

A STUDY ON SAFETY AND WELFARE MEASURES IN ANITHA PLASTIC

Submitted in partial fulfillment of the requirements for the award of

Master of Business Administration

by

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SCHOOL OF BUSINESS ADMINISTRATION

SATHYABAMA

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

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

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BONAFIDE CERTIFICATE

This is to certify that this Project Report is the bonafide work of Mariya sandhya.B (39410113) who has done the Project work entitled, "A Study On safety and welfare measures in Anitha plastic" under my supervision from December 2020 to March 2021.

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I, MARIYA SANDHYA. B (39410113) hereby declare that the Project Report entitled, “A STUDY ON SAFETY AND WELFARE MEASURES IN ANITHA PLASTIC” done by me under the guidance of Dr. M. LAVANYA (Internal) and Mr. P. PRINCE (External) at ANITHA PLASTIC, KOYAMBEDU is submitted in partial fulfillment of the requirements for the award of Master of Business Administration degree.

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MARIYA SANDHYA.B

ABSTRACT

Plastics are inexpensive, light weight and durable materials, which can readily be moulded into a variety of products that find use in wide range of applications. As a consequence, the productions of plastics as increased markedly over the last 60years. However, the current levels of their usage and disposal generate several environment problems. Around 4% of the world oil and gas productions, a non-renewable resource, is used as feedstock for the plastic and further 3-4% is expanded to provide energy for their manufacture. A major portion of plastic is produced each year is used to make disposable items of the packaging are short-lived products that are discarded within the year of manufacture. These two observations alone indicate that our current of plastics is not sustainable. In additions, because of durability of the polymers involved, substantial qualities of discarded end-of- life plastics are accumulating as debris in landfills and in natural habitats worldwide.

Recycling is one of the most important actions currently available to reduce these impacts and represents one of the most dynamic areas in the plastics industry today. Recycling provides opportunities to reduce oil usage, carbon-di-oxide emissions and qualities of waste requiring disposal. Here, we briefly said recycling into context against other waste- reduction strategies, namely reductions in material use through down gauging are product reuse, the use of alternative biodegradable material and energy recovered as fuel.

While the plastics have been recycled the quantities that are recycled vary geographically, according to plastic type and application. Recycling of packaging materials has seen rapid expansion over the last decades in a number of countries. Advances in technologies and systems for the collections, sorting and reprocessing of recