

A STUDY ON EMPLOYEE SAFETY AND WELFARE MEASURES AT MICRO HARD PROCESSING SERVICES

Submitted in partial fulfillment of the requirements for the award of

Bachelor of Commerce

by

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**DEPARTMENT OF BUSINESS ADMINISTRATION
SCHOOL OF MANAGEMENT STUDIES**

SATHYABAMA

**INSTITUTE OF SCIENCE AND TECHNOLOGY
(DEEMED TO BE UNIVERSITY)**

**Accredited with Grade "A" by NAAC | 12B Status by UGC | Approved by AICTE
JEPPIAAR NAGAR, RAJIV GANDHI SALAI, CHENNAI - 600 119**

APRIL - 2023



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DEPARTMENT OF BUSINESS ADMINISTRATION

BONAFIDE CERTIFICATE

This is to certify that this Project Report is the bonafide work of KEERTHIKA G (40740161) who carried out the Project Training at "MICRO HARD PROCESSING SERVICES " under our supervision for a period of 3 months from January 2023 to March 2023.

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COMPLETION CERTIFICATE

05.04.2023

This is to certify that Final Year B.Com general student KEERTHIKA G (40740161) from Sathyabama institute of science and technology of your Institution has done her project work title "A STUDY ON EMPLOYEE SAFETY AND WELFARE MEASURES" in our company for the period of 3 months.

During the period of her project work, we found her hardworking, punctual and inquisitive.

Thanking you,

Yours faithfully,

For MICRO HARD PROCESSING,

Signature



DECLARATION

I KEERTHIKA G (40740161) hereby declare that the Project work done by me under the guidance of DR. SEETHAL and Ms. LAKSHMI at MICRO HARD PROCESSING SERVICES is submitted in partial fulfillment of the requirements for the award of Bachelor of Commerce.

DATE: 29.04.2023

A handwritten signature in black ink, reading "G. Keerthika". The signature is written in a cursive style with a large initial 'G'.

PLACE: CHENNAI

SIGNATURE OF THE CANDIDATE

ACKNOWLEDGEMENT

I am pleased to acknowledge my sincere thanks to Board of Management of **SATHYABAMA** for their kind encouragement in doing this project and for completing it successfully. I am grateful to them.

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KEERTHIKA G

ABSTRACT

This study was done with the objectives of analyzing 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 52. Data were analyzed using simple percentage analysis, based on the findings and interpretations, suitable suggestions were given to the company.

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CHAPTER 1

INTRODUCTION

1.1 INTRODUCTION

Employee welfare and safety 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 behaviour.

Safety: Safety in the workplace means having an environment free from injury and hazards. Proper processes and procedures will allow employees to work without worrying about the safety.

Labour Welfare: The concept of labour welfare is necessarily dynamic and has been interpreted in different ways from country to 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. Labour 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.

1.2 INDUSTRY PROFILE



Figure 1.2.1

Micro Hard Processing is an Indian proprietorship company incorporated on 1993 and its registered office address is Micro Hard Processing No. 122, Sidco Industrial Estate, Ambattur, Sidco Industrial Estate, Chennai, Tamil Nadu, India, 600098. The current age of the company as per its registration date is 30 Years 3 Months 15 Days in the year 1993. Established as a proprietorship company, Micro Hard Processing is known as the leading manufacturer of high-quality products / services such as Normalizing Job Work, Case Hardening, Normalizing, Surface Hardening Job Work, the products / services offered are well-known for features like high quality, competitive prices, requisite functionality, and low maintenance. The company is located with the help of their experienced staff, stringent quality control measures and focus on customer service, the company has been able to offer Normalizing Job Work, Case Hardening, Normalizing, Surface Hardening Job Work, in multiple ranges and models. Their products / services have competitive position in the international market, and they have proven track record of supplying products / services to their customers and buyers at market competitive price. We provide` job-work in heat-treatment. We are in this field for 15 years. We have employed well

qualified, skillful persons. We are accredited with ISO 9001:2008 certificate by BSI management systems.

1.3 COMPANY PROFILE

Micro Hard Processing is a proprietorship limited company based in Chennai, India and it was incorporated officially on 1993. Micro Hard Processing is a manufacturer company The company was registered in the year 1993. The company's business is based in the city of Chennai. Micro Hard Processing is one of the leading manufacturer companies of high-quality products / business services such as Normalizing Job Work, Case Hardening, Normalizing, Surface Hardening Job Work.

TABLE 1.3.1 OVERVIEW OF THE COMPANY PROFILE

Company name	Micro hard processing services
Ownership type	Proprietorship
Nature of industry	Manufacturing
Year of establishment	1993
Age of the company	30 years 3 months 15 days
Company CEO	Shanmugam
Managing Director	Viswanathan S
Location	Ambattur, Chennai

1.4 PRODUCT PROFILE

Micro hard processing services has the nature of heat treatment industry. Heat treatment is the process of heating and cooling metals, using specific predetermined methods to obtain desired properties. Both ferrous as well as non-ferrous metals undergo heat treatment before putting them to use.

- Heat treatment steel: Annealing
- Heat treatment steel: Normalizing
- Heat treatment steel: Hardening
- Heat treatment steel: Tempering

Steps/ procedures for heat treatment.

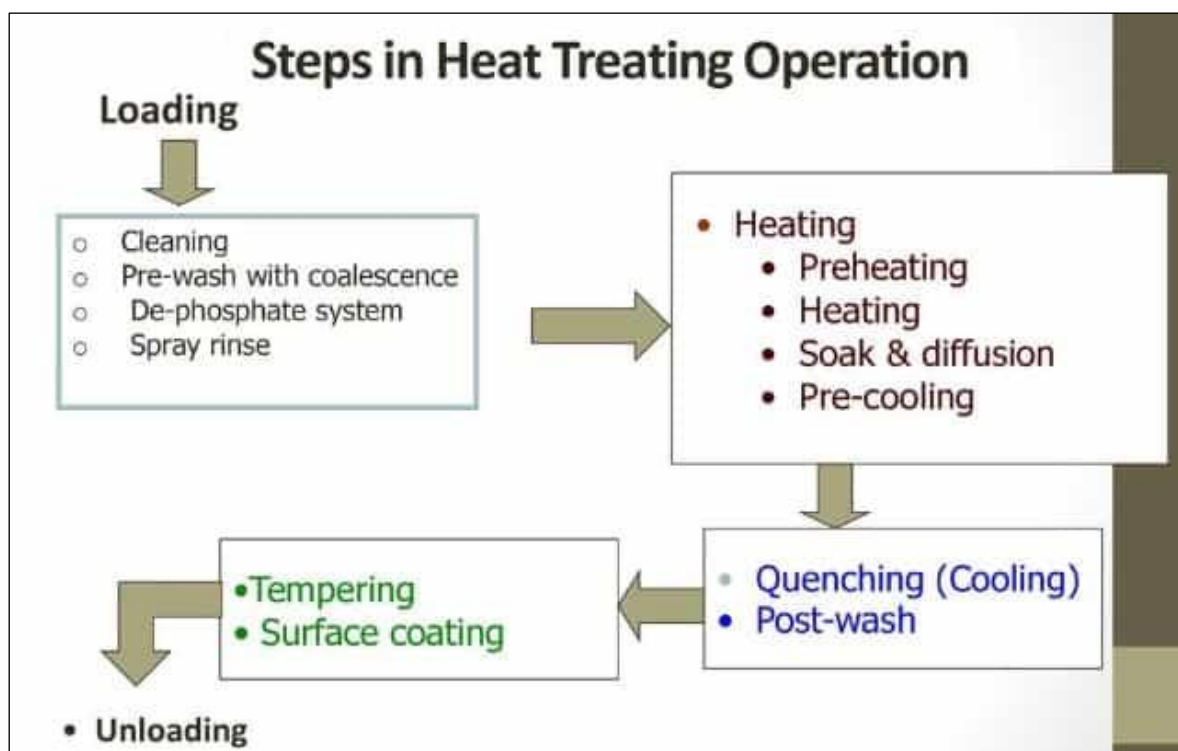


Figure 1.4.1

These are the Parts that are heat treated: power transmission gears, braking systems, engine components, fasteners, and stampings. These parts are made from a variety of heat treatable materials, including mild steel, aluminum, magnesium, and high strength and low alloy steels.



