

A STUDY ON EMPLOYEES WELFARE, HEALTH AND SAFETY MEASURES WITH REFERENCE TO JAI BALAJI FABRICATORS

Submitted in partial fulfillment of the requirements for the award of

MASTER OF BUSINESS ADMINISTRATION

by

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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



SATHYABAMA

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BONAFIDE CERTIFICATE

This is to certify that this Project Report is the bonafide work of **NITHYA S 41410216** who carried out the project entitled "**A STUDY ON EMPLOYEES WELFARE, HEALTH AND SAFETY MEASURES WITH REFERENCE TO JAI BALAJI FABRICATORS**" under my supervision from January 2023 to May 2023.

Dr.S.DHIVYA BHARATHI.MBA.,Ph.D.

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DECLARATION

I **NITHYA S (41410216)** hereby declare that the Project Report entitled “**A STUDY ON EMPLOYEES WELFARE,HEALTH AND SAFETY MEASURES WITH REFERENCE TO JAI BALAJI FABRICATORS**” done by me under the guidance of **Dr.S.DHIVYA BHARATHI,MBA.,Ph.D.**, is submitted in partial fulfillment of the requirements for the award of Master of Business Administration degree.

DATE: 05.05.2023

PLACE: Chennai



NITHYA S

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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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I would like to express my sincere and deep sense of gratitude to my Project Guide **Dr.S,DHIVYA BHARATHI. MBA.,Ph.D.** for her valuable guidance, suggestions and constant encouragement paved way for the successful completion of my project work.

I wish to express my thanks to all Teaching and Non-teaching staff members of the **School of Management Studies** who were helpful in many ways for the completion of the project.

NITHYA S

CONSENT & COMPLETION LETTER IN COMPANY LETTER HEAD



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22.04.2023

TO WHOMSOEVER IT MAY CONCERN

Sub: Project Completion Letter

We wish to confirm that **Ms. NITHYA S(Reg. No.: 41410216)**, who has completed first year MBA in Sathyabama Institute of Science and Technology, Chennai, has successfully completed the HR project in our concern titled **"A STUDY ON EMPLOYEE WELFARE HEALTH AND SAFETY MEASURES WITH REFERENCE TO JAI BALAJI FABRICATORS"** from 09.01.2023 to 22.04.2023.

During this tenure with us, the student's conduct & behaviour was observed to be good.

We wish success in all the future endeavors.

For JAI BALAJI FABRICATORS,

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ABSTRACT

The project is done under the title “A STUDY ON EMPLOYEE’S WELFARE, HEALTH AND SAFETY MEASURES IN JAI BALAJI FABRICATORS ”. The objective of the study includes, to study about employee’s Welfare, health and safety measures in Jai Balaji Fabricators , to identify whether the employees are satisfied with the welfare facilities provided to them, to identify the reasons for non-use of Personnel Protective Equipment (PPE’S), to analyze the health-related issues and health facilities provided to employees.

The study gives ideas about how far employees are satisfied with prevailing welfare facilities .To find out health related problems among the employee’s and how far the health facilities are helpful and also to create the awareness regarding safety equipment’s among the workers.

Organization like Jai Balaji Fabricators is more prone to labor problems. In order to bring down labor problems, employee health, safety and welfare measures should be given due importance. Management must also ensure that facilities provided by should reach the employees. Through this analysis we should avoid probable accidents and injuries in ports and docks through personal protective equipment.

The sample size taken for the study is 150 and the sampling design used for the study is stratified random sampling. Structured questionnaire was used to collect the primary data from the employees.

The stratified tool which has been used is percentage analysis, weighted average method and chi square test. Using this, the result of the analysis, findings and suggestions have been arrived.

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CHAPTER 1 INTRODUCTION

1.1. INTRODUCTION

Protecting the welfare, safety and health of everyone who works in or around the steel industry is of vital importance to all our members. The duty of care and social responsibility demands that everyone is able to work in a safe and healthy work environment. Offsite fabrication of components and rapid on site assembly by skilled personnel make steel an inherently safe construction material. Industry surveys consistently demonstrate that steel is the safest material choice.

Whilst concerns for health and safety are as important in the fabrication works and steel mill as they are on site, it is at the erection stage where the most visible aspects of unsafe practice might become apparent. It is also on site that design decisions and restrictions from other contractors can affect the steelwork contractor's ability to perform safely. Hence, this article focuses on site safety during steel erection.

1.2. INDUSTRY PROFILE

India is the world's third-largest producer of crude steel (up from eighth in 2003) and is expected to become the second-largest producer by 2016. The growth in the Indian steel sector has been driven by domestic availability of raw materials such as iron ore and cost-effective labour. Consequently, the steel sector has been a major contributor to India's manufacturing output.

The Indian steel industry is very modern with state-of-the-art steel mills. It has always strived for continuous modernisation and up-gradation of older plants and higher energy efficiency levels.

Imports

- Iron & steel are freely importable as per the extant policy.
- Data on import of total finished steel (alloy + non alloy) is given below for last five years:

Indian steel industry : Imports (in million tonnes)					
Category	2010-11	2011-12	2012-13	2013-14	2014-15

Total Finished Steel (alloy + non alloy)	6.66	6.86	7.93	5.45	9.32
Source: Joint Plant Committee					

Exports

- Iron & steel are freely exportable.
- Data on export of total finished steel (alloy + non alloy) is given below for last five years:

Indian steel industry : Exports (in million tonnes)					
Category	2010-11	2011-12	2012-13	2013-14	2014-15
Total Finished Steel (alloy + non alloy)	3.64	4.59	5.37	5.98	5.59
Source: Joint Plant Committee					

Opportunities for growth of Iron and Steel in Private Sector

The New Industrial Policy Regime

The New Industrial policy opened up the Indian iron and steel industry for private investment by (a) removing it from the list of industries reserved for public sector and (b) exempting it from compulsory licensing. Imports of foreign technology as well as foreign direct investment are now freely permitted up to certain limits under an automatic route. Ministry of Steel plays the role of a facilitator, providing broad directions and assistance to new and existing steel plants, in the liberalized scenario.

The Growth Profile

(i) Steel : The liberalization of industrial policy and other initiatives taken by the Government have given a definite impetus for entry, participation and growth of the private sector in the steel industry. While the existing units are being

modernized/expanded, a large number of new steel plants have also come up in different parts of the country based on modern, cost effective, state of-the-art technologies. In the last few years, the rapid and stable growth of the demand side has also prompted domestic entrepreneurs to set up fresh greenfield projects in different states of the country.

1.3. COMPANY PROFILE

Jai Balaji Fabricators is one of Chennai's leading and fast-growing Steel Fabrication Company that provides Engineering solutions to various industries such as Cement Industry, Power Plants, Automobiles, Metal Construction Industry, Chemical, Rubber, Oil and Gas, Architectural Fabrication, etc.Fabrication, etc.

JBF strengths include compliance with client's specifications, setting new quality standards, surpassing clients' expectations, conformance with international standards, constant up-gradation of manufacturing processes and infrastructure, competent production team, efficient project management, competitive pricing, adherence to delivery schedules, innovative guidelines for packing and assembly, continual improvement and unwavering support service

Jai Balaji Industries Limited is a listed public company incorporated on 01 July, 1999. It is classified as a public limited company and is located in Kolkata, West Bengal. It's authorized share capital is INR 165.00 cr and the total paid-up capital is INR 145.45 cr.

Jai Balaji Industries Limited's **operating revenues range is Over INR 500 cr** for the financial year ending on 31 March, 2021. It's **EBITDA has increased by 167.54 %** over the previous year. At the same time, it's book network has decreased by - 4.53 %. Other performance and liquidity ratios.

Description: The company manufactures and supplies iron and steel products primarily in India.

Products & Services: pig iron, ferro alloys, alloy and mild steel billets, reinforcement steel bars and wire rods, ductile iron pipes, and alloy and mild steel heavy rounds.

Category: Manufacturer

The current status of Jai Balaji Industries Limited is - Active.

The last reported AGM (Annual General Meeting) of Jai Balaji Industries Limited, per our records, was held on 27 September, 2022. Also, as per our records, its last balance sheet was prepared for the period ending on 31 March, 2022.

Jai Balaji Industries Limited has ten directors - Gaurav Jajodia, Sanjiv Jajodia, and others.

The Corporate Identification Number (CIN) of Jai Balaji Industries Limited is L27102WB1999PLC089755. The registered office of Jai Balaji Industries Limited is at 5, BENTINCK STREET, , KOLKATA, West Bengal.

Having eight integrated steel manufacturing units spread across India in the states of West Bengal, Chhattisgarh, Orissa and Jharkhand, and a diverse portfolio of value-added products including DRI (Sponge iron), Pig iron, Ferro Alloys, Alloy and Mild Steel Billets, Reinforcement Steel TMT Bars, Wire Rods, Ductile Iron Pipes, and Alloy and Mild Steel Heavy Rounds, with a combined capacity of 27,40,000+ tonnes per annum, makes us one of the largest steel manufacturers in the private sector in Eastern India. Our dedication towards innovation, and excellence in producing safe and sustainable products for our reputed global customer base, under the dynamic leadership of the promoters and directors, and with the support of our vibrant and devoted employees as well as our loyal customers, has enabled us to grow from strength to strength and expand into power generation and progress work in allied industries as well.

1.3.1. PRODUCT PROFILE

JBF has more than two decades of experience of mild steel and stainless steel, lite and heavy structural fabrications for all your application based needs such as machine-base structures, polymer tanks, metal building, tanks and PEB (Pre Engineered Building Structures).

1.3.2. Tank Fabrication

JBF manufactures Mild Steel and Stainless Steel tanks for various utility purposes such as chemical storage, oil storage, gas storage and water storage as per customer design specification.

Stainless Steel Fabrication

The manufacturer all kind of Engineering components for variants applications in Stainless Steel such as SS304, 316, 316L, 409, duplex and super duplex with certified welding procedure.

1.3.3. Base Frames / Plates

The manufacturer base frames the various bump application from 0.5 meter 10 meter length and from 30Kg's to 15ton's weight in MS and SS with machining.

Skid and Pipe Lines

We do Skid fabrications with for various applications like chemical dosing, acid circulation, fire water bumps.. etc..., as per the customer design and requirements

1.3.4. Heavy Fabrication

We are into the Heavy Fabrication field more then four decades by having a experience work force and the latest facilities we can execute the project cost effectibely.

1.3.5. Equipment Fabrication

This is one of niche area which we can serve to a customer by partnering with them to execute the design of equipment to contracted reality as per there design and QAP two attain there functional requirement of the equipment.

1.3.6. Customized Fabrication

We are so very much comfortable with the requirements of more in variety less in volume based items and this one of our main USP.

1.3.7. Flanges and Ducts

The manufacturers Flanges and Ducts for the pipe lines right form DIA 20'MM to 4,000'MM for various applications in both MS and SS.

1.3.8. Part Fabrication

it's one of our supporting mechanism which be extend to need our customers part component requirements

1.3.9. Platforms and Gratings

We do platforms in any shapes for all applications as per the customer design.

1.3.10. Architectural Fabrication

The manufacture customized and Unique designed Gates, Grills, Pargollas, Evaluation laser cut panels as per the architect design to make their idea into reality with Great and Presize finish

1.4. STATEMENT OF THE PROBLEM

Human resources are the most important resources of any organization. Here it is the duty of the management to look after the welfare measures of the employees. If the employees are satisfied with the provided welfare measures, the production will increase. The welfare measures of the employee are essential because of the nature of the industrial system. Today workers are an essential element contributing to the growth of the organization. If we make an overall survey of the living and working condition of industrial workers, the necessity of labour welfare measures would be apparent. In case of JAI BALAJI FABRICATORS there are more than 150 workers employed and the company is responsible for the welfare of these workers. Hence the present study is conducted to learn the level of satisfaction of the employees regarding the welfare measures.

1.5. OBJECTIVES OF THE STUDY

1.5.1. PRIMARY OBJECTIVE

- To study about employee's Welfare, health and safety measures in **JAI BALAJI FABRICATORS** .

1.5.2. SECONDARY OBJECTIVE

- To identify whether the employee's are satisfied with the welfare facilities provided to them.
- To create awareness in the use of Personnel Protective Equipment (PPE'S).
- To analyze the health related issues and health facilities provided to employees.

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

1.6. NEED FOR THE STUDY

- To find out health related problems among the employee's and how far the health facilities are helpful and also to create the awareness regarding safety equipments among the workers.
- Organization like Jai Balaji Fabricators is more prone to labour problems. In order to bring down labour problems, employee health, safety and welfare measures should be given due importance.
- Management must also ensure that facilities provided by should reach the employees. Through this analysis we should avoid probable accidents and injuries in ports and docks through personal protective equipments.

1.7. SCOPE AND SIGNIFICANCE OF THE STUDY

- The study will give necessary information to management for further improvement in welfare measures of the employees in the JAI BALAJI FABRICATORS.
- From this study the management can identify the problem of employee's regarding health and safety of the employees working in the various department of the JAI BALAJI FABRICATORS.
- The study gives feedback in identifying right thing needed for employee's, so as to provide better Welfare, Health and Safety facilities.

CHAPTER 2 RERVIEW OF LITERATURE

2.1. REVIEW OF LITERATURE

Y Gu - International Review of Finance, 2023 - Wiley Online Library This article studies whether corporate environmental performance affects its health benefit costs. I find a firm's environmental performance is negatively associated with its employee health benefit costs. Cross-sectional tests also show the effect is stronger for companies with improving employee health or located in a region with higher population health risks. In addition, the correlation only exists for chemicals released onsite as opposed to offsite release, indicating the effect is driven by the pricing of health risks, rather than pure ethical reasons. These results suggest that insurance companies promote corporate policyholders' green behavior indirectly by rationally pricing corporate environmental efforts

S Bandara, FN Abdeen, V Disaratna... - International Journal of ..., 2022 - Taylor & Francis The study investigated the impact of welfare facilities provided by the Sri Lankan hotels, on employee job satisfaction. Mixed methods research approach consisting of a questionnaire survey and a series of interviews were used in the study. The questionnaire was distributed among 120 non-executive employees working in six five-star hotels located in Colombo City. The response rate was 66%. The collected quantitative data were analysed using Relative Importance Index, Correlation Coefficient, and t-test, while the collected qualitative data were analysed using content analysis. The study findings are an eye-opener to the Sri Lankan hotel industry because they reveal that only 47.5% of the non-executive employees of the industry were satisfied with the welfare facilities provided to them. The study proposed several strategies to uplift the standard of the employee welfare facilities provided in the hotel industry. The study contributes to policy, theory and practice by presenting the current level of employee job satisfaction and the strategies that will uplift the satisfaction level.

