

A STUDY ON EMPLOYEE HEALTH AND SAFETY MEASURES IN M/S SAI SUPREMETEXTILES PRIVATE LIMITED

Submitted in partial fulfillment of the requirements for
the award of Degree in

MASTER OF BUSINESS ADMINISTRATION

by

MALVITHA R
Register No. 41410188



**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**

MAY 2023



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SCHOOL OF MANAGEMENT STUDIES

BONAFIDE CERTIFICATE

This is to certify that this Project Report is the Bonafede work of **MALVITHA R 41410188** who carried out the project entitled "**A Study on Employee Health and Safety Measures In M/S Sai Supreme Textiles Private Limited**" under my supervision from January 2023 to March 2023.

DR. JAINAB ZAREENA
Internal Guide

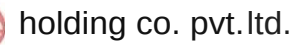
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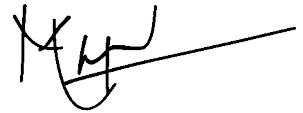
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DECLARATION

I **MALVITHA R (41410188)** hereby declare that the Project Report entitled **“A Study on Employee Health and Safety Measures In M/S Sai Supreme Textiles Private Limited** “done by me under the guidance of **DR. Jainab Zareena** is submitted in partial fulfillment of the requirements for the award of Master of Business Administration degree.

DATE: 05.052023

PLACE: Chennai

A handwritten signature in black ink, appearing to be 'MALVITHA R', with a long horizontal line extending to the right.

MALVITHA R

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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MALVITHA R

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ABSTRACT

The life of the industrial workers is full of risk and hazards. The injuries may be caused as a result of any unsafe activities, or act of their part or chance occurrence or as a result of some unsafe work condition or unsafe act of employees themselves or defective plant or shop layout, inadequate ventilation, unsafe and insufficient space for movement inside the plant or shop, etc. hence this study reveals the importance of industrial safety of the employees by providing safety work environment. The main focus of the project is to study the health and safety measures and procedure adopted by the organization. The secondary objectives of the study are to suggest the remedial measures based on the findings.

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CHAPTER I

1.1 INTRODUCTION

Due to rapid industrialization, industrial workers are exposed to several types of hazards and accidents. Every year lakhs of workers are injured due to mechanical, chemical; electrical and radiation hazards and it leads to partial or total disablement. So, in recent years, greater attention is given to health and safety due to pressure from government, trade unions, labor laws and awareness of employers.

The efficiency of workers depends to a great extent on the environment in which the work. Work environment consists of all the factors, which act and react on the body and mind of an employee. The primary aim is to create an environment, which ensures the greatest ease of work and removes all causes of worries.

Occupational health and safety are a discipline with a broad scope involving many specialized fields. In its broadest sense, it should aim at:

- The promotion and maintenance of the highest degree of physical, mental and social well-being of workers in all occupations.
- The prevention among workers of adverse effects on health caused by their working conditions
- The protection of workers in their employment from risks resulting from factors adverse to health.
- The placing and maintenance of workers in an occupational environment adapted to physical and mental needs.
- The adaptation of work to humans.

Successful occupational health and safety practice requires the collaboration and participation of both employers and workers in health and safety programmes, and involves the consideration of issues relating to occupational medicine, industrial hygiene, toxicology, education, engineering safety, ergonomics, psychology, etc.

Occupational health issues are often given less attention than occupational safety issues because the former are generally more difficult to confront. However, when health is addressed, so is safety, because a healthy workplace is by definition also a safe workplace. The converse, though, may not be true - a so-called safe workplace is not necessarily also a healthy workplace. The important point is that issues of both health and safety must be addressed in every workplace.

Work plays a central role in people's lives, since most workers spend at least eight hours a day in the workplace, whether it is on a plantation, in an office, factory, etc. Therefore, work environments should be safe and healthy. Unfortunately, some employers assume little responsibility for the protection of workers' health and safety. In fact, some employers do not even know that they have the moral and often legal responsibility to protect workers.

Health of the workers:

Health is a state of complete physical, mental and social wellbeing and not merely the absence of diseases. It's a positive and dynamic concept which means something more than the absence of illness.

Safety of the workers:

Safety is a measures or techniques implemented to reduce the risk of injury, loss and danger to persons, property or the environment in any facility or place involving the manufacturing, producing and processing of goods or merchandise.

1.2 INDUSTRY PROFILE

CLOTH MANUFACTURING IN INDIA- AN OVERVIEW

In India, there have always been large raw materials available for this industry. India has extensive cultivation of jute, silk, cotton and wool, which contribute to manufacturing a variety of brilliant quality fabric. However, we have not been as successful as the USA and others regarding value addition, designing and marketing. Cloth manufacturing basically goes through following six stages

- Cultivation and harvesting
- Preparatory process
- Weaving or knitting
- Finishing

THE TOP CLOTHING MANUFACTURERS OF INDIA

Manufacturer	Year of Inception	Headquarter
Vardhman Textiles Ltd	1962	Ludhiana
Raymond Group	1925	Mumbai
Arvind Limited	1931	Ahmedabad
Welspun India Limited	1985	Mumbai
Sutlej Textiles and Industries Limited	1934	Rajasthan (registered office) and Mumbai (corporate office)
Loyal Group	1946	Tamil Nadu
Mandhana Industries	1984	Mumbai
Bombay Rayon Fashions Limited	1986	Mumbai
Nahar Group of Companies	1949	Ludhiana
Rupa and Company Limited	1985	Kolkata

1. VARDHMAN TEXTILES LIMITED

It is an integrated textile industry headquartered in India. It has been a leading producer of cotton yarn, synthetic yarn, woven fabric, sewing thread, acrylic fiber, tow, and garments.

- The manufacturing units, installed in Punjab, Himachal Pradesh and Madhya Pradesh, cater to a wide market range worldwide, including the European Union, the United States and others.
- It's the second-largest producer of sewing threads in India.

2. RAYMOND GROUP

Incorporated around a century ago, it has been manufacturing, designing and retailing clothing wear.

- Besides manufacturing fiber to fabric, Raymond is a textile powerhouse with state of the art, modern infrastructure.
- It offers a wide range of shirting and suiting fabrics across various options such as worsted fabrics, cotton, wool blends, linen and denim.
- It has over 1500 stores spread across 600 towns and an expansive network of over 20,000 points in India.

3. ARVIND LIMITED

Formerly known as Arvind Mills, it was founded by Kasturbhai Lalbhai. Strongly rooted in the events of India's freedom struggle, it has evolved to become a manifestation of hopes and aspirations.

- It manufactures cotton shirting, denim, knits and bottom weight (khaki) fabrics.
- It is the largest denim manufacturer in India.
- Owner of popular brands like Flying Machine, Newport and Excalibur, this company runs three clothing and accessories retail chains named the Arvind Store, Unlimited and Megamart.

4. WELSPUN INDIA LIMITED

The company started as Welspun Wnion Mills as a small texturizing unit in the wake of globalization in India. It has now become the biggest exporter of home textiles in India in three decades.

- In the production of terry towels, it stands at number one in Asia and second in the world.
- It offers differentiated products in bed, bath and floor.

5. SUTLEJ TEXTILES AND INDUSTRIES LIMITED

It was set up by Dr Krishna Kumar Birla as a composite textile mill at Okara, Punjab.

Later on, it grew up and emerged to be one of the finest textile industries of India.

- The largest producer and a leading exporter of value-added synthetic and blended dyed spun yarn in India. It is the largest melange yarn producer in India.
- It has over ten million meters of production capacity

6. LOYAL GROUP

Started by Karumuttu Thiagarajan Chettiar, a south Indian visionary industrialist, its initial credential was a spinning and weaving mill that used second-hand machines and laid-off workers.

- Loyal Group comprises four spinning mills, two weaving units, one knitting unit, one dyeing house, seven garment manufacturing units, one trading cum retailing company and a joint venture trading company in Italy.
- It exports its products to countries in the Middle East, Asia, Africa and Europe.

7. MANDHANA INDUSTRIES

Headquartered in Mumbai, it has different manufacturing units installed in various places such as Tarapur, Bengaluru and Baramati.

- It's a vertically integrated fabric and garment company with a global footprint across multiple fashion brands.
- With cutting edge designs, statistical quality control techniques, superior technology and marketing capabilities, it has become a forerunner in the modern textile revolution.
- This company has the ability in dealing with yarn dyeing, printing, processing, designing and garment manufacturing.

8. BOMBAY RAYON FASHIONS LIMITED

Mr. JD Agarwal founded BRFL, which is now a multi-fiber manufacturing company.

- It is the largest shirt manufacturing company in India.
- It produces different kinds of fabrics, including cotton, polyester, Tencel, modal, lycra, wool and various blends.
- Yarn-dyed fabric, printing techniques, finishing, processing, weaving and stitching make it a whole package of textile engineering.

9. NAHAR GROUP OF COMPANIES

Started as a small woolen worsted spinner and hosiery manufacturer, it has become a prominent textile giant in Northern India. This group now represents Oswal Woolen Mills Ltd, Nahar Spinning Mills Ltd, Monte Carlo Fashions Limited, Cotton County Retail Limited and others.

1.3 COMPANY PROFILE

SAI SUPREME HOLDING COMPANY PRIVATE LIMITED

Sai Supreme Holding Company Private Limited is a Private incorporated on 06 February 2004. It is classified as Non govt company and is registered at Registrar of Companies, Pondicherry. Its authorized share capital is Rs. 2,500,000 and its paid-up capital is Rs. 2,442,400.

It is involved in Activities auxiliary to financial intermediation, except insurance and pension funding. [This Group includes activities involved in or closely related to financial inter- mediation other than insurance and pension funding but not themselves involving financial inter- mediation].

Sai Supreme Holding Company Private Limited's Annual General Meeting (AGM) was last held on 30 November 2021 and as per records from Ministry of Corporate Affairs(MCA), its balance sheet was last filed on 31 March 2021.

Directors of Sai Supreme Holding Company Private Limited are Ramnath Sriram, Rajni Sriram, Dhanasekar Ramalingam Mudaliyar.

Sai Supreme Holding Company Private Limited's Corporate Identification Number is (CIN) U67120PY2004PTC001754 and its registration number is 1754. Its Email address is accounts@saisupreme.com and its registered address is SAI RAMNATH HOUSE, RS NO.15/13 & 15/15 VAZHUDAVUR ROAD, KURUMBAPET PONDICHERRY PY 605009 IN.

Current status of Sai Supreme Holding Company Private Limited is - Active.

OUR QUALITY POLICY

Quality starts from raw cotton to the end product. Tests are done at each production stage to assure the best quality. All parameters are recorded in a computerized tracking, efficiency and quality system. The in-house lab facility is equipped with latest equipment to test all parameters of the fabric.

1.4 OBJECTIVES OF THE STUDY

Primary objective

A study on health and safety measures in Sai Supreme Holding Company Private Limited.

Secondary objective

- To study the awareness of the workers about the health and safety in workplace.
- To find the occurrence of the accident happened at workplace.
- To find the satisfaction level of the respondent towards health and safety measures.
- To give suggestion to improve the health and safety in the organization.

1.5 NEED OF THE STUDY

- Employee safety and Health measures are the important factors of an organization to maintain quality of work life of the employee.
- It develops both efficiency and productivity among the workers.
- This study will be helpful to create a good relationship between employees as well as the employer.
- This study is helpful to the organization while analyzing the problems facing by an employee's regarding these measures. And take necessary steps for the purpose of satisfying the needs of an employee etc.

1.6 SCOPE OF THE STUDY

- To-day employee welfare programmes are becoming important because it is spent as good investment by the Employers.
- From the investment, employer is benefited by increased production or better quality of work. Study of welfare measures.
- It helps to win over employees' loyalty and increase their morale.
- This will help to build-up a stable force to reduce labor turnover and absenteeism.

CHAPTER II

2.1 REVIEW OF LITREATURE

Ernest B. Akyeampong has written a research paper **Trends and seasonality in Absenteeism**. In this paper the author focusses on that at which time period the employees are more absent. In this paper he said that illness-related absences are highly seasonal, reaching a peak during the winter months (December to February) and a trough during the summer (June to August). The high incidence in winter is likely related to the prevalence of communicable diseases at that time, especially colds and influenza. The low incidence during the summer may be partly because many employees take their vacation during these months. Because of survey design, those who fall ill during vacation will likely report „vacation' rather than „sickness or disability' as the main reason for being away from work. Compared with the annual average, part-week absences are roughly 30% more prevalent in the winter months and almost 20% less so during the summer months. Seasonality is much less evident in full-week absences.

