resources, but it is a challenge to deal with person as it is only resources which lead to organization goal. Employee is most important resource as you may acquire finance from financial institute, market with different marketing agency, purchase raw material on any amount. But employee is only resources who make difference in man and material. In 5M’s man is only alive person who make difference in remaining M’s. To make this M happy/motivate/promote to work Health and safety activity are there, so it is necessary to study this welfare activity carefully and get ropes of human resource industry.

### RESEARCH DESIGN

A Research design is simply the framework or plan for a study. The design may be a Specific presentation of the various steps in the process of Research. For this descriptive design was used. Descriptive research includes survey and fact-finding enquiries of different kinds.

The major purpose of descriptive research is to know additional health and safety facility required, as it exists at present. Different statistical tools used for analysis of collected data are Simple Percentage analysis.

**RESEARCH METHODOLOGY**

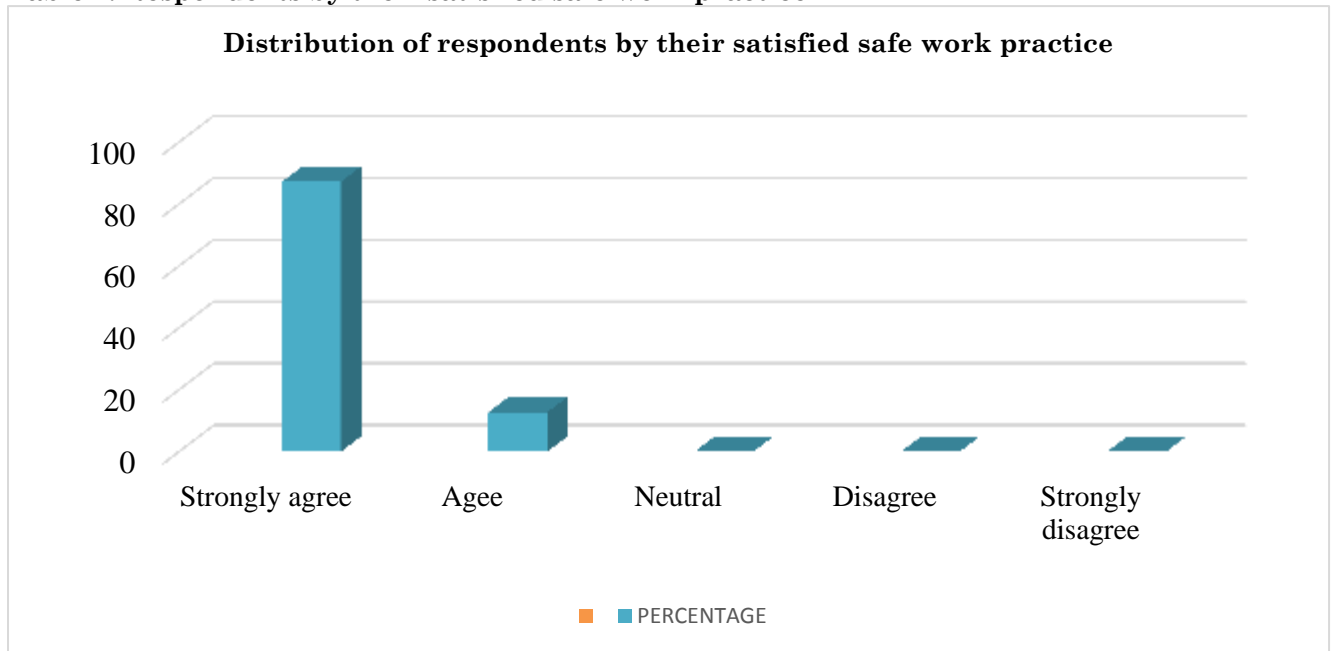
The researcher had collected both primary & secondary data for the research. Direct methods have been applied in collective information the material with free and open discussion with the company HR manager, assistant HR manager and the welfare department. Observation method is also undertaking, as it is very necessary to calculate the past as well as present facilities provided to the employees. Attempts have been made to stand on the spot directly.