P Chandrasekaran... - International Journal of ..., 2020 - researchgate.net In India, the welfare benefit to the employees whether it be statutory or voluntary is available only to the workers employed in formal sector, who are hardly 10%. Left over 90% of the labors, who are more than 40 crores in number, and employed in unorganised / informal sector like construction, agriculture industry is either deprived

their rights. In this project, an attempt has been made to study of the welfare measures available in construction industries. The statistics have been composed through primary survey by administering a detailed questionnaire to section of the employees selected at random. The percentage analysis is used to know the satisfaction level of the employees regarding welfare measures as suggested in the Factories Act, 1948.

V Beloor, CJ Swamy... - Indian Journal of ..., 2020 - researchgate.net To analyze the impact of welfare facilities on Job satisfaction of employees working in garment industries. Method: The Research design chosen is descriptive in nature. The convenience sampling technique was employed, a total of 224 responses were collected from 51 garment industries located in and around Bangalore region, Karnataka State in India during 2020. Based on the research objectives, a questionnaire is prepared consisting of 63 items from eight components of Job satisfaction and Employee welfare, questionnaires was designed in five point Likert scale

S Boubaker, L Chourou, M Haddar, T Hamza - European Management ..., 2019 – Elsevier This study examines the effect of employee well-being on the corporate debt maturity structure of U.S. firms. It hypothesizes that a firm's degree of commitment to employee welfare affects its debt maturity structure. Using a sample of 19,347 firm-year observations over the period 1991–2014, we find evidence that firms with higher employee welfare scores prefer long-term debt over short-term debt. This relationship is more pronounced for firms operating in human-capital-intensive industries and firms with lower labor union-membership rate. Our findings are robust to endogeneity concerns and insensitive to the use of alternative regression methods, variable measurements, and sample compositions. This paper provides novel evidence on the role of employment policies and practices in explaining variations in debt maturity

F Waititu, P Kihara, T Senaji - ... journal of human resource and business ..., 2017 - iajournals.org The general objective of this study was to determine the effects of employee welfare programs on employee performance in Kenya Railways Corporation while the specific objectives was to assess the influence of occupational health on employee performance in Kenya Railways Corporation, to investigate the

influence of succession plans on employee performance in Kenya Railways Corporation, to establish the influence of training and development on employee performance in Kenya Railways Corporation, to determine the influence of employee referral scheme on employee performance in Kenya Railways Corporation and to examine the influence of remuneration policies on employee performance in Kenya Railways Corporation. The study used descriptive survey research design. The study targeted a population of 1720 employees.

G Gopalakrishnan, G Brindha - Technology, 2017 Welfare is anything done by the employer to his employees for the well-being or to improve their standard of living, it may be statutory or voluntary. But as far as India concerned, the welfare benefit whether it be statutory or voluntary is available only to the workers employed in formal sector, who are hardly 10%. 90% of the workers, who are more than 40 crore in number, and employed in unorganised / informal sector like construction, agriculture industry are either deprived their rights. On 29th May, 2017 the Labour Minister Mr. Bandaru Dattatreya said that workers from unorganised sector will be covered under social security schemes such as ESI, EPF. According to him, the government is committed to ensure wages, jobs and social security for all workers including the unorganized sector. It is crystal clear that workers in unorganised sector are living their life below the minimum standard. There are number of labour laws for the safety and security of the formal sector workers but not applied for the workers in unorganised sector.

K Nithyavathi - International Journal of Research in Management ..., 2016

The textile plays a vital role in human life. Textile industries are one of the important industries of India for earning Foreign Exchange and giving employment to lakhs of workers. Because of being a highly labor intensive industry it needs to concentrate more in the area of employee welfare. As per this study, Welfare measures plays important role in employee satisfaction and it results in improved quality of work life. Employee welfare defines as “efforts to make life worth living for workmen”. These efforts have their origin either in some statute formed by the state or in some local custom or in collective agreement or in the employer’s own initiative

Kassu Jilcha 2016-06-01 This literature review focuses on researches 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 researches' 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. The integration of multidisciplinary approaches and collaborative model of hub and peripheral industries to protect workplace safety hazards to develop multilevel model has been undermined in many researches. The other face of finding is that knowledge transfer mechanism and industrial topology factors are left. Some researches finding showed that they have focused on single problems related to health and health factors leaving universal improving workplace safety. In general, this literature reviews compare various studies output based on their research method and findings to fills gap and add value to a body of knowledge.

A Jain - NCRD's Business Review, 2016 - ncrdsims.edu.in Employee Welfare and benefits is a corporate attitude or commitment reflected in the expressed care for employees all levels. It aims to produce a working environment which is stimulating enough to encourage development and interest in the employees. The present study is made an attempt to determine the status of employee welfare & benefit practices adopted by Indian Oil Corporation Ltd. (Lubes Plant, Navi Mumbai) and suggest some ways to improve the quality of welfare practices. The research type is exploratory. The data base has been framed from a sample of 40 employees working in the plant those who are on the roll of IOC Limited. Primary data was collected with the help of questionnaire filled by the respondents. The data was analyzed using percentage analysis. The research findings revealed that overall employees were satisfied with existing welfare facilities; allowances, medical facilities, quality of work life, safety and security. Overtime allowances and canteen facilities were the two main areas where improvements are required.

M Ghaly, VA Dang, K Stathopoulos - Journal of Corporate Finance, 2015 – Elsevier This paper examines the relation between employee welfare practices and

corporate cash holdings. We find firms that are strongly committed to employee well-being, measured by ratings on employee relations, to hold more cash. The effect of employee welfare standards on cash holdings is stronger for firms in human-capital-intensive, competitive, and high-labor-mobility industries in which employees are more important to their businesses. These results are consistent with the predictions of the stakeholder theory. Overall, our paper provides novel evidence on the role human capital and employee relations play in a firm's cash management policy

BR Manasa, CN Krishnanaik - Int. Res. J. Eng. Technol, 2015 Employee's welfare refers to the efforts which are provided by the employer for the good life worth of its employees. Employees welfare means anything done for the comfort and intellectual, improvement or social, of the employees over and more than the wages paid which is not a necessity of the industry. Organizations provide welfare facilities to their employees to keep their motivation levels high enough. The employee welfare schemes can be classified into two categories viz. Intra-mural and Extra-Mural. The Intra-Mural schemes are those schemes that are compulsory to provide by an organization as compliance to the laws governing employee health and safety. The Extra-Mural schemes differ from organization to organization and from industry to industry. The main purpose of employees' welfare is to enrich or develop the quality of life of employees and keep them satisfied and contented. Extra-Mural benefits are the result of employer's generosity, enlightenment and philanthropic feelings. This paper contributes the in-depth of analysis of both Intra-Mural and Extra-Mural and its impact on employee satisfaction in Cement Corporation of India units in Thandur and Adilabad. And also focussed on layoff benefits, welfare measures providing by the organisation to its temporary employees.

TV Ramana, EL Reddy - ZENITH International Journal of ..., 2015 This study examines the effect of employee well-being on the corporate debt maturity structure of U.S. firms. It hypothesizes that a firm's degree of commitment to employee welfare affects its debt maturity structure. Using a sample of 19,347 firm-year observations over the period 1991–2014, we find evidence that firms with higher employee welfare scores prefer long-term debt over short-term debt. This relationship is more pronounced for firms operating in human-capital-intensive industries and firms with lower labor union-membership rate. Our findings are robust to endogeneity concerns and insensitive to the use of alternative regression

methods, variable measurements, and sample compositions. This paper provides novel evidence on the role of employment policies and practices in explaining variations in debt maturity

Dr P Venkat Rao et al Vol (3) (2015) made the title of “Employee welfare is the key insight”, study says that to investigate the literature related to the welfare measures and its impact on the employee performance, satisfaction and also identify and compare the welfare measures provided in different public and private sector companies. Employees are the key for every organizational growth. The concept of welfare have reached many mile stones in increasing the efficiency of the employees since work related problems compliment poor quality of life for employees and a decline in performance. So, without welfare measures employees are isolated in the companies for these companies are encouraged to be a driving force regarding these welfare facilities in motivating the employees and increase their work

U Tiwari - Abhinav International Monthly Refereed Journal of ..., 2014 Health, safety and welfare are the measures of promoting the efficiency of employee. The various welfare measures provided by the employer will have immediate impact on the health, physical and mental efficiency, alertness, morale and overall efficiency of the worker and thereby contributing to the higher productivity. The basic propose of employee welfare is to enrich the life of employees and to keep them happy and conducted. Welfare measures may be both statutory and non-statutory, laws require the employer to extend certain benefits to employees in addition to wages or salaries. In the present study an attempt has been made to study the employee welfare facilities and its impact on employees efficiency at Vindhya Telelinks Ltd. Rewa Madhya Pradesh. The study show the Employees welfare facilities and its impact on employees efficiency at Vindhya Telelinks Ltd. Rewa appear good. The average mean score and percentage score of the overall of 22 items has been computed at 3.64(66%).It can be conclude that the employee welfare facilities provided by the company to employees are satisfied and it is commendable, but still of scope is there for further improvement. So that efficiency, effectiveness and productivity can be enhanced to accomplish the organizational goals

BJ Keitany - 2014 - erepository.uonbi.ac.ke Welfare is concerned with the total wellbeing of employees both at work and at home. Employee welfare entails all

those activities of employer, which are directed towards providing the employees with certain facilities and done towards the comfort and improvement of employees. The objective of the study was to determine the perceived relationship between of employee welfare programs and employee performance at Kenya Pipeline Company. The research adopted a descriptive research design. The population comprised of all the employees of Kenya pipeline from which 10% were sampled using stratified sampling technique. Data was collected by use of questionnaire, which had both closed, and open-ended questions.

K Lalitha, T Priyanka - International Journal of Engineering ..., 2014 The present study is made an attempt to identify the employee welfare measures adopted in IT industry. Employee welfare means anything done for the comfort and improvement of the employees over and above the wages paid which is not a necessity of the industry. The basic purpose of employee welfare is to enrich the life of employees and keep them happy. Employees spend at least half their time at work or getting to it, or leaving it. They know that they contribute to the organization when they are reasonably free from worry and they feel that when they are in trouble/problems, they are due to get something back from the organization. People are entitled to be treated as full human beings with personal needs, hopes and anxieties

S Nyakwara, J Shiundu, GE Gongera - European Journal of Business and ..., 2014 – Citeseer Industrial unrest has been a major issue for most organizations all over the world. When employees within an organization persistently fail to realize their work goals and objectives in life that are tied to their work place, then they tend to develop negative attitudes towards their work on the employer. Mumias Sugar Company Management had managed to significantly minimize cases of industrial unrest. For this reason, the researcher sought to find out what intervention strategies were used and which ones when combined yielded the best results. The objectives of the study were: to determine the effects of employee welfare facilities and working conditions influenced the industrial unrest intervention strategies on organizational performance in Mumias Sugar Company. Research questions were formulated to guide the researcher. The Contagion Theory by Gustav Le Bon of 1896 was adopted as theoretical framework for the study where the bargaining theory focused on the interactions between professional negotiators for employers and employees; the mobilization theory focused on the decisions of workers to participate in industrial

conflict and; the comparative approach focused on economic and social -political institutions.

Dr.Usha Tiwari Vol.3(11) (2014) Made the title of “A Study on employee welfare facilities and its impact on employee efficiency”. If company providing facilities by state government rules and regulations they have to continue that, may result in increase in the productivity of the organization and satisfaction level of the employees.

Elrabi et al, (2014) with their study entitled “The impact of Human resource management on healthcare quality”, the authors main aim of this study is to investigate the impact of practising human resource management on quality of healthcare services and achieving patient’s satisfaction. The study adopted descriptive method. Data and information were collected through the libraries, recognised journals both local and internationals. The study showed that the management of human resources is essentials to enable the delivery of efficient and effective medical services and to achieve patient satisfaction. The human resource has a strong impact on healthcare quality.

K Logasakthi, K Rajagopal - International Journal of Research in ..., 2013

Labour health, safety and welfare are the measures of promoting the efficiency of labour. The various welfare measures provided by the employer will have immediate impact on the health, physical and mental efficiency alertness, morale and overall efficiency of the worker and thereby contributing to the higher productivity. Some of the facilities and services which fall within the preview of labour welfare includes adequate canteen facilities, accommodation arrangements, recreational facilities, medical facilities transportation facilities for traveling from & to the place of work. This paper highlights the welfare measures taken in the chemical industry, the employees’ satisfaction level, and to identify the overall quality of work life of the employees. The Data collection was done through schedule. In some cases personal interview was needed at the time of filling up of questionnaire. To analyze, the collected data the researcher used simple percentage analysis, one way ANOVA and Chi-Square test. Different charts and graphs were drawn to interpret the collected data.

KT Srinivas: Vol. 2(12) (2013) made the title of “A study on employee welfare facilities and its impact on job satisfaction”. The study says that how the company providing facilities and how it improve the satisfaction level of the employees and also understands that what are facilities are company adopted to improve the welfare of the employees. Company should provide the recreational facilities to improve the morale of the employees and reduce the stress level of the employees. Full medical support company should be given to reduce the absenteeism and turnover. Company should conduct health campaign at least once in a month/ year; finally these facilities lead to improve the productivity of the company and protection..

Cole, Kerstan Suzanne; Stevens-Adams, Susan Marie; Wenner, Caren A.2013-03-01 Workplace safety has been historically neglected by organizations in order to enhance profitability. Over the past 30 years, safety concerns and attention to safety have increased due to a series of disastrous events occurring across many different industries (e.g., Chernobyl, Upper Big-Branch Mine, Davis-Besse etc.). Many organizations have focused on promoting a healthy safety culture as a way to understand past incidents, and to prevent future disasters. There is an extensive academic literature devoted to safety culture, and the Department of Energy has also published a significant number of documents related to safety culture. The purpose of the current endeavor was to conduct a review of the safety culture literature in order to understand definitions, methodologies, models, and successful interventions for improving safety culture. After reviewing the literature, we observed four emerging themes. First, it was apparent that although safety culture is a valuable construct, it has some inherent weaknesses. For example, there is no common definition of safety culture and no standard way for assessing the construct. Second, it is apparent that researchers know how to measure particular components of safety culture, with specific focus on individual and organizational factors. Such existing methodologies can be leveraged for future assessments. Third, based on the published literature, the relationship between safety culture and performance is tenuous at best. There are few empirical studies that examine the relationship between safety culture and safety performance metrics. Further, most of these studies do not include a

description of the implementation of interventions to improve safety culture, or do not measure the effect of these interventions on safety culture or performance.

Lamba and Chaudhary (2013) done study on Impact of Human resource management practices on organisational commitment of employees”, the study aim of study to is to examine The impact of human resource management practices on organisational commitment of employees in various sectors in India. Researcher has used secondary data sources for this study and data was gathered through various research papers. The study showed that HRM practices have a significant role on organisational commitment of employees.

MS YAMWAMU, W BOSIBORI, MR ATAMBO... - 2012 - 41.89.101.166 Many organizations in Kenya are increasingly providing employee welfare services as a form of improving the productivity of employees at the workplace. However, the police department in Kenya has not been able to make substantial improvement in the terms and conditions of service, provision of welfare services and security to police officers and their families. Despite this, the police service has to promote the welfare of the society by creating the conditions in which people can live and pursue their own affairs without interference. It was on this basis that the study sought to assess the role of employee welfare services on the performance of the national police service in Kisii central district. The study was based on the functional theory of labour welfare which suggests that welfare can be used to secure, preserve and develop efficiency and productivity of labour.

Tompa, Emile PhD; Dolinschi, Roman MA; de Oliveira (2009), we reviewed the occupational health and safety intervention literature to synthesize evidence on financial merits of such interventions. We found strong evidence that ergonomic and other musculoskeletal injury prevention intervention in manufacturing and warehousing are worth undertaking in terms of their financial merits. The economic evaluation of interventions in this literature warrants further expansion. The review also provided insights into how the methodological quality of economic evaluations in this literature could be improved

Novoa, Ana Pacrez Katherine; Borrell, Carme 2009-01-01 Only road safety interventions with scientific evidence supporting their effectiveness

should be implemented. The objective of this study was to identify and summarize the available evidence on the effectiveness of road safety interventions in reducing road traffic collisions, injuries and deaths. All literature reviews published in scientific journals that assessed the effectiveness of one or more road safety interventions and whose outcome measure was road traffic crashes, injuries or fatalities were included. An exhaustive search was performed in scientific literature databases. The interventions were classified according to the evidence of their effectiveness in reducing road traffic injuries (effective interventions, insufficient evidence of effectiveness, ineffective interventions) following the structure of the Haddon matrix. Fifty-four reviews were included. Effective interventions were found before, during and after the collision, and across all factors: a) the individual: the graduated licensing system (31% road traffic injury reduction); b) the vehicle: electronic stability control system (2 to 41% reduction); c) the infrastructure: area-wide traffic calming (0 to 20%), and d) the social environment: speed cameras (7 to 30%). Certain road safety interventions are ineffective, mostly road safety education, and others require further investigation. The most successful interventions are those that reduce or eliminate the hazard and do not depend on changes in road users' behavior or on their knowledge of road safety issues. Interventions based exclusively on education are ineffective in reducing road traffic injuries.

B Joseph, J Injodey, R Varghese - ... of Workplace Behavioral Health, 2009 - Taylor & Francis India's labour force ranges from large numbers of illiterate workers to a sizeable pool of highly educated and skilled professionals. Labour welfare activities in India originated in 1837. They underwent notable changes during the ensuing years. This article is a description of these changes and the additions which were included over this period. On the whole, it paints a picture of the Indian Labour welfare scene. The 10 Five Year Plans have had a tremendous impact. Further, the Indian Planning Commission has laid down measures to enhance the welfare of workers in various areas such as child labour, bonded labour, female labour and occupational safety and health. Welfare work in India (broadly defined) is carried out by various government and non-government organisations of which the most important are National Government, State Government, Trade Unions, the Public Sector and Private Sector nongovernment organisations. Activities in this area

include provision of housing facilities, education, occupational safety and health, prevention of child and bonded labour, and enhancement of working women's welfare. Private Sector welfare measures are of a similar nature. Notable companies taking initiatives in this regard are Tata and Larsen and Toubro. The article points out that the structure of a welfare state rests on its social security fabric. Government, employers and trade unions have done a lot to promote the betterment of workers' conditions. However, a great deal still needs to be done.

Kabane and Orchard (2006). The aim of this study is to show the healthcare system in global context and importance of HRM to improve health outcome of patients in healthcare delivery. Study adopted secondary data sources for data collection. Study suggested that proper management of human resources is critical in providing quality of healthcare. A refocus on human resource management in healthcare and more research are needed to develop new policies.

P Osterman - Ilr Review, 2000 - journals.sagepub.com High Performance Work Organizations (HPWOs) took root in the early 1990s but then faced an environment of organizational turmoil and restructuring. This paper, drawing on a second-round survey of employers that replicated and extended a 1992 survey, addresses two questions: whether HPWO practices continued to spread, and whether their productivity and quality gains redounded to employees' benefit. The results show that HPWO practices continued to diffuse at a rapid rate between the 1992 and 1997 survey dates, although more slowly for self-managed teams than for other practices. With regard to the second question, however, the author finds that adoption of HPWO practices in 1992 was associated with increased layoff rates in subsequent years and no compensation gains. In addition, HPWO practices are linked to employment reorganization, such as reductions in contingent and managerial employment

A Davis, L Gibson - Personnel review, 1994 - emerald.com Emphasizes the importance of a comprehensive needs assessment both in obtaining the breadth of information needed to design appropriate interventions and also in providing baseline information against which to evaluate programme effectiveness. Discusses factors which influence the type of intervention appropriate for a particular situation

and highlights their design implications. Finally, provides guidance on programme implementation and evaluation, and discusses some of the advantages and disadvantages of different approaches to tertiary welfare provision

CHAPTER 3 RESEARCH METHODOLOGY

3.1. METHODOLOGY

Research methodology is a way to systematically solve the research problem it guides us to how research is done scientifically. It consists of different steps that are generally adopted by a researcher to study his research problems along with logic behind them. The research methodology by itself is a process. It has a many stages of activities, grouped together yield the solution to the problem.

3.2. RESEARCH DESIGN:

- A research design is purely and simply the frame work or plan for a study that guides the collection and analysis of data.
- A research design is the arrangement of condition for collection and analysis of data in a manner that aims to combine relevance to research purpose with economy in procedure.
- The research design is the conceptual structure within research is conducted it constitutes the blueprint for the collection measurement and analysis of data.

In the research survey conducted, the research design adopted is “DESCRIPTIVE RESEARCH DESIGN”

3.3. SOURCE OF DATA

The source of data is generally classified as primary and secondary. According to Pauline’s Young, the source of information can be classified into documentary source and field source.”

The information given collected by individual and group constitute primary or field source.

Books, manuscripts, diaries, letterset are from the secondary or documentary sources.

3.3.1. PRIMARY DATA:

The primary data are those which are collected a fresh and for the first time and thus happen to be original in character. In this survey primary data is obtain through direct interview using questionnaire.

3.3.2. SECONDARY DATA:

Secondary data is collected from books, websites , magazines, and from articles.

The difference between primary and secondary data is matters of relatively data which are primary in hands of one become secondary in hands of others. This study pertains to collect data from source that is primary data.

3.4. STRUCTURE OF QUESTIONNAIRE

The questionnaire is keeping in view the primary and secondary objective it was designed so as to reduce ambiguity as far as possible, initially the questionnaire was pre tested among the respondents to identify new points that could be included before administration the complete questionnaire and to eliminate bias.

3.5. SAMPLE SIZE

The sample size taken for the study is 150 and the sampling design used for the study is stratified random sampling. Structured questionnaire were used to collect the primary data from the employees.

The stratified tool which has been used is percentage analysis, weighted average method and chi square test. Using this, the result of the analysis, findings and suggestions have been arrived

3.6. PERIOD OF STUDY

I started the survey on march and completed by April.

3.7. HYPOTHESIS

CHI- SQUARE TEST I – (ψ^2)

Chi-square is the sum of the squared difference observed (o) and the expected (e) data (or the deviation, d), divided by the expected data in all possible categories.

Null hypothesis (Ho):

There is no relationship between the age and the experience.

Alternate hypothesis (H1):

There is relationship between the age and the experience.

ONE-WAY ANOVA CLASSIFICATION

Null hypothesis (H₀):

There is a significance difference between opinion on visiting Jai Balaji Fabricators hospital regularly for health related issues and level of respondents visited pl hospital.

Alternate hypothesis (H₁):

There is no significance difference between opinion on visiting Jai Balaji Fabricators hospital regularly for health related issues and level of respondents visited pl hospital.

ANALYSIS USING KARL PEARSON'S CORRELATION

Correlation analysis is the statistical tool used to measure the degree to which two variables are linearly related to each other. Correlation measures the degree of association between two variables.

Null hypothesis (H₀):

There is positive relationship between uncomfortable working environment and unsatisfied organizational climate.

Alternate hypothesis (H₁):

There is negative relationship between uncomfortable working environment and unsatisfied organizational climate.

CHAPTER 4 DATA ANALYSIS AND INTERPRETATION

4.1. PERCENTAGE ANALYSIS

TABLE 4.1.1. TABLE SHOWING RESPONDANTS BASED ON AGE

AGE	NO OF RESPONDANTS	PERCENTAGE
21-25YRS	10	7
26-30YRS	34	22
31-35YRS	56	37
36-40YRS	31	21
ABOVE 40YRS	19	13
TOTAL	150	100

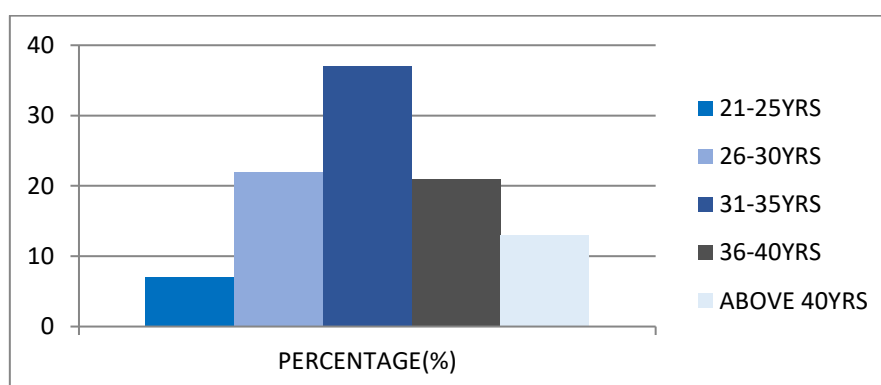


CHART 4.1.1. CHART SHOWING RESPONDANTS BASED ON AGE

INFERENCE:

From the study it reveals that 22% of the respondents under 26-30 yrs of age, 37% of respondents under 31-35 yrs of age & 21% of respondents under 36-46yrs & 13% of respondents are under the age of above 40yrs.

TABLE 4.1.2. TABLE SHOWING RESPONDENTS BASED ON GENDER

GENDER	NO OF RESPONDENTS	PERCENTAGE (%)
MALE	78	52
FEMALE	72	48
TOTAL	150	100

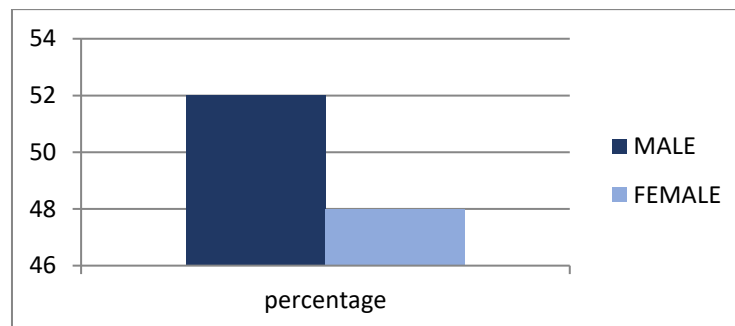


CHART 4.1.2. CHART SHOWING RESPONDENTS BASED ON GENDER

INFERENCE:

From the study it has reveals that, 52% of respondents are male and 48% of the respondents are female.

TABLE 4.1.3. TABLE SHOWING RESPONDENTS MARITAL STATUS

MARITAL STATUS	NO OF RESPONDENTS	PERCENTAGE (%)
SINGLE	4	3
MARRIED	146	97
TOTAL	150	100

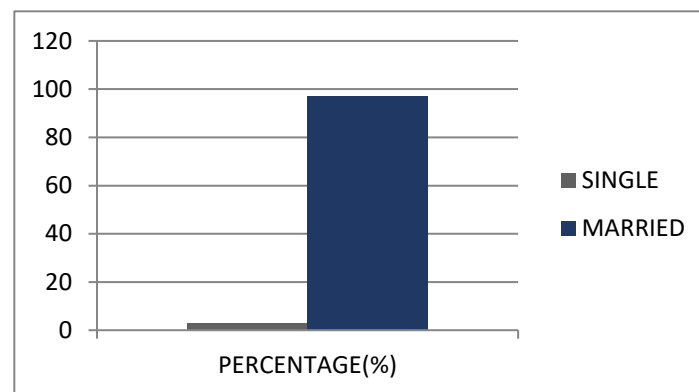


CHART 4.1.3. CHART SHOWING RESPONDENTS MARITAL STATUS

INFERENCE:

From the study reveals that, 97% or respondents are married.