Pinkal Doshi, Absenteeism in Indian industries has become usual phenomenon. It is a vital issue that requires immediate attention by both employers and employees. Absenteeism is a habitual pattern of absence from a duty or obligation. It's a mistake to think that absenteeism is always a product of laziness or employees who try to get out of work whenever they can. This paper attempts to spotlight various causes of absenteeism ranging from personal issues to poor work rigid control system, lack of supervisory support, lack of interest, lack of cohesive and cordial culture and so on. This research also highlights the ways to reduce the absenteeism of the employees in the Indian Industry.

S. Salomy, A study on employee's absenteeism is intended to determine the employees' condition, salary, facility, attendance program, training program, motivation techniques and promotions. The purpose of this paper is to review on problems of employee. Absenteeism as a form of withdrawal behavior apart from all of

the most common cause of employee absences on employer cost. Employee Absence is a serious problem for management because it involves heavy burden. The job satisfaction is the primary cause of absenteeism. Absenteeism is one of the most wide spread obstacles to productivity, profitability and competitiveness. Employee harassed by co-workers or management is one of the reason for absenteeism. The responses may be influenced by personal bias. It contributes toward the improvement of performance and productivity, improving wellbeing of workforce and their families. Employees not showing up for work when schedule can be a major problem of the organization. Employee absenteeism is a worldwide phenomenon which, due to the financial impact on a nation's economy, is an important subject on the international agenda. The article consists of objectives, limitations, company profile, research methodology, findings, suggestions and conclusion. The information needed for the research has been gathered from primary and secondary data.

D.Jayapriya, Employee absenteeism is that the absence of an employee from work . It's a big problem faced by most employers of today. Absenteeism of employees from work ends up in back logs, piling of labor and thus works delay. Employee absenteeism is additionally a big problem for industry because it needs additional expenses. The target of is to test the reasons for absenteeism, to identify factors that motivates the staff, that helps to cut back absenteeism ,to study the various measure adopted by the industry to cut back absenteeism . The look adopted by the researcher for this study is Descriptive Research Design. Descriptive research studies are those studies which are concerned with describing the characteristic of a particular individual, or of a bunch to grasp familiarity with a phenomenon or to grasp new insights into it, often to formulate more precise research problem. Data has been collected using structure questionnaire. The sample taken for this study was 200 out of the population 400. The finding of the study revealed the foremost reason for absenteeism is Absenteeism is controlled by providing incentives to employees showing higher level of attendances, the industry can provide the transport facilities for his or her employee. The recommendation could contribute to effective management of absenteeism and may help to cut back the absenteeism rate.

Magdalene Peter, A Study Of Employee Absenteeism Is intended to determine the workers condition, salary, facilities, attendance program, training programmed, motivation techniques and promotions. The article consists of objectives, limitations, company profile, research methodology, findings, suggestions, and conclusions. The information needed for the research has been gathered from primary and secondary data. The response given by the workers of the company is analyzed and interpreted using different types of statistical tools which are percentage analysis, Chi square, weighted average method. To increase the productivity and increase growth of the organization. The sample size of the article is 120 from the population of 656. The questionnaire method as survey is used as a tool for collecting the primary data. The questionnaire has been designed by the researcher according to the objective of the study. Percentage analysis, Chi-square and weighted average are used as tools for data analysis.

M. Vijaya Bhaskar Reddy, Absenteeism is a serious workplace problem and an expensive occurrence for both employers and employees seemingly unpredictable in nature. A satisfactory level of attendance by employees at work is necessary to allow the achievement of objectives and targets by a department. Absenteeism results in financial losses, because of the resultant reduction in productivity and the cost of sick leave benefits or others are paid as wages for no work. Absenteeism reduces the satisfaction level of the employee and makes him unsecured about his job in the organization. Most researches had concluded that absence is a complex variable and that it is influenced by multiple causes, both personal and organizational. This paper focus on absenteeism as a threat to the organization as it reduces the employee satisfaction and the ways to manage absenteeism in the Hindustan Coco Cola Beverages Private Limited in order to improve the productivity of the organization.

Hone, emphasized on lack of commitment and felt that “absenteeism is related to new values and norms which are developing among the work force as result of technological developments. Work and leisure are now cherished by the worker, and these he wants to enjoy along with monetary benefits he gets for his services. Economic consideration, therefore, decides whether one would like to be absent from work.”

Paul M Muchinsky reviewed the literature on employee absenteeism as a form of withdrawal behavior apart from turnover. Studies examining the psychometric properties of absence measures are reviewed, along with the relationship between absenteeism and personal, attitudinal and organizational variables. Studies exploring the relationship between absenteeism and turnover are examined according to the unit of analysis studied in the research. Programmatic efforts to reduce employee absenteeism are also reviewed. Daniel G. Spencer and Richard M. Steers – The article presents a study which examined the relative influence of personal factors and work experiences of employees on employee turnover and absenteeism. According to the results of the study, labour turnover and absenteeism are independent of work experiences and personal factors. The study also determined that absenteeism is predicted more accurately by personal factors than by work experiences. The author notes that personal characteristics exhibit a higher correlation with absenteeism with the turnover.

M.Karthikeyan, Dr.P. Sivakami, Absenteeism is one of the major threats to Indian industry. Absenteeism causing poor utilization of plant India is facing unemployment problem on one side and the other side abnormal absenteeism in industries if our absenteeism can be reduced. We can improve our gross national product without any investment. Absenteeism not only causes production loss but also causes reduction of gross national income, when the gross income of workmen reduces naturally his buying capacity also reduces if he could not manage the primary and secondary needs of timely and properly. He has to face problems like poor family harmony poor health more mental and physical tiredness which will again lead to absention from work.

Luz J, Green MS Medically certified absence (absence from work attributed to disease and accident) is an important and convenient index of workers' health and attitudes. It also constitutes the largest part of total absence from work. Depending on the country and on industry and population characteristics, sick-leave accounts for 60-70%, and injuries for another 7-20%. The balance is defined as "healthy-worker absence", taken with or without prior permission or justification. It is characteristic of the first and last

phases of an employee's history at the firm; either before he has time to become a permanent employee and adapt to the local "absent culture", or when leaving.

Muchinsky, conducted study in the same field on the basis of literature review on employee absenteeism and concluded employees' withdrawal behavior apart from turnover. Studies examining the psychometric properties of absence measures are reviewed, along with the relationship between absenteeism and personal, attitudinal and organizational variables chronic absentees into four categories such as; entrepreneurs, status seekers, family oriented and sick and old.

Martocchio&Jimeno stated that "We propose a model of the personality types that have a higher likelihood of using absenteeism to their benefit (i.e. to recharge and change negative affect) and therefore have the absence be functional (i.e., positive affect and higher productivity upon returning to the job) rather than dysfunctional (i.e., negative affect and person is still unproductive or has less productivity than before the absence event). We conclude by emphasizing theoretical contributions that this model makes and by suggesting ways in which the model could be tested."

Ramon, studies that all the companies develop programs to avoid or to minimize the accidents of the work. Nevertheless, poor technical information exists related to the prevalence and costs from accidents out of work, which difficulty analysis of the problem. Objectives: Analyze the medical tests in the workers of our mining camp generated by accidents out of work.

Wolter H.J. Hassink& Pierre Koning find statistically significant differences in absence patterns across groups of workers with different eligibility statuses depending on their attendance records and whether they had previously won. One finding is that absenteeism rose among workers who, having won already, were ineligible for further participation.

Ernest B. Akyeampong has written a research paper Trends and seasonality in Absenteeism. In this paper the author focusses on that at which time period the employees are more absent, stress among employees, health problems, loneliness at workplace, non-cooperation of colleagues causes absenteeism at workplace.

CHAPTER III

3.1 RESEARCH METHODOLOGY

3.1 RESEARCH DESIGN

Research is a process in which the researcher wishes to find out the end result for a given problem and thus the solution helps in future course of action. The research has been defined as “A careful investigation or enquiry especially through search for new fact in any branch of knowledge”.

METHODOLOGY

The procedure using, which researchers go about their work of describing, explaining and predicting phenomena, is called Methodology. Methods comprise the procedures used for generating, collecting, and evaluating data. Methods are the ways of obtaining information useful for assessing explanation.

3.2 DATA COLLECTION

In order to apply the statistical methods to any of enquiry it is essential that statistical data be collected as statistical analysis is not possible in the absence of quantitative data. Data are obtained either through a survey or experiment. In Social sciences where the use of statistical methods is indispensable, data can be collected only through statistical surveys. The research should keep in mind two types of data: i.e.

- Primary Data
- Secondary Data

Primary Data

From the employee's Primary data means the information which is collected directly. It is also called firsthand information.

From the employees Primary Data was collected through personal Interview. The structured interview schedule was drafted to get information regarding the employee empowerment and participation at Sai Supreme. The structured interview schedule contains 22 questions, which included both open-ended and closed-ended questions. The interview was conducted in English and Tamil.

Secondary Data

Secondary data was collected from various published books and Company Records.

QUESTIONNAIRE CONSTRUCTION

Questionnaires are one of the most popular methods of conducting scholarly research. They provide a convenient way of gathering information from a target population or a questionnaire is a series of questions asked to individuals to obtain statistically useful information about a given topic. When properly constructed and responsibly administered, questionnaires become a vital instrument by which statements can be made about specific groups or people or entire populations.

- Open ended questions
- Close ended questions
- Multiple choice questions

DEFINING THE POPULATION

The population can be finite or infinite. The population is said to be finite if it consists of fixed number of elements so that it is possible to enumerate it in its totality. For instance, the populations in the city, the number of workers in a factory are examples of finite population. Hence in this study finite population has been taken. It consists of 500 employees.

SAMPLING PLAN

Due to enormity of the cost and time involved in collecting information from all the respondents, it becomes a compulsion to choose represent sample of population. Sample plan explains the sampling unit, sample size and sampling method.

SAMPLING DESIGN

When population elements are selected for inclusion in the sample based on the case of access, it is called simple random sampling method for the convenience of the researcher.

Population Size: 500

Sampling Unit: Sai Supreme Holding Company Private Limited

Sample Size: 200

Sampling method: simple random sampling

Data collection method: survey method

3.3 TOOLS FOR ANALYSIS

These are tools, which helps to analyze the collected data. This analysis contains various approaches like comparisons, detecting, accuracy, estimation etc. In my survey I applied some statistical tool for analyzing raw data.

The applied statistical tools are:

- Percentage Method
- Correlation Method
- Anova Method
- Chi-Square Test

SPSS

The researcher uses SPSS software version (17) for analysis and interpretation purposes with regard to this project.