Figure 1.4.2



Figure 1.4.3



Figure 1.4.4



Figure 1.4.5

1.5 STATEMENT OF THE PROBLEM

The research problem of the study is “to measure the health, safety and welfare measures of the employees of Micro hard processing services.

1.6 NEED FOR THE STUDY

A work environment free from injuries and accidents attracts employees. Employees are more satisfied and productive in such an environment. A safe work environment is essential for both employees and employers alike. It is the right of all employees to have safety in the workplace. Workplace safety is essential regardless of the size of a company. Well-implemented safety measures keep employees safe and also protect industrial equipment. It is the responsibility and duty of employers to protect their employees and keep them safe.

1.7 SCOPE OF THE STUDY

- The study analyses certain parameters like cleanliness around the work place, removal of dust and wastage, adequate lighting, quality water and food, good rest rooms, adequate medical facilities, good toilet facilities, sufficient first aid boxes, adequate security instruments like mask, shoes, helmet etc.
- This will be helpful to know about the various levels of welfare schemes and the organization's benefits extended to the employees.

1.8 OBJECTIVES OF THE STUDY

PRIMARY OBJECTIVE

- To understand the awareness on safety and welfare facilities among the employees provided by the organization.

SECONDARY OBJECTIVE

- To find out the utilization of welfare facilities by the employees.
- To find out the level of satisfaction of employees with regard to labour welfare facilities.

1.9 LIMITATIONS OF THE STUDY

- The opinions are dynamic hence, the results of the study based on these opinions are likely to differ.
- The above-mentioned study is carried out in only the particular company. So, the other observation and results are not applicable for any other companies.
- Data of similar companies were not available for comparison

CHAPTER 2

2.1 REVIEW OF LITERATURE

Thiruvengktra and Thangapandian (2017) has conducted a study on “Employee satisfaction on welfare facilities.” This study aims to find out the satisfaction of the employee, whether the company is providing welfare facilities. The welfare schemes in every organization facilitate impetus for employee and employer relations. It's besides removing dissatisfaction help to develop loyalty in workers towards the organization. Welfare facilities help in motivating and retaining employee within the organization.

Ramamoorthy, Thooyamani, et al. (2017) who has conducted a study on effectiveness of welfare measures and employee morale in TV Sundar amiyengar & sons limited, Madurai. It was observed to determine the employee satisfaction about the facilities given by the company and to assess the impact of welfare measures on employee morale. Findings was employees were satisfied by the welfares given by the company the study did not include the effect of employee welfare measures on productivity and employee satisfaction level was investigated.

Hemalatha, Benita , & Nageswara Rao, (2017) The Main purpose of the study was to identify the impact of welfare facilities on job satisfaction and also to know the satisfaction level of the employees. Data was collected through survey questionnaire from 120 respondents. The study revealed that, employee welfare has a great impact on job satisfaction. The welfare measures made in such a way that it accomplishes the needs of the employees, if the needs of the employeesA

Saravanakumar & DR.S Akilandeswari (2017) in their work- A study on Employees' Health, Safety and Welfare measures in a private industry in Coimbatore city declared 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. 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.

G.Aarthi, & P. Srinivasan (2018) conducted The Study on Impact of Employee Welfare Measures in Automobile Industry. By analysing the summary of the results it was identified that the welfare and safety activities, which was followed by organization was satisfied and they wanted some improvements in the system. As the strength of any organization depends entirely on sincere working of all the employees the management should take special care to frame certain policies procedures to improve the welfare and safety

Sai Anil Kumar and Anil Kumar (2018) has conducted a study on “Labour Welfare Measures in Singareni Collieries Company Limited.” The study clearly states that Labour is an important element in any Industry. Labour Welfare measures are made by the employers to their labour to improve the standard of living, which effects the productivity of the worker in a positive way. This article reviews the welfare measures implemented by the company. The areas covered under review are canteen facility, education, housing, Singareni Seva Samithi (SSS). It also examines the terminal benefits like coal mine provident fund and pension scheme.

Logasakthi and Rajagopal (2019) Revealed the employees enjoy not only the satisfaction of their jobs but also various facilities given by the firms. The labours extend their maximum support for the improvement of the company. The personal department takes care of the total human resources in the company. The management provides all the health safety and welfares to the employees that will help to produce better performance in the work and working environmen

Seetha and Aruna (2019) has conducted a study on “Employees Welfare Measures: Importance, Statutory Provisions and Various Agencies Protecting the Welfare of Employees”. The study explains about the Employees welfare includes various facilities, services and amenities provided for improving their health, efficiency, economic betterment and social status of the workers. Welfare measures

may be introduced by the employers, government, employees or by any social or charitable agency.

Srinivasa Rao and Vidyanath (2019) have carried comparative study to examine the effectiveness of statutory welfare measures fulfillment in sugar mills at Krishna District of Andhra Pradesh. The researchers critically evaluated the canteen facility satisfaction among the selected employees of sugar mills. The researchers framed hypothesis test to explore the association between age and statutory welfare measures fulfillment across the different sugar mills selected for the study. The result indicates that age has significant association with welfare measures fulfillment and KCP sugar mills have higher welfare measures fulfillment compared to Delta Sugar Mills and other Sugar mills of Andhra Pradesh.

Rao, (2019) explain that a welfare measure is a process of recognizing the worker's unique role in society and doing good for them, as well as keeping and inspiring employees and improving the company's local reputation. Anju (2016) within the study recognized to the charge of absence have be abridged to a huge level by knowing that home, physical condition and relatives care, cafeteria, enlightening and guidance capability, and stipulation of benefit activity. He too affirmed to this opinion intended for winning implementation of employee benefits activities is not anything other than an addition of self-governing standards in a manufacturing civilization

Chandrasekaran (2020) an attempt was made to study the welfare schemes available in construction industries. Employees were selected at random through primary survey and responses were analysed through percentage analysing. It was observed that employees were satisfied with welfares schemes of festival advances, medical, lighting, sitting and drinking water. While, Accident benefit scheme provided maximum satisfaction. Most of the employees agreed that labour turnover can be reduced through proper motivational techniques

Meenakshi Yadav (2020) in his paper 'welfare measures'-A study on analysis of workers reveals the welfare measures in the corporate sector. The factor analysis

model has various issues for labor welfare into eight factors. These are: loans and compensation facilities, education, housing, subsidized food, better working environment, stability of work force and provision of cooperative societies. To maintain good industrial relations in the organizations, these types of welfare facilities can maintain long way efficiency in the organizations. The corporate sector should maintain a good provision of welfare measures for the workers

Ms. Masrath Ayesha (2021) “Role of DIY Measures and IMPACTS ON EMPLOYEE'S CAPACITY: SCCL US EMPLOYEES STUDY”. This article discusses the hyperlink between labor productiveness and welfare measures. The observe focuses on internal safeguards and the way those safeguards improve employee productivity at Singareni Collieries Limited (SCCL). After studies, it turned into determined that internal well-being measures or centers have an instantaneous effect on worker productiveness. The article concludes that employees are satisfied with the welfare measures supplied by means of the enterprise and show dedication to their work, which improves their productiveness.

