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## **A study on employees health, safety and welfare measures in a private industry in Coimbatore city**

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### **Abstract**

The study was done with the objectives of analysing health, safety and welfare measures of the company, knowing the opinion and satisfaction level of employees about health measures, safety measures and welfare measures followed in the company and the measures followed to prevent from accidents in the company. The labour health, safety and welfare are the measures of promoting the efficiency of labour. The various welfare measures provided by the employer will have immediate impact on the health, physical and mental efficiency of the worker and thereby contributing to the higher productivity.

The sample size was limited to 161. Data were analyzed using simple percentage analysis, based on the findings and interpretations, suitable suggestions were given to the company.

**Keywords:** Health, safety, welfare measures, job satisfaction

### **Introduction**

Labour health, safety and welfare are the measures of promoting the efficiency of labour. The various welfare measures provided by the employer will have immediate impact on the health, physical and mental efficiency, alertness, morale and overall efficiency of the worker and there by contributing to the higher productivity.

Some of the facilities and services which fall within the perview of labour welfare are adequate canteen facilities, accommodation arrangements, recreational facilities, medical facilities and transportation.

### **Review of Literature**

Anand (2010) [10] stated in his research work that employees of IT sector in Chennai district are satisfied with the welfare measures provided by the company. But researcher also suggested some recommendation pertaining to periodic audit of welfare programs by management, personality & tress management etc. Modifications are requiring in the field of safety consciousness, grievance handling& sexual harassment especially for women employees.

Bhagat (2015) revealed that cleanliness is the big issue in Nashik MIDC. She suggested that cleanliness should be improved, clean & adequate latrines &urinals at the work place improve indirect motivation to employees.

Logasakthi K (2013) inferred that most of the respondents are satisfied with the facilities provided by the organization. Some of the employees are not satisfied with medical reimbursement facilities.

### **Statement of Research Problem**

The study is carried out in the organisation on health, safety and welfare factors stated in The Factories Act 1948 to understand how the activities are conducted smoothly and efficiently. It will also study how the statutory and non- statutory activities are followed to make workers feel a sense of happiness and security in the organization. The study would determine how these activities are implemented and managed in a successful manner by different departments and whether the actual beneficiaries are satisfied with them and how they are benefiting employees and keeping them motivated and creating a healthy work environment.

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**Objectives**

- To study and analyse health, safety and welfare measures of the company.
- To know the opinion and satisfaction level of employees about health measures, safety measures and welfare measures followed in the company.

**Research Design**

The research methodology is a scientific and systematic search for pertinent information on a specific topic. It is careful investigation or inquiry especially through search for new facts in any branch of knowledge. The research is descriptive in nature.

**Sampling Design**

Convenience sampling technique was used in the study. The samples were taken from casting and moulding sections. There were 147 employees in Casting section and 239 employees in moulding section. Sample Size 100 from casting section and 150 from moulding section.

**Data Analysis and Discussion**

In this chapter, the researcher has presented the statistical results applied on the data supported by appropriate tables and diagrams. The frequency distribution of the respondents and the percentage of the respondents have been computed.

**Table 1: Personal Details**

No.	Variables	Respondents	Frequency	Percentage
1	Gender	Male	134	83
		Female	27	17
2	Age	Below 25	49	30
		26 to 35	77	48
		Above 36	35	22
3	Marital Status	Married	57	35
		Unmarried	104	65
4	Experience	1 – 5 years	88	55
		6 – 10 years	71	44
		11 – 15 years	2	1
5	Educational Qualification	UG	111	69
		PG	50	31
6	Income	Below 10,000	37	23
		10,000 – 20,000	68	42
		20,000 – 35,000	56	35
7	Working Section	Casting	84	52
		Moulding	77	48

**Interpretation**

- From the above table, it is inferred that
- 83% of employees are male and the remaining 17% respondents are female;
- 47.8% of employees are in the age group between 26 and 35 years,
- 30.4% of therespondents are below 25 years and
- 21.7% respondents are above 36 years;
- 64.6% of employees are married and 35.4% of the respondents are single;
- 55% of employees have 1-5 years of experience in the organisation,
- 44% of therespondents have 6-10 years and the remaining 1% have experience of 11-15 years;
- 69% of employees are under graduates and the remaining 31% are post graduates;
- 23% of employees get below Rs.10000,
- 42% of employees receive Rs. 10000- Rs.20000and the remaining 35% of employees receive Rs.20000-Rs.30000;
- 52% of employees are working in the casting section and the remaining 48% are working in the moulding section.