**LIMITATIONS OF THE STUDY**

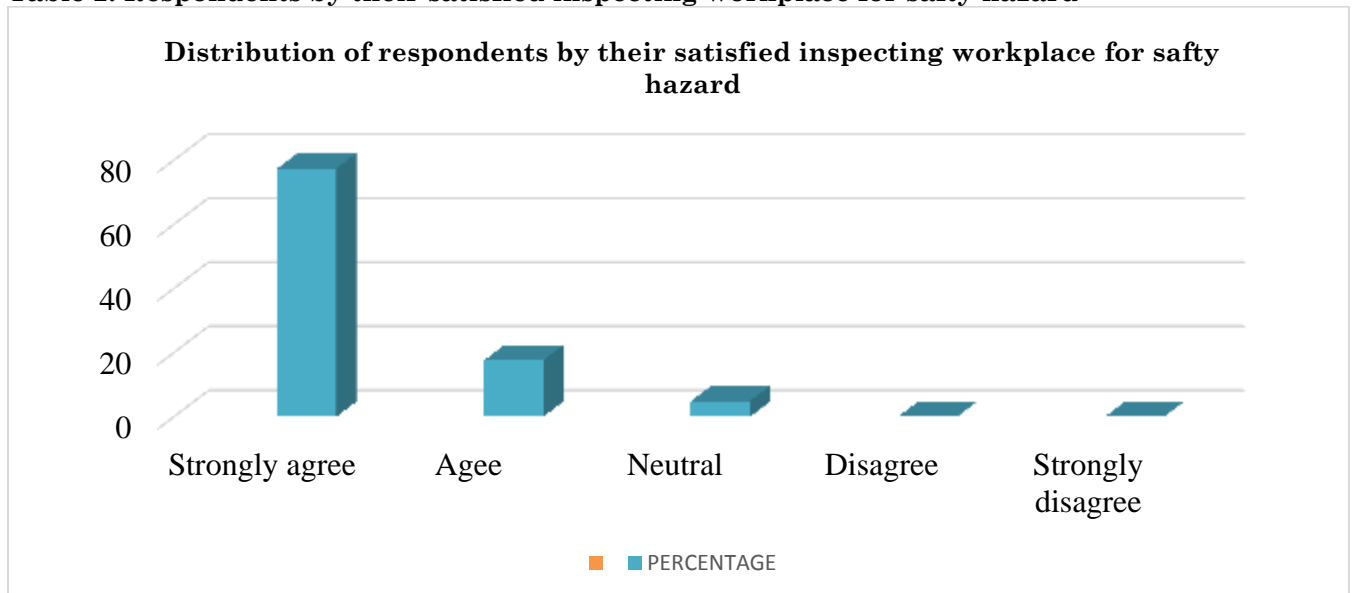
- The study was limited in a 10 week of limited time period
- Sample size taken was 102 samples and it may not represent the whole population, as sample size was 10% of the overall population due to time constraints
- Sample size is limited to 102 employees from whole 600 employees
- Employees may not have given the right answers for the questionnaire because he does not want is unfavorable to the organization.