Fareeth (2021) in his study examined the perceptions of various employee welfare measures taken by the engineering colleges and also the parameters that influence them. The study highlighted the fact the teachers have tendency towards various non-monetary schemes viz., legal, transportation, health measures that strongly influenced their perceptions towards welfare schemes.

Joseph, J. S. (2021) A study on satisfaction levels regarding welfare measures of industrial workers working in selected units of MIDC Nagpur. Main objective of the study is to study demographic variables of the industrial workers and to study the level of welfare facilities available in the organization.

CHAPTER 3

RESEARCH METHODOLOGY

3.1 RESEARCH DESIGN

A research design is simply a structural framework of various research methods as well as techniques that are utilized by a researcher. Descriptive research design was adopted in this project work. Since, the investigator wants to know about the employees opinion.

3.2 SOURCES OF DATA

Two methods of data collection are used:

PRIMARY DATA: Questionnaire is used as a primary data collection tool and the respondents were chosen on convenient basis. The questionnaire was design according to the objectives of my study.

SECONDARY DATA: It is the data which already collected or exists in the organization in the form of past records, websites and related journals, and the data was collected from the books, company websites, google and other related records.

3.3 STRUCTURE OF QUESTIONNAIRE

A structured questionnaire is a document used to collect data from the respondents and consists of a set of standardized questions. The questionnaire was divided into two parts. The first part is about respondents general details. The second part has some questions related to health, safety and welfare of the employees.

3.4 SAMPLE SIZE

Sample size of 52 employees has been taken for this study.

3.5 SAMPLING TECHNIQUE

CONVENIENCE SAMPLING is used because they are the easiest way to recruit for the study of their entire population.

3.6 PERIOD OF STUDY

The period of the study is 3 months.

3.7 ANALYTICAL TOOLS

The following statistical tool were used for the analysis of the data

Percentage analysis method: The number of responses of each category is summarized to percentage format for the convenience to use other statistical tools namely pie chart and bar diagrams.

$$\text{Percentage} = \frac{\text{No of respondents}}{\text{Total number of respondents}} \times 100$$

CHAPTER 4

DATA ANALYSIS AND INTERPRETATION

4.1 PERCENTAGE ANALYSIS

TABLE 4.1: GENDER OF THE RESPONDENTS

Gender	No of respondents	Percentage
Male	40	76.9
female	12	23.1
Total	52	100

[SOURCE: Primary data]

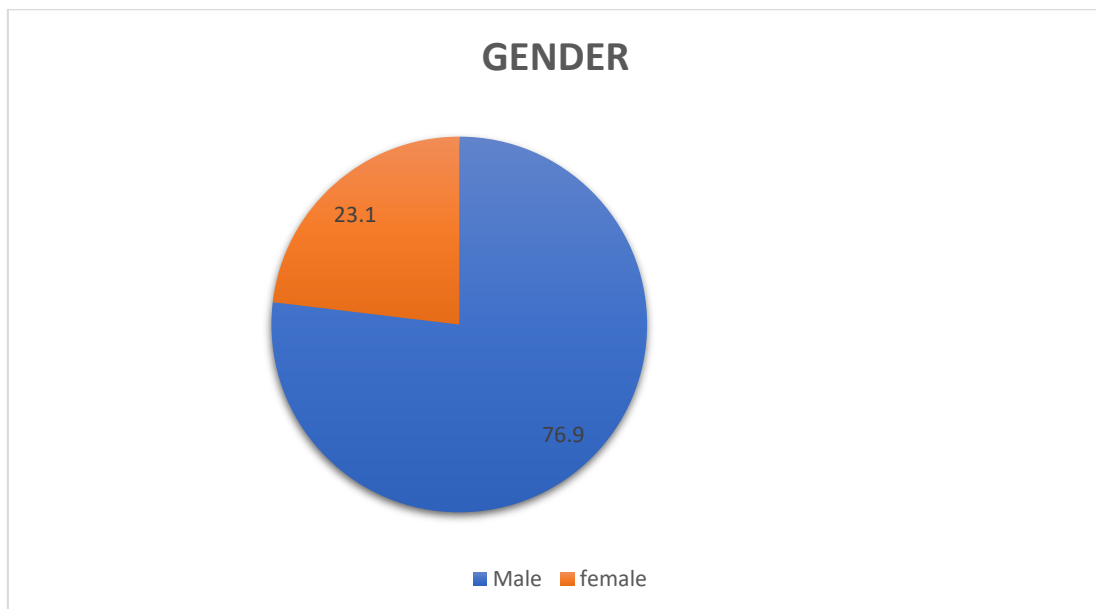


Figure 4.1: Gender of the respondents

INTERPRETATION

76.9% of the respondents are male and rest of 23.1% are female respondents.

TABLE 4.2 AGE GROUP OF THE RESPONDENTS

Age	No of respondents	Percentage
18-30 years	27	51.9
31-40 years	11	21.1
40-50 years	7	13.4
Above 50 years	7	13.4
Total	52	100

[SOURCE: Primary data]

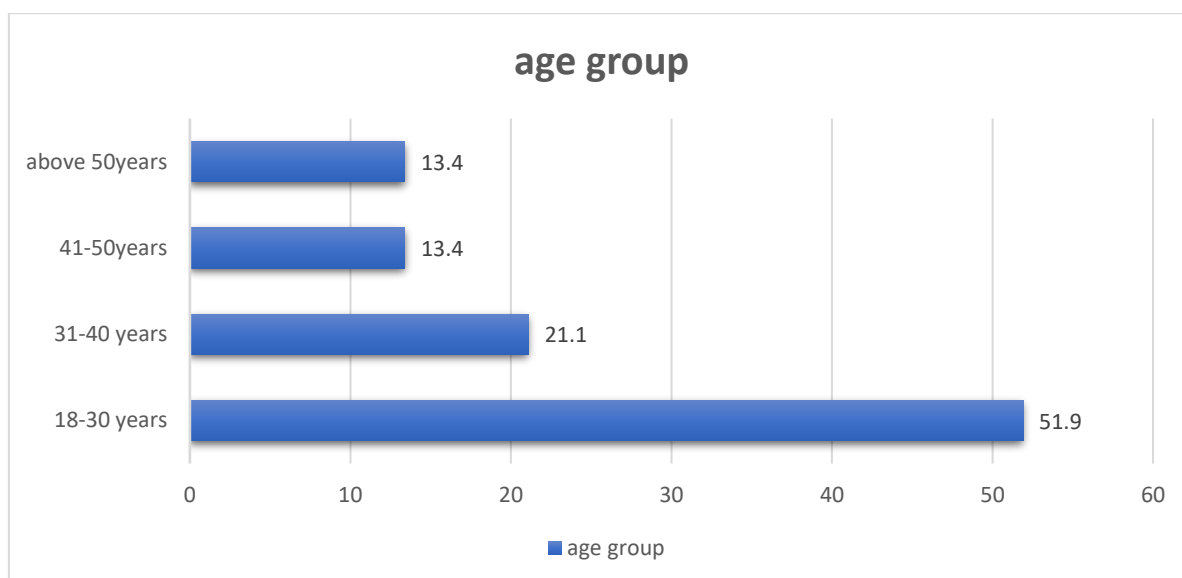


Figure 4.2 Age group of the respondents

INTERPRETATION

51.9% of the respondents are in the age category of 18-30 years, 21.1% of the respondents are in the age category of 31-40 years, 13.4% of the respondents are in the age group of 41-50 years, 13.4% of the respondents are in the age category of above 50 years.