CHAPTER IV

DATA ANALYSIS AND INTERPRETATION

4.1 PERCENTAGE METHOD

AGE WISE CLASSIFICATION OF THE RESPONDENTS

Table No.5.1.1

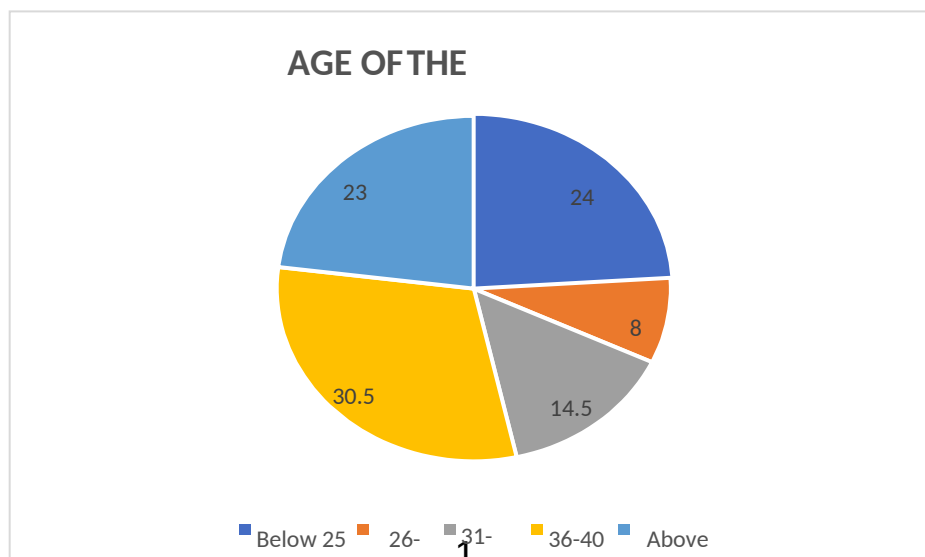
S. No.	Age	No. of Respondents	Percentage
1	Below 25	48	24
2	26-30	15	8
3	31-35	29	14.5
4	36-40	61	30.5
5	Above 40	46	23
Total		200	100

INTERPRETATION:

This chart presents the age of the respondents where the number of respondents is 200, 30.5% of respondents belongs to age group of 36-40 years, 24% of respondents belongs to age group of Below 25, 23% of respondents belongs to age group of Above 40 Years, 14.5% of respondents 31-35 Years and 8

AGE WISE CLASSIFICATION OF THE RESPONDENTS

Chart No.5.1.1



INFERENCE:

From the above table it is interpreted that 30.5% of respondents belongs to agegroup of 36-40 years and 8% of the respondents belongs to age group of 26-30 years

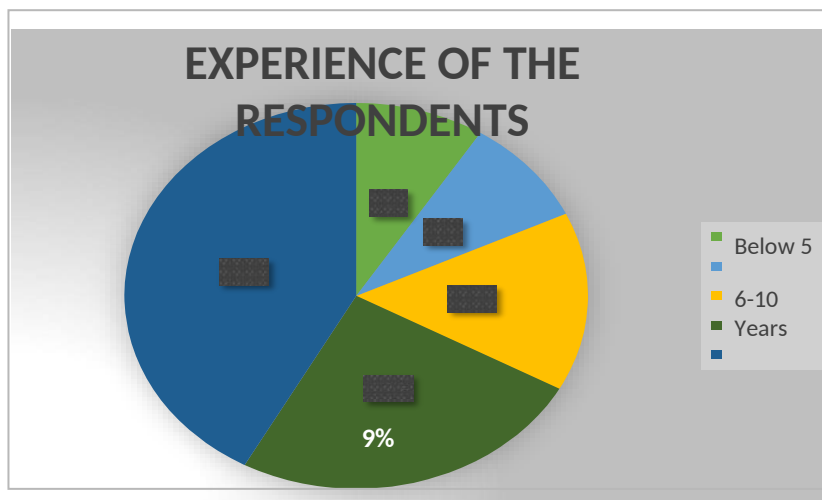
EXPERIENCE OF THE RESPONDENTS
Table No.5.1.2

S. No.	No. of Years	No. of Respondents	Percentage
1	Below 5	18	9
2	6-10	18	9
3	11-15	30	15
4	16-20	50	25
5	Above 20	84	42
Total		200	100

INTERPRETATION:

This chart presents the age of the respondents where the number of respondents is 200, 42% of respondents have Above 20 Years of experience, 25% have 16-20 years of experience, 15% of respondents have 11-15 years of experience, 9% of respondents have Below 5 years of experience and 9% of respondents have 6-10 years of experience.

`Chart No.5.1.2



INFERENCE:

From the above table it is interpreted that 42% of the respondents are having Above 20 years of experience and 9 % of the respondents are having Below 5 and 6-10 years of experience.

AWARENESS OF HEALTH AND SAFETY

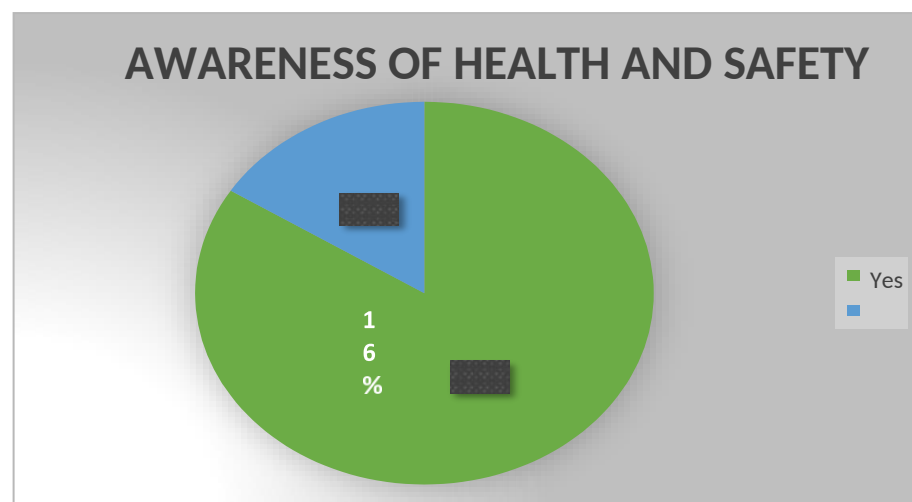
Table No.5.1.3

S. No.	Awareness of Health and Safety	No. of Respondents	Percentage
1	Yes	168	84
2	No	32	16

INTERPRETATION:

This chart presents the age of the respondents where the number of respondents is 200, 84% of the respondents are tells that yes about the awareness of health and safety and 16 % of the respondents are tells that no about the awareness of health and safety.

Chart No.5.1.3



INFERENCE:

From the above table it is interpreted that 84% of the respondents are tells that yes about the awareness of health and safety and 16 % of the respondents are tells that no about the awareness of health and safety.

EFFECTIVE ARRANGEMENT FOR COMMUNICATING IN HEALTH AND SAFETY**Table No.5.1.4**

S. No	Effective arrangement for communicating in health and safety	No. of Respondents	Percentage
1	Strongly Agree	21	11
2	Agree	20	10
3	Neutral	91	45.5
4	Disagree	15	7.5
5	Strongly Disagree	52	26
Total		200	100

INTERPRETATION:

This chart presents the age of the respondents where the number of respondents is 200, 45.5% of the respondents tells neutral for effective arrangement for communicating in health & safety, 26% of the respondents tells Strongly disagree for effective arrangement for communicating in health & safety, 11% of the respondents tells Strongly agree for, 10% of the respondents tells agree for effective arrangement for communicating in health & safety

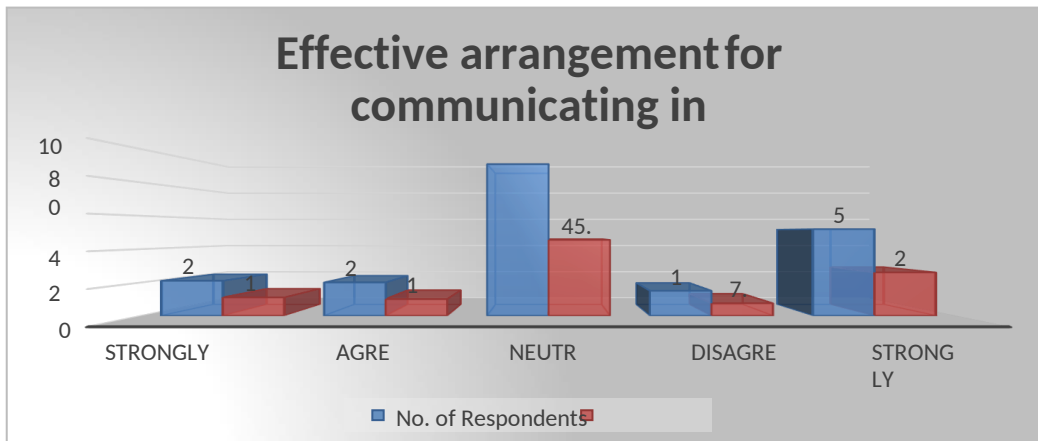


Chart No.5.1.4

INFERENCE:

From the above table it is interpreted that 45.5% of the respondents' comments neutral effective arrangement for communicating in health and safety and 7.5 % of the respondents' comments disagree effective arrangement for communicating in health and safety.

MEDICAL FACILITY

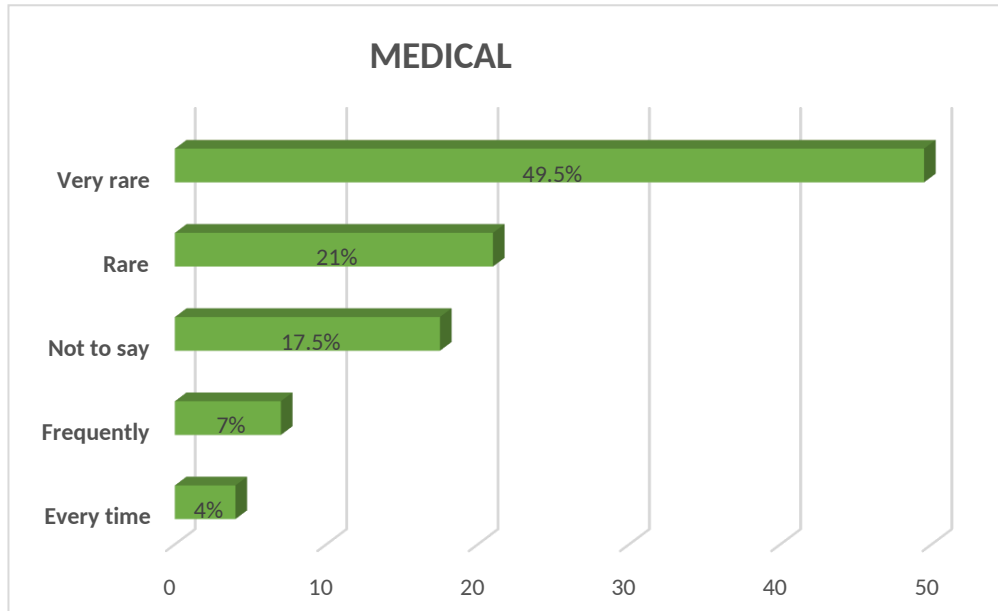
Table No.5.1.5

S. No.	Medical Facility	No. of Respondents	Percentage
1	Every time	62	4
2	Frequently	21	7
3	Not to say	13	17.5
4	Rare	7	21
5	Very rare	3	49.5
Total		200	100

INTERPRETATION:

This chart presents the age of the respondents where the number of respondents is 200, 49.5% of respondents tell very rare for medical facility, 21% of respondents tells rare for medical facility, 17.5% of respondents tells not to say for medical facility, 7% of respondents tells frequently for medical facility and 4% of respondents tells every time for medical facility.

Chart No.5.1.5



INFERENCE:

From the above table it is interpreted that 49.5% of the respondents tells very rare for medical facility and 4 % of the respondents tells every time for medical facility.

ATTENDING HEALTH AND SAFETY TRAINING
Table No.5.1.6

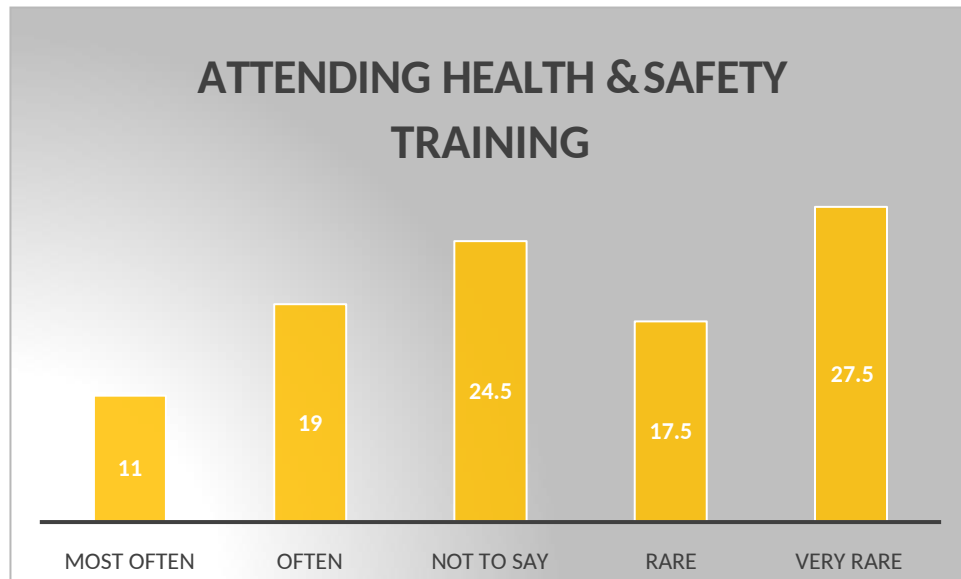
S. No.	Medical Facility	No. of Respondents	Percentage
1	Most Often	22	11
2	Often	38	19
3	Not to say	49	24.5
4	Rare	35	17.5
5	Very rare	55	27.5
Total		200	100

INTERPRETATION:

This chart presents the age of the respondents where the number of respondents are 200, 27.5% of the respondents are tells Very Rare in attending health & safety training, 24.5% of the respondents are tells Rare in attending health & safety training ,17.5% of the respondents are

tells Not to say in attending health & safety training, 19% of the respondents are tells Often in attending health & safety training and 11% of the respondents are tells Most often in attending health & safety training.