TABLE 4.1.4. TABLE SHOWING SERVICE STATUS OF THE RESPONDENTS

SERVICE STATUS	NO OF RESPONDENTS	PERCENTAGE (%)
PERMANENT	144	96
TEMPORARY	6	4
TOTAL	150	100

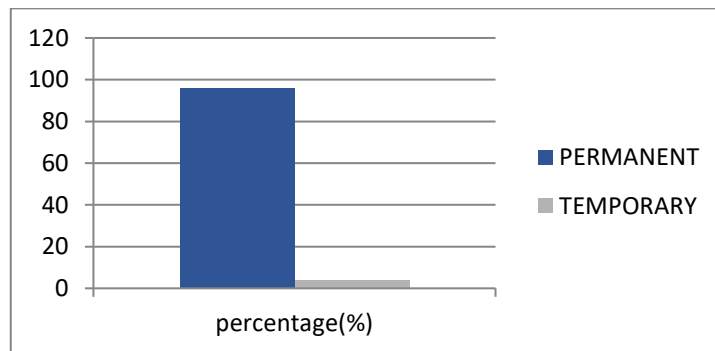


CHART 4.1.4. CHART SHOWING SERVICE STATUS OF THE RESPONDENTS

INFERENCE:

From the study it has reveals that, 96% of respondents are permanent in their job

TABLE 4.1.5. TABLE SHOWING WORKING EXPERIENCE OF THE RESPONDENTS

EXPERIENCE	NO OF RESPONDENTS	PERCENTAGE (%)
1-5 YRS	6	4
5-10YRS	12	8
10-15YRS	27	18
15-20YRS	66	44
ABOVE 20YRS	39	26
TOTAL	150	100

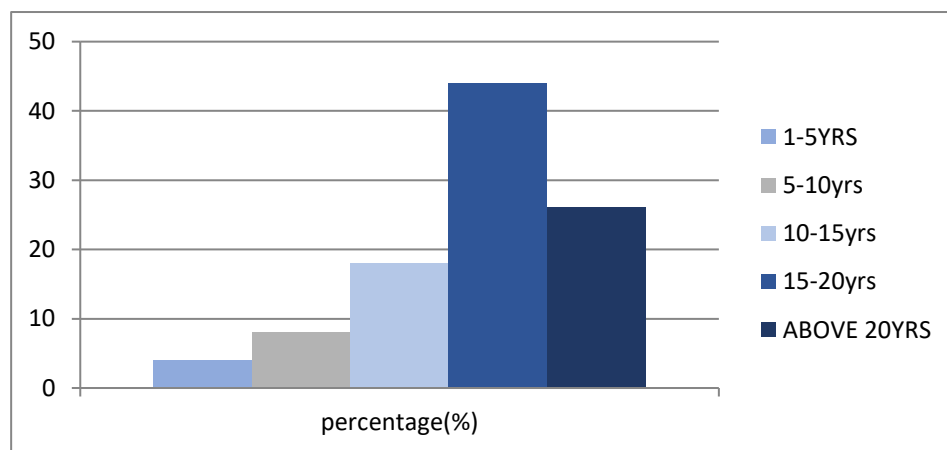


CHART 4.1.5. CHART SHOWING WORKING EXPERIENCE OF THE RESPONDENTS

INFERENCE:

From the study it has reveals that, 18% has 11-15 yrs of experience, 44% has 16-20 yrs of experience and 26% of respondents have above 20 yrs of experience.

TABLE 4.1.6. TABLE SHOWING EDUCATION QUALIFICATION OF RESPONDENTS

QUALIFICATION	NO OF RESPONDENTS	PERCENTAGE (%)
SSLC	9	6
PUC/+2	17	11
ITI/DIPLOMA	19	13
UG	65	43
PG	40	27
TOTAL	150	100

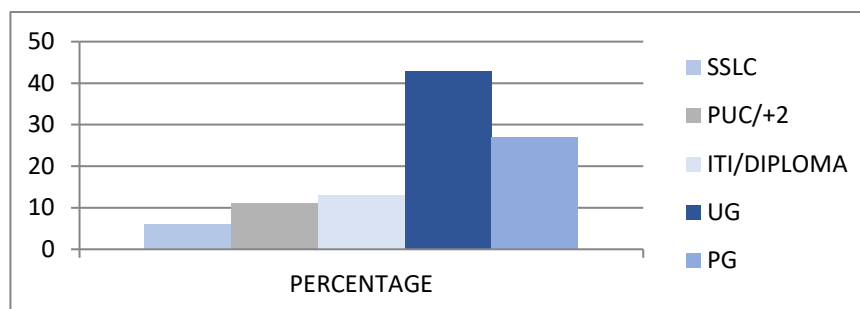


CHART 4.1.6. CHART SHOWING EDUCATION QUALIFICATION OF RESPONDENTS

INFERENCE:

From the study it has reveals that, education qualification up to SSLC 6%, +2 11%, ITI/Diploma 13%, UG degree 43% and PG degree 27%. Most of the respondents have been up to UG degree.

TABLE 4.1.7 TABLE SHOWING RESPONDENTS MONTHLY INCOME

MONTHLY INCOME	NO OF RESPONDENTS	PERCENTAGE (%)
BELOW 10000	6	4
10000-20000	44	29
20000-30000	73	49
ABOVE 30000	27	18
TOTAL	150	100

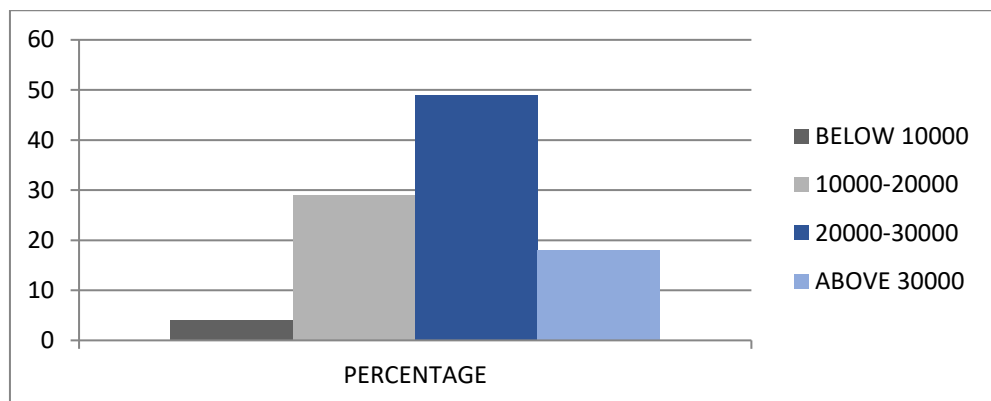


CHART 4.1.7 CHART SHOWING RESPONDENTS MONTHLY INCOME

INFERENCE:

From the study it has reveals that, respondents earning monthly income Rs10000-20000 are 29%, Rs 20000-30000 are 49% and above Rs 30000 are 18%. Most of them come under the income group of Rs 20000 to 30000.

TABLE 4.1.8 TABLE SHOWING SATISFACTORY LEVEL OF INTRAMURAL FACILITIES

WELFARE ITEMS→	Drinking water	per (%)	Rest rooms/sick room	per (%)	Canteen	per (%)	Wash basins	per (%)	creches	Per (%)	Wash room	Per (%)
SATISFACTORY LEVEL												
HIGHLY SATISFIED	11	7	19	13	22	15	22	15	14	9	19	13
SATISFIED	46	31	33	22	30	20	44	29	38	25	46	31
NEUTRAL	38	25	46	31	16	10	38	25	52	35	33	22
DISSATISFIED	30	20	38	25	27	18	35	23	33	22	35	23
HIGHLY DISSATISFIED	25	17	14	9	55	37	11	8	14	9	16	11
TOTAL	150	100	150	100	150	100	150	100	150	100	150	100

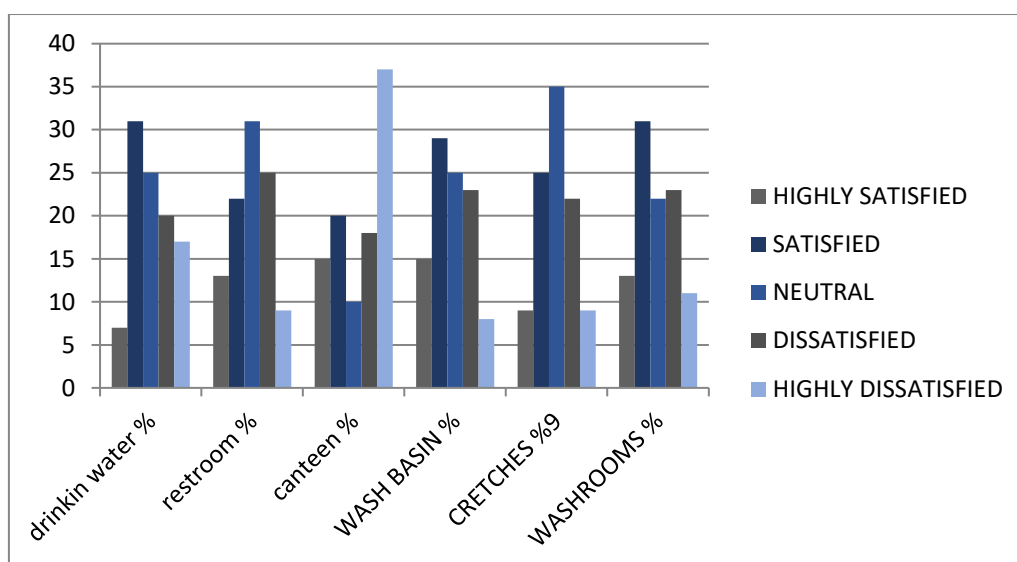


CHART 4.1.8 CHART SHOWING SATISFACTORY LEVEL OF INTRAMURAL FACILITIES

INFERENCE:

From the study it has reveals that, for drinking water 38% of the respondents gives positives scale, 25% gives neither positive nor negative scale and 37% gives negative scale. For restroom, 35% of respondents give positive scale, 31% of respondents give neither positive nor negative scale and 34% of respondents give negative scale. For canteen, 35% of respondents give positive scale, 10% of respondents give neither positive nor negative scale and 55% of respondents give negative scale. For washroom, 44% of respondents give positive scale, 22% of

respondents give neither positive nor negative scale and 34% of respondents give negative scale. For washbasins, 44% of respondents give positive scale, 25% of respondents gives neither positive nor negative scale and 31% of respondents gives negative scale. For crèches, 34% of respondents give positive scale, 35% of respondents gives neither positive nor negative scale and 31% of respondents gives negative scale

TABLE 4.1.9 TABLE SHOWING SATISFACTORY LEVEL OF EXTRA MURAL FACILITIES

WELFARE ITEMS	Housing	Per (%)	Recreation	Per (%)	Education	Per (%)	Loan	Per (%)	transport	per (%)	medic al	PER%
SATISFACTORY LEVEL												
HIGHLY SATISFIED	19	13	19	13	14	9	27	18	11	7	10	7
SATISFIED	38	25	46	31	38	25	52	35	46	31	44	29
NEUTRAL	57	38	33	22	52	35	38	25	38	25	55	37
DISSATISFIED	22	15	35	23	33	22	22	15	30	20	27	18
HIGHLY DISSATISFIED	14	9	16	11	14	9	11	7	25	17	14	9
TOTAL	150	100	150	100	150	100	150	100	150	100	150	100

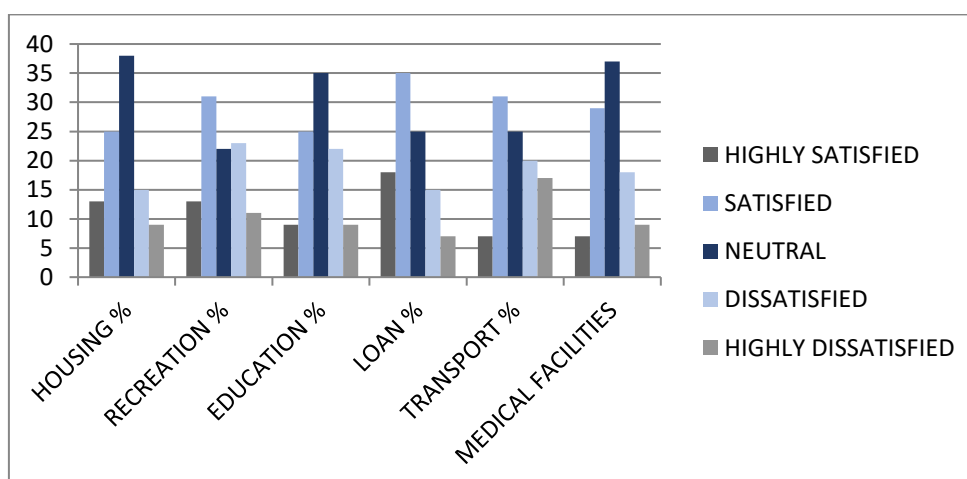


CHART 4.1.9 CHART SHOWING SATISFACTORY LEVEL OF EXTRA MURAL FACILITIES

INFERENCE:

From the above table it reveals that, For housing 38% of respondents gives positive scale, 38% of respondents gives neither positive nor negative scale and 24% of respondents gives negative scale. For recreation, 44% of respondents give positive scale, 22% of respondents gives neither positive nor negative scale and 34% of respondents gives negative scale. For education, 34% of respondents give positive scale, 35% of respondents gives neither positive nor negative scale and 31% of respondents gives negative scale. For medical, 36% of respondents give positive

scale, 37% of respondents gives neither positive nor negative scale and 27% of respondents gives negative scale. For loan, 53% of respondents gives positive scale, 25% of respondents gives neither positive nor negative scale and 22% of respondents gives negative scale. For transport, 38% of respondents gives positive scale, 25% of respondents gives neither positive nor negative scale and 37% of respondents gives negative scale

TABLE 4.1.10 TABLE SHOWIING SATISFACTORY LEVEL OF CONTEMPORARY WELFARE FACILITIES

WELFARE ITEMS	WORKING ENVIRONMENT	PER%	EMPLOYEE COUNCELLING	PER%	STRES S	PE R%	SUPPORT FROM SUPERIORS AND PEERS	PER%
SATISFACTORY LEVEL								
HIGHLY SATISFIED	19	13	27	18	16	11	10	7
SATISFIED	68	45	38	25	38	25	44	29
NEUTRAL	38	25	33	22	57	38	55	37
DISSATISFIED	16	11	41	27	20	13	27	18
HIGHLY DISSATISFIED	9	6	11	8	19	13	14	9
TOTAL	150	100	150	100	150	100	150	100

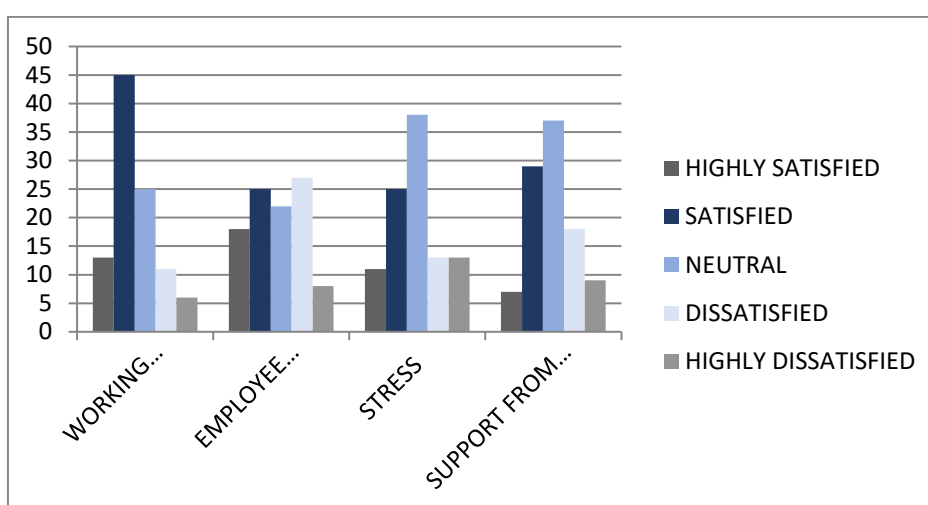


CHART 4.1.10 CHART SHOWIING SATISFACTORY LEVEL OF CONTEMPORARY WELFARE FACILITIES

INFERENCE:

From the study it reveals that, For working environment, 58% of respondents gives positive scale, 25% of respondents gives neither positive nor negative scale and 17% of respondents gives negative scale. For employee counseling, 43% of respondents gives positive scale, 22% of respondents gives neither positive nor negative scale and 35% of respondents gives negative scale. For stress, 36% of respondents gives positive scale, 38% of respondents gives neither positive nor negative scale and 26% of respondents gives negative scale. For support from superiors and peers, 36% of respondents gives positive scale, 37% of respondents gives neither positive nor negative scale and 27% of respondents gives negative scale

TABLE 4.1.11 TABLE SHOWING RESPONDENT'S HEALTH AFFECTED THROUGH POLLUTION FACTORS

POLLUTION FACTORS	DUST	PER (%)	SMOKE, GAS, & PERFUMES	PER (%)	NOISE	PER (%)
AFFECTED LEVEL						
HIGHLY AFFECTED	79	53	48	32	50	33
AFFECTED	38	25	62	41	52	35
UNAFFECTED	18	12	25	17	26	17
NOT APPLICABLE	15	10	15	10	22	15
TOTAL	150	100	150	100	150	100

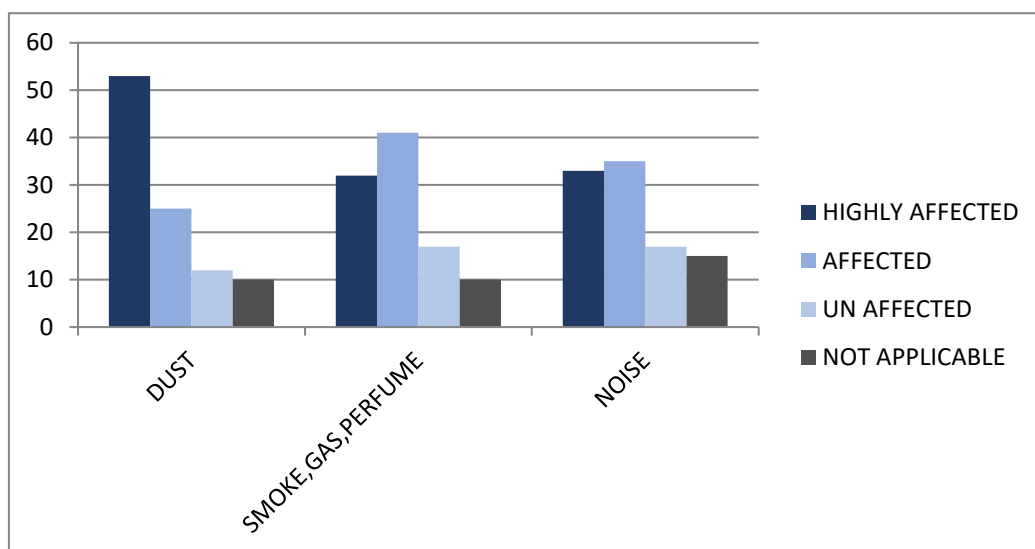


CHART 4.1.11 CHART SHOWING RESPONDENT'S HEALTH AFFECTED THROUGH POLLUTION FACTORS

INFERENCE:

From the study it reveals that, For dust, 78% of respondents gives positively affected, 13% of respondents are somewhat affected and 9% of respondents gives negatively affected. For smoke, gas and fumes, 60% of respondents gives positively affected, 20% of respondents are somewhat affected and 20% of respondents gives negatively scale. For noise, 58% of respondents gives positively affected, 23% of

respondents are somewhat affected and 19% of respondents gives negatively affected

TABLE 4.1.12 TABLE SHOWING ENVIROMENTAL FACTORS AFFECTING THE HEALTH OF THE RESPONDENTS

ENVIRONMENTAL FACTORS	BAD WEATHER	PER (%)	BADLY MAINTAINED AREAS	PER (%)
AFFECTED LEVEL				
HIGHLY AFFECTED	60	40	38	25
AFFECTED	44	29	49	33
UNAFFECTED	38	26	39	26
NOT APPLICABLE	8	5	24	16
TOTAL	150	100	150	100

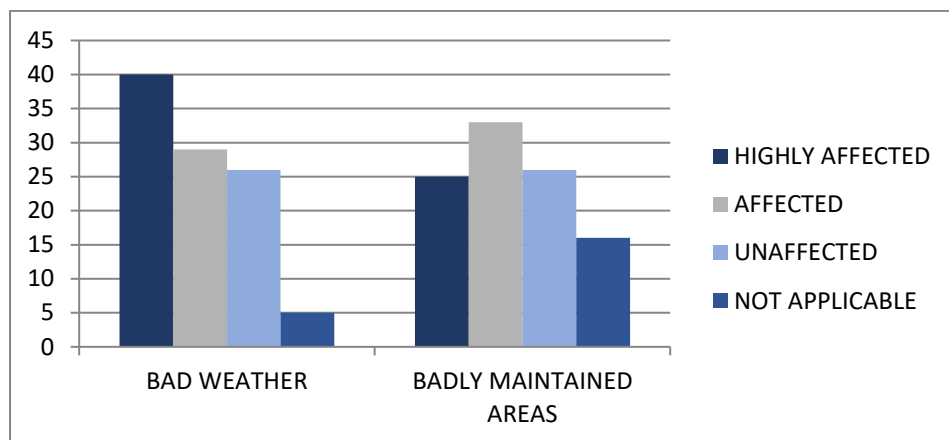


CHART 4.1.12 CHART SHOWING ENVIROMENTAL FACTORS AFFECTING THE HEALTH OF THE RESPONDENTS

INFERENCE:

From the study it reveals that, From bad weather, 69% of respondents gives positively affected, 13% of respondents gives neither positive nor negative scale and 18% of respondents gives negative scale. From badly maintained areas, 58% of respondents gives positively affected, 17% of respondents gives neither positive nor negative scale and 25% of respondents gives negative scale.

TABLE 4.1.13. TABLE SHOWING RISK FACTORS AFFECTING THE HEALTH OF THE RESPONDENTS

RISK FACTOR	DISEASES	PER %	ACCIDENTS	PER %
SCALE LEVEL				
HIGHLY AGREE	62	41	25	17
AGREE	52	35	60	40
NEUTRAL	14	9	41	27
DIS AGREE	14	9	19	13
HIGHLY DIS AGREE	8	6	5	3
TOTAL	150	100	150	100

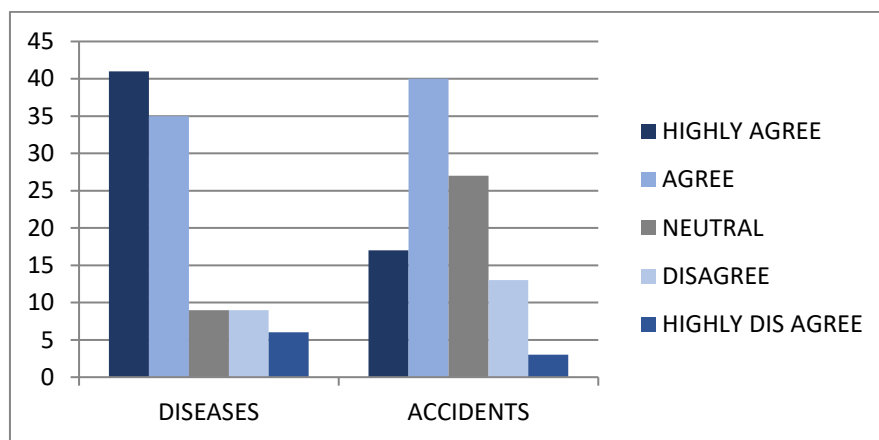


CHART 4.1.13 CHART SHOWING RISK FACTORS AFFECTING THE HEALTH OF THE RESPONDENTS

INFERENCE:

From the study it reveals that, 76% of respondents positively agree that there is risk of catching disease, 9% gives their response as neutral and 15% of respondents negatively disagree and there is no risk of catching disease. For accidents while working, 57% of respondents positively agree, 27% of response as neutral and 16% of respondents negatively disagree.

TABLE 4.1.14 TABLE SHOWING RESPONDENT'S OPINION ON VISITING JAI BALAJI FABRICATORSHOSPITAL REGULARLY FOR HEALTH RELATED ISSUES

PARTICULARS	NO OF RESPONDENTS	PERCENTAGE (%)
YES	93	62
NO	57	38
TOTAL	150	100

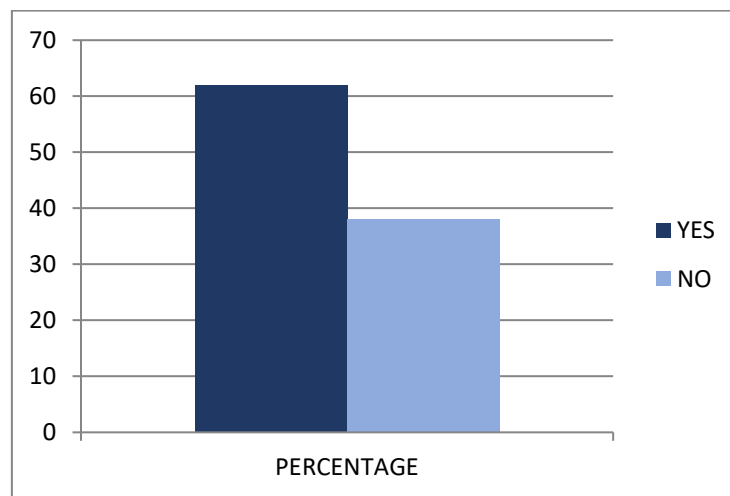


CHART 4.1.14 CHART SHOWING RESPONDENT'S OPINION ON VISITING JAI BALAJI FABRICATORS HOSPITAL REGULARLY FOR HEALTH RELATED ISSUES

INFERENCE:

From the study it reveals that, 62% of respondents have visited Jai Balaji Fabricators hospital for health related issues and 38% of respondents have not visited the hospital regularly.

TABLE 4.1.15 TABLE SHOWING RESPONDENT'S OPINION ON WHY THEY ARE NOT REGULAR VISITOR OF PL HOSPITALS

PARTICULARS	NO OF RESPONDENTS	PERCENTAGE
WAITING TIME	21	14
MORE PROCEDURE	43	32
SERVICE NOT GOOD	58	44
LACK OF MR	17	7
OTHERS	11	3
TOTAL	150	100

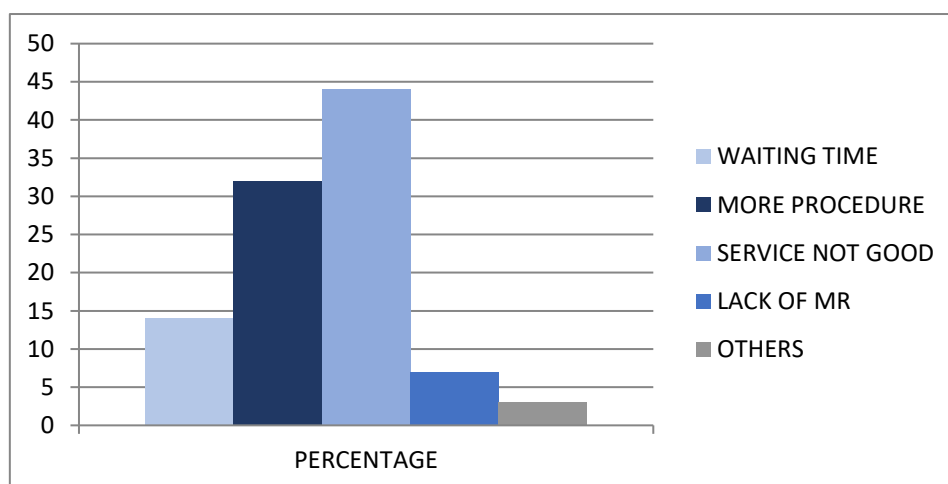


CHART 4.1.15 CHART SHOWING RESPONDENT'S OPINION ON WHY THEY ARE NOT REGULAR VISITOR OF PL HOSPITALS

INFERENCE:

From the study it reveals that, respondents are not regularly visiting PL hospital for health issues are 14% due to more waiting time involved, 32% due to more procedure involved, 44% gives their response that service is not good, 7% give their response that there is lack of medical resource and 3% of respondents gives other reasons.

TABLE 4.1.16 TABLE SHOWING LEVEL OF RESPONDENTS VISITED PL HOSPITAL

PARTICULARS	NO OF RESPONDENTS	PERCENTAGE
HIGHLY SATISFIED	13	3
SATISFIED	35	26
NEUTRAL	49	39
DISSATISFIED	34	24
HIGHLY DISSATISFIED	19	8
TOTAL	150	100

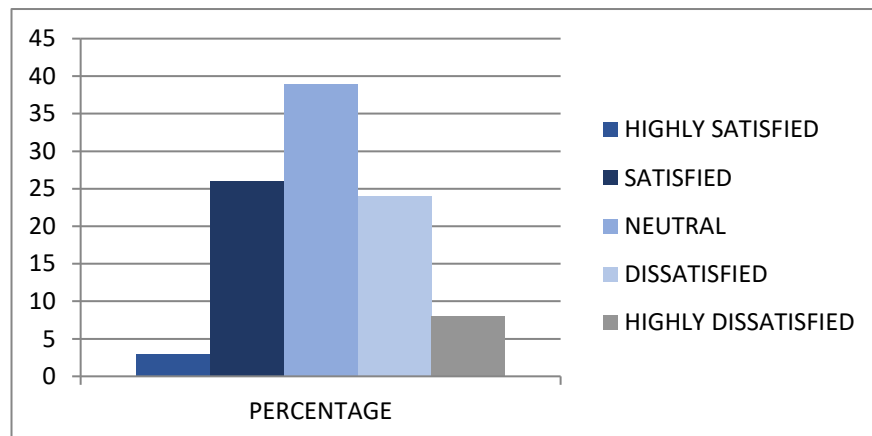


CHART 4.1.16 CHART SHOWING LEVEL OF RESPONDENTS VISITED PL HOSPITAL

INFERENCE:

From the table it reveals that, 3% of respondents are highly satisfied, 26% are satisfied, 39% of respondents give their response as neutral, 24% of respondents are dissatisfied & 8% of respondents are highly dissatisfied with the hospital facilities.

TABLE 4.1.17 TABLE SHOWING RESPONDENT'S OPINION ON USE OF PPE'S RELATED WITH PSYCHOLOGICAL FACTORS

PSYCHOL OGICAL FACTOR	UNCOMFO RTABLE WORKING ENVIRONM ENT	P E R %	UNSATISF IED ORGANIS ATIONAL CLIMATE	PE R (%)	LACK OF CON CERN FOR OWN SAFE TY	P E R %	STRE SS BECA ME A REG ULAR HABI T	P E R %
SCALE LEVEL								
HIGHLY AGREE	21	1 5	8	6	7	5	14	9
AGREE	59	3 9	22	15	77	5 1	59	39
NEUTRAL	45	3 0	35	23	38	2 5	63	42
DISAGRE E	14	9	29	19	24	1 6	7	5
HIGHLY DISAGRE E	11	7	56	37	4	3	7	5
TOTAL	150	1 0 0	150	10 0	150	1 0 0	150	10 0

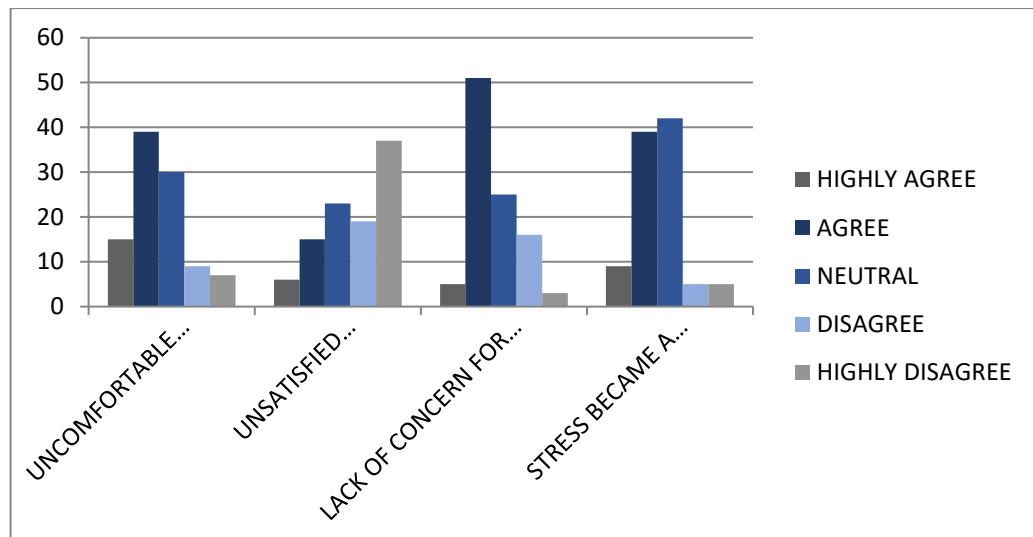


CHART 4.1.17 CHART SHOWING RESPONDENT'S OPINION ON USE OF PPE'S RELATED WITH PSYCHOLOGICAL FACTORS

INFERENCE:

From the study it reveals that 54% of respondents positively agree that it is uncomfortable working environment 30% gives their response as neutral & 16% of respondents negatively disagree. For Lack of concern for safety 56% of respondents positively agree, 25% gives their response as neutral & 19% of respondents negatively disagree. For stress became a regular habit for the non use of PPE's 48% of respondents positively agree, 42% gives their response as neutral & 10% of respondents negatively disagree.

TABLE 4.1.18 TABLE SHOWING RESPONDENT'S OPINION ON NON USE OF PPE'S RELATED WITH AWARENESS FACTORS

AWARENESS FACTORS	INADEQUATE KNOWLEDGE ABOUT THE WORK AND MACHINES	PER %	INADEQUATE SAFETY TRAINING	PER %
SCALE LEVEL				
HIGHLY AGREE	17	11	8	5
AGREE	73	49	59	39
NEUTRAL	31	21	45	30
DISAGREE	29	19	38	26
HIGHLY DISAGREE	0	0	0	0
TOTAL	150	100	150	100

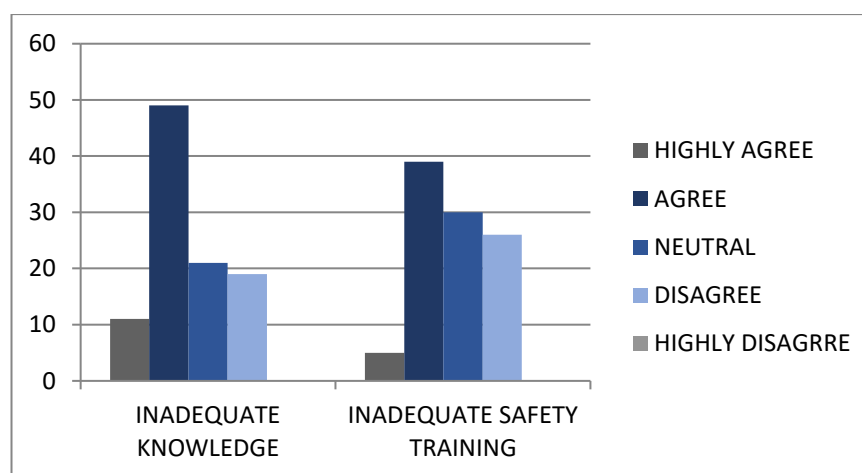


CHART 4.1.18 CHART SHOWING RESPONDENT'S OPINION ON NON USE OF PPE'S RELATED WITH AWARENESS FACTORS

INFERENCE:

From the study it reveals that 60% of respondents positively agree that there is inadequate knowledge about the work & machines for the non use of PPE's 21% of respondent's gives their response as neutral and 19% of respondents negatively disagree. For inadequate safety training 44% of respondents positively agree, 30%.

TABLE 4.1.19 TABLE SHOWING RESPONDENTS OPINION ON NON USE OF PPE'S RELATED WITH MAINTAINENCE

MAINTENANCE FACTOR	POOR QUALITY OF PPE	PER%	LACK OF MAINTAINENCE	PER%	EQUIPMENTS NON AVAILABLE	PER%	LACK OF SUPERVISION	PER%
SCALE LEVEL								
HIGHLY AGREE	17	11	14	9	12	8	21	14
AGREE	38	25	59	39	24	16	63	42
NEUTRAL	59	39	70	47	70	47	45	30
DISAGREE	26	18	7	5	42	28	17	11
HIGHLY DISAGREE	10	7	0	0	2	1	4	3
TOTAL	150	100	150	100	150	100	150	100

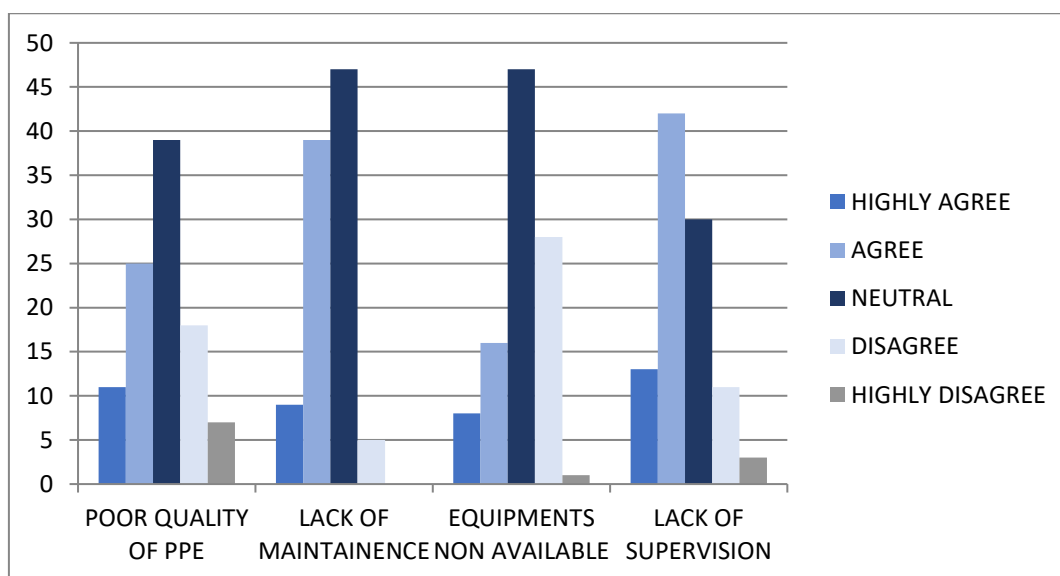


CHART 4.1.19 CHART SHOWING RESPONDENTS OPINION ON NON USE OF PPE'S RELATED WITH MAINTAINENCE

INFERENCE:

From the study it reveals that, for poor quality of PPEs 36% of respondents positively agree, 39% of respondents give as neutral and 25% of respondents negatively disagree. For lack of maintenance 48% of respondents positively agree, 47% of respondents give their response as neutral and 5% of respondents negatively disagree. For equipments non available 24% of respondents positively agree, 47% of respondents give their response as neutral and 29% of respondents negatively disagree. For lack of supervision 56% of respondents positively agree, 30% of respondents give as neutral and 14% of respondents negatively disagree.

TABLE 4.1.20 TABLE SHOWING RESPONDENTS OPINION ON SATISFACTORY LEVEL OF PPE

SATISFACTORY LEVEL	NO OF RESPONDENTS	PERCENTAGE%
HIGHLY SATISFIED	10	7
SATISFIED	56	37
NEUTRAL	63	42
DISSATISFIED	14	9
HIGHLY SATISFIED	7	5
TOTAL	150	100

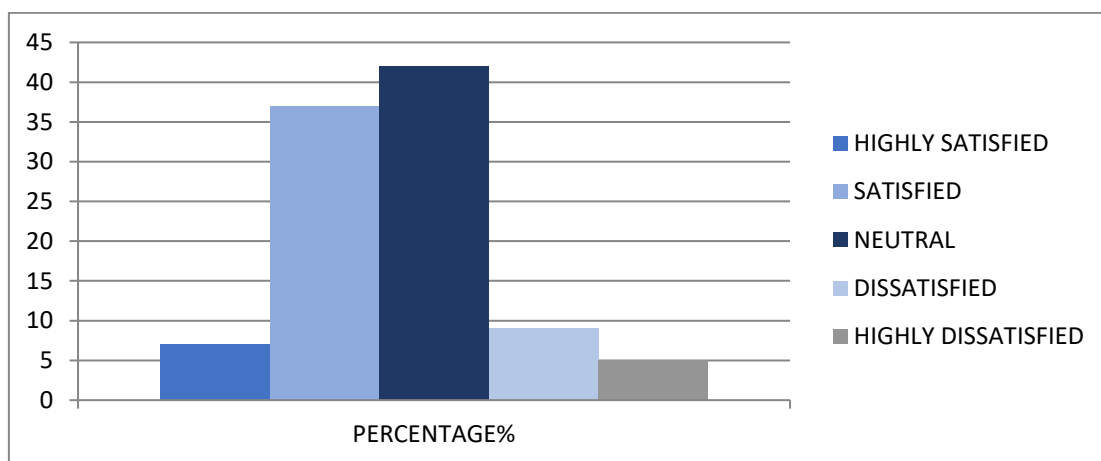


CHART 4.1.20 CHART SHOWING RESPONDENTS OPINION ON SATISFACTORY LEVEL OF PPE

INFERENCE:

From the study it reveals that, 7% of respondents are highly satisfied with PPE's, 37% of respondents are satisfied, 42% of respondents give their response as neutral, 9% of respondents are dissatisfied and 5% of respondents are highly dissatisfied with the satisfactory level of PPE's.

4.2. CHI- SQUARE TEST I – (ψ^2)

Case Processing Summary

	Cases					
	Valid		Missing		Total	
	N	Percent	N	Percent	N	Percent
TABLE SHOWING RESPONDANTS BASED ON AGE * TABLE SHOWING WORKING EXPERIENCE OF THE RESPONDENTS	150	100.0%	0	0.0%	150	100.0%

TABLE SHOWING RESPONDANTS BASED ON AGE * TABLE SHOWING WORKING EXPERIENCE OF THE RESPONDENTS Crosstabulation

		TABLE SHOWING WORKING EXPERIENCE OF THE RESPONDENTS					Total
		1-5 YRS	5-10YRS	10-15YRS	15-20YRS	ABOVE 20YRS	
TABLE SHOWING RESPONDANTS BASED ON AGE	Count	6	4	0	0	0	10
21-25YRS	% within TABLE SHOWING RESPONDANTS BASED ON AGE	60.0%	40.0%	0.0%	0.0%	0.0%	100.0%

	% within TABLE SHOWING WORKING EXPERIENCE OF THE RESPONDENT S	100.0 %	33.3%	0.0%	0.0%	0.0%	6.7%
	% of Total	4.0%	2.7%	0.0%	0.0%	0.0%	6.7%
	Count	0	8	26	0	0	34
26- 30YR S	% within TABLE SHOWING RESPONDANT S BASED ON AGE	0.0%	23.5%	76.5 %	0.0%	0.0%	100.0%
	% within TABLE SHOWING WORKING EXPERIENCE OF THE RESPONDENT S	0.0%	66.7%	96.3 %	0.0%	0.0%	22.7%
	% of Total	0.0%	5.3%	17.3 %	0.0%	0.0%	22.7%
31- 35YR S	Count	0	0	1	55	0	56
	% within TABLE SHOWING RESPONDANT S BASED ON AGE	0.0%	0.0%	1.8%	98.2 %	0.0%	100.0%