TABLE 4.3 SALARY OF THE RESPONDENTS

Salary per month	No of respondents	Percentage
Less than rs.10000	21	40.3
Rs.11000- rs.20000	14	26.9
Rs. 21000- rs.30000	9	17.3
More than rs.310000	8	15.3
Total	52	100

[SOURCE: Primary data]



Figure 4.3 Salary of the respondents

INTERPRETATION

40.3% of respondents are earning less than rs.10,000, 26.3% of respondents are earning between rs.10,000-20,000, 17.3% of respondents are earning between rs.21,000-rs.30,000, 15.3% of respondents earning above rs.31,000.

TABLE 4.4 WORK EXPERIENCE OF THE RESPONDENTS

Work experience	No of respondents	Percentage
Less than 3 years	30	57.6
3 – 5 years	7	13.4
More than 5 years	15	28.8
Total	52	100

[SOURCE: Primary data]



Figure 4.4 Work experience of the employees

INTERPRETATION

57.6% of the respondents are below 3years of work experience, 13.4% of respondents are 3-5years of work experience, 13.4% of the respondents are above 5years of work experience.

TABLE 4.5 EDUCATIONAL QUALIFICATION OF THE RESPONDENTS

Educational qualification	No of respondents	Percentage
Illiterate	20	38.4
HSC	17	32.6
Diploma	11	21.1
Under graduate	4	7.6
Total	52	100

[SOURCE: Primary data]

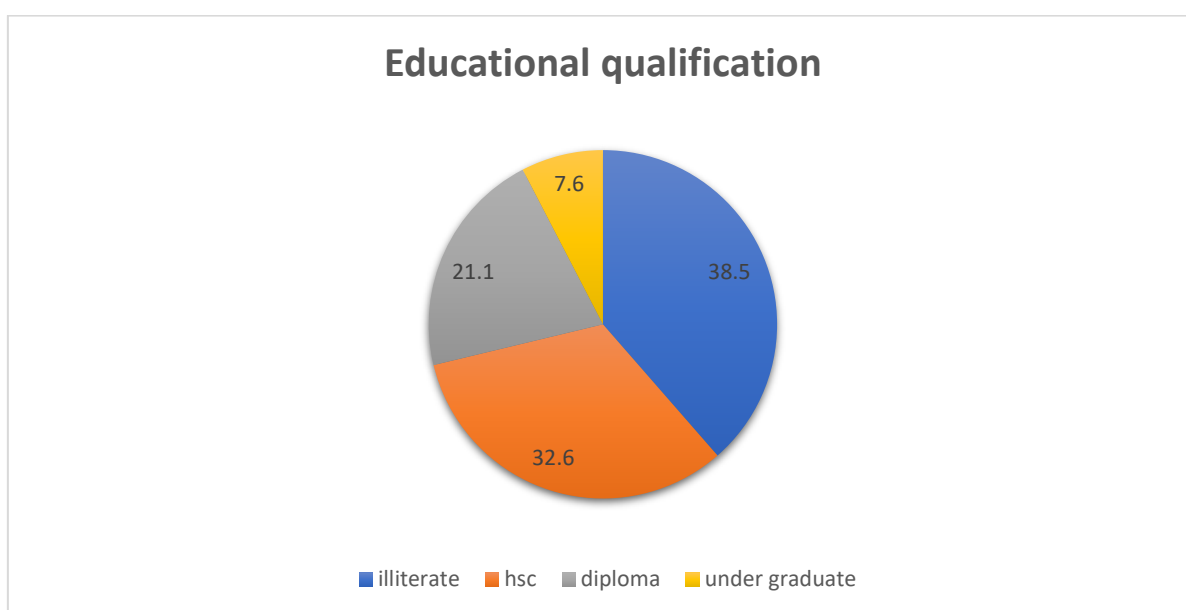


Figure 4.5 Educational qualification of the respondents

INTERPRETATION

38.5% of respondents are illiterate, 32.6% of respondents are HSC, 21.1% of respondents are diploma, 7.6% of respondents are under graduate.

TABLE 4.6 “WELFARE FACILITIES PROVIDED WILL MOTIVATE WORKERS TO WORK SINCERLY” – HOW FAR YOU AGREE WITH THIS STATEMENT?

Welfare facilities	No of respondents	Percentage
Strongly agree	8	15.3
Agree	35	67.3
Disagree	5	9.6
Strongly disagree	4	7.6
Total	52	100

[SOURCE: Primary data]

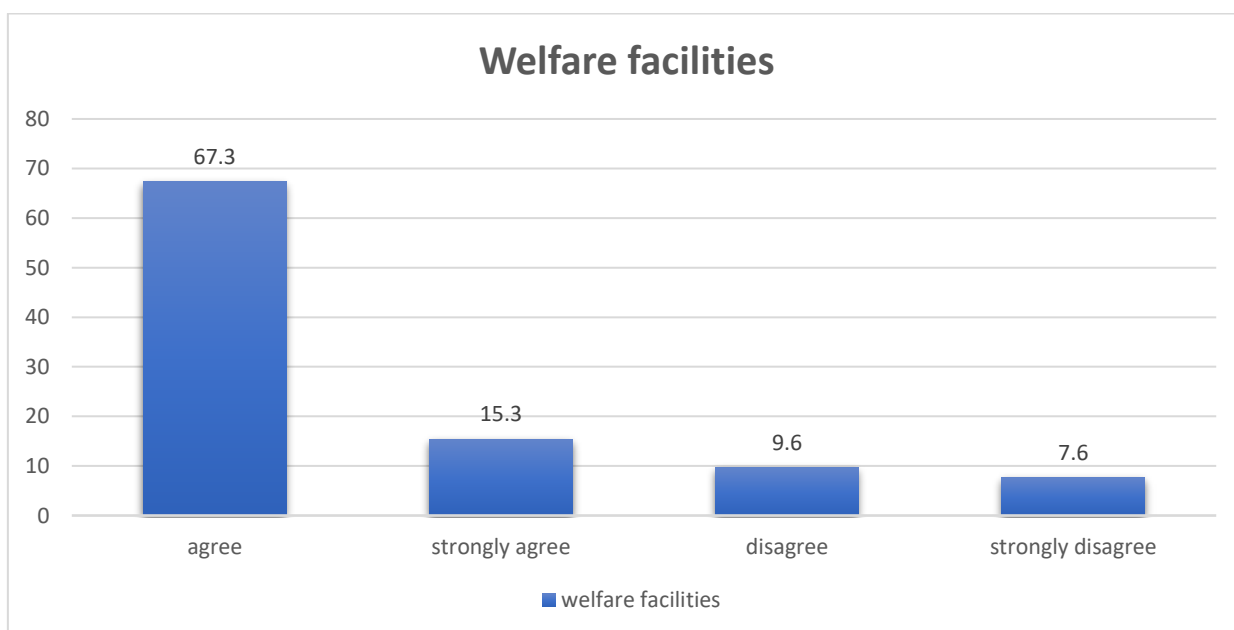


Figure 4.6 welfare facilities

INTERPRETATION

67.3% of respondents are agreeing this statement, 15.3% of respondents are strongly agree, 9.6% of respondents are disagree, 7.6% of respondents are strongly disagree.