Chart No.5.1.6



INFERENCE:

From the above table it is interpreted that 27.5% of the respondents are tells Very Rare in attending health & safety training and 11% of the respondents are tells Most often in attending health & safety training.

TRAINING OFFERED IN THE COMPANY

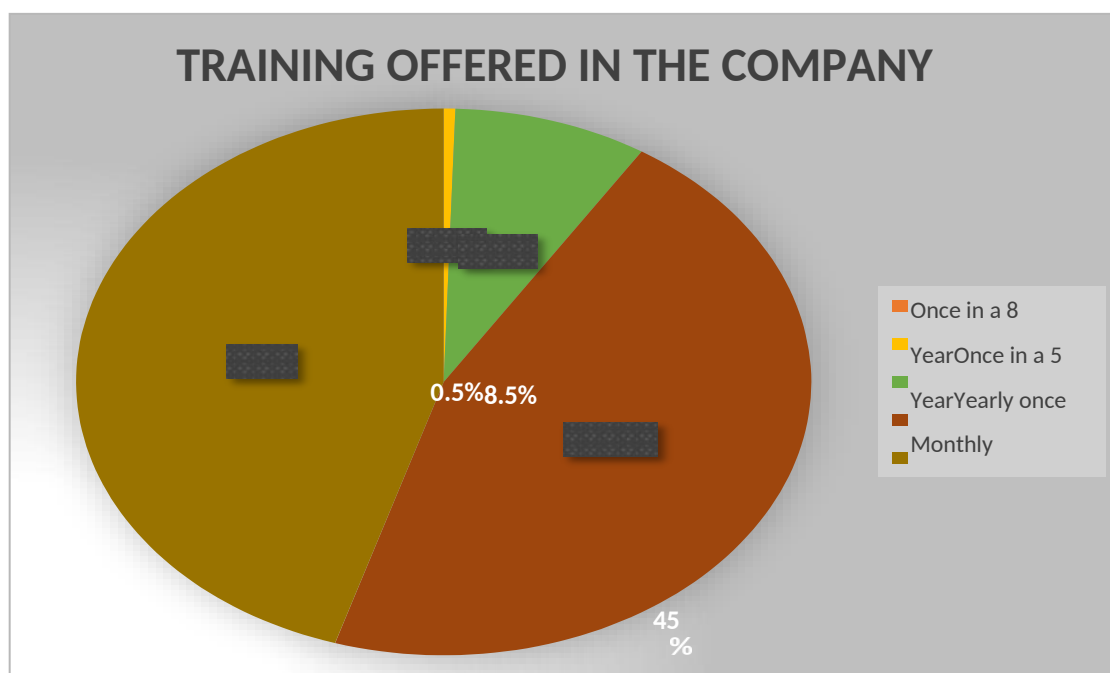
Table No.5.1.7

S. No.	Training offered inthe Company	No. of Respondents	Percentage
1	Once in a 8 Year	-	-
2	Once in a 5 Year	1	0.5
3	Yearly once	17	8.5
4	Monthly	91	45.5
5	Rarely	90	45
Total		200	100

INTERPRETATION:

This chart presents the age of the respondents where the number of respondents is 200, 45.5%of the respondents tells Monthly for training offered in the company, 45% of the respondents tells Rarely for training offered in the company, 8.5% of the respondents tells Once in a year for training offered in the company and 0.5% of the respondents tells Once ina 5 Year for training offered in the company.

Chart No.5.1.7



INFERENCE:

From the above table it is interpreted that 45.5% of the respondents tells Monthly for training offered in the company and 0.5% of the respondents tells Once in a 5 Year for training offered in the company.

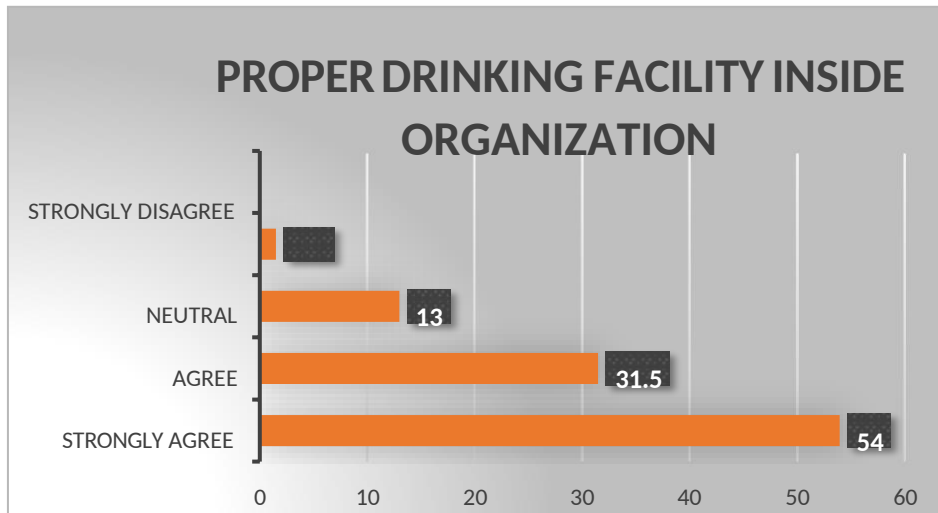
PROPER DRINKING FACILITY INSIDE ORGANIZATION
Table No.5.1.8

S. No.	Proper drinking facility inside organization	No. of Respondents	Percentage
1	Strongly Agree	-	54
2	Agree	1	31.5
3	Neutral	17	13
4	Disagree	91	1.5
5	Strongly disagree	90	-
Total		200	100

INTERPRETATION:

This chart presents the age of the respondents where the number of respondents is 200, 54% of the respondents tells Strongly Agree for Proper drinking facility inside organization, 31.5% of the respondents tells Agree for Proper drinking facility inside organization, 13% of the respondents tells Neutral for Proper drinking facility inside organization and 1.5% of the respondents tells Disagree for Proper drinking facility inside organization

Chart No.5.1.8



INFERENCE:

From the above table it is interpreted that 54% of the respondents tells Strongly Agree for Proper drinking facility inside organization and 1.5% of the respondents tells Disagree for Proper drinking facility inside organization.

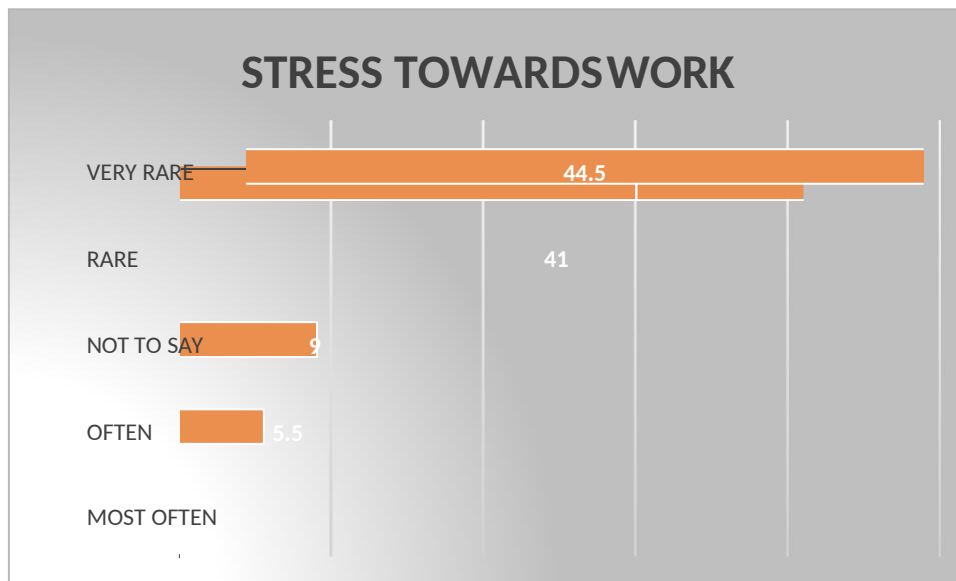
STRESS TOWARDS WORK
Table No.5.1.9

S. No.	Stress towards work	No. of Respondents	Percentage
1	Most Often	-	-
2	Often	11	5.5
3	Not to say	18	9
4	Rare	82	41
5	Very rare	89	44.5
Total		200	100

INTERPRETATION:

This chart presents the age of the respondents where the number of respondents is 200, 44.5% of the respondents tells Very Rare for Stress towards work, 41% of the respondents tells Rare for Stress towards work, 9% of the respondents tells Not to say for Stress towards work and 5.5% of the respondentstells Often for Stress towards work.

Chart No.5.1.9



INFERENCE:

From the above table it is interpreted that 44.5% of the respondents tells Very Rare for Stress towards work and 5.5% of the respondents tells Often for Stress towards work.

EDUCATES FIRST AID KIT AND ITS CONTENT IN COMPANY

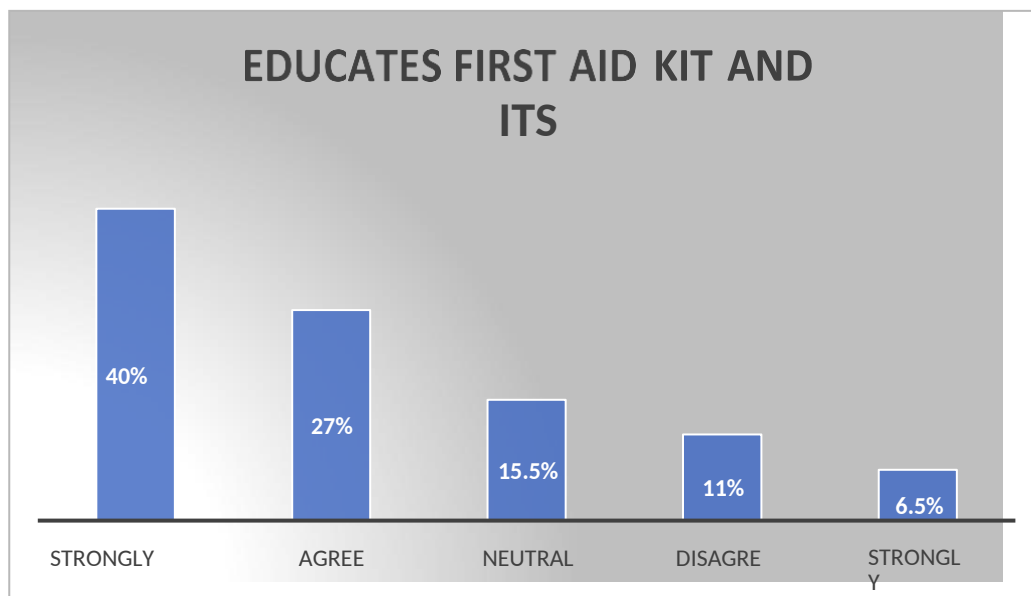
Table No.5.1.10

S. No	Educates first aid kit and its content in company	No. of Respondents	Percentage
1	Strongly Agree	80	40
2	Agree	54	27
3	Neutral	31	15.5
4	Disagree	22	11
5	Strongly Disagree	13	6.5
Total		200	100

INTERPRETATION:

This chart presents the age of the respondents where the number of respondents are 200, 40% of the respondents tells Strongly Agree for Educates First aid kit and its content, 27% of the respondents tells Agree for Educates First aid kit and its content, 15.5% of the respondents tells Neutral for Educates First aid kit and its content, 11% of the respondents tells disagree for Educates First aid kit and its content and 6.5% of the respondents tells Strongly Disagree for Educates First aid kit and its content.

Chart No.5.1.10



INFERENCE:

From the above table it is interpreted that 40% of the respondents tells Strongly Agree for Educates First aid kit and its content and 6.5% of the respondents tells Strongly Disagree for Educates.