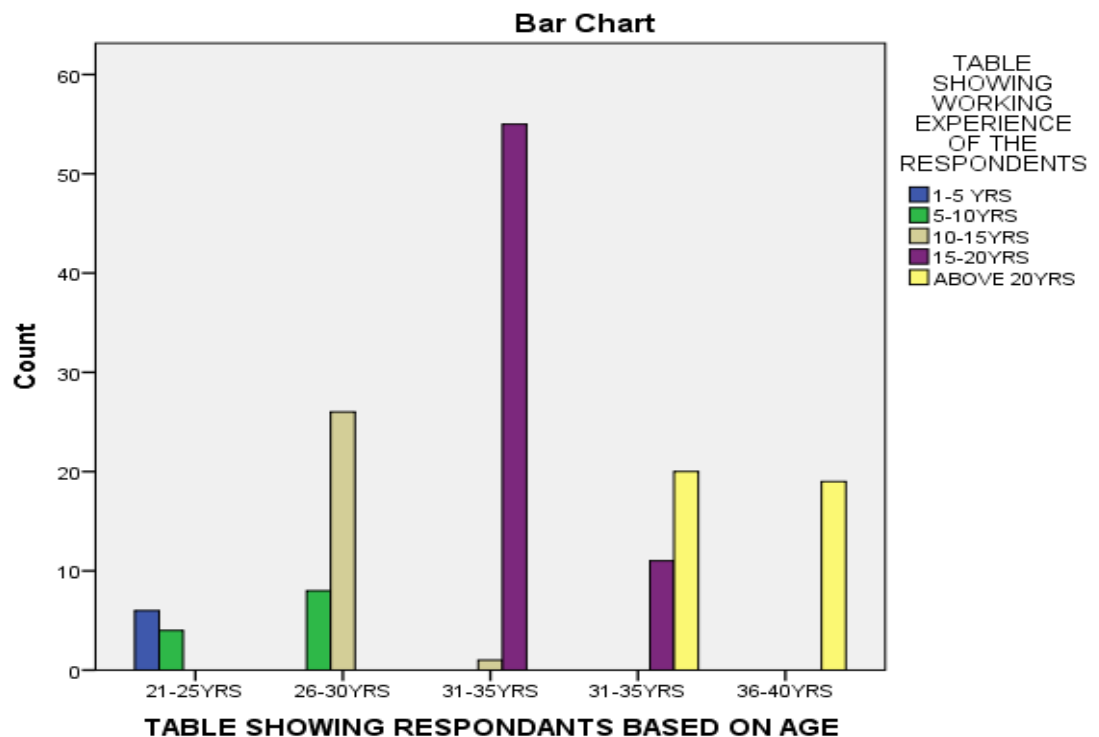
	% within TABLE SHOWING WORKING EXPERIENCE OF THE RESPONDENT S	0.0%	0.0%	3.7%	83.3 %	0.0%	37.3%
	% of Total	0.0%	0.0%	0.7%	36.7 %	0.0%	37.3%
	Count	0	0	0	11	20	31
31- 35YR S	% within TABLE SHOWING RESPONDANT S BASED ON AGE	0.0%	0.0%	0.0%	35.5 %	64.5 %	100.0%
	% within TABLE SHOWING WORKING EXPERIENCE OF THE RESPONDENT S	0.0%	0.0%	0.0%	16.7 %	51.3 %	20.7%
	% of Total	0.0%	0.0%	0.0%	7.3%	13.3 %	20.7%
36- 40YR S	Count	0	0	0	0	19	19
	% within TABLE SHOWING RESPONDANT S BASED ON AGE	0.0%	0.0%	0.0%	0.0%	100. 0%	100.0%

Total	% within TABLE SHOWING WORKING EXPERIENCE OF THE RESPONDENT S	0.0%	0.0%	0.0%	0.0%	48.7 %	12.7%
	% of Total	0.0%	0.0%	0.0%	0.0%	12.7 %	12.7%
	Count	6	12	27	66	39	150
	% within TABLE SHOWING RESPONDANT S BASED ON AGE	4.0%	8.0%	18.0 %	44.0 %	26.0 %	100.0%
	% within TABLE SHOWING WORKING EXPERIENCE OF THE RESPONDENT S	100.0 %	100.0 %	100. 0%	100. 0%	100. 0%	100.0%
	% of Total	4.0%	8.0%	18.0 %	44.0 %	26.0 %	100.0%

Chi-Square Tests

	Value	df	Asymp. Sig. (2-sided)
Pearson Chi-Square	348.430 ^a	16	.000
Likelihood Ratio	304.367	16	.000
Linear-by-Linear Association	123.103	1	.000
N of Valid Cases	150		

a. 15 cells (60.0%) have expected count less than 5. The minimum expected count is .40.



Degree of Freedom= $(r-1) * (c-1)$

$$= 4 * 4 = 16$$

Calculated value = 348.430

Tabulated value = 26.296

$Z = Z_{cal} > Z_{tab}$

$$Z = 348.430 > 26.296$$

Hence, the Alternate hypothesis [H1] is accepted

INFERENCE:

Since the calculated value is greater than the tabulated value, we accept the alternate hypothesis and hence there is a relationship between the age and the experience.

4.3. ONE-WAY ANOVA CLASSIFICATION

Descriptives

TABLE SHOWING RESPONDENT'S OPINION ON VISITING Jai Balaji Fabricators HOSPITAL REGULARLY FOR HEALTH RELATED ISSUES

	N	Mean	Std. Deviation	Std. Error	95% Confidence Interval for Mean		Minimum	Maximum
					Lower Bound	Upper Bound		
HIGHLY SATISFIED	13	1.00	.000	.000	1.00	1.00	1	1
SATISFIED	35	1.77	.426	.072	1.63	1.92	1	2
NEUTRAL	49	2.67	.474	.068	2.54	2.81	2	3
DISSATISFIED	34	3.26	.448	.077	3.11	3.42	3	4
HIGHLY DISSATISFIED	19	4.58	.507	.116	4.33	4.82	4	5
Total	150	2.69	1.080	.088	2.52	2.87	1	5

Test of Homogeneity of Variances

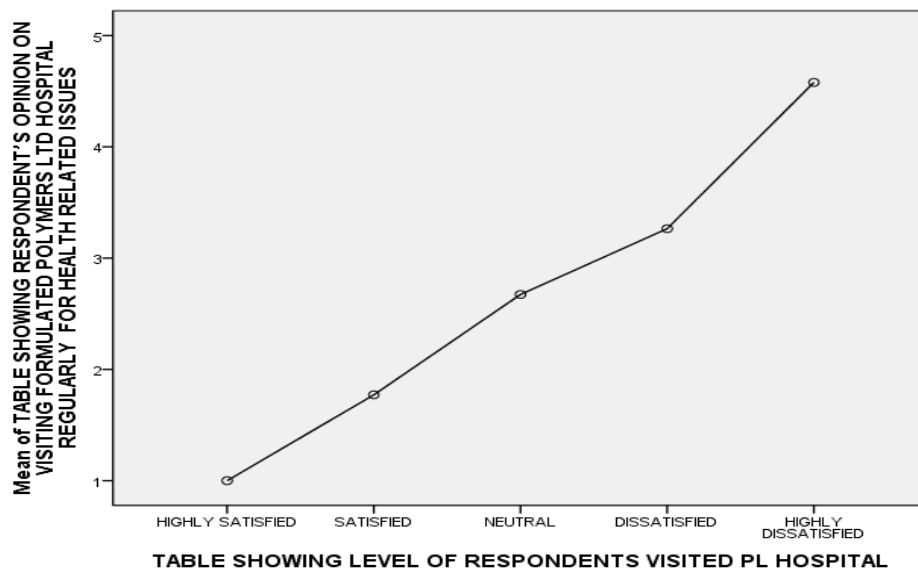
TABLE SHOWING RESPONDENT'S OPINION ON VISITING Jai Balaji Fabricators HOSPITAL REGULARLY FOR HEALTH RELATED ISSUES

Levene Statistic	df1	df2	Sig.
17.743	4	145	.000

ANOVA

TABLE SHOWING RESPONDENT'S OPINION ON VISITING Jai Balaji Fabricators HOSPITAL REGULARLY FOR HEALTH RELATED ISSUES

	Sum of Squares	df	Mean Square	F	Sig.
Between Groups	145.697	4	36.424	187.314	.000
Within Groups	28.196	145	.194		
Total	173.893	149			



Tabulated value = 2.46

Calculated value = 187.314

$$F = F_{cal} > F_{tab} \quad F = 187.314 > 2.46$$

Hence, the null hypothesis [H1] is accepted.

INFERENCE:

Since the calculated value is greater than the tabulated value, we accept the alternate hypothesis and hence there is a relationship between opinions on visiting Jai Balaji Fabricators hospital regularly for health related issues and level of respondents visited pl hospital.

4.4. ANALYSIS USING KARL PEARSON'S CORRELATION

Correlations

		UNCOMFORTABLE WORKING ENVIRONMENT	UNSATISFIED ORGANISATIONAL CLIMATE
UNCOMFORTABLE WORKING ENVIRONMENT	Pearson Correlation Sig. (2-tailed) N	1 150	.834** .000 150
UNSATISFIED ORGANISATIONAL CLIMATE	Pearson Correlation Sig. (2-tailed) N	.834** .000 150	1 150

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

$$r = \frac{N\sum XY - \sum X \sum Y}{\sqrt{N\sum X^2 - (\sum X)^2} \sqrt{N\sum Y^2 - (\sum Y)^2}}$$

$$r = .834$$

INFERENCE:

Since r is positive, there is positive relationship between uncomfortable working environment and unsatisfied organizational climate.

CHAPTER 5 FINDINGS, SUGGESTIONS AND CONCLUSION

5.1. FINDINGS OF THE STUDY

The study conducted in Welfare, Health & Safety Measures of employees, each activity has different factors based on that the findings has been revealed.

- From the study it reveals that 7% of respondents has under the age of 21-25 yrs 22% of the respondents under 26-30 yrs of age, 37% of respondents under 31-35 yrs of age & 21% of respondents under 36-46yrs & 13% of respondents are under the age of above 40yrs.
- From the study it has reveals that, 52% of respondents are male and 48% of the respondents are female.
- From the study reveals that, 3% of respondents are unmarried and 97% or respondents are married.
- From the study it has reveals that, 96% of respondents are permanent and 4% of respondents are temporary in their job.
- From the study it has reveals that, 4% of respondents have 1-5 yrs of experience, 8% has 6-10 yrs of experience, 18% has 11-15 yrs of experience, 44% has 16-20 yrs of experience and 26% of respondents have above 20 yrs of experience.
- From the study it has reveals that, education qualification up to SSLC 6%, +2 11%, ITI/Diploma 13%, UG degree 43% and PG degree 27%. Most of the respondents have been up to UG degree.
- From the study it has reveals that, respondents earning monthly income below Rs 10000 are 4%, Rs10000-20000 are 29%, Rs 20000-30000 are 49% and above Rs 30000 are 18%. Most of them come under the income group of Rs 20000 to 30000.

1. Intra Mural Facilities

- From the study it has reveals that, for drinking water 38% of the respondents are satisfied and 37% are not satisfied.
- For restroom, 35% of respondents are satisfied.
- For canteen, 55% of respondents are not satisfied.
- For washroom, 44% of respondents are satisfied.

- For washbasins, 44% of respondents are satisfied.
- For crèches, 34% of respondents are satisfied and 31% of respondents not satisfied

2. Extra mural facilities:

- From the above table it reveals that, For housing 38% of respondents are satisfied and 24% of respondents are not satisfied.
- For recreation, 44% of respondents are satisfied, 22% of respondents gives neither positive nor negative scale and 34% of respondents are not satisfied.
- For education, 34% of respondents are satisfied and 31% of respondents are not satisfied.
- For medical, 36% of respondents are satisfied and 27% of respondents are not satisfied.
- For loan, 53% of respondents are satisfied and 22% of respondents are not satisfied.
- For transport, 38% of respondents are satisfied, 25% of respondents gives neither positive nor negative scale and 37% of respondents are not satisfied.

3. Contemporary Welfare facilities:

- From the study it reveals that, For working environment, 58% of respondents are satisfied, 25% of respondents gives neither positive nor negative scale and 17% are not satisfied.
- For employee counseling, 43% of respondents are satisfied, 22% of respondents gives neither positive nor negative scale and 35% of respondents not satisfied.
- For stress, 36% of respondents are satisfied, 38% of respondents gives neither positive nor negative scale and 26% of respondents are not satisfied.
- For support from superiors and peers, 36% of respondents are satisfied and 27% of respondents are not satisfied.

4. Polution Factor

- From the study it reveals that, For dust, 78% of respondents gives are not affected, 13% of respondents are somewhat affected and 9% of respondents are affected.
- For smoke, gas and fumes, 60% of respondents are not affected, 20% of respondents are somewhat affected and 20% of respondents are affected.

- For noise, 58% of respondents are not affected, 23% of respondents are somewhat affected and 19% of respondents are affected

5. Environmental Factors

- From the study it reveals that, From bad weather, 69% of respondents are not affected, 13% of respondents gives neither positive nor negative scale and 18% of respondents are affected.
- From badly maintained areas, 58% of respondents are satisfied, 17% of respondents gives neither positive nor negative scale and 25% of respondents are not satisfied.

6. Risk Factor

- From the study it reveals that, 76% of respondents positively agree that there is risk of catching disease, 9% gives their response as neutral and 15% of respondents negatively disagree and there is no risk of catching disease.
- For accidents while working, 57% of respondents positively agree, 27% of response as neutral and 16% of respondents negatively disagree.

7. Hospital Facilities

From the study it reveals that, 62% of respondents have visited Jai Balaji Fabricators hospital for health related issues and 38% of respondents have not visited the hospital regularly.

- From the study it reveals that, respondents are not regularly visiting PL hospital for health issues are 14% due to more waiting time involved, 32% due to more procedure involved, 44% gives their response that service is not good, 7% give their response that there is lack of medical resource and 3% of respondents gives other reasons.
- From the table it reveals that, 3% of respondents are highly satisfied, 26% are satisfied, 39% of respondents give their response as neutral, 24% of respondents are dissatisfied & 8% of respondents are highly dissatisfied with the hospital facilities.

8. Psychological Factors

- From the study it reveals that 54% of respondents positively agree that it is uncomfortable working environment 30% gives their response as neutral & 16% of respondents negatively disagree.

- For Lack of concern for safety 56% of respondents positively agree, 25% gives their response as neutral & 19% of respondents negatively disagree.
- For stress became a regular habit for the non use of PPE's 48% of respondents positively agree, 42% gives their response as neutral & 10% of respondents negatively disagree.

9. Awareness Factors

- From the study it reveals that 60% of respondents positively agree that there is inadequate knowledge about the work & machines for the non use of PPE's 21% of respondent's gives their response as neutral and 19% of respondents negatively disagree.
- For inadequate safety training 44% of respondents positively agree, 30% of respondents give their response as neutral and 26% of respondents negatively disagree.

10. Maintenance Factors

- From the study it reveals that, for poor quality of PPEs 36% of respondents positively agree, 39% of respondents give as neutral and 25% of respondents negatively disagree.
- For lack of maintenance 48% of respondents positively agree, 47% of respondents give their response as neutral and 5% of respondents negatively disagree.
- For equipments non available 24% of respondents positively agree, 47% of respondents give their response as neutral and 29% of respondents negatively disagree.
- For lack of supervision 56% of respondents positively agree, 30% of respondents give as neutral and 14% of respondents negatively disagree.
- From the study it reveals that, 7% of respondents are highly satisfied with PPE's, 37% of respondents are satisfied 42% of respondents give their response as neutral, 9% of respondents are dissatisfied and 5% of respondents are highly dissatisfied with the satisfactory level of PPE's.

