

**A STUDY ON DEVELOPING
SPECIALIZED SAFETY STANDARDS FOR THE WORKPLACE
AT MARTRADE GROUPS**

Submitted in partial fulfillment of the requirement 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**

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DEPARTMENT OF MANAGEMENT STUDIES BONAFIDE CERTIFICATE

This is to certify that this Project Report is the bonafide work of SONA PRIYADHARSHINI S (40740347) who carried out the project entitled "A STUDY ON DEVELOPING SPECIALIZED SAFETY STANDARDS FOR THE WORKPLACE" under our supervision from January 2023 to March 2023.

DR. K. SASIREKHA B. Sc., B. Ed., MBA, Ph.D.

Internal Guide

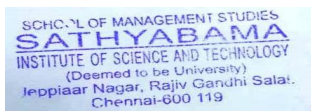
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Internal Examiner



External Examiner

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I am SONA PRIYADHARSHINI S (40740347). Hereby declare that the Project Report entitled **“A STUDY ON DEVELOPING SPECIALIZED SAFETY STANDARDS FOR THE WORKPLACE”** done by me under the guidance of Dr. K. SASIREKHA, B. Sc., B.Ed., MBA., Ph.D., SCHOOL OF MANAGEMENT STUDIES is submitted in partial fulfillment of the requirements for the award Bachelor of commerce degree.

DATE: 29.04.2023

PLACE: CHENNAI



SONA PRIYADHARSHINI

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SONA PRIYADHARSHINI S

ABSTRACT

The aim of study is to examine the strategic issues pertaining to employee safety and health. The methodology adopted includes survey research design and the collection, percentage and chi-square were also used to test the hypothesis. The study helps to maintain proper safety standards. It would also help the manufacturing sectors to ensure that employees take protection against unsafe practice. Hence a realistic & positive view must be inculcated to ensure the safety & health of workforce in an organization.

Responses are collected through questionnaire for this project. A Sample of 110 employees has been chosen for this study. Simple percentage analysis, one-way Anova and correlation analysis are used to analyze this project statistically.

We recommend that employee induction should last more than one day, usually 2-5 days. Employee induction should always start with HR's welcome from the appointed host from that department, who is responsible to guide newcomer through department to introduce him to the other. Based on the other findings, suitable suggestions have been given to the management.

TABLE OF CONTENT

Chapter No.	Title	Page No.
1	INTRODUCTION	8
	1.1 Background of the study	8
	1.2 Statement of research problem	9
	1.3 Objective of the study	9
	1.4 Research questions	9
	1.5 Significance of the study	9
	1.6 Scope of the study	9
	1.7 Industrial Profile	9
	1.8 Company Profile	10
2	REVIEW OF RELATED LITERATURE	
	2.1 Review of literature	11
3	RESEARCH METHODOLOGY	14
	3.1 Research Design	14
	3.2 Research Instrument	14
	3.3 Validity of Research Instrument	14
	3.4 Reliability of Research Instrument	15
	3.5 Method of Data Collection	15
	3.6 Sources of data	15
	3.7 Sample design	16
	3.8 Structure of questionnaire	16
	3.9 Sampling technique	16
4	DATA PRESENTATION AND ANALYSIS	17
	4.1 Percentage Analysis	17
5	SUMMARY, CONCLUSION AND RECOMMENDATION	41
	5.1 Summary of the findings	41
	5.2 Conclusion	42
	5.3 Findings & Recommendations	42
	5.4 Suggestion for further studies	42
6	REFERENCES	43
7	QUESTIONNAIRE	44

LIST OF TABLES

TABLE No.	PARTICULAR	PAGE No.
4.1.1	Gender of the respondents	17
4.1.2	Marital Status of the Respondents	18
4.1.3	Age of the Respondents	19
4.1.4	Education Level	20
4.1.5	Work experience in current position	21
4.1.6	Do you work full time	22
4.1.7	Do you feel you've received effective safety training	23
4.1.8	Do your coworkers show their dedication to safety	24
4.1.9	How much you are comfortable sharing your safety concerns	25
4.1.10	Do you understand your company's Safety Policies	26
4.1.11	Do you perform tasks that you are not familiar with	27
4.1.12	Do you work in positions like bend, twist, heavy manual labour	28
4.1.13	Have you been certified by proper authorities	29
4.1.14	Management is extremely particular about the certification	30
4.1.15	Interaction with Chemicals or Inflammable substances	31
4.1.16	Do you work at a height that is more than 5 meters	32
4.1.17	How long do you stand for a day	33
4.1.18	Do you feel workplace health and safety is considered important	34
4.1.19	Emergency kits are in place to prevent and deal with hazards	35
4.1.20	Incidents and accidents are thoroughly investigated & addressed	36
4.1.21	I knowhow to assist and respond to any incident involving health and safety in my workplace	37
4.1.22	I understand the risks involved with my job and I take necessary precautions for safety	38
4.1.23	I can freely express my opinions and discuss with the management my concerns about the safety of my job in my workplace	39
4.1.24	Does safety standards in your organization reduce accidents	40

INTRODUCTION

1.1 BACKGROUND OF THE STUDY

The role of human resource management within the economy is firstly to integrate the aspects of the economy with the existing processes, policies, and strategies of the organization. The needs of the human resources within the organization need to be re-evaluated, and people must be placed at the heart of corporate purpose. Human resource management must alert the top management of how important the internet, e-commerce and globalization are for the organization's success and competitive advantage. Incorporating these means that change will occur. It will be the role of the human resource professionals to function as an interface between top management and the employees during this period of change. Employees are endowed with skills, knowledge, abilities, values, attitude, aptitude etc. They come to the organization with all these varieties of human resources. Though the job and the organization mostly require employee's skills and knowledge, it is inevitable to the management to bear and respect the total employee. Then only the employee commits himself to the organization. The committed employee is an asset to the manufacturing organization as he contributes his maximum skill and knowledge. Further, the committed employee is loyal to the organization. In the process of maintaining human relations, the company provides congenial work environment to its employees.

Employee Safety

Safety refers to the absence of accidents. Stated differently, safety refers to the protection of workers from the danger of accidents.

Types of Accidents

Accidents are of different types.

- They may be classified as major and minor ones, depending upon the severity of the injury.
- An accident which ends in a death, or which results in a prolonged disability to the injured is a major one.
- A scratch or a cut that does not seriously disable him/her is a minor accident, but an accident, nevertheless.
- A mere incision or a deep scratch may or may not immediately disable the worker, but he or she may develop disability later.
- A worker may be disabled by an injury for an hour, half a day, a day, a week, a month, or a few months.

1.2 STATEMENT OF RESEARCH PROBLEM

- Human Resources is the department responsible for recruiting and training staff, developing workplace policies, administering employee benefits, and motivating employees to stay with the organization.
- A company's human resources department oversees making sure employees are as productive as possible and protecting the company from any problems that may arise in the workplace

1.3 OBJECTIVES OF THE STUDY

- To examine the strategic issues were pertaining to employee safety and health in MARTRADE
- To analyse the measures taken towards industrial safety.
- To evaluate the cause of accident.

1.4 RESEARCH QUESTIONS

- To carry out this study effectively and efficiently, the following research questions would be addressed:
- Does organization improve safety standards which lead to decreases in accidents?
- Do safety standards increase production in organizations?
- Does human resource increase safety standards and employee's loyalty?

1.5 SIGNIFICANCE OF THE STUDY

This study seeks to identify the role plays in the achievement of MARTRADE GROUP'S safety objectives. This study will serve as a guide to the company and individual by giving them the insight into how well planned and effectively implement the safety program that can help to yield a positive impact it would have on their employee's performance and what to do next in case of minimal impact.

1.6 SCOPE OF THE STUDY

This research study is useful for MARTRADE GROUPS to understand the expectations and requirements of the employee to serve them in better way. The Study helps to understand safety standards implementation. To find numerous factors that cause the dissatisfaction to the employee and overcome those by better strategy.

1.7 INDUSTRY PROFILE

SHIPPING

The international shipping industry is responsible for the carriage of around 90% of world trade. Without shipping, intercontinental trade, the bulk transport of raw materials, and the import/export of affordable food and manufactured goods would simply not be possible.

LOGISTIC

Logistics industry is the science of purchasing, manufacturing, and distributing raw materials and finished products to the right place, at the right time and with the right quantity.

1.8 COMPANY PROFILE

The MARTRADE GROUPS is a privately owned integrated logistics service provider offering worldwide services. Managed from the corporate headquarters in Düsseldorf, Germany, the Group provides specialized logistics through three main business units: Ocean Shipping, Port & Terminal Operations and Logistics Project Services. In addition, the Group has interests in real estate, land, and terminal development projects across the world as well as communication services.

The Group traces its origin to the early 1970ies, when the founder and main shareholder commenced as niche shipping operator specialized on the steel industry.

CHAPTER: 2

REVIEW OF RELATED LITERATURES

This chapter reviews some past works of authors and researchers on the subject matter of this study. It provides avenue to have the in-depth exploration of this topic understanding and balance the key words of the research topic. The topic covered under review includes exploring terms of developing specialized safety standards on MARTRADE GROUPS.

1. Ms. Lincy Joykutty

A study on effectiveness of Safety & health program on workforce of various manufacturing sectors, Bengaluru.

The aim of study is to examine the strategic issues pertaining to employee safety and health. Some organizations replace the revoked safety programs with more innovative ones. Some safety programs also have rewards for employees who avoid accidents. The study helps to maintain proper safety standards. It would also help the manufacturing sectors to ensure that employees take protection against unsafe practices. Every organization should formulate and implement a safety policy. The procedure to be adopted naturally depends upon the size of the company, the number of plants it operates, the nature of the industry in which it is engaged, the production technology it uses, and the attitude of the top management. After it has spelt out its safety policy, a manufacturing institution should establish a safety program, the primary goals of which should be to reduce the number of hazardous factors that are likely to cause accidents, and to develop safe working habits among its employees. Hence a realistic & positive view must be inculcated to ensure the safety & health of workforce in an organization.

2. Grace Katunge Jonathan

Maintaining Health and Safety at Workplace: Employee and Employer's Role in Ensuring a Safe Working Environment.

The concern for health and safety is legitimate in every context of human enterprise. In schools, for teaching staff's safety to be guaranteed, the equipment available should be properly maintained and installation for nonexistent ones done according to the health and safety policies. With a focus on Mbooni West district, this paper reports the findings of a survey which focused on the health and safety of teachers in secondary schools in the region. Many secondary school administrators do not consider teaching staff's involvement in recommending policies and procedures in curbing safety hazards. This makes it difficult for the teaching staff to take responsibility for their own safety. The study thus sought to establish teachers' perspectives on their role in ensuring health and safety workplaces in secondary schools. The study targeted all teachers and deputy principals collaborating with Teachers Service Commission (TSC) and those collaborating with the secondary schools' Board of Management (BOM). Although the study aimed survey principles, they were not available during the data collection period.

3. AJEET JAISWAL

The occupational safety and healthy

Occupational health and safety (OHS) is commonly referred to as occupational Safety, and is a multidisciplinary field that is concerned with the health, safety and welfare of the people across all occupations. Due to high number of accidents and exposure agents that occurs in all kinds of workplace and the consequences, this has for workers organizations society, and countries. Occupational safety and health have become a particularly critical issues for stakeholder to take care of the human resource. Occupational health and safety are as specialized branch of medicine that focus on the physical and biological affects the co- workers and leads to occupational illness or occupational disease including cancer, hearing loss, asthma etc.

4. Daniel Kitaw

Occupational safety and health practice & accidents severity

This literature review focuses on research undertaken since 1980s onwards. The purpose of the study is to identify existing gaps on workplace safety and health management and propose future research areas. The review adds value to existing electronic database through integration of research's results. To identify existing gaps, a systematic literature review approach has been used. The reviews were undertaken through keywords and safety related topics. In the literature, various characteristics of workplace safety and health problems were found emanating from the lack of operational activities of the employees, internal working environment and external environment those impose hazards on employee temporarily, permanently and on working environments.

5. Zhou LJ

Research on Occupational Safety, Health Management and Risk Control Technology in Coal Mines

This paper studies the occupational safety and health management methods as well as risk control technology associated with the coal mining industry, including daily management of occupational safety and health, identification and assessment of risks, early warning and dynamic monitoring of risks, etc.; also, a B/S mode software (Geting Coal Mine, Jining, Shandong, China), i.e., Coal Mine Occupational Safety and Health Management and Risk Control System, is developed to attain the aforementioned objectives, namely promoting the coal mine occupational safety and health management based on early warning and dynamic monitoring of risks. Furthermore, the practical effectiveness and the associated pattern for applying this software package to coal mining is analyzed. The study indicates that the presently developed coal mine occupational safety and health management and risk control technology and the associated software can support the occupational safety and health management efforts in coal mines in a standardized and effective manner.

6. Željko Stević¹, Gordan Stojić², Marko Vasiljević¹, Slavko Vesković

Safety at working the field of logistics

The aim of study was to review the security situation in the field of logistics, as well as the presentation of prevention possibilities to security within the logistics systems increased and contributed to reducing the number of accidents that happen every moment throughout the world. The significance of this problem is recognized over the last decade when it was introduced the standard for security of supply chain ISO 28000 provides that in addition to the flow of safe and secure flows of goods and competitive advantage in the market. The paper also presents statistical data related to occupational accidents ending in death, then the most common causes that lead to such consequences. It also shows the statistics of accidents related to the transport sector, the production and movement of material and the possibility of preventive action in the storage subsystem, which forms an important segment of logistics. In essence, the work focuses partly on increasing the security of cargo flows, and partly on safety at work in the field of logistics.

7. Selvarajah Krishnan, Sheikh Muhamad Hizam

Safety at Workplace Enhance Productivity

Human behaviour is such an important ingredient in improving workplace safety and managing loss control exposures. These will lead to the effective outcomes in workplace safety. The purpose of this research is to determine the relationship between human behaviour and safety at workplace that impact the operation processes in the organization. Found that awareness of the workplace safety and the technology supporting become significant developmental growth. Furthermore, quantitative research found that strong principles of human behaviour will lead effective workplace and improve productivity which benefit the organization in the future.

RESEARCH METHODOLOGY

Generally, when any study is conducted in administrative science, it will either pure research (that is a study that produces result of new concept or other theories offered as new knowledge) or descriptive research that is a study which its result only describes and explains administrative or management activities or applied research (which is a study carried out in order to solve a problem make decision developed and evaluate a programmer, procedure, processes of products).

Applied research is usually devoted to the solution of practiced problems. Irrespective of the division units which a research study may fall, data would be collected and processed before any result come up, this chapter therefore looks closely at the general methodology adopted in conducting this study.

It states the general framework of the research pointing out how the work was carried out, the constructing of the questionnaires, its distribution and collection. It also gives details of the makeup of the sample size that is the criteria for selection.

3.1 RESEARCH DESIGN

For collecting the necessary data for this study, questionnaires were issued out to subscriber's distributors, management, and workers.

A research survey was undertaken and was supported with primary and secondary sources of data and with documentary method materials and journal. In other words, this work is based on recent finding through the survey conducted and historical research from several documents.

3.2 RESEARCH INSTRUMENTS

The instrument used for data collection for this study is questionnaire design by the researcher.

3.3 VALIDITY OF THE RESEARCH INSTRUMENT

This research instrument employed by the researcher (i.e., the questionnaires) were validated by the supervisor who certify them fit, for the extraction of excellent quality data and the necessary information that could bring about an unbiased result.

3.4 RELIABILITY OF THE RESEARCH INSTRUMENT

This research work will be dependable because the researcher will take time to measure all the variable before the computation of the figure or result from the study.

3.5 METHOD OF DATA COLLECTION

For convicted reason and to be able to cover the scope of the study, the method of investigation adopted here ranges from personal interview with MARTRADE GROUPS staffs and employees' questionnaires were distributed to staff, direct observation, and the use of research institutes such as the library to generate reliable information.

3.6 SOURCES OF DATA

A data source is the location where data that is being used originates from. A data source may be the initial location where data is born or where physical information is first digitized, however even the most refined data may serve as a source, if another process accesses and utilizes it.

- Primary data is a type of data that is collected by researchers directly from main sources through interviews, surveys, experiments, etc. Primary data are usually collected from the source—where the data originally originates from and are
- regarded as the best kind of data in research.
- The sources of primary data are usually chosen and tailored specifically to meet the demands or requirements of research. Also, before choosing a data collection source, things like the aim of the research and target population need
- to be identified.
- This study is based on primary data. The main sources of primary data are employees of MARTRADE GROUPS. **Secondary data** are the information that is gathered from books, company's previous records, magazines are known as secondary data.

3.7 SAMPLE DESIGN

Universe of the Study: Employees of MARTRADE Groups

Sample Size: 120

3.8 STRUCTURE OF QUESTIONNAIRE

Questionnaire was divided into two sections. First part was designed to know the general information about worker and the second part contained safety standards of MARTRADE GROUPS.

3.9 SAMPLING TECHNIQUE

Probability sampling refers to the selection of a sample from a population, when this selection is based on the principle of randomization, that is, random selection or chance. Probability sampling is more complex, more time-consuming, and usually more costly than non-probability sampling.

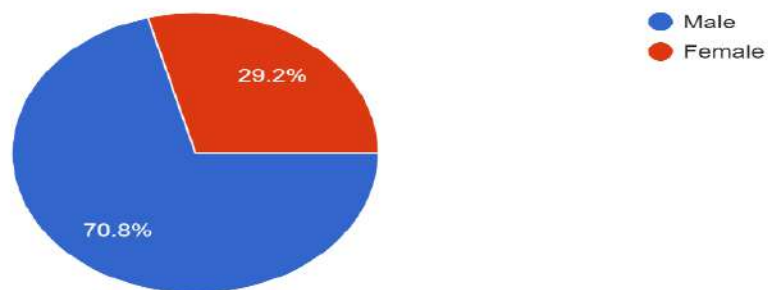
Simple random sampling is a type of probability sampling in which the researcher randomly selects a subset of participants from a population. Each member of the population has an equal chance of being selected. Data is then collected from as large a percentage as possible of this random subset.

DATA PRESENTATION AND ANALYSIS

4.1 PERCENTAGE ANALYSIS:**4.1.1 Gender of the respondents:**

Gender	No. of Responses	Percentage
Male	85	70.8%
Female	35	29.2%
Total	120	100%

Gender
120 responses

**INTERPRETATION:**

From the above table it is shown that 70.8% are male and 29.2 % are female. So, the total is 100%.

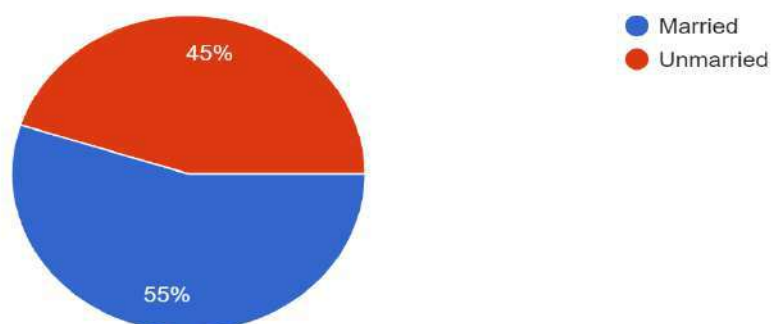
4.1.2

Marital status

Categories	No. of Responses	Percentage
Married	66	55%
Unmarried	54	45%
Total	120	100%

What is your marital status ?

120 responses



INTERPRETATION:

From the above table shows that 55% person are married and 45% of person Unmarried. So, the total is 100%

4.1.3 Age of the respondents

Categories	No. of Responses	Percentage
20 -25	39	32.5%
25-35	27	22.5%
35-45	46	38.3%
Above 45	6	6.7%
Total	120	100%

Wha
120 re

INTERPRETATION:

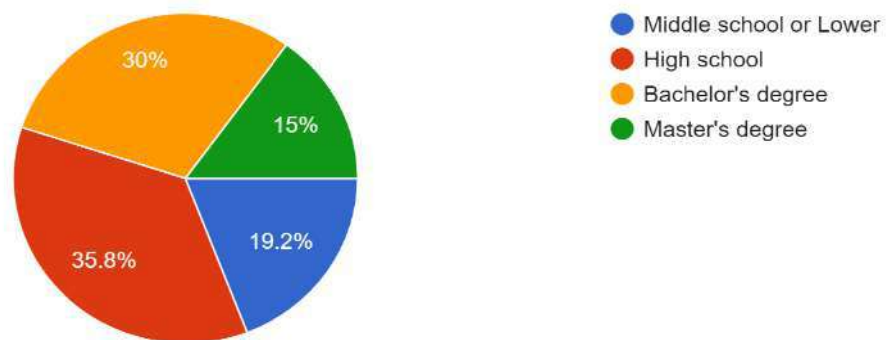
From the above table it is shows that 32.5% of age are between 20 - 25 and 38.3% of age are between 25-35 and 22.5% of age are between and 35 -45 and 6.7% of age are above so the total is 100%

4.1.4 What is your education level?

Categories	No. of Responses	Percentage
Middle school or Lower	23	19.2%
Higher school	43	35.8%
Bachelor's degree	36	30%
Master's degree	18	15%
Total	120	100%

What is your education level ?

120 responses



INTERPRETATION:

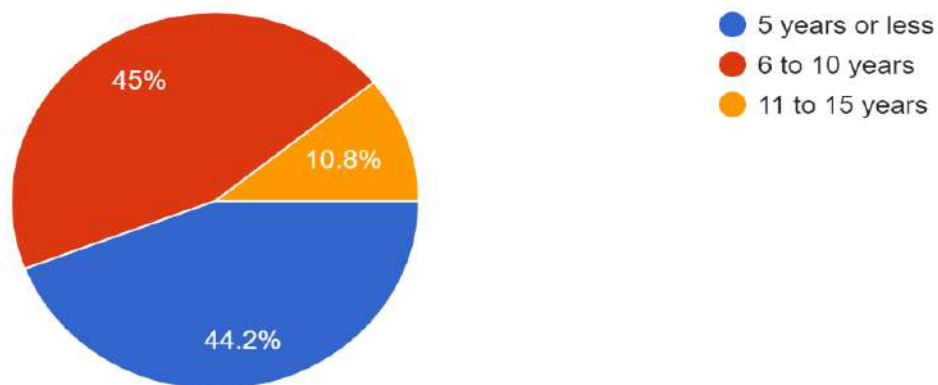
From the above table it is shown that 19.2 % of the respondents are Middle school and 35.8 % of the respondents are Higher school and 30 % of the respondents are between bachelor's degree and 15% of the respondents are master's degree. So, the total is 100%

4.1.5 Work experience (in years) in current position.

Categories	No. of Responses	Percentage
5 years or less	53	44.2%
6 to 10 Years	54	45%
11 to 15 years	13	10.8%
Total	120	100%

Work experience (in years) in current position

120 responses



INTERPRETATION:

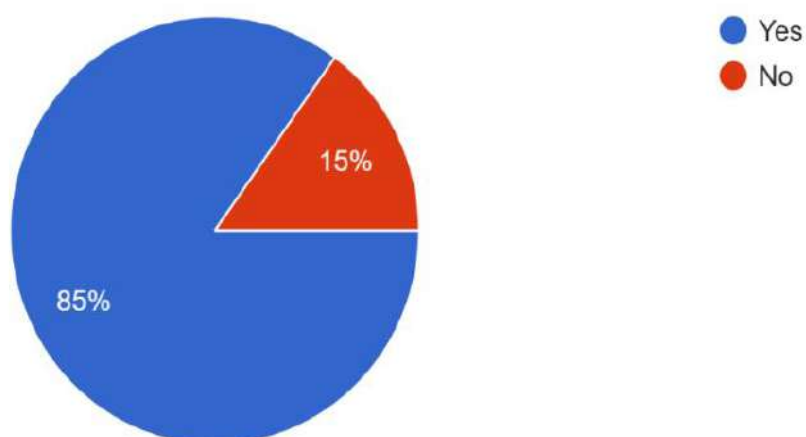
From the above table it is shows that 44.2% of the responds are 5 Years or Less and 45% of the responds are 6 to 10 Years and 10.8 % of the responds are between 11 to 15 Years, so the total is 100%

4.1.6 Do you work full time?

Categories	No. of Responses	Percentage
Yes	102	85%
No	18	15%
Total	120	100%

Do you work full time

120 responses



INTERPRETATION:

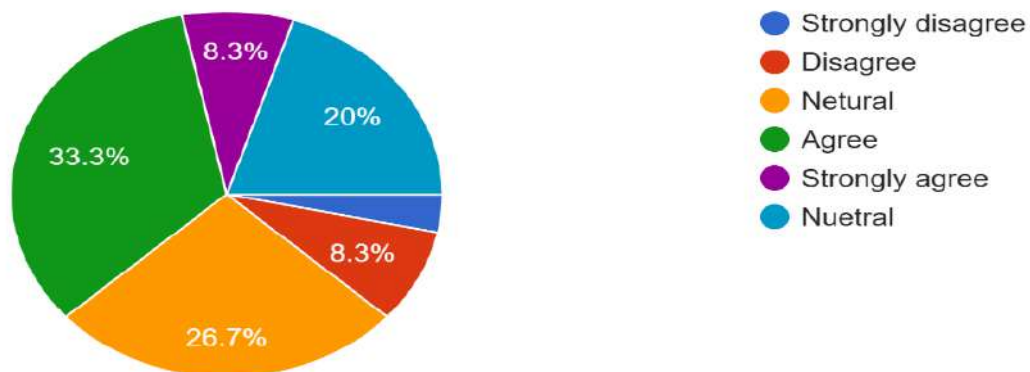
From the above table it is shown that 85% of the respondents are reported Yes and 15% of the respondents are reported No., so the total is 100%

4.1.7 Do you feel you've received effective safety training?

Categories	No. of Responses	Percentage
Strongly disagree	4	3.4%
Disagree	10	8.3%
Neutral	56	46.7%
Agree	40	33.3%
Strongly agree	10	8.3%
Total	120	100%

Do you feel you've received effective safety training?

120 responses



INTERPRETATION:

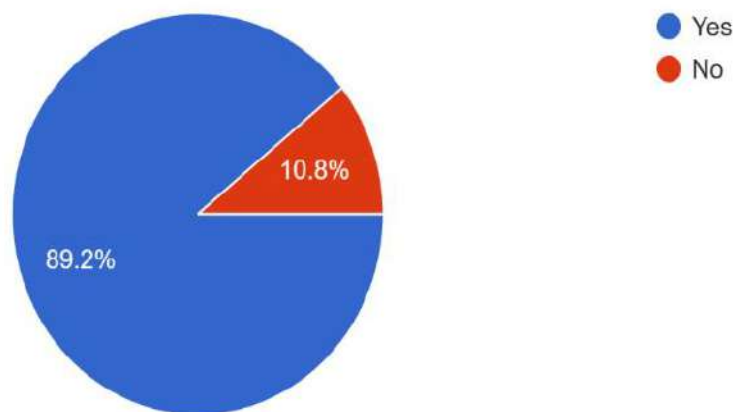
From the above table it is shows that 3.4% of the responds are reported as Strongly disagree and 8.3% of the responds are reported as Disagree and 46.7% of the responds are reported as Neutral and 33.3% of the responds are reported as Agree and 8.3% of the responds are reported as Strongly agree, so the total is 100%

4.1.8 Do your coworkers show their dedication to safety?

Categories	No. of Responses	Percentage
YES	107	89.2%
NO	13	10.8%
Total	120	100%

Do your coworkers show their dedication to safety?

120 responses



INTERPRETATION:

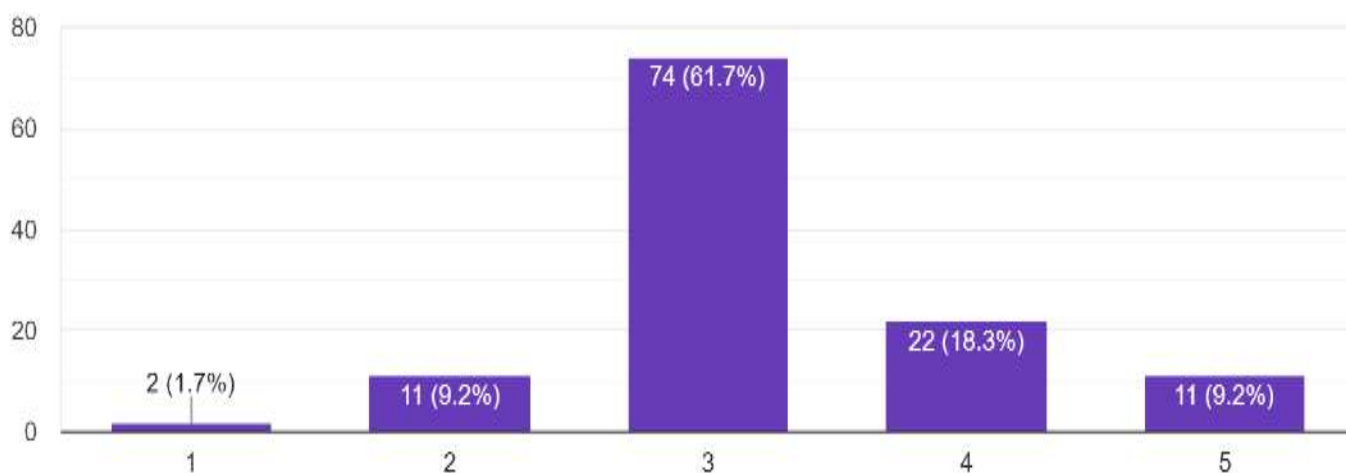
From the above table it is shows that 89.2% of the responds are reported Yes and 10.8 % of the responds are reported No., so the total is 100%

4.1.9 How much you are comfortable sharing your safety concerns with management?

Categories	No. of Responses	Percentage
0-20%	2	1.7%
20-40%	11	9.2%
40-60%	74	61.7%
60-80%	22	18.3%
80-100%	11	9.2%
Total	120	100%

How much you are comfortable sharing your safety concerns with management?

120 responses



INTERPRETATION:

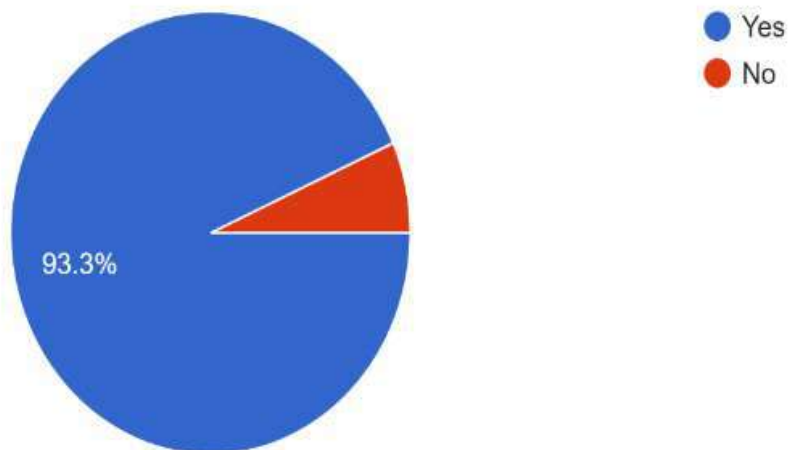
From the above table it is shows that 2 of the responds are reported as they are (1.7%) comfortable in sharing their safety to management and 11 of the responds are reported as they are (9.2%) comfortable in sharing their safety to management and 74 of the responds are reported as they are (61.7%) comfortable in sharing their safety to management and 22 of the responds are reported as they are (18.3%) comfortable in sharing their safety to management and 11 of the responds are reported as they are (9.2%) comfortable in sharing their safety to management , so the total is 100%

4.1.10 Do you have a good understanding of your company's health and safety policies?

Categories	No. of Responses	Percentage
YES	112	93.3%
NO	8	6.7%
Total	120	100%

Do you have a good understanding of your company's health and safety policies ?

120 responses



INTERPRETATION:

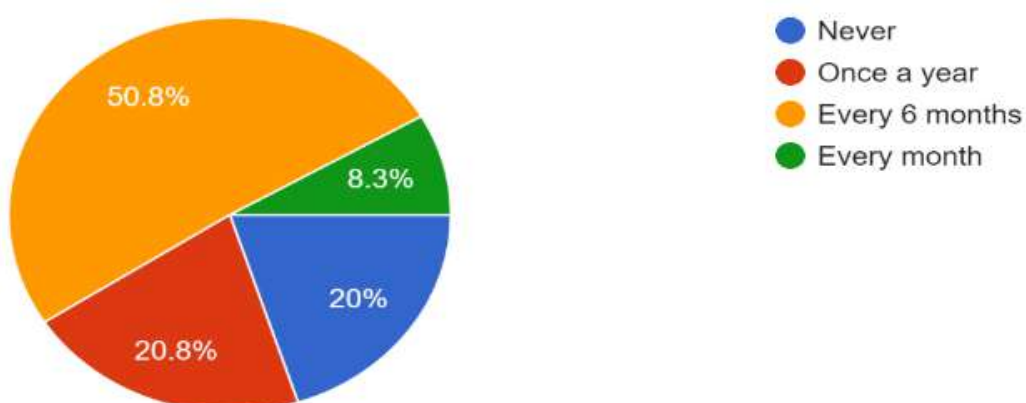
From the above table it is shown that 93.3% of the respondents are reported Yes and 6.7 % of the respondents are reported No., so the total is 100%

4.1.11 Do you perform tasks with which you are not familiar?

Categories	No. of Responses	Percentage
Never	24	20%
Once a year	25	20.8%
Every 6 month	61	50.8%
Every month	10	8.3%
TOTAL	120	100%

Do you perform tasks that you are not familiar with ?

120 responses



INTERPRETATION:

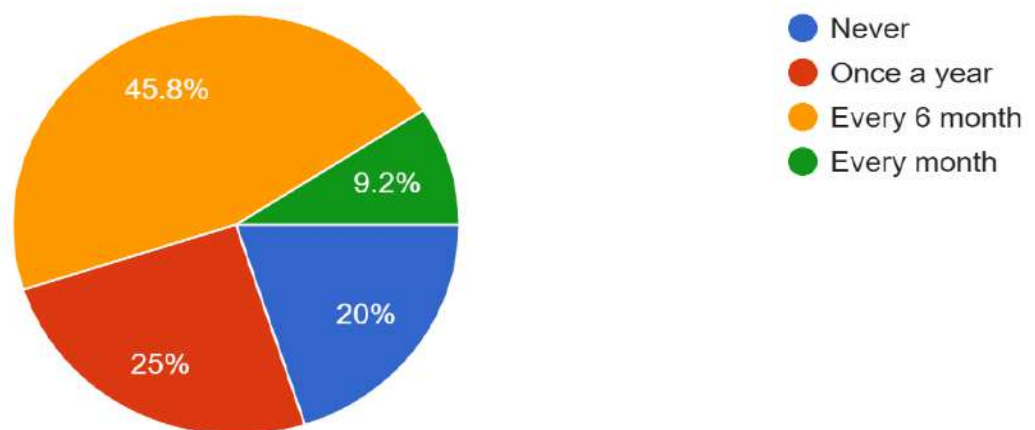
From the above table it is shows that 20% of the responds are reported as Never and 20.8% of the responds are reported as Once a year and 50.8 % of the responds are reported as every 6 months and 8.3 % of the responds are reported as Every month, so the total is 100%

4.1.12 Do you work in positions like bend, twist, heavy manual Labor?

Categories	No. of Responses	Percentage
Never	24	20%
Once a year	30	25%
Every 6 month	55	45.8%
Every month	11	9.2%
TOTAL	120	100%

Do you work in awkward positions (bend, twist, heavy manual labor)

120 responses



INTERPRETATION:

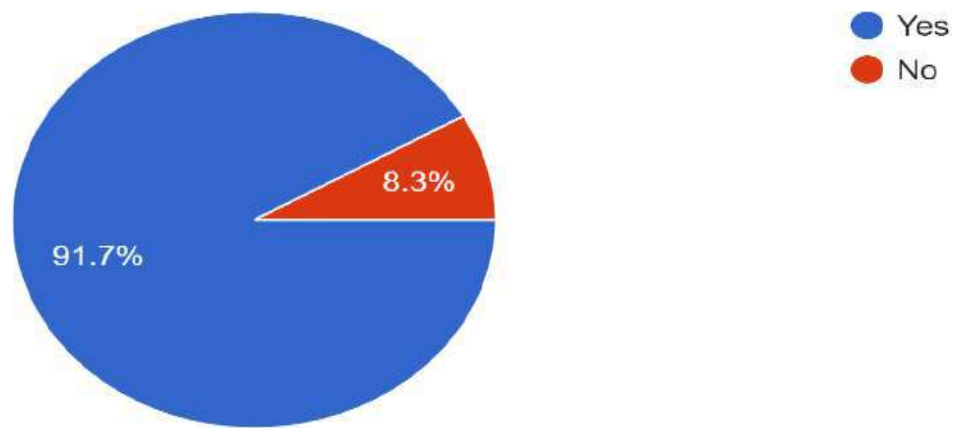
From the above table it is shown that 20% of the responses are reported as Never and 25% of the responses are reported as Once a year and 45.8% of the responses are reported as every 6 months and 9.2% of the responses are reported as Every month, so the total is 100%

4.1.13 Have proper authorities certified you?

Categories	No. of Responses	Percentage
Yes	110	91.7%
No	10	8.3%
TOTAL	120	100%

Have you been certified by proper authorities ?

120 responses



INTERPRETATION:

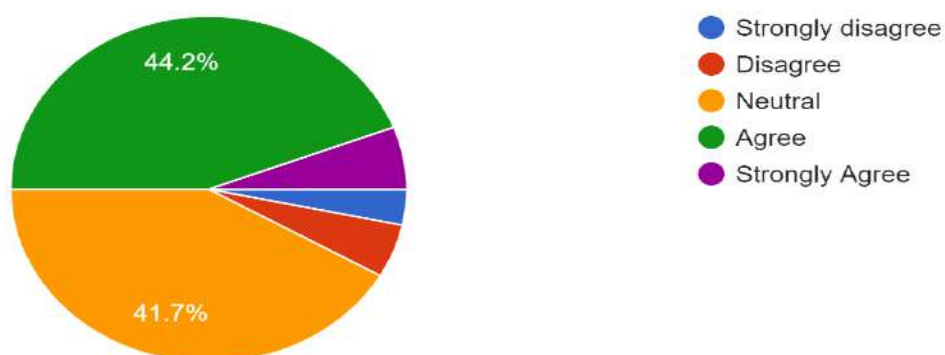
From the above table it is shown that 91.7% of the respondents are reported Yes and 8.3 % of the respondents are reported No., so the total is 100%

4.1.14 Management is extremely particular about the certification (medical, work experience)?

Categories	No. of Responses	Percentage
Strongly disagree	4	4.7%
Disagree	6	4.7%
Neutral	50	41.7%
Agree	53	44.2%
Strongly agree	7	4.7%
Total	120	100%

Management is extremely particular about the certification.