**DATA ANALYSIS AND INTERPRETATION**

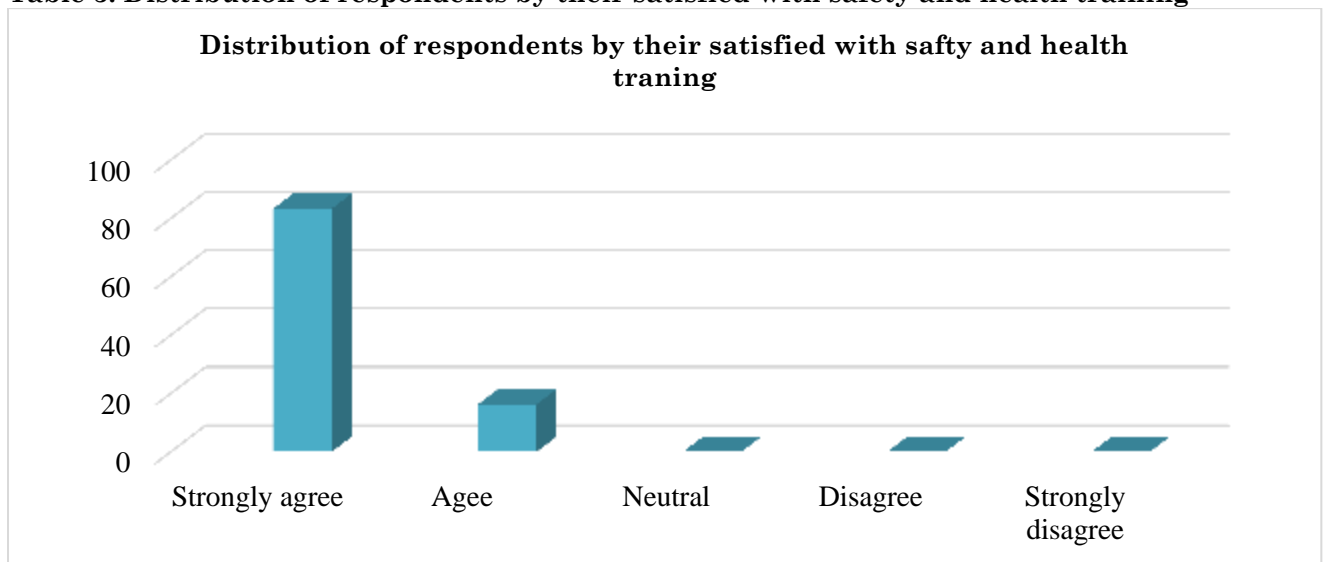
**Table 1: Respondents by their satisfied safe work practice**



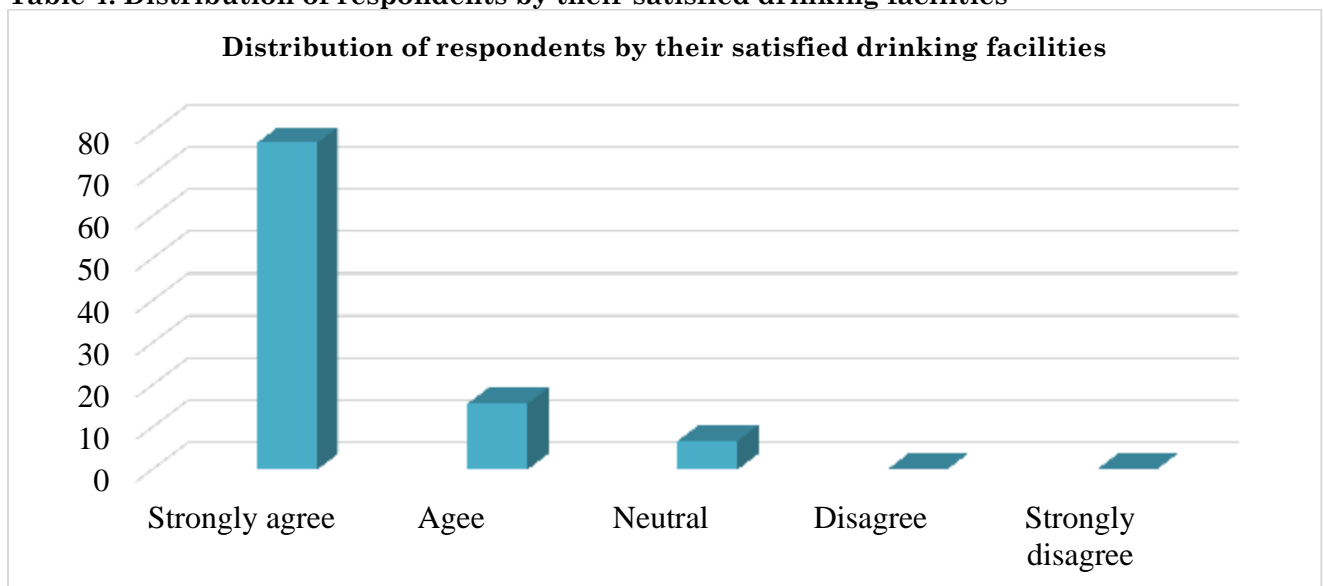
**Table 2: Respondents by their satisfied inspecting workplace for safty hazard**