**Table 2: Health Awareness**

No.	Variables	Responses	Frequency	Percentage
1	Workstations Designed to minimize health problems	Yes	131	81
		No	30	19
2	Screen Equipment users have regular eye tests	Yes	105	65
		No	56	35
3	Provide any health related information to outsiders & temporary workers	Yes	119	74
		No	42	26
4	Employees Prevented from being exposed to high noise levels	Yes	101	63
		No	60	37

**Interpretation**

- From the above table
- 81% of the respondents said yes for Workstations designed to minimize health problems and
- 19% said No;
- 65% of respondents said yes to screen equipment users have regular eye tests and the remaining 35 percent said no. So majority of the respondents are satisfied with regular eye test;

- 74% of the employees said yes on providing any health related information to outsiders and temporary workers and 26 percent said no;
- 63% of the employees said yes to that they are prevented from being exposed to high noise levels and

the other 37 percent said no. So it is inferred that majority of the employees are satisfied with the health awareness provided

**Table 3: Safety Measures**

No.	Variables	Responses	Frequency	Percentage
1	Safe working capabilities	Yes	91	57
2	Suitable and sufficient fire Warning and evacuation systems	No	70	43
		Yes	100	62
3	Industrial safety and hygiene given for supervisory staff	No	61	38
		Yes	86	53
4	New employees properly instructed in safety matters on their engagement	No	75	47
		Yes	108	67
5	Workers receive proper safety instructions before taking up their job	No	53	33
		Yes	98	61
6	safety related information to outsiders & temporary workers	No	63	39
		Yes	115	71
		No	56	29

**Interpretation**

- According to safety measures 57% of employees said yes to safe working capabilities and 43% of the employees said no;
- 38 62% of employees said yes and 38% said no to suitable and sufficient fire warning and evacuation systems;
- 53% of employees said yes to the industrial safety and hygiene given for supervisory staff, and 33% of employees say no;
- 67% of employees said yes to new employees are properly instructed in safety matters on their engagement and the other 33% of employees said no;
- 61% of employees said yes to the proper safety instructions before taking up their job, and 39 % of employees said no;
- 71% of employees said yes to safety related information to outsiders & temporary workers and 29% of employees said no; So it shows that majority of the respondents are satisfied with the safety measures provided.

**Findings**

- Most (83%) employees said yes for Workstations designed to minimize health problems
- Most (65%) employees says yes to screen equipment users have regular eye tests
- Most (74%) employees says yes on providing any health related information to outsiders and temporary workers
- Most (63%) employees says yes to that they are prevented from being exposed to high noise levels. So it shows that majority of the respondents are satisfied with the satisfaction level towards health factors adopted in the organisation.
- Most (57%) of the employees says yes to safe working capabilities.
- Most (62%) of the employees says yes to suitable and sufficient fire warning and evacuation systems.
- Most (53%) of the employees say yes to industrial safety and hygiene given for supervisory staff.

- Most (67%) of the employees says yes to new employees are properly instructed in safety matters on their engagement.
- Most (61%) of the employees says yes that they are provided with proper safety instructions before taking up their job.
- Most (71%) of the employees says yes to safety related information to outsiders & temporary workers.

**Welfare Measures**

- Provident fund and education are not depending on marital status.
- ESI, gratuity, insurance are depending on marital status.
- ESI, PF and gratuity are not depending on age.
- Insurance and education are depending on age.
- Provident fund ESI, gratuity, insurance and education are not depending on experience. So it reveals that the respondents are having moderate satisfaction on welfare measures provided by the organisation.

**Recommendations**

- Improvement of cleanliness and facilities of canteen is needed.
- Introduction to better increment schemes to employees.
- Some employees are need in transport facilities.
- Improvement in the financial set up of the staffs, it may help them to improve the standard of living.
- Organisation may also take necessary steps to prevent occupational disease, then only the employees may work without any fear.
- The company has to conduct the regular inspections to ensure higher level of safety in the workplace.
- They have to provide effective arrangements to the workers for communicating their welfare matters.

**Conclusion**

From the study on labour health, safety and welfare measures, it was found that the organisation has provided sufficient health and safety measures. But certain points have been identified that some employees are satisfied and some are not satisfied with the present welfare measures. Urgent provisions are to be made regarding the transport, rewards for results and canteen facilities as general

wellbeing of the workers improvement. Welfare refers to physical, mental and emotional wellbeing of the individual. So in future, the management can well think of improving the welfare by consulting with employees.

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