120 responses



INTERPRETATION:

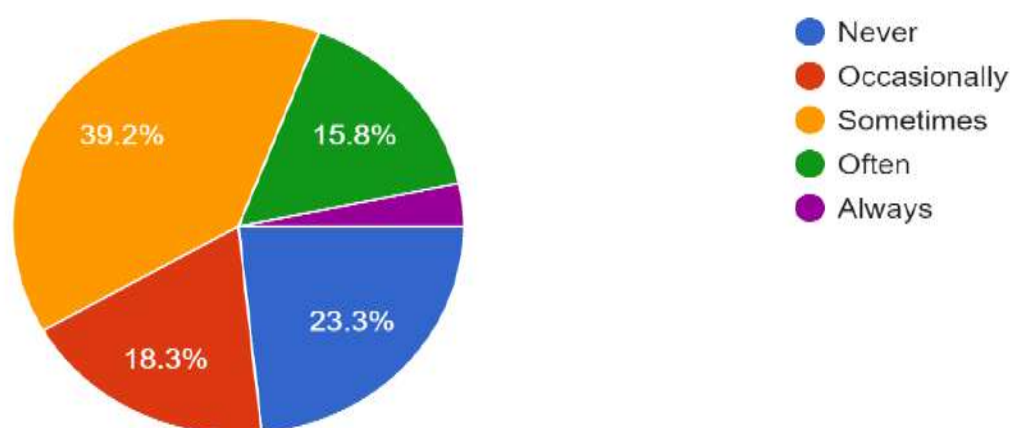
From the above table it is shows that 4.7 % of the responds are reported as Strongly disagree and 4.7% of the responds are reported as Disagree and 41.7% of the responds are reported as Neutral and 44.2 % of the responds are reported as Agree and 4.7% of the responds are reported as Strongly agree, so the total is 100%

4.1.15 Interaction with chemicals or inflammable substances?

Categories	No. of Responses	Percentage
Never	28	23.3%
Occasionally	22	18.3%
Sometimes	47	39.2%
Often	19	15.8%
Always	4	3.4%
Total	120	100%

Interaction with chemicals or inflammable substances

120 responses



INTERPRETATION:

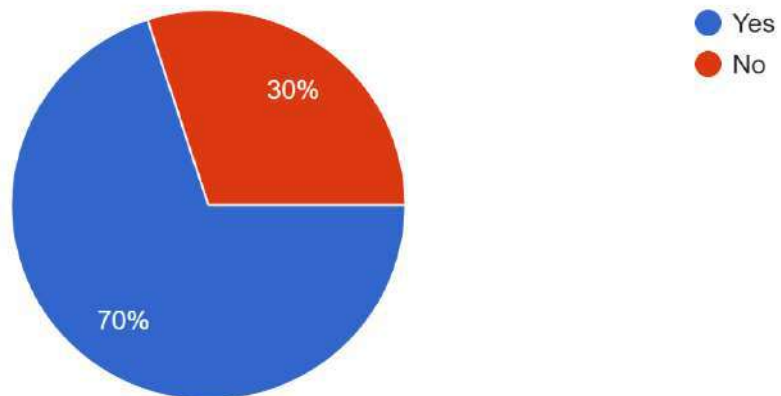
From the above table it is shown that 23.3 % of the responses are reported as Never and 18.3 % of the responses are reported as Occasionally and 39.2% of the responses are reported as Sometimes and 15.8 % of the responses are reported as Often and 3.4% of the responses are reported as Always, so the total is 100%

4.1.16 Do you work at a height that is more than 5 meters?

Categories	No. of Responses	Percentage
Yes	84	70%
No	36	30%
Total	120	100%

Do you work at a height that is more than 5 meters?

120 responses



INTERPRETATION:

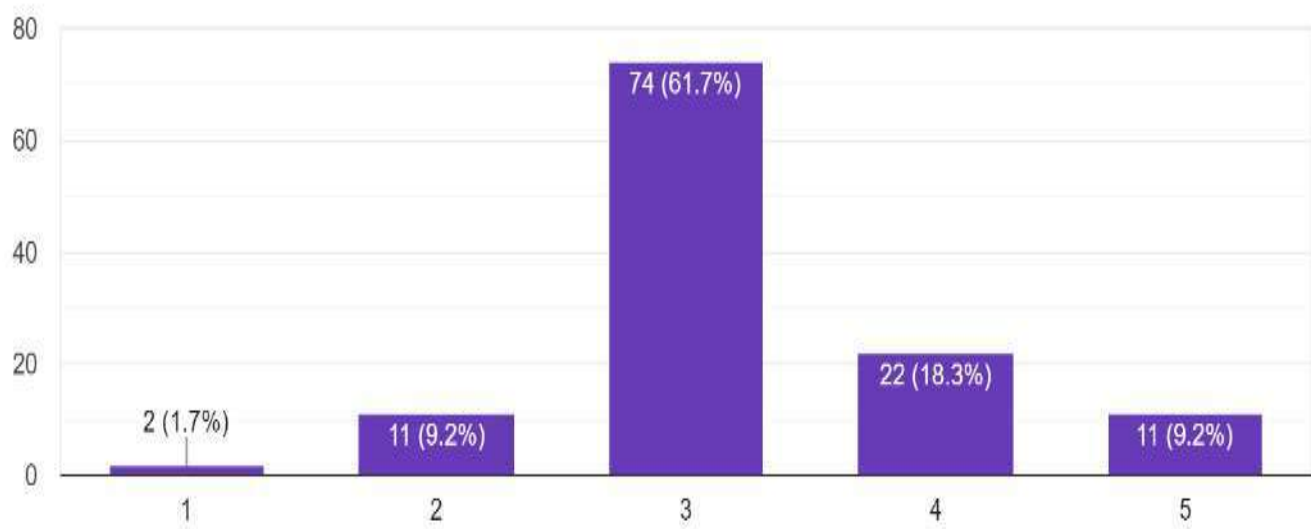
From the above table it is shown that 70 % of the responses are reported Yes and 30 % of the responses are reported No, so the total is 100%.

4.1.17 How long do you stand for a day?

Categories	No. of Responses	Percentage
0-20	10	3.8%
20-40	16	13.3%
40-60	60	50%
60-80	24	20%
80-100	10	10%
Total	120	100%

How much you are comfortable sharing your safety concerns with management?

120 responses



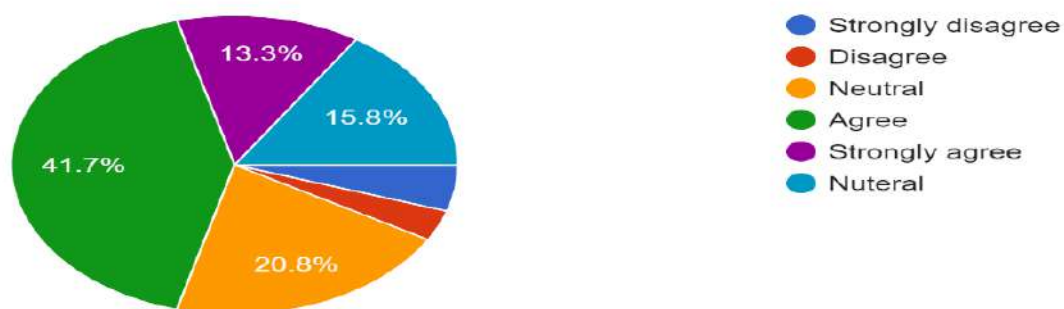
INTERPRETATION:

From the above table it is shows that 10 of the responds are reported as they stand 1-2 hours a day and 16 of the responds are reported as they stand 3 – 4 hours a day and 60 of the responds are reported as they stand 5 – 6 hours a day and 24 of the responds are reported as they stand 7 – 8 hours a day and 10 of the responds are reported as they stand 9 – 10 hours a day, so the total is 100.