TABLE 4.7 WORKING ENVIRONMENT OF THE COMPANY

Working environment	No of respondents	Percentage
Very poor	0	0
Fair	9	17.3
Average	11	21.1
Good	25	48.7
Very good	7	13.4
Total	52	100

[SOURCE: Primary data]

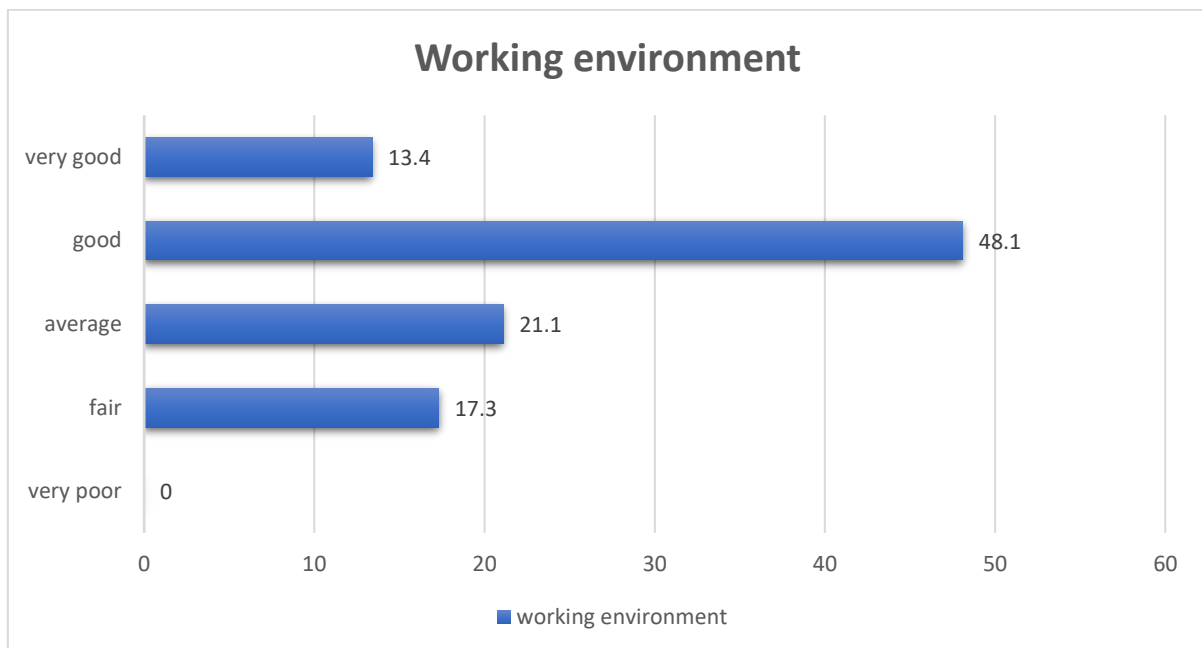


Figure 4.7 Working environment of the company

INTERPRETATION

48.1% of respondents said good, 21.1% of respondents said average, 17.3% of respondents said fair, 13.4% of respondents said very good, no one has not told very poor.

TABLE 4.8 MEDICAL BENEFITS PROVIDED BY THE COMPANY

Medical benefits	No of respondents	percentage
Very satisfied	15	28.8
Satisfied	32	61.5
neutral	1	1.9
Dissatisfied	2	3.8
Highly dissatisfied	2	3.8
Total	52	100

[SOURCE: Primary data]

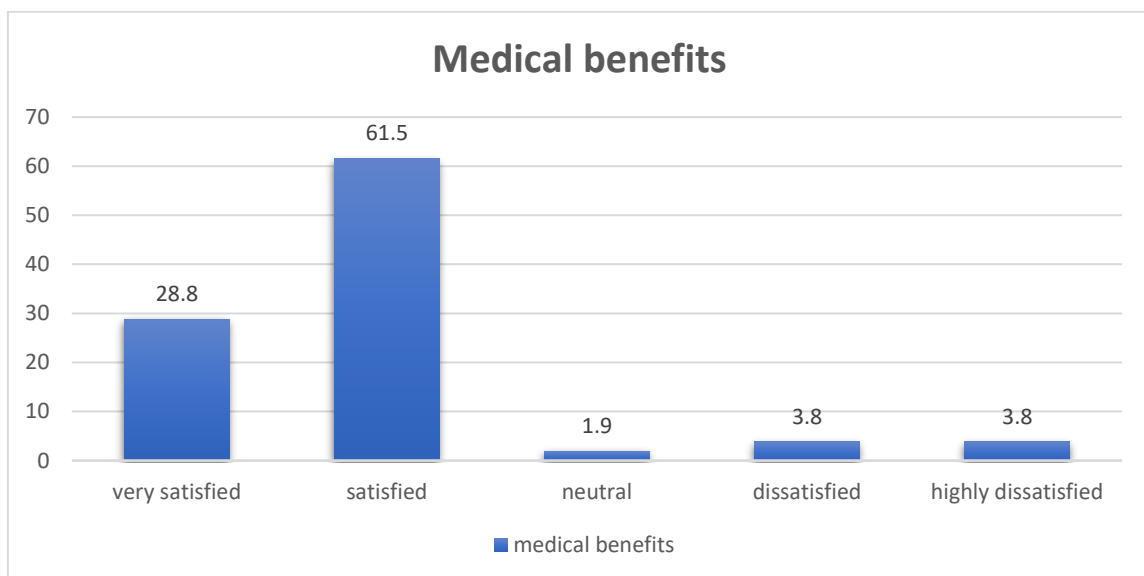


Figure 4.8 Medical benefits

INTERPRETATION

61.5% of respondents feels satisfied, 28.8% of respondents feels highly satisfied, 3.8% of respondents feels both dissatisfied and highly dissatisfied, 1.9% of respondents feels neutral.