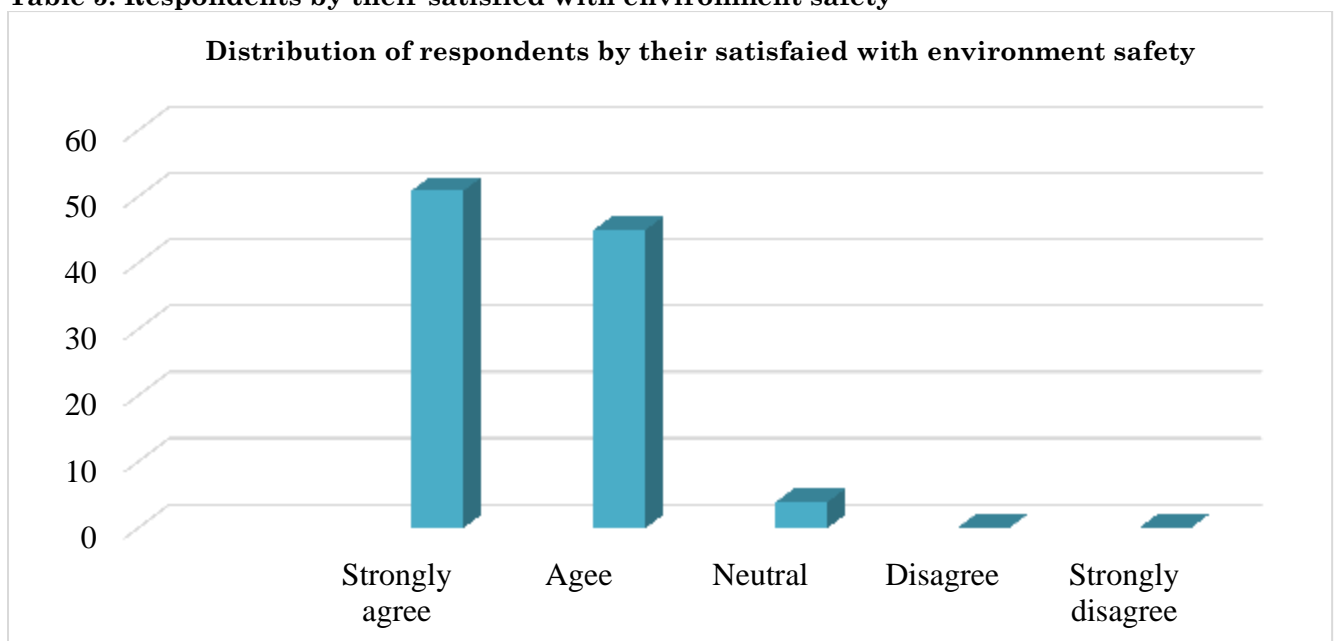
**Table 3: Distribution of respondents by their satisfied with safety and health training**



**Table 4: Distribution of respondents by their satisfied drinking facilities**



**Table 5: Respondents by their satisfied with environment safety**



## SUGGESTION

- Some of the employees said there weren't enough washrooms within the premises, as in few smaller units did not have the washroom facilities. The company can provide the smaller units with at least one washroom for the male and one for females.
- Since the company is a whole manufacturing firm, its normal that there are a huge number of male employees but just to make the work place more comfortable for the small number of female employees the company can take in few more women workers.
- There are a pretty good number of apprentices working in the company and few of them feel that their ideas or suggestions are not considered, so in order to develop a better relation with the new apprentices the company can start considering opinions from the apprentices.
- The promotion activity was found to be not very attractive so just to motivate their employees and keep them more satisfied the company can better their promotion policies.
- 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.

## CONCLUSION

The overall respondents are satisfied with the safety measure provided by the organization. It also increases the effectiveness and productivity of employees and organization as a whole. Some of the suggested measures for improving employee's 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 employee's 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 company follows a lot of Health and Safety measures or their employees and throughout the research we could say that the employees were very satisfied towards these various

measures. Health and Safety measures for the employees, working environment facilities are like power given to them in carrying out their activities, so the health and safety measures should be implemented effectively. Apart from this one should be fittest in the working place which helps a lot in the productivity and smooth running of an organization. Employees are considered as the assets of an organization to their well-being importance should be given, so health and safety of employees must be given importance to increase the productivity of an organization.

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