4.1.18 Do you feel workplace health and safety is considered extremely Important?

Categories	No. of Responses	Percentage
Strongly disagree	4	5.1%
Disagree	6	7%
Neutral	44	20.8%
Agree	50	41.7%
Strongly agree	16	13.3%
Total	120	100%

Do you feel workplace health and safety is considered extremely important
120 responses



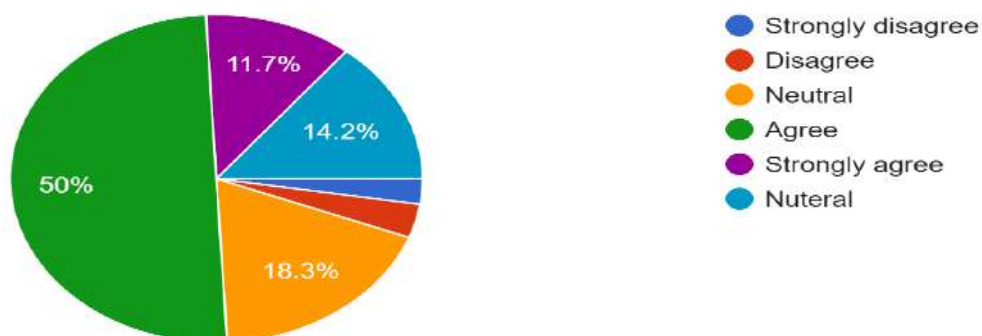
INTERPRETAION:

From the above table it is shows that 5.1% of the responds are reported as Strongly disagree and 7% of the responds are reported as Disagree and 20.8 % of the responds are reported as Neutral and 41.7 % of the responds are reported as Agree and 13.3 % of the responds are reported as Strongly agree , so the total is 100%

4.1.19 Emergency kits are in place to identify, prevent and deal with hazards at work.

Categories	No. of Responses	Percentage
Strongly disagree	3	2.3%
Disagree	4	3.5%
Neutral	39	32.5%
Strongly agree	60	50%
Agree	14	11.7%
Total	120	100%

Systems are in place to identify, prevent and deal with hazards at work
120 responses



INTERPRETATION:

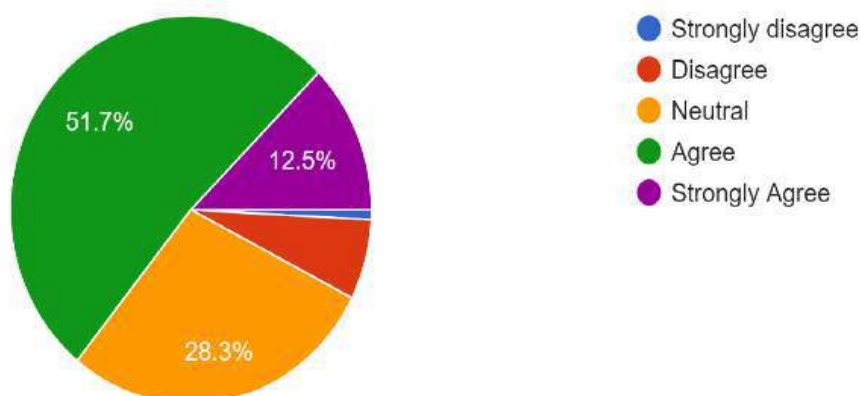
From the above table it is shows that 2.3 % of the responds are reported as Strongly disagree and 3.5 % of the responds are reported as Disagree and 32.5 % of the responds are reported as Neutral and 50 % of the responds are reported as Agree and 11.7 % of the responds are reported as Strongly agree, so the total is 100%

4.1.20 Incidents and accidents are thoroughly investigated and addressed immediately for better improvement of workplace health and safety to prevent of further happening of the same incident or accident.

Categories	No. of Responses	Percentage
Strongly disagree	1	1.2%
Disagree	8	6.3%
Neutral	34	28.3%
Agree	62	51.7%
Strongly agree	15	12.5%
Total	120	100%

Incidents and accidents are thoroughly investigated and addressed immediately for better improvement of workplace health and safety in orde...ther happening of the same incident or accident .

120 responses



INTERPRETATION:

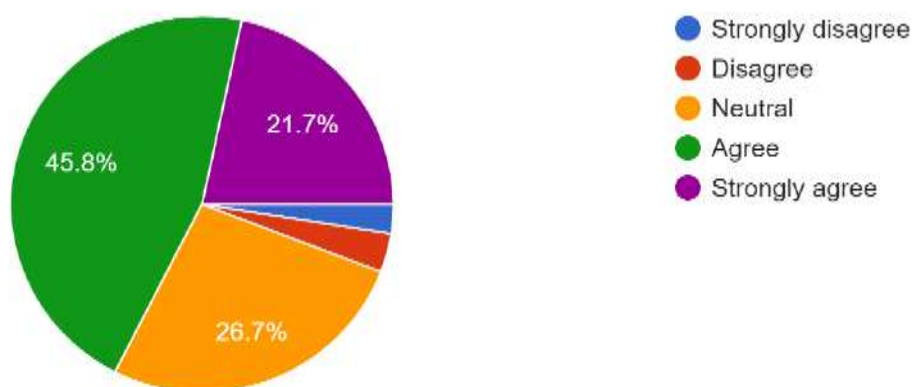
From the above table it is shows that 1.2% of the responds are reported as Strongly disagree and 6.3 % of the responds are reported as Disagree and 28.3 % of the responds are reported as Neutral and 51.7 % of the responds are reported as Agree and 12.5 % of the responds are reported as Strongly agree , so the total is 100

4.1.21 I know how to assist and respond to any incident involving health and safety in my workplace.

Categories	No. of Responses	Percentage
Strongly disagree	3	2.9%
Disagree	4	2.9%
Neutral	32	26.7%
Agree	55	45.8%
Strongly agree	26	21.7%
Total	120	100%

I know how to assist and respond to any incident involving health and safety in my workplace.

120 responses



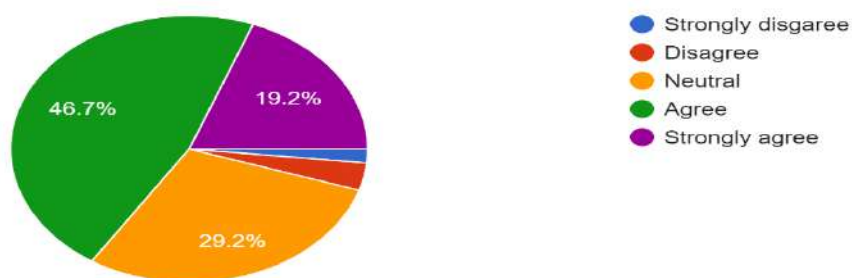
INTERPRETATION:

From the above table it is shown that 2.9% of the responses are reported as Strongly disagree and 2.9 % of the responses are reported as Disagree and 26.7 % of the responses are reported as Neutral and 45.8 % of the responses are reported as Agree and 21.7 % of the responses are reported as Strongly agree, so the total is 100%

4.1.22 I understand the risks involved with my job and I take necessary precautions for safety?

Categories	No. of Responses	Percentage
Strongly disagree	2	1.9%
Disagree	4	3%
Neutral	35	29.2%
Agree	56	46.7%
Strongly agree	23	9.2%
Total	120	100%

I understand the risks involved with my job and I take necessary precautions for safety.
120 responses



INTERPRETATION:

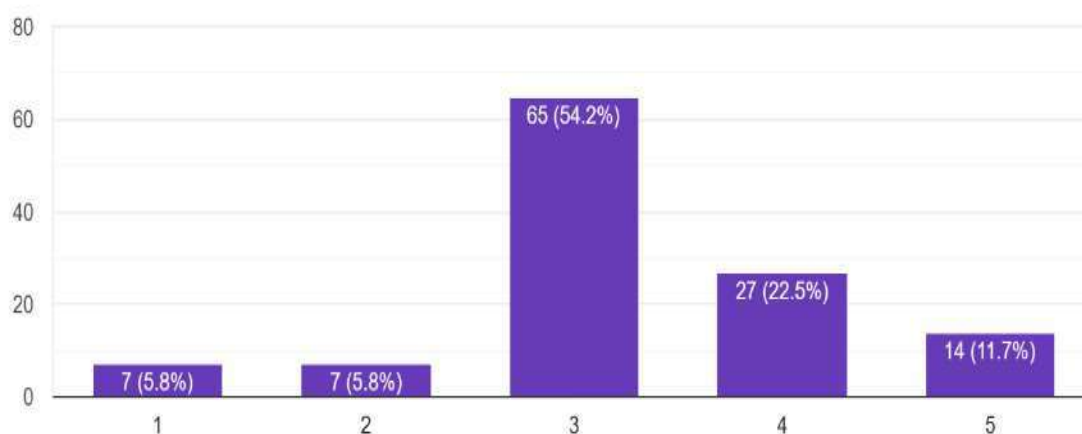
From the above table it is shown that 1.9% of the responses are reported as Strongly disagree and 3% of the responses are reported as Disagree and 29.2% of the responses are reported as Neutral and 46.7% of the responses are reported as Agree and 9.2% of the responses are reported as Strongly agree, so the total is 100%.

4.1.23 I can freely express my opinions and discuss with the management my concerns about the safety of my job in my workplace.

Categories	No. of Responses	Percentage
0-20	7	5.8%
20-40	7	5.8%
40-60	65	54.2%
60-80	27	22.5%
80-100	14	11.7%
Total	120	100%

I am able to freely express my opinions and discuss with the management my concerns about the safety of my job in my workplace

120 responses



INTERPRETATION:

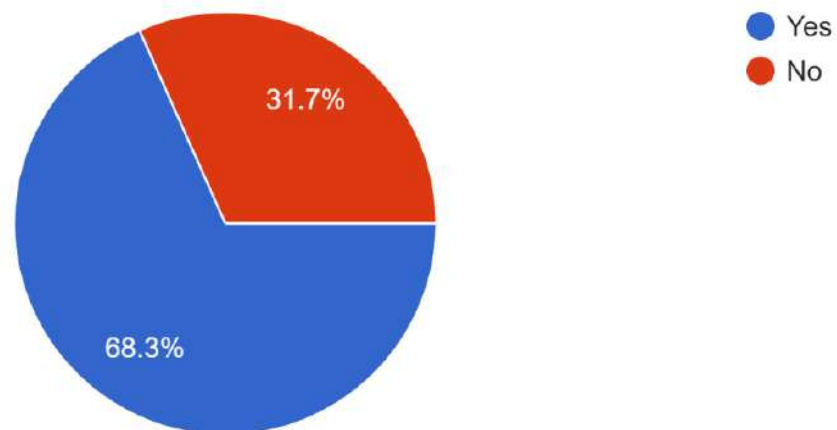
From the above table it is shows that 7 of the responds are reported as they are (5.8%) restricted in sharing their safety in work place and 7 of the responds are reported as they are (5.8%) restricted in sharing their safety in work place and 65 of the responds are reported as they are (54.2%) not restricted in sharing their safety in work place and 27 of the responds are reported as they are (22.5%) not restricted in sharing their safety in work place and 14 of the responds are reported as they are (11.7%) not restricted in sharing their safety in work place , so the total is 100%.

4.1.24 Do safety standards in your organization reduce accidents?

Categories	No. of Responses	Percentage
Yes	82	61.7%
No	38	38.3%
Total	120	100%

Do safety standards in organization reduce accidents ?

120 responses



INTERPRETATION:

From the above table it is shown that 68.3 % of the responses are reported Yes and 31.7 % of the responses are reported No., so the total is 100%.

CHAPTER: 5

SUMMARY, CONCLUSION AND RECOMMENDATION

This research work has analyzed the study on effective safety training implementation on MARTRADE GROUPS.

The following are the findings of the study as deduced by data analyzed in chapter four and data collected via questionnaires

5.1 SUMMARY OF THE FINDINGS

1. It was discovered that the company advertise the brand of a particular product.
2. It was also discovered that safety provides enough information concerning a brand of products / new product in the market.
3. Safety was also discovered to have improved the brand performance of MARTRADE Groups.
4. Safety has important relationship with organization performance of MARTRADE Groups.
5. Patronage and loyalty of consumer is also increase by safety.
6. It was discovered also that safety counter the mores of competitor.

5.2 CONCLUSION

The study concluded that, in logistic industry safety and health on workforce. Discussing best practices, asking questions, and learning from each other will help improve safety and prevent loss of life.

It can also be stressed that safety standards have great effect towards pulling employees performance of MARTRADE GROUPS.

Finally, the company can rely on safety in term of correcting employees performance effectively.

5.3 FINDINGS AND RECOMMENDATIONS

- 1 From the findings of this study, the following recommendations will be found worthy.
- 2 From the chart 1, it was found that 70.8 % of the respondents is male and the remaining are female.
- 3 Most of the age group was between 25-35 was 38.3%.
- 4 Majority of the respondents work experience was 6 – 10 years with 45%.
- 5 Overall, 46.7 % of the respondents Neutrally agreed they received an effective training.
- 6 Majority of 35.8 % of the respondents are high school graduate
- 7 Majority of 55% of the respondents are married.
- 8 Majority of 85% of the respondents are full time workers
- 9 Majority of 89.2% of the respondents agree that their co-worker shows dedication to safety.
- 10 More than 60% of the respondents reported they are comfortable in sharing their concern to management.
- 11 More than 90% of the respondents says that they have a good understanding of your company's health and safety policies.
- 12 Majority of 50.8% of the respondents reported that they perform task that are not familiar to them at every 6 months.
- 13 45.8% of the worker reported as they work in awkward positions (bend, twist) at every 6 months.
- 14 Majority of 39.2% of the respondents reported as they sometimes work with inflammable substance.
- 15 Majority of 70% of the respondents says they work at the height more than 5 meter.
- 16 More than 50% of the respondents says Incidents and accidents are thoroughly investigated and addressed immediately for better improvement of workplace health and safety to prevent of further happening of the same incident or accident.
- 17 More than 46.7% of the respondents says that I understand the risks involved with my job and I take necessary precautions for safety.
- 18 Mmajority of 82% of respondents said safety standards in their organization reduce accidents.
- 19 Overall, 70% of the respondents are satisfied with safety measures of this company

5.4 SUGGESTION FOR FURTHER STUDIES

Further studies should be directed towards safety of employee as a tool for industrial growth and profit catalyst

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QUESTIONNAIRE

Instruction: please tick (x) in the appropriate box that answer each question and fill the blank space provided below.

1) Your name _____

2) Gender Male [] Female []

3) Marital status. Married [] Unmarried []

4) Age 16-21[] 22-26 [] 27-32[]

5) Education level:

- a. middle school or lower
- b. high school
- c. bachelor's degree
- d. master's degree
- e. others

6) Work experience in current position:

- a. years or less
- b. to 10 years
- c. more than 11 years

7) Working period: full time / part time

8) Do you feel you have received effective safety training?

- a. strongly disagree
- b. disagree
- c. neutral
- d. agree
- e. strongly agree

9) Do your coworkers show their dedication to safety?

- a. yes
- b. no

10) How much are you comfortable sharing your safety concerns with management?

11) Do you have a good understanding of my company's health and safety policies?

- a. yes
- b. no

12). Do you perform tasks with which you are not familiar?

- a. Never
- b. Once a year

- c. Every 6 month
- d. Every month

13) Do you work in positions like bend, twist, heavy manual labor ?

- a. Never
- b. Once a year
- c. Every 6 month
- d. Every month

14) Have proper authorities certified you?

- a. yes
- b. no

15) Management is extremely particular about the certification.

- a. strongly disagree
- b. disagree
- c. neutral
- d. agree
- e. strongly agree

16) Interaction with chemical or inflammable substance.

- a. never
- b. occasionally
- c. sometimes
- d. often
- e. always

17) Do you work at the height that is more than 5 meters?

18) How long do you standard for a day?

19) Do you feel workplace safety and health is considered extremely important?

20) System is in place to identify, prevent and deal with hazards at work.

- a. strongly disagree
- b. disagree
- c. neutral
- d. agree
- e. strongly agree

21) Incidents and accidents are thoroughly investigated and addressed immediately for better improvement of workplace health and safety to prevent of further happening of the same.

22) I know how to assist and respond to any incident involving health and safety in my workplace

- a. strongly disagree
- b. disagree
- c. neutral
- d. agree
- e. strongly agree

23) I understand the risk involved with my job and I take necessary precautions for safety.

24) I can freely express my opinion and discuss with the management my concerns about the safety of my job in my workplace.

25) Do safety standard in your organization reduce accidents?