5.2. SUGGESTIONS AND RECOMMENDATIONS:

- Canteen facilities should be provided in the documentation complex for the traffic department employees
- Dining hall arrangement should be provided for the employees with proper facilities.
- Pure drinking water facilities should be provided at the working places of the employees.
- For the employees children's education allowance should be improved, for lower cater level employees full school fees should be given for the needy students.
- Working environment for the employees should be improved, employee's faces difficulty in working during summer season so centralized air conditioner should be fixed.
- Employee's health has been affected with pollution factors so the administration office should be reengineered with dust free glass doors& windows.
- Employees have been satisfied with the Jai Balaji Fabricators hospital, even though employees need referrals for outside treatment so, it should be given to the needy employees.
- Awareness regarding safety should be given to the workers related to the use of Personal Protective Equipments like documentary films, seminars taken over by speaker & real life examples like direct talk among the workers with the affected worker by the non use of PPE's.
- There should be proper supervision in the working areas; while the worker is not using respective PPE's for the specified work then strict action should be taken over the worker, as simple mistake leads to a big problem.
- Workers should not get irritate to use PPE's, so well equipped and newly designed Personal Protective Equipments should be given to them so it will make a desire towards PPE's and they will became a regular user of PPE's.

5.3. LIMITATIONS OF THE STUDY

- The study involves certain problem like employee's doesn't spent time to reply for the questions.
- Few employees are reluctant to give complete information.

- There were possibilities of ambiguous replies, omission of replies to certain questions.
- Questionnaire was translated in tamil to some of the respondents which may also lead to misunderstanding of questions.
- The port is working on shift system and some of the employees who are working in night shift have not been covered under the study.

5.4. CONCLUSION

The world is competitive to be successful for an organization the employees plays a major role they should be motivated, satisfied, self contented in their field of specialization. Retaining of employees in an organization needs a lot of effort like better treatment, good pay factor and status in the society.

Welfare measures for the employees, working environment facilities are like power given to them in carrying out their activities, so the welfare measures should be implemented effectively.

Apart from this one should be fittest in the working place which helps a lot in the productivity and smooth running of an organization. Employees are considered as the assets of an organization to their wellbeing importance should be given, so health and safety of employees must be given importance to increase the productivity of an organization.

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ANNEXURE I - QUESTIONNAIRE

1. PERSONAL DETAIL:

A) NAME(optional):

B) AGE : () 21-25YRS () 26-30YRS () 31-35YRS
() 36-40YRS () ABOVE 40YRS

C) GENDER : () MALE () FEMALE

D) MARITAL STATUS: () SINGLE () MARRIED

E) SERVICE STATUS: () PERMANENT () TEMPORARY

F) DEPARTMENT:

G) EXPERIENCE:

Up to 5 years	5 to 10 years	10 to 15 years	15 to 20 years	Above 20 years

H) QUALIFICATION:

SSLC	PUC/+2	ITI/DIPLOMA	UG	PG

I) MONTHLY INCOME:

BELOW 10000	10001 TO 20000	20001 TO 30000	ABOVE 30000

INTRA MURAL FACILITIES:

Satisfactory level of facilities provided inside the work place.

PARTICULARS	HIGHLY SATISFIED	SATISFIED	NEUTRAL	DISSATISFIED	HIGHLY DISSATISFIED
Drinking water					
Restroom\ sickroom					
Canteen					
Wash basins					
Cretches					
Washroom					

2. EXTRA MURAL FACILITIES:

Satisfactory level of facilities provided outside the workspace

Particulars	Highly satisfied	Satisfied	Neutral	Dissatisfied	Highly dissatisfied
Housing					
Recreation					
Education					
Loan facilities					
Transport					
Medical facilities					

CONTEMPORARY WELFARE FACILITIES:

Satisfactory level of contemporary welfare facilities provided in the Jai Balaji Fabricators

Particulars	Highly satisfied	Satisfied	Neutral	Dissatisfied	Highly dissatisfied
Quality of work life					
Employee counseling					
Coping with stress					
Good working condition					

3. Is the welfare facilities motivates you to retain in the current job

() Yes

() No

4. Rank the welfare amenities available to you based on your preference

(rank from 1 to 3)

Particulars	Rank
Intra mural facilities	
Extra mural facilities	
Contemporary welfare facilities	

5. Do you need any improvement in the welfare facilities available to you(if yes) please.....

The following are the factors which affects your health due to your working conditions (please tick the approximate mark through which you are affected)

POLLUTION:

Factors	Highly affected	Affected	Unaffected	Not applicable
Air pollution from dust				
Pollution from smoke, gas, and fumes				
Noise pollution				

ENVIRONMENT:

Factors	Highly affected	Affected	Unaffected	Not applicable
Working outside in bad weather				
Badly maintained areas				

6. RISK FACTOR:

Factors	Very high	High	Neutral	Low	Very low
Chances of catching diseases					
Risk of traffic accidents while working					

7. HOSPITAL FACILITIES:

Do you visit Jai Balaji Fabricators hospital regularly for health related issues?

() Yes

() No

If no why

() waiting time is more

() more procedure involved

() service is not good

() lack of medical resource? Others

If yes, satisfactory level of hospital facilities provided inside the work place

() highly satisfied

() satisfied

() neutral

() dissatisfied

() highly satisfied

8. Do you want any extra facilities to be provided related to your health facilities?

(if yes) please.....

The factors indicated below are responsible for non use of personal protective equipment (PPE) among the worker (Please give an appropriate tick mark based on your opinion)

PSYCHOLOGICAL FACTOR:

Factors	Highly agree	Agree	Neutral	Disagree	Highly disagree
Uncomfortable working environment					
Unsatisfied organization climate					
Lack of concern for own safety					
Stress became a regular habit					

9. AWARENESS FACTOR:

Factor	Highly agree	agree	neutral	disagree	Highly disagree
inadequate knowledge about the work and machines					
Inadequate safety training					

MAINTENANCE FACTOR:

Factor	Highly agree	Agree	Neutral	Disagree	Highly disagree
Poor quality of PPE					
Lack of maintainances					
Equipments not available					
Lack of supervision					

16.Satisfactory level personal protective equipments provided at your work place.

()highly satisfactory ()satisfied ()neutral
 ()dissatisfied ()highly dissatisfied

A STUDY ON EMPLOYEES WELFARE, HEALTH AND SAFETY MEASURES WITH REFERENCE TO JAI BALAJI FABRICATORS

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ABSTRACT

The objective of the study includes, to study about employee's Welfare, health and safety measures in Jai Balaji Fabricators, to identify whether the employees are satisfied with the welfare facilities provided to them, to identify the reasons for non-use of Personnel Protective Equipment (PPE'S), to analyze the health-related issues and health facilities provided to employees. The study gives ideas about how far employees are satisfied with prevailing welfare facilities. To find out health related problems among the employee's and how far the health facilities are helpful and also to create the awareness regarding safety equipment's among the workers. Organization like Jai Balaji Fabricators is more prone to labor problems. In order to bring down labor problems, employee health, safety and welfare measures should be given due importance. Management must also ensure that facilities provided by should reach the employees.

Key words: employee welfare, healthy, safety, facilities, satisfaction

INTRODUCTION

Protecting the welfare, safety and health of everyone who works in or around the steel industry is of vital importance to all our members. The duty of care and social responsibility demands that everyone is able to work in a safe and healthy work environment. Offsite fabrication of components and rapid on site assembly by skilled personnel make steel an inherently safe construction material. Industry surveys consistently demonstrate that steel is the safest material choice. Whilst concerns for health and safety are as important in the fabrication works and steel mill as they are on site, it is at the erection stage where the most visible aspects of unsafe practice might become apparent. It is also on site that design decisions and restrictions from other contractors can affect the steelwork contractor's ability to perform safely. Hence, this article focuses on site safety during steel erection.

REVIEW OF LITERATURE

KT Srinivas: Vol. 2(12) (2013) made the title of "A study on employee welfare facilities and its impact on job satisfaction". The study says that how the company providing facilities and how it improve the satisfaction level of the employees and also understands that what are facilities are company adopted to improve the welfare of the employees. Company should provide the recreational facilities to improve the morale of the employees and reduce the stress level of the employees. Full medical support company should be given to reduce the absenteeism and turnover. Company should conduct health campaign at least once in a month/ year.

Dr.Usha Tiwari Vol.3(11) (2014) Made the title of "A Study on employee welfare facilities and its impact on employee efficiency". If company providing facilities by state government rules and regulations they have to continue that, may result in increase in the productivity of the organization and satisfaction level of the employees.

Tompa, Emile PhD; Dolinschi, Roman MA; de Oliveira (2009) we reviewed the occupational health and safety intervention literature to synthesize evidence on financial merits of such interventions. We found strong evidence that ergonomic and other musculoskeletal injury prevention intervention in manufacturing and warehousing are worth undertaking in terms of their financial merits. The economic evaluation of interventions in this literature warrants

further expansion. The review also provided insights into how the methodological quality of economic evaluations in this literature could be improved.

Kabane and Orchard (2006). The aim of this study is to show the healthcare system in global context and importance of HRM to improve health outcome of patients in healthcare delivery. Study adopted secondary data sources for data collection. Study suggested that proper management of human resources is critical in providing quality of healthcare. A refocus on human resource management in healthcare and more research are needed to develop new policies.

Elrabi et al, (2014) with their study entitled “The impact of Human resource management on healthcare quality”, the authors main aim of this study is to investigate the impact of practising human resource management on quality of healthcare services and achieving patient’s satisfaction. The study adopted descriptive method. Data and information were collected through the libraries, recognised journals both local and internationals. The study showed that the management of human resources is essentials to enable the delivery of efficient and effective medical services and to achieve patient satisfaction. The human resource has a strong impact on healthcare quality.

OBJECTIVES OF THE STUDY

Primary objective

1. To study about employee’s Welfare, health and safety measures in **JAI BALAJI FABRICATORS** .

SECONDARY OBJECTIVE

1. To identify whether the employee’s are satisfied with the welfare facilities provided to them.
2. To create awareness in the use of Personnel Protective Equipment (PPE’S).
3. To analyze the health related issues and health facilities provided to employees.

NEED FOR THE STUDY

The study gives ideas about how far employees are satisfied with prevailing welfare facilities. To find out health related problems among the employee’s and how far the health facilities are helpful and also to create the awareness regarding safety equipments among the workers.

Organization like Jai Balaji Fabricators is more prone to labour problems. In order to bring down labour problems, employee health, safety and welfare measures should be given due importance. Management must also ensure that facilities provided by should reach the employees. Through this analysis we should avoid probable accidents and injuries in ports and docks through personal protective equipments.

SCOPE FOR THE STUDY

The study will give necessary information to management for further improvement in welfare measures of the employees in the **JAI BALAJI FABRICATORS**

.From this study the management can identify the problem of employee’s regarding health and safety of the employees working in the various department of the **JAI BALAJI FABRICATORS**.

The study gives feedback in identifying right thing needed for employee’s, so as to provide better Welfare, Health and Safety facilities

DATA ANALYSIS

HYPOTHESIS

CHI- SQUARE TEST

Null hypothesis (Ho):

There is no relationship between the age and the experience.

Alternate hypothesis (H1):

There is relationship between the age and the experience.

CHI- SQUARE TEST I – (ψ^2)

Chi-Square Tests

	Value	df	Asymp. Sig. (2-sided)
Pearson Chi-Square	348.430 ^a	16	.000
Likelihood Ratio	304.367	16	.000
Linear-by-Linear Association	123.103	1	.000
N of Valid Cases	150		

a. 15 cells (60.0%) have expected count less than 5. The minimum expected count is .40.

Degree of Freedom= (r-1) *(c-1)

$$= 4*4= 16$$

Calculated value = 348.430

Tabulated value = 26.296

$Z = Z_{cal} > Z_{tab}$

$Z = 348.430 > 26.296$

Hence, the Alternate hypothesis [H1] is accepted

ANOVA

ANOVA

TABLE SHOWING RESPONDENT'S OPINION ON VISITING Jai Balaji
Fabricators HOSPITAL REGULARLY FOR HEALTH RELATED ISSUES

	Sum Squares	df	Mean Square	F	Sig.
Between Groups	145.697	4	36.424	187.314	.000
Within Groups	28.196	145	.194		
Total	173.893	149			

Tabulated value = 2.46

Calculated value= 187.314

$F = F_{cal} > F_{tab}$ $F = 187.314 > 2.46$

Hence, the null hypothesis [H1] is accepted.

INFERENCE:

Since the calculated value is greater than the tabulated value, we accept the alternate hypothesis and hence there is a relationship between opinions on visiting Jai Balaji Fabricators hospital regularly for health related issues and level of respondents visited pl hospital.

SUGGESTIONS

Canteen facilities should be provided in the documentation complex for the traffic department employees. Dining hall arrangement should be provided for the employees with proper facilities. Pure drinking water facilities should be provided at the working places of the employees. For the employees children's education allowance should be improved, for lower cater level employees full school fees should be given for the needy students. Working environment for the employees should be improved, employee's faces difficulty in working during summer season so centralized air conditioner should be fixed. Employee's health has been affected with pollution factors so the administration office should be reengineered with dust free glass doors & windows. Employees have been satisfied with the Jai Balaji Fabricators hospital, even though employees need referrals for outside treatment so, it should be given to the needy employees. Awareness regarding safety should be given to the workers related to the use of Personal Protective Equipments like documentary films, seminars taken over by speaker & real life examples like direct talk among the workers with the affected worker by the non use of PPE's. There should be proper supervision in the working areas; while the worker is not using respective PPE's for the specified work then strict action should be taken over the worker, as simple mistake leads to a big problem. 63 Workers should not get irritate to use PPE's, so well equipped and newly designed Personal Protective Equipments should be given to them so it will make a desire towards PPE's and they will became a regular user of PPE's

CONCLUSION

The world is competitive to be successful for an organization the employees plays a major role they should be motivated, satisfied, self contented in their field of specialization. Retaining of employees in an organization needs a lot of effort like better treatment, good pay factor and status in the society. Welfare measures for the employees, working environment facilities are like power given to them in carrying out their activities, so the welfare measures should be implemented effectively. Apart from this one should be fittest in the working place which helps a lot in the productivity and smooth running of an organization. Employees are considered as the assets of an organization to their wellbeing importance should be given, so health and safety of employees must be given importance to increase the productivity of an organization.

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