TABLE 4.9 SANITARY FACILITIES PROVIDED BY THE COMPANY

Sanitary facilities	No of respondents	Percentage
Poor	4	7.6
Fair	13	25
Average	11	21.1
Good	24	46.1
Total	52	100

[SOURCE: Primary data]

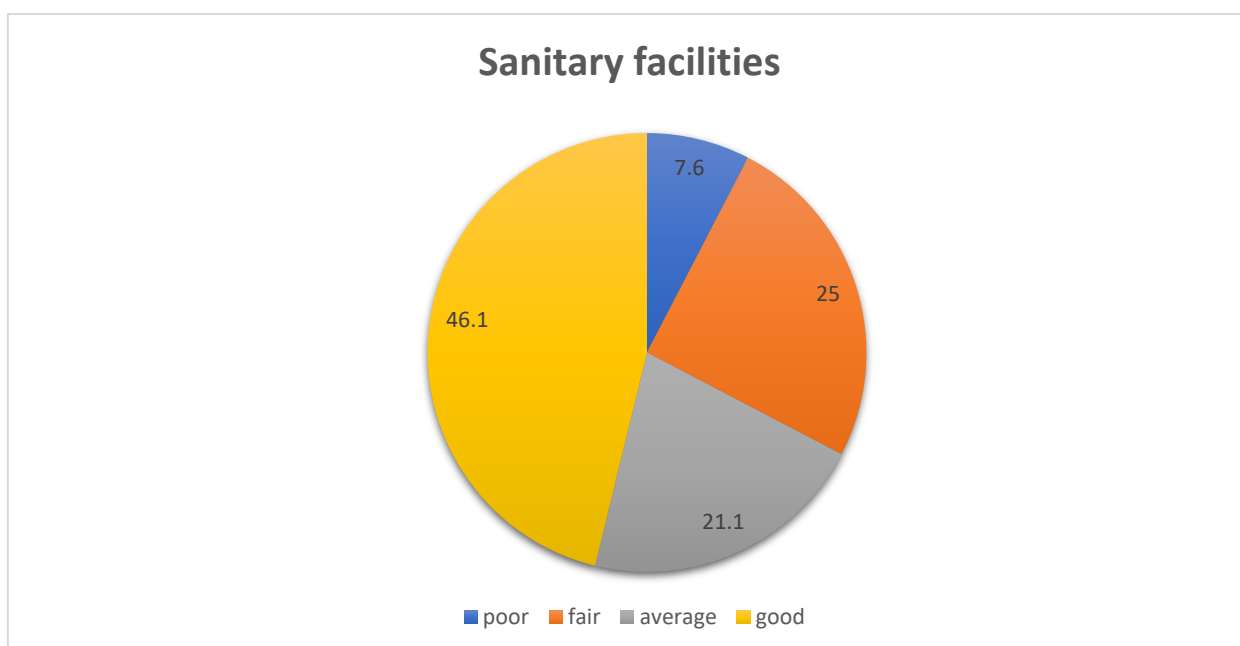


Figure 4.9 Sanitary facilities

INTERPRETATION

46.1% of respondents said good, 21.1% of respondents said average, 25% of respondents said fair, 7.6% of respondents said poor.

TABLE 4.10 CANTEEN FACILITIES PROVIDED BY THE COMPANY

Canteen facilities	No of respondents	Percentage
Highly satisfied	15	28.8
Satisfied	28	53.8
Dissatisfied	5	9.6
Highly dissatisfied	4	7.6
Total	52	100

[SOURCE: Primary data]

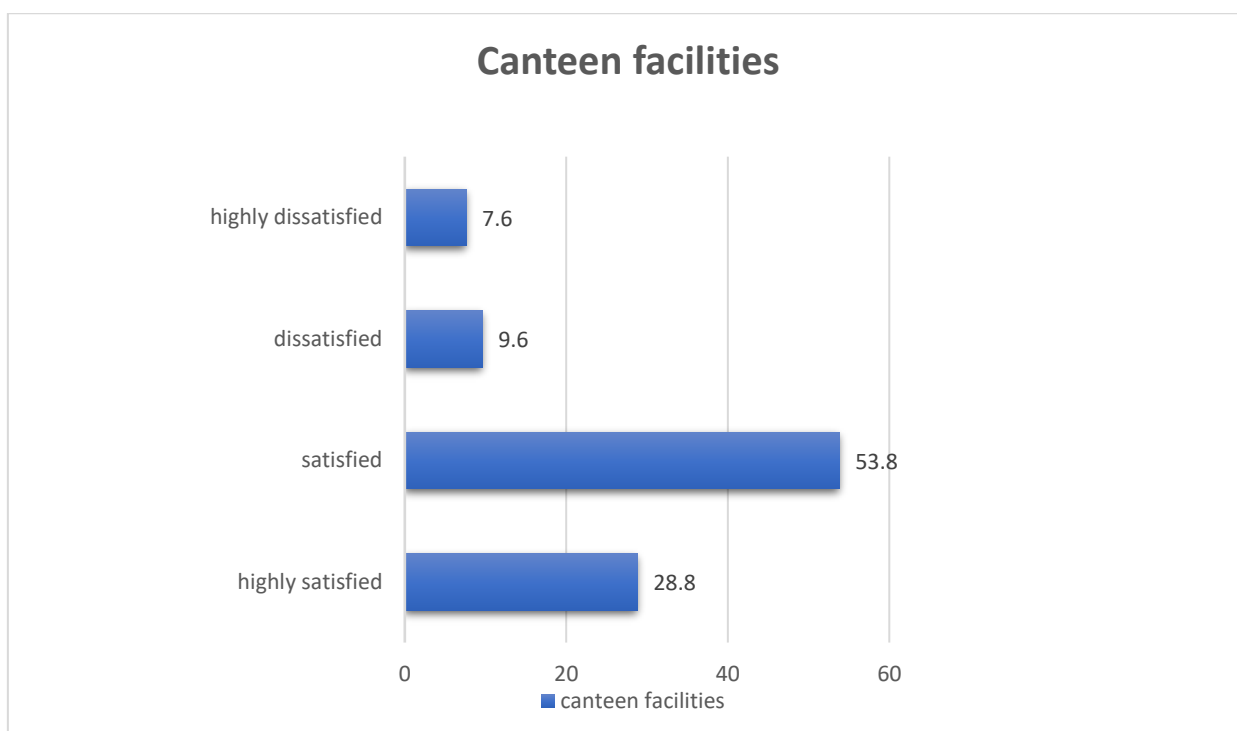


Figure 4.10 Canteen facilities

INTERPRETATION

53.8% of respondents feels satisfied, 28.8% of respondents feels highly satisfied, 9.6% of respondents feels dissatisfied, 7.6% of respondents feels dissatisfied.

TABLE 4.11 LEAVE POLICY GIVEN BY THE COMPANY

Leave policy	No of respondents	Percentage
Highly satisfied	10	19.2
Satisfied	27	51.9
Dissatisfied	9	17.3
Highly dissatisfied	6	11.5
Total	52	100

[SOURCE: Primary data]

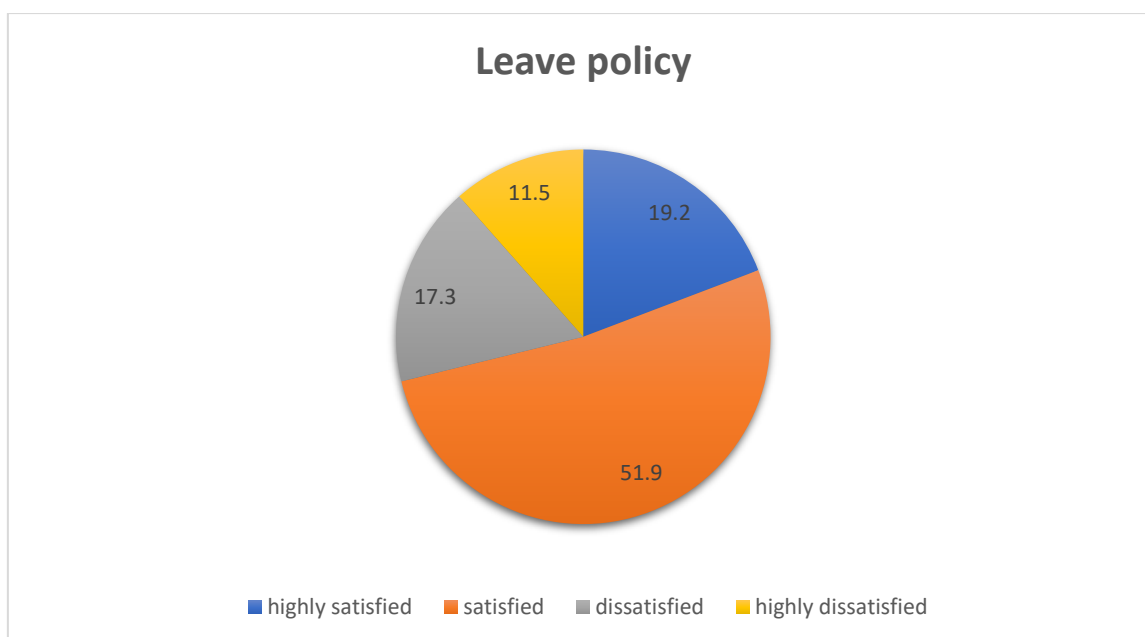


Figure 4.11 Leave policy

INTERPRETATION

51.9% of respondents feels satisfied, 19.2% of respondents feels highly satisfied, 17.3% of respondents feels dissatisfied, 11.5% of respondents feels highly dissatisfied.

TABLE 4.12 ARE YOU PROVIDING TRAINING BEFORE WORKING ON MACHINERY?

Training	No of respondents	Percentage
Provided	35	67.3
Sometimes	10	19.2
never	7	13.4
Total	52	100

[SOURCE: Primary data]



Figure 4.12 Training before working

INTERPRETATION

67.3% of respondents said provided, 19.2% of respondents said sometimes, 13.4% of respondents said never

TABLE 4.13 DOES YOUR COMPANY INITIATES PROGRAM THAT PROMOTES SAETY OF THE EMPLOYEES?

Program	No of respondents	Percentage
Conducted every month	42	80.7
Sometimes	7	13.4
Never	3	5.7
Total	52	100

[SOURCE: Primary data]

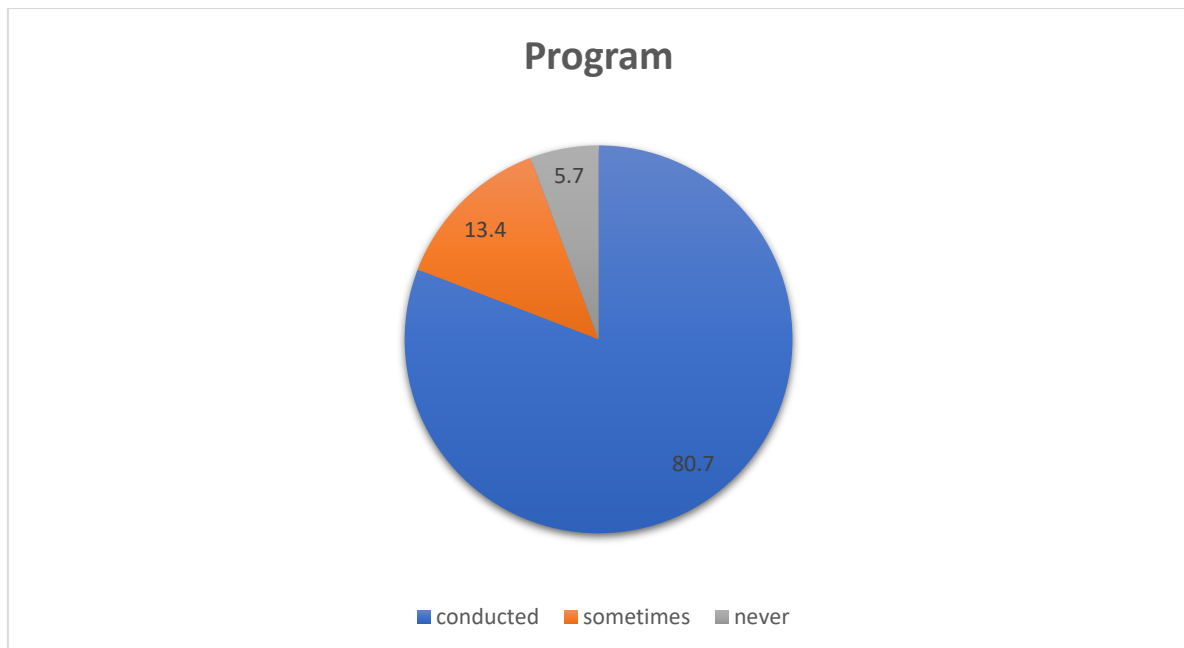


Figure 4.13 Program initiates by the company

INTERPRETATION

80.7% of respondents said conducted, 13.4% of respondents said sometimes, 5.7% of respondents said never.

TABLE 4.14 HOW OFTEN DOES YOUR COMPANY OFFERS HEALTH CHECKUPS

Health checkups	No of respondents	Percentage
Quarterly	4	7.6
Half yearly	44	84.6
Annually	0	0
Never	4	7.6
Total	52	100

[SOURCE: Primary data]

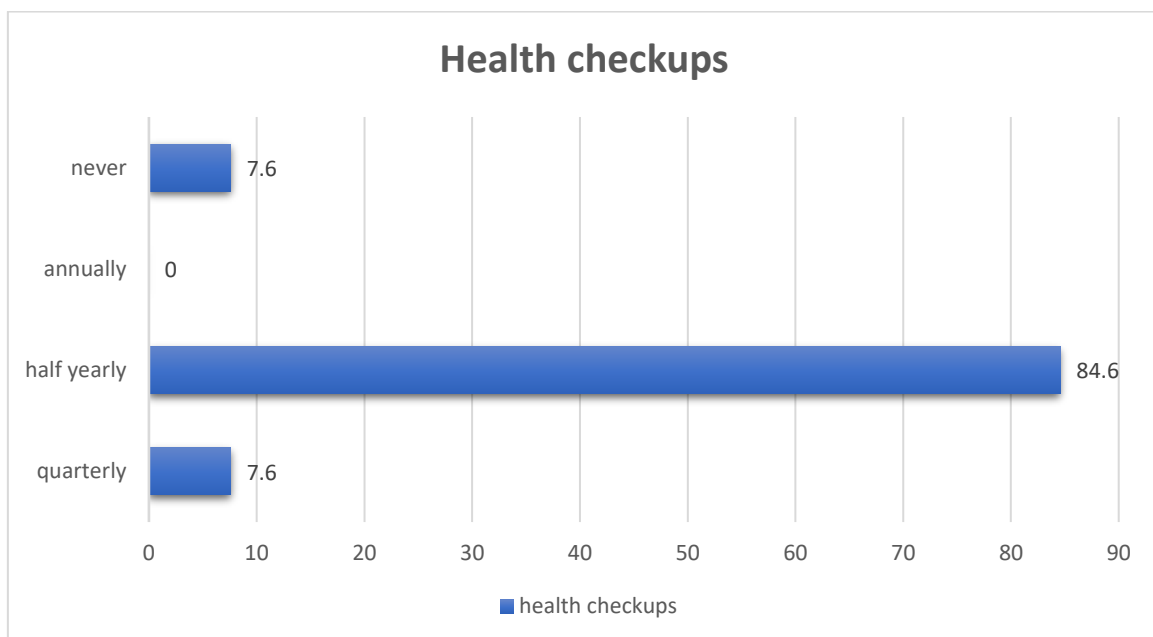


Figure 4.14 Health checkups

INTERPRETATION

84.6% of respondents said half yearly, 7.6% of respondents said quarterly, 7.6% of respondents said never.