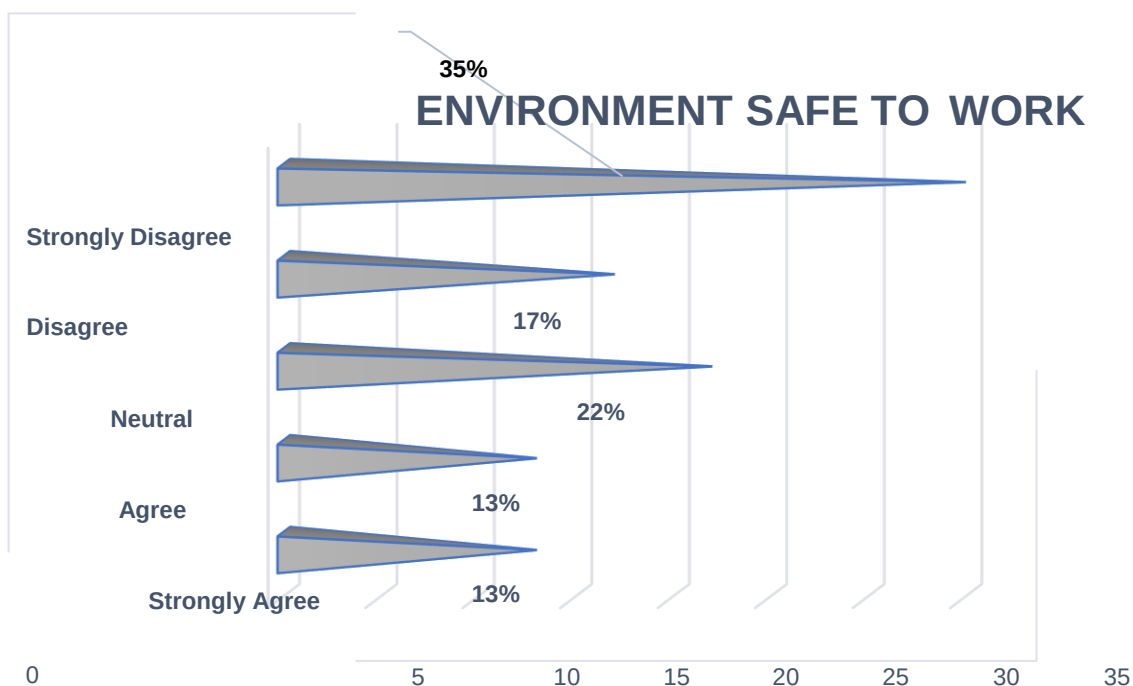
ENVIRONMENT SAFE TO WORK
Table No.5.11

S. No	Environment safe to work	No. of Respondents	Percentage
1	Strongly Agree	26	13
2	Agree	26	13
3	Neutral	44	22
4	Disagree	34	17
5	Strongly Disagree	70	35
Total		200	100

INTERPRETATION:

This chart presents the age of the respondents where the number of respondents is 200,35% of the respondents tells Strongly Disagree for Environment safe to work, 22% of the respondents tells Neutral for Environment safe to work, 17% of the respondents tells Disagree for Environment safe to work and 13% of the respondents tells Agree and Strongly agree for Environment safe to work.

Chart No.5.1.11



INFERENCE:

From the above table it is interpreted that 35% of the respondents tells Strongly Disagree for Environment safe to work and 13% of the respondents tells Agree and Strongly agree for Environment safe to work.

TRAINING ON SAFETY PRECAUTIONS

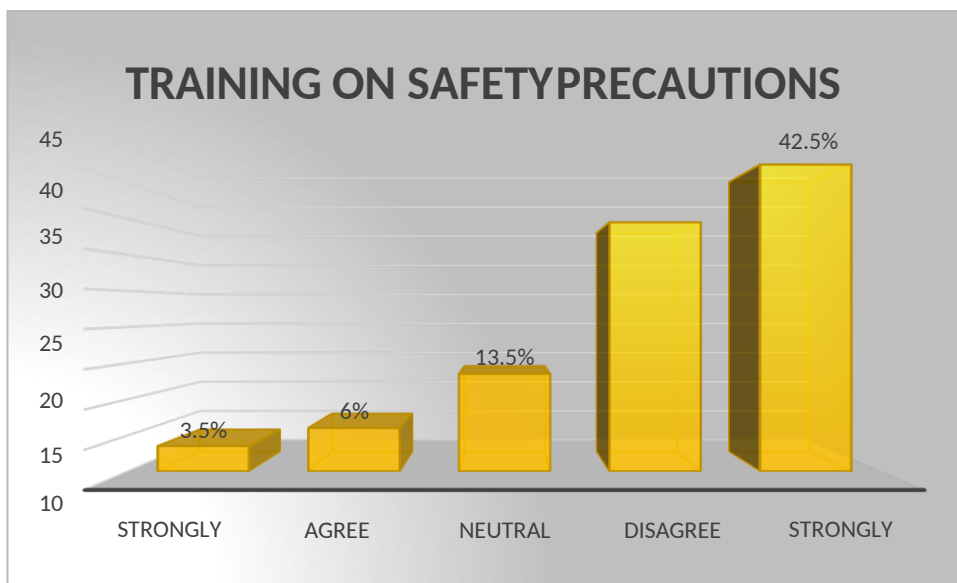
Table No.5.1.12

S. No	Training on safety precautions	No. of Respondents	Percentage
1	Strongly Agree	7	3.5
2	Agree	12	6
3	Neutral	27	13.5
4	Disagree	69	34.5
5	Strongly Disagree	85	42.5
Total		200	100

INTERPRETATION:

This chart presents the age of the respondents where the number of respondents is 200, 42.5% of the respondents tells Strongly Disagree for training on safety precautions, 34.5% of the respondents tells Disagree for training on safety precautions, 13.5% of the respondents tells neutral for training on safety precautions, 6% of the respondents tells agree for training on safety precautions and 3.5% of the respondents tells Strongly Agree for training on safety precautions

Chart No.5.1.13



INFERENCE:

From the above table it is interpreted that 42.5% of the respondents tells Strongly Disagree for training on safety precautions and 3.5% of the respondents tells Strongly Agree for training on safety precaution

MACHINE MAINTAINED PROPERLY

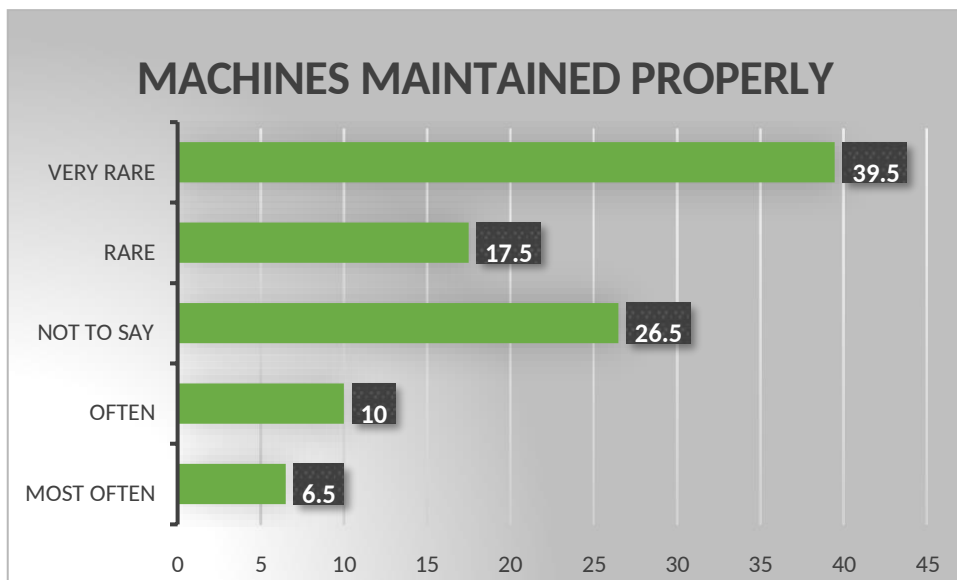
Table No.5.1.14

S. No.	Machine maintained properly	No. of Respondents	Percentage
1	Most Often	13	6.5
2	Often	20	10
3	Not to say	53	26.5
4	Rare	35	17.5
5	Very rare	79	39.5
Total		200	100

INTERPRETATION:

This chart presents the age of the respondents where the number of respondents is 200, 39.5% of the respondents tells Very rare for machines maintained Properly, 26.5% of the respondents tells neutral for machines maintained Properly, 17.5% of the respondents tells rare for machines maintained Properly, 10% of the respondents tells Often for machines maintained Properly and 6.5% of the respondents tells Most Often for Machines maintained properly.

Chart No.5.1.14



INFERENCE:

From the above table it is interpreted that 39.5% of the respondents tells Very rare for machines maintained Properly and 6.5% of the respondents tells Most Often for Machines maintained properly.

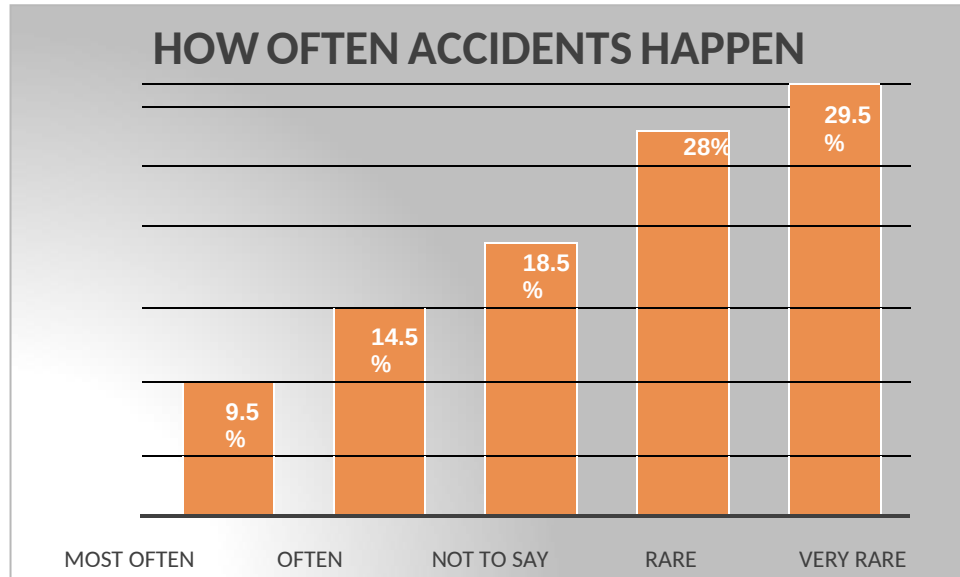
HOW OFTEN ACCIDENTS HAPPEN**Table No.5.1.15**

S. No.	How often accidents happen	No. of Respondents	Percentage
1	Most Often	19	9.5
2	Often	29	14.5
3	Not to say	37	18.5
4	Rare	56	28
5	Very rare	59	29.5
Total		200	100

INTERPRETATION:

This chart presents the age of the respondents where the number of respondents is 200, 29.5% of the respondents tells Very rare for Accidents happen, 28% of the respondents tells rare for Accidents happen, 18.5% of the respondents tells Not to say for Accidents happen, 14.5% of the respondents tells Often for Accidents happen and 9.5% of the respondents tells Most often for accidents happen.

Chart No.5.1.15



INFERENCE:

From the above table it is interpreted that 29.5% of the respondents tells Very rare for Accidents happen and 9.5% of the respondents tells Most often for accidents happen.