TABLE 4.15 HOW SATISFY YOU ARE WITH HEALTH, SAFETY AND WELFARE MEASURES PROVIDED BY THE COMPANY?

Health, safety & welfare	No of respondents	Percentage
Highly satisfied	17	32.6
Satisfied	28	53.8
Dissatisfied	4	7.6
Highly dissatisfied	3	5.7
Total	52	100

[SOURCE: Primary data]

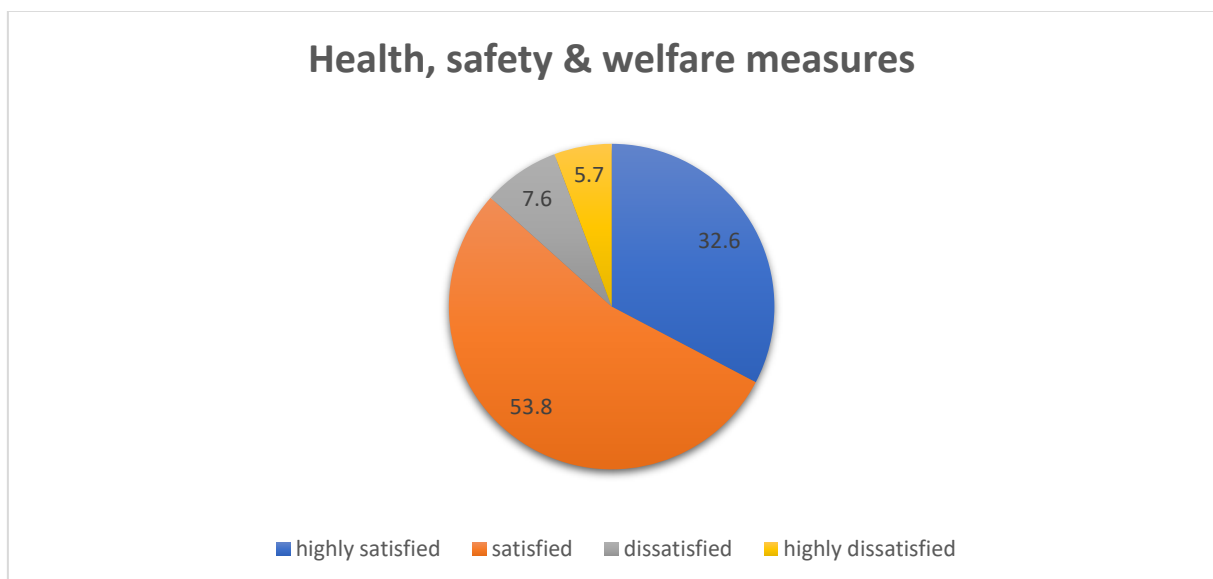


Figure 4.15 satisfaction level of health, safety & welfare measures

INTERPRETATION

53.8% of respondents feels satisfied, 32.6% of respondents feels highly satisfied, 7.6% of respondents feels dissatisfied, 5.7% of respondents feels highly dissatisfied.

CHAPTER 5

FINDINGS, SUGGESTIONS AND CONCLUSION

5.1 FINDINGS OF THE STUDY

- 76.9% of respondents are from male gender.
- 51.9% of respondents are from the age group of 18-30 years.
- 57.6% of respondents having less than 3 years of work experience.
- 38.5% of respondents are illiterate.
- 40.3% of respondents of earning less than Rs.10,000.
- 67.3% of respondents are agree that the welfare facilities will motivate them to work sincerely.
- 48.1% of respondents said good for the working environment of the company.
- 61.5% of respondents feels satisfied for the medical benefits provided by the company.
- 46.1% of respondents feels GOOD about the sanitary facilities provided by the company.
- 53.8% of respondents satisfied about the canteen facilities provided by the company.
- 51.9% of respondents feels satisfied about the leave policy given by the company.
- 67.3% of respondents said, the company provided training before working on machinery.
- 80.7% of respondents said, the company conducted initiate the safety programs to them.
- 84.6% of respondents said, that the company offers health check-ups twice a year.
- 53.8% of respondents are dissatisfied with health, safety & welfare measures provided by the company.

5.2 SUGGESTIONS OF THE STUDY

- Not all the departments have washroom facilities. Departments such as stores, purchase must be provided with the washroom facility.
- Should give training about the safety measures to the employees before working on machinery in order to handle if unexpected accident occur.
- Organisation should improve medical facilities regarding services and treatment.
- Organisation need to conduct more safety training programs for the employees. Need to supply safety equipment wherever required and supervising to follow safety measures by the employees.
- Organisation should improve drinking facilities near the plant or outside of plant for working labour as well as employees.
- Awareness about the hazards at the workplace should be known fully to the employees.

5.3 CONCLUSION OF THE STUDY

- Based on the study of employee safety and welfare measures in micro hard processing services, it is clear that the company is very keen in the promoting all the welfare measures providing by MHPS. The objective of the study is achieved in finding the satisfactory level and workers opinion towards the management attitude.
- Human resources plays an important role in any organisation, employees welfare facilities are concerns to this department, if the employee happy with welfare measures then only the productivity of that organization can be increased.
- The effective and efficient safety policies and welfare facilities make the employees to perform the better job better, which leads to effectiveness of the organisation.

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APPENDIX (QUESTIONNAIRE)

1. Gender

- ☐ Male
- ☐ Female

2. Age group

- ☐ 18 – 30 years
- ☐ 30 – 40 years
- ☐ 41 – 50 years
- ☐ Above 50 years

3. Salary

- ☐ Less than Rs. 10,000
- ☐ Rs. 11,000 - Rs. 20,000
- ☐ Rs. 21,000 – Rs. 30,000
- ☐ More than Rs. 30,000

4. Work experience

- ☐ 0 – 3 years
- ☐ 3 – 5 years
- ☐ More than 5 years

5. Educational qualification

- ☐ Illiterate
- ☐ HSC
- ☐ Under graduate
- ☐ Diploma

6. “Welfare facilities provided will motivate employees to work sincerely” – how far you agree with this statement?

- ☐ Strongly agree

- Agree
- Disagree
- Strongly disagree

7. Are you satisfied with the working environment of the company?

- Very poor
- Fair
- Average
- Good
- Very good

8. Are you satisfied with medical benefits provided by the company?

- Highly satisfied
- Satisfied
- Neutral
- Dissatisfied
- Highly dissatisfied

9. Are you satisfied with the sanitary facilities provided by the company?

- Poor
- Fair
- Average
- Good

10. Are you satisfied with the canteen facilities provided by the company?

- Highly satisfied
- Satisfied
- Dissatisfied
- Highly dissatisfied

11. Are you satisfied with leave policy provided by the company?

- Highly satisfied
- Satisfied
- Dissatisfied

- Highly dissatisfied
- 12. Are you providing training before working on machinery?
 - Provided
 - Sometimes
 - Never
- 13. Does your company initiate program that promotes safety of the employees?
 - Conducted every month
 - Sometimes
 - Never
- 14. How often does your company offers health checkups?
 - Quarterly
 - Half yearly
 - Annually
 - Never
- 15. How satisfy you are with health, safety and welfare measures provided by the company?
 - Highly satisfied
 - Satisfied
 - Dissatisfied
 - Highly dissatisfied