PROVIDING SAFETY REQUIREMENTS IN COMPANY

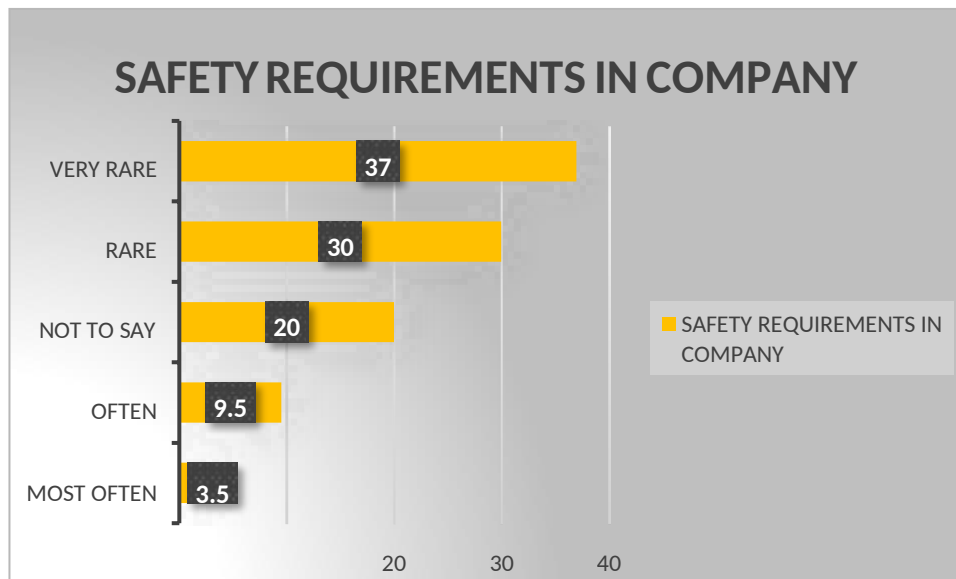
Table No.5.1.16

S. No.	Safety requirements in company	No. of Respondents	Percentage
1	Most Often	7	3.5
2	Often	19	9.5
3	Not to say	40	20
4	Rare	60	30
5	Very rare	74	37
Total		200	100

INTERPRETATION:

This chart presents the age of the respondents where the number of respondents is 200, 37% of the respondents tells Very rare for safety requirements in company, 30% of the respondents tells rare for safety requirements in company, 20% of the respondents tells Not to say for safety requirements in company, 9.5% of the respondents tells Often for safety requirements in company and 3.5% of the respondents tells Most often for safety requirements in company.

Chart No.5.1.16



INFERENCE:

From the above table it is interpreted that 37% of the respondents tells Very rare for safety requirements in company and 3.5% of the respondents tells Most often for safety requirements in company.

HEALTH CHECKUP FOR WORKERS

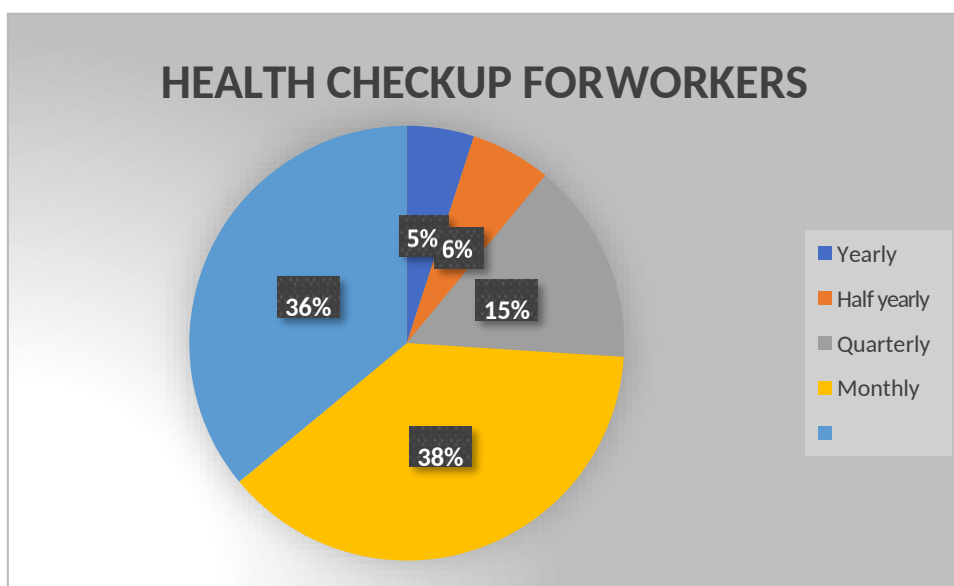
Table No.5.1.17

S. No.	Health checkup forworkers	No. of Respondents	Percentag e
1	Yearly	7	5
2	Half yearly	19	6
3	Quarterly	40	15
4	Monthly	60	38
5	Rarely	74	36
Total		200	100

INTERPRETATION:

This chart presents the age of the respondents where the number of respondents is 200, 38% of the respondents tells Monthly for health checkup for workers, 36% of the respondents tells Rarely for health checkup for workers, 15% of the respondents tells Quarterly for health checkup for workers, 6% of the respondents tells Half Yearly for health checkup for workers and 5% of the respondents tells Yearly for health checkup for workers.

Chart No.5.1.17



INFERENCE:

From the above table it is interpreted that 38% of the respondents tells Monthly for health checkup for workers and 5% of the respondents tells Yearly for health checkup for workers.

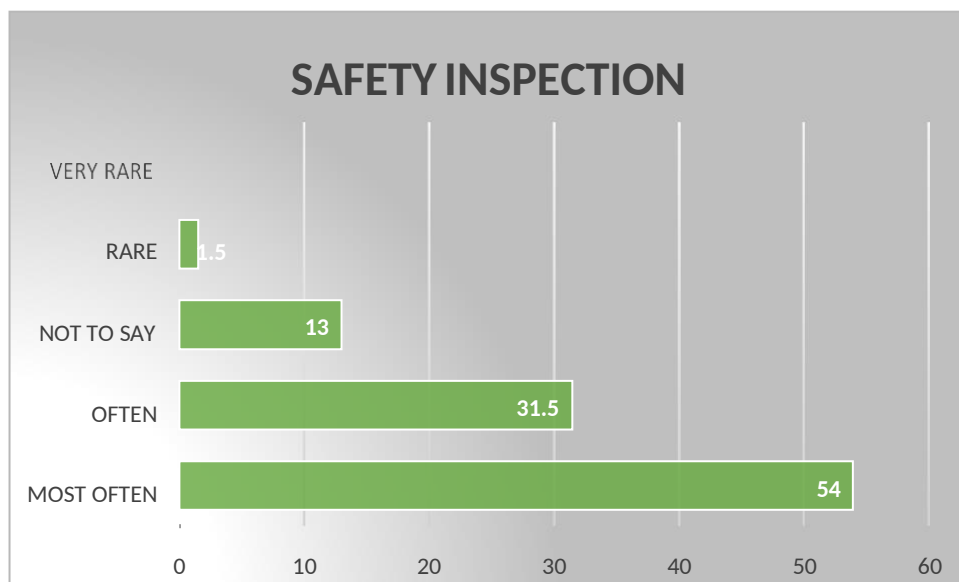
SAFETY INSPECTION
Table No.5.1.18

S. No.	Safety Inspection	No. of Respondents	Percentage
1	Most Often	108	54
2	Often	63	31.5
3	Not to say	26	13
4	Rare	3	1.5
5	Very rare	-	-
Total		200	100

INTERPRETATION:

This chart presents the age of the respondents where the number of respondents is 200, 54% of the respondents tells Most often for safety inspection, 31.5% of the respondents tells often for safety inspection, 13% of the respondents tells Not to say for safety inspection and 1.5% of the respondents tells Rare for safety inspection.

Chart No.5.1.18



INFERENCE:

From the above table it is interpreted that 54% of the respondents tells Most often for safety inspection and 1.5% of the respondents tells Rare for safety inspection.

SATISFACTORY LEVEL OF HEALTH & SAFETY

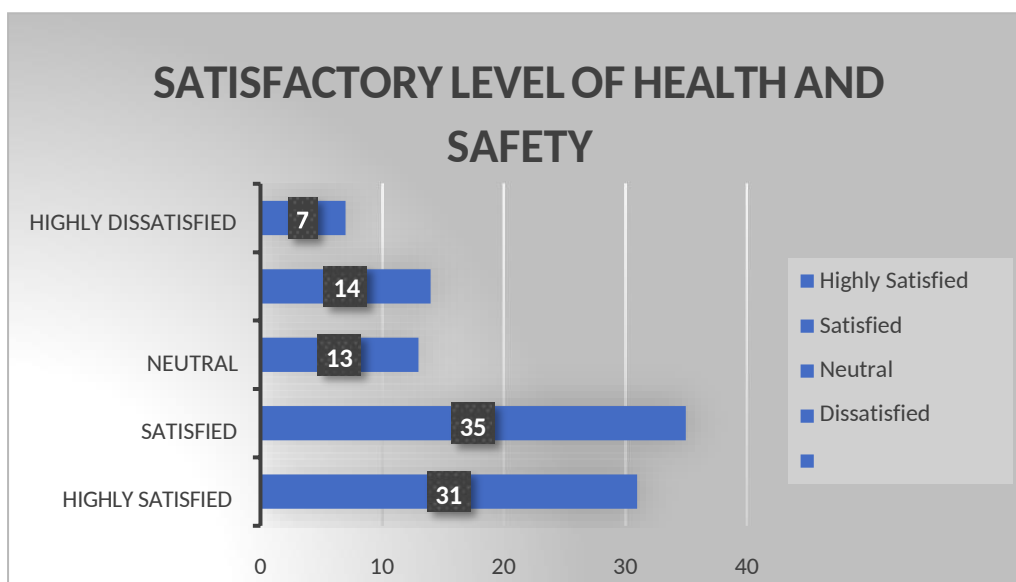
Table No.5.1.19

S. No.	Satisfactory level of health and safety	No. of Respondents	Percentage
1	Highly Satisfied	62	31
2	Satisfied	70	35
3	Neutral	26	13
4	Dissatisfied	28	14
5	Highly Dissatisfied	14	7
Total		200	100

INTERPRETATION:

This chart presents the age of the respondents where the number of respondents are 200, 35% of the respondents tells satisfied in satisfactory level of health & safety, 31% of the respondents tells Highly satisfied in satisfactory level of health & safety, 14% of the respondents tells Dissatisfied in satisfactory level of health & safety, 13% of the respondents tells Neutral in satisfactory level of health & safety and 7% of the respondents tells Highly dissatisfied in satisfactory level of health & safety.

Chart No.5.1.19



INFERENCE:

From the above table it is interpreted that 35% of the respondents tells Satisfied in satisfactory level of health & safety and 7% of the respondents tells Highly dissatisfied insatisfactory level of health& safety.

ROLE OF MANAGEMENT IN HEALTHY AND SAFETY

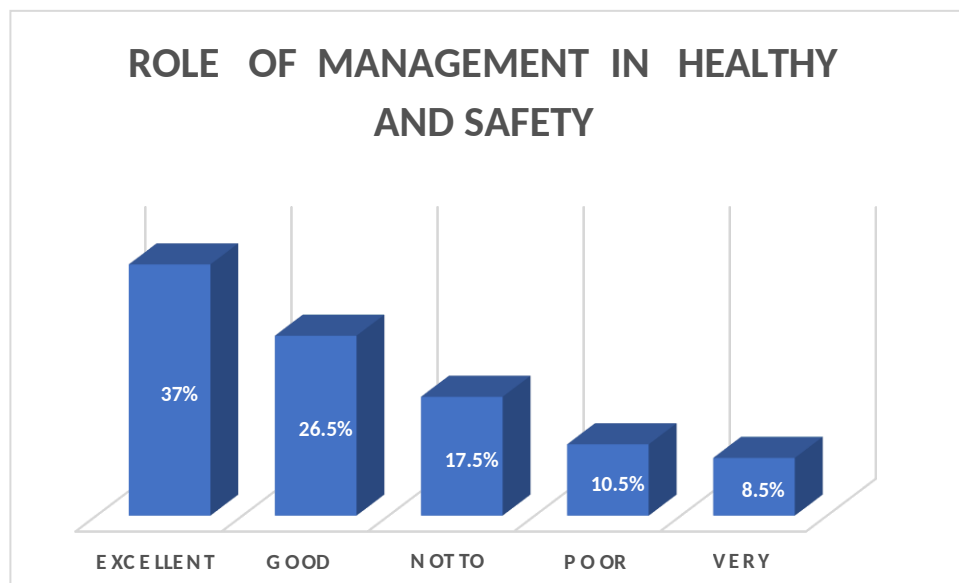
Table No.5.1.20

S. No.	Role of management in healthy and safety	No. of Respondents	Percentage
1	Excellent	74	37
2	Good	53	26.5
3	Not to say	35	17.5
4	Poor	21	10.5
5	Very Poor	17	8.5
Total		200	100

INTERPRETATION:

This chart presents the age of the respondents where the number of respondents is 200, 37% of the respondents tells Excellent for Role of management in health & safety, 26.5% of the respondents tells Good for Role of management in health & safety, 17.5% of the respondents tells Not to say for Role of management in health & safety, 10.5% of the respondents tells Poor for Role of management in health & safety and 8.5% of the respondents tells Very Poor for Role of management in health & safety.

Chart No.5.1.20



INFERENCE:

From the above table it is interpreted that 37% of the respondents tells Excellent for Role of management in health & safety and 8.5% of the respondents tells Very Poor for Role of management in health & safety.

4.2 CHI-SQUARE TESTS

Analysis of opinion of respondents regarding age and environment safe to work

HYPOTHESIS:

NULL HYPOTHESIS (H₀):

There is no significant association between the Age and Environment safe to work.

ALTERNATIVE HYPOTHESIS (H₁):

There is significant association between the Age and Environment safe to work.

AGE WISE CLASSIFICATION OF THE RESPONDENTS

S. No.	Age	No. of Respondents	Percentage
1	Below 25	48	24
2	26-30	15	8
3	31-35	29	14.5
4	36-40	61	30.5
5	Above 40	46	23
Total		200	100

ENVIRONMENT SAFE TO WORK

S. No	Environment safe to work	No. of Respondents	Percentage
1	Strongly Agree	26	13
2	Agree	26	13
3	Neutral	44	22
4	Disagree	34	17
5	Strongly Disagree	70	35
Total		200	100

Chi-Square Tests

			Asymptotic Significance (2-sided)
Value		Df	
Pearson Chi-Square	31.866 ^a	16	.010
Likelihood Ratio	35.937	16	.003
Linear-by-Linear Association	1.026	1	.311
N of Valid Cases	200		

a. 6 cells (24.0%) have expected count less than 5. The minimum expected count is 1.95.

CALCULATION:

Calculated Value: 3.866 Degrees of

Freedom: 16 The

Tabulated Value: 0.10

Table value : 23.542

INFERENCE:

From the SPSS, it is generated that the calculated value is 33.866, which is less than the table value (23.542), so null hypothesis is accepted. Thereby, we can infer that, there is no significant relationship between analysis of opinion of respondents regarding age and environment safe to work.

**ANALYSIS OF OPINION OF RESPONDENTS REGARDING EXPERIENCE
AND EDUCATES FIRST AID ACTIVITIES
EXPERIENCE OF THE RESPONDENTS**

S. No.	No. of Years	No. of Respondents	Percentage
1	Below 5	18	9
2	6-10	18	9
3	11-15	30	15
4	16-20	50	25
5	Above 20	84	42
Total		200	100

EDUCATES FIRST AID ACTIVITIES

S. No	Educates first aid kit and its content in company	No. of Respondents	Percentage
1	Strongly Agree	80	40
2	Agree	54	27
3	Neutral	31	15.5
4	Disagree	22	11
5	Strongly Disagree	13	6.5
Total		200	100

EXPERIENCE OF THE RESPONDENTS * EDUCATES FIRST AID ACTIVITIES

Cross tabulation

Count

EDUCATES FIRST AID ACTIVITIES					Total
Strongly agree			agree	neutral	
EXPERIENCE OF THERESPONDENTS	Below 5	12	6	1	19
	6-10	8	8	1	17
	11-15	9	11	10	30
	16-20	12	26	12	50
	Above 20	52	25	7	84
Total		93	76	31	200

Chi-Square Tests 5.2.1

Value		Df	Asymptotic Significance (2-sided)
Pearson Chi-Square	30.857 ^a	8	.000
Likelihood Ratio	31.064	8	.000
Linear-by-Linear Association	.601	1	.438
N of Valid Cases	200		

a. 3 cells (20.0%) have expected count less than 5. The minimum expected count is 2.64.

CALCULATION:

Calculated Value :30.857Degrees Of

Freedom: 8The Tabulated Value: 15.501

From the SPSS, it is generated that the significant value is 15.501 which is greater than 0.05 level of significance, So the null hypothesis is rejected.

5.1 CORRELATION

ANALYSIS OF EDUCATES FIRST AID KIT AND TRAINING ON SAFETY PRECAUTIONS

EDUCATES FIRST AID ACTIVITIES

S. No	Educates first aid kit and its content in company	No. of Respondents	Percentage
1	Strongly Agree	80	40
2	Agree	54	27
3	Neutral	31	15.5
4	Disagree	22	11
5	Strongly Disagree	13	6.5
Total		200	100

TRAINING ON SAFETY PRECAUTIONS

S. No	Training on safety Precautions	No. of Respondents	Percentage
1	Strongly Agree	7	3.5
2	Agree	12	6
3	Neutral	27	13.5
4	Disagree	69	34.5
5	Strongly Disagree	85	42.5
Total		200	100

Correlations 5.3.1

		EDUCATE SFIRST AID ACTIVITIES	TRAINING ON SAFETY PRECAUTIONS
EDUCATES FIRST AIDACTIVITIES	Pearson Correlation	1	-.216**
	Sig. (2-tailed)		.002
	N	200	200
TRAINING ON SAFETY PRECAUTIONS	Pearson Correlation	-.216**	1
	Sig. (2-tailed)	.002	
	N	200	200

** . Correlation is significant at the 0.01 level (2-tailed).

CALCULATION

$$R = -0.216$$

From the SPSS, it is generated that the correlation between analysis of Educates first aid kit and training on safety precautions.

INFERENCE:

Hence it is inferred that there exists a **negative correlation between** the analysis of Educates first aid kit and training on safety precautions.

ANALYSIS OF MACHINE MAINTAINED PROPERLY AND HOW OFTEN ACCIDENTS HAPPEN

MACHINES MAINTAINED PROPERLY

S. No.	Machine maintained properly	No. of Respondents	Percentage
1	Most Often	13	6.5
2	Often	20	10
3	Not to say	53	26.5
4	Rare	35	17.5
5	Very rare	79	39.5
Total		200	100

HOW OFTEN ACCIDENTS HAPPEN

S. No.	How often accidents happen	No. of Respondents	Percentage
1	Most Often	19	9.5
2	Often	29	14.5
3	Not to say	37	18.5
4	Rare	56	28
5	Very rare	59	29.5
Total		200	100

Correlations 5.3.2

		MACHINES MAINTAINED PROPERLY	HOW OFTEN ACCIDENTS HAPPEN
MACHINES MAINTAINED PROPERLY	Pearson Correlation	1	.347**
	Sig. (2-tailed)		.000
	N	200	200
HOW OFTEN ACCIDENTS HAPPEN	Pearson Correlation	.347**	1
	Sig. (2-tailed)	.000	
	N	200	200

** . Correlation is significant at the 0.01 level (2-tailed).

CALCULATION

$$R = 0.347$$

From the SPSS, it is generated that the correlation between machine maintained properly and how often accidents happen.

INFERENCE:

Hence it is inferred that there exists a **moderate degree correlation** between the machine maintained properly and how often accidents happen.

5.2 ANALYSIS OF VARIANCE ANALYSIS OF EXPERIENCE AND EDUCATES FIRST AID ACTIVITIES

AGEWISE CLASSIFICATION OF THE RESPONDENTS

S. No.	Age	No. of Respondents	Percentage
1	Below 25	48	24
2	26-30	15	8
3	31-35	29	14.5
4	36-40	61	30.5
5	Above 40	46	23
Total		200	100

EDUCATES FIRST AID ACTIVITIES

S. No	Educates first aid kit and its content in company	No. of Respondents	Percentage
1	Strongly Agree	80	40
2	Agree	54	27
3	Neutral	31	15.5
4	Disagree	22	11
5	Strongly Disagree	13	6.5
Total		200	100

Descriptive EXPERIENCE OF THE RESPONDENTS

	N	Mean	Std. Deviation	Std. Error	95% Confidence Interval for Mean		Minimum	Maximum
					Lower Bound	Upper Bound		
Strongly agree	93	3.90	1.475	.153	3.60	4.21	1	5
agree	76	3.74	1.248	.143	3.45	4.02	1	5
neutral	31	3.74	.965	.173	3.39	4.10	1	5
Total	200	3.82	1.319	.093	3.63	4.00	1	5

ANOVA 5.4.1

EXPERIENCE OF THE RESPONDENTS

	Sum of Squares	Df	Mean Square	F	Sig.
Between Groups	1.354	2	.677	.387	.680
Within Groups	344.801	197	1.750		
Total	346.155	199			

INFERENCE:

From the SPSS, it is generated that the significant value is 0.680, which is more than 0.05 level of significance, So the null hypothesis is accepted.

ANALYSIS OF AWARENESS OF HEALTH & SAFETY AND TRAINING ON SAFETY PRECAUTIONS

AWARENESS OF HEALTH & SAFETY

S. No.	Awareness of health and Safety	No. of Respondents	Percentag e
1	Yes	168	84
2	No	32	16

TRAINING ON SAFETY PRECAUTIONS

S. No	Training on safety precautions	No. of Respondents	Percentag e
1	Strongly Agree	7	3.5
2	Agree	12	6
3	Neutral	27	13.5
4	Disagree	69	34.5
5	Strongly Disagree	85	42.5
Total		200	100

DESCRIPTIVES

AWARENESS OF HEALTH AND SAFETY

N		Mean	Std. Deviation	Std. Error	95% Confidence Interval for Mean		Minimum	Maximum
					Lower Bound	Upper Bound		
Strongly agree	7	1.00	.000	.000	1.00	1.00	1	1
Agree	12	1.33	.492	.142	1.02	1.65	1	2
Neutral	27	1.11	.320	.062	.98	1.24	1	2
Disagree	69	1.14	.355	.043	1.06	1.23	1	2
strongly disagree	85	1.19	.393	.043	1.10	1.27	1	2
Total	200	1.17	.372	.026	1.11	1.22	1	2

ANOVA 5.4.2

AWARENESS OF HEALTH AND SAFETY

	Sum of Squares	Df	Mean Square	F	Sig.
Between Groups	.683	4	.171	1.239	.296
Within Groups	26.872	195	.138		
Total	27.555	199			

INFERENCE:

From the SPSS, it is generated that the significant value is 0.296, which is more than 1.05 level of significance, So the null hypothesis is accepted.

CHAPTER V

5.1 FINDINGS

1. From the study researcher found that many (30.5%) of respondents are belong to agegroup 36-40 years.
2. From the study researcher found that many (42%) of respondents are having above20years of experience.
3. From the study researcher found that many (84%) of respondents are awareness ofhealth and safety.
4. From the study researcher found that many (45.5%) of respondents are effectivearrangement for communicating in health and safety.
5. Majority of the respondents are telling very rare known about medical(49.5%).
6. From the study researcher found that many (49.5%) of respondents are attending healthand safety training.
7. From the study researcher found that many (24.5%) of respondents are trainingoffered inthe company.
8. Majority of the respondents are strongly agreed to the proper drinking facility insideorganization (54%)
9. Majority of the respondents are very rare towards the stress at work.
10. Most of the respondents are satisfied with satisfactory level of health & safety (62%).
11. Most of the respondents are excellent with role of management in health and safety(37%)
12. From the chi square it is found that there is significant difference between preferredage and environment safe to work.
13. From the chi square it is found that there is significant difference between preferred experience and educates first aid activities.
14. From the correlation, it is found that there exists a negative correlation between theeducates first aid kit and training on safety precautions.
15. From the correlation, it is found that there exists a moderate degree correlation between the machine maintained properly and how often accidents happen.

16. From the Anova, it is found that there is no significant difference between experience and educates first aid activities.
17. From the Anova, it is found that there is no significant difference between awareness of health & safety and training in safety precautions.

5.2 SUGGESTIONS

1. From the study it is identified that the necessary recreational facilities are provided for the employees in the organization, this may reduce employees work related stress. Hence the organization can continue with these activities.
2. First aid facilities provided are good and satisfied to all employees, so the organization can continue with these activities in future also.
3. Work environment causes number of problems; hence counseling can be conducted, which enables to overcome personal and technical problem.
4. The major cause for the workplace accidents that occur in the organization is unsafe and careless housekeeping. So, the organization can consider improving the housekeeping facilities.
5. Improving of technologies creates accident fear among the employees. so enough training can be given to the employees on new technology, which is being introduced in the organization.
6. From the study it has been suggested that they should improve the health care system in the organization by keeping health checkup periodically.
7. From the study it has been suggested that they should repair the machine properly because accident can be reduced through appropriate maintenance.
8. From the study it has been suggested the organization should conduct the training programs about safety precaution, to all operational employee, to protect them from dangers in the factory.
9. From the study it has been suggested the organization should provide all the safety kit and instructions to keep them safe in working environment
10. From the study it has been suggested that the organization should keep proper SOP Rules to all level of Management, operational employee, in order ensure safe working within the company Premises.

5.3 LIMITATION OF THE STUDY

- Time has been major constraint.
- Some employee hesitates disclosing the true facts.
- This survey has taken long period due to employees' absenteeism.
- This study is limited to the unskilled and semi-skilled workers.
- This study is limited in NLC alone.

5.4 CONCLUSION

Safety means freedom from the risk of injury. Employee's safety refers to the organization of workers from the danger of industrial accidents.

Health means a state of complete physical, mental and social wellbeing and not the absence of disease or infirmity.

Some of the suggested measures for improving employee's safety and health measure vestibule training method, first aid facilities, recreational facilities, suggestion for improving the effectiveness of employee safety and health.

From the overall study, the researcher concluded that the effectiveness of employee's safety and health are excellent in the organization. So, in order to improve safety and health, necessary training and facilities has to be provided.

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1. www.nlcindia.com.
2. https://en.m.wikipedia.org/wiki/NLC_India_Limited
3. <https://www.managementstudyguide.com/healthandsafety.htm>
4. <https://www.researchgate.net>

ANNEXURE I - QUESTIONARE

1. Name:

2. Age:

a) Below 25 b) 26-30 c) 31-35 d) 36-40 e)
above 20

3. Experience:

a) below 5 b) 6-10 c) 11-15 d) 16-20 e) above 20

4. Are you aware of the health and safety measures adopted in company?

a) yes b) no

5. Effective arrangements for communicating health and safety means are
present in the Company

a) Strongly Agree b) Agree c) Neutral d) Disagree e) Strongly Disagree

6. Does the company provide medical facility to the workers?

a) Every Time b) Frequently c) not to Say d) Rare d) Very Rare

7. Have you attended any health and safety training in your
company?

a) Most often b) often c) not to Say d) Rare d) Very Rare

8. How frequent training is offered in the company?

a) once in 5-year b) once in 8-year c) yearly once d) monthly e) rarely

9. Proper drinking water facility is available inside the company's workplace?

a) Strongly Agree b) Agree c) Neutral d) Disagree e) Strongly Disagree

10. Do you have any stress towards work?

a) Most often b) often c) not to Say d) Rare d) Very Rare

11. My company educates the first aid activities and content of the first aid kit?

a) strongly agree b) agree c) Disagree d) strongly disagree

12. Do you think that your environment is safe to work?

a) strongly agree b) agree c) Disagree d) strongly disagree

13. Is enough training on safety precaution given to the workers before handling the medicine?

a) strongly agree b) agree c) Disagree d) strongly disagree

14. Are the machine maintained properly?

a) Most often b) often c) not to Say d) Rare e) Very Rare

15. How often the accidents happen?

a) Most often b) often c) not to Say d) Rare d) Very Rare

16. Are the providing the safety requirement for work?

a) Most often b) often c) not to Say d) Rare d) Very Rare

17. How often the company provide health checkup for workers?

a) yearly b) half yearly c) quarterly d) monthly e) rarely

18. How often the safety inspection is held in your company?

a) Most often b) often c) not to Say d) Rare d) Very Rare

19. Satisfactory level of the health and safety measures taken in the company?

a) Highly satisfied b) satisfied c) neutral d) dissatisfied e) highly dissatisfied

20. The role of management in implementing health & safety?

a) excellent b) Good c) Not to say d) Poor e) Very poor

21. Rank the accidents based on the proximity of their occurrence?

Accidents Ranking Fallen from height Finger injuries Electric shocks Fire accidents

22. Your Suggestion to improve the health and Safety measures in your company

Thank you, Sir / Madam*

ANNEXTURE II - ARTICLE

A STUDY ON EMPLOYEE HEALTH AND SAFETY MEASURES IN M/S SAI SUPREME TEXTILES PRIVATE LIMITED

Dr. Jainab Zareena, School of Management studies, Sathyabama Institute of Science and Technology, Chennai, Tamil Nādu Mrs. Malvitha R, Student Sathyabama Institute of Science and Technology, Chennai, Tamil Nadu.

ABSTRACT

The life of the industrial workers is full of risk and hazards. The injuries may be caused as a result of any unsafe activities, or act of their part or chance occurrence or as a result of some unsafe work condition or unsafe act of employees themselves or defective plant or shop layout, inadequate ventilation, unsafe and insufficient space for movement inside the plant or shop, etc. hence this study reveals the importance of industrial safety of the employees by providing safety work environment. The main focus of the project is to study the health and safety measures and procedure adopted by the organization. The secondary objectives of the study is to suggest the remedial measures based on the findings.

INTRODUCTION

Due to rapid industrialization, industrial workers are exposed to several types of hazards and accidents. Every year lakhs of workers are injured due to mechanical, chemical; electrical and radiation hazards and it leads to partial or total disablement. So, in recent years, greater attention is given to health and safety due to pressure from government, trade unions, labor laws and awareness of employers. The efficiency of workers depends to a great extent on the environment in which they work. Work environment consists of all the factors, which act and react on the body and mind of an employee. The primary aim is to create an environment, which ensures the greatest ease of work and removes all causes of worries.

REVIEW OF LITERATURE

Ramon, studies that all the companies develop programs to avoid or to minimize the accidents of the work. Nevertheless, poor technical information exists related to the prevalence and costs from accidents out of work, which difficulty analysis of the problem. Objectives: Analyse the medical tests in the workers of our mining camp generated by accidents out of work.

Wolter H.J. Hassink & Pierre Koning find statistically significant differences in absence patterns across groups of workers with different eligibility statuses depending on their attendance records and whether they had previously won. One finding is that absenteeism rose among workers who, having won already, were ineligible for further participation.

Ernest B. Akyeampong has written a research paper Trends and seasonality in Absenteeism. In this paper the author focusses on that at which time period the employees are more absent, stress among employees, health problems, loneliness at workplace, non-cooperation of colleagues causes absenteeism at workplace.

OBJECTIVES OF THE STUDY

- To study the awareness of the workers about the health and safety in workplace.
- To find the occurrence of the accident happened at work place.
- To find the satisfaction level of the respondent towards health and safety measures.
- To give suggestion to improve the health and safety in the organization.

NEED OF THE STUDY

- Employee safety and Health measures are the important factors of an organization to maintain quality of work life of the employee.
- It develops both efficiency and productivity among the workers.
- This study will helpful to create a good relationship between employees as well as the employer.
- This study is help to the organization while analyze the problems facing by an employee's regarding these measures. And take necessary steps for the purpose of satisfy the needs of an employee etc.

SCOPE OF THE STUDY

- To-day employee welfare programmers are become important because it is spent as good investment by the Employers.
- From the investment, employer is benefited by increased production or better quality of work. Study of welfare measures.
- It helps to win over employees' loyalty and increase their morale.
- This will help to build-up stable force to reduce labour turnover and absenteeism.

RESEARCH METHODOLOGY

The procedure using, which researchers go about their work of describing, explaining and predicting phenomena, is called Methodology. Methods compromise the procedures used for generating, collecting, and evaluating data. Methods are the ways of obtaining information useful for assessing explanation.

RESEARCH DESIGN

Research is a process in which the researcher wishes to find out the end result for a given problem and thus the solution helps in future course of action. The research has been defined as "A careful investigation or enquiry especially through search for new fact in any branch of knowledge".

DATA COLLECTION

In order to apply the statistical methods to any of enquiry it is essential that statistical data be collected as statistical analysis is not possible in the absence of quantitative data.

TOOLS FOR ANALYSIS

- Percentage Method
- Correlation Method
- Anova Method
- Chi-Square Test

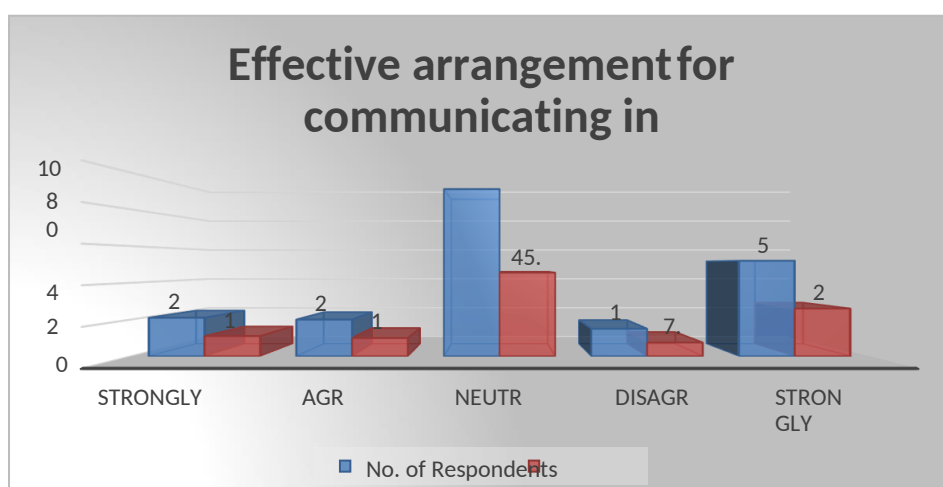
PERCENTAGE METHOD

EFFECTIVE ARRANGEMENT FOR COMMUNICATING IN HEALTH AND SAFETY

S. No	Effective arrangement for communicating in health and safety	No. of Respondents	Percentage
1	Strongly Agree	21	11
2	Agree	20	10
3	Neutral	91	45.5
4	Disagree	15	7.5
5	Strongly Disagree	52	26
Total		200	100

INTERPRETATION:

This chart presents the age of the respondents where the number of respondents is 200, 45.5% of the respondents tells neutral for effective arrangement for communicating in health & safety.



INFERENCE:

From the above table it is interpreted that 45.5% of the respondents' comments neutral effective arrangement for communicating in health and safety and 7.5 %.

CHI-SQUARE TESTS

Analysis of opinion of respondents regarding age and environment safe to work

Null Hypothesis (H0):

There is no significant association between the Age and Environment safe to work.

Alternative Hypothesis (H1):

There is significant association between the Age and Environment safe to work.

			Asymptotic Significance(2-sided)
Value		Df	
Pearson Chi-Square	31.866 ^a	16	.010
Likelihood Ratio	35.937	16	.003
Linear-by-Linear Association	1.026	1	.311
N of Valid Cases	200		

INFERENCE:

From the SPSS, it is generated that the calculated value is 33.866, which is less than the table value (23.542), so null hypothesis is accepted.

CALCULATION:

Calculated Value: 3.866 Degrees of

Freedom: 16 The Tabulated Value: 0.10

Table value : 23.542

CORRELATION

Null Hypothesis(H0):

There is no significant relationship between the analysis of Educates first aid kit and training on safety precautions.

Alternative Hypothesis(H1):

There is significant relationship between the analysis of Educates first aid kit and training on safety precautions.

EDUCATESFIRST AID ACTIVITIES			TRAINING ON SAFETY PRECAUTIONS
EDUCATES FIRST AIDACTIVITIES	Pearson Correlation	1	-.216**
	Sig. (2-tailed)		.002
	N	200	200
TRAINING ON SAFETY PRECAUTIONS	Pearson Correlation	-.216**	1
	Sig. (2-tailed)	.002	
	N	200	200

CALCULATION

$$R = -0.216$$

From the SPSS, it is generated that the correlation between analysis of Educates first aid kit and training on safety precautions.

ANOVA

Null Hypothesis (H0):

There is no significant difference between Awareness of health & safety and training on safety precautions.

Alternate Hypothesis (H1):

There is a significant difference between Awareness of health & safety and training on safety precautions.

	Sum of Squares	Df	Mean Square	F	Sig.
Between Groups	.683	4	.171	1.239	.296
Within Groups	26.872	195	.138		
Total	27.555	199			

INFERENCE:

From the SPSS, it is generated that the significant value is 0.680, which is more than 0.05 level of significance, So the null hypothesis is accepted.

FINDINGS OF THE STUDY

- From the study researcher found that many (30.5%) of respondents are belong to age group 36-40 years.
- From the study researcher found that many (42%) of respondents are having above 20years of experience
- From the Anova, it is found that there is no significant difference between experience and educates first aid activities.
- From the Anova, it is found that there is no significant difference between awareness of health &safety and training in safety precautions.

SUGGESTIONS

- From the study it is identified that the necessary recreational facilities are provided for the employees in the organization, this may reduce employees work related stress. Hence the organization can continue with these activities.
- First aid facilities provided are good and satisfied to all employees, so the organization can continue with these activities in future also.
- Work environment causes number of problems; hence counseling can be conducted, which enables to overcome personal and technical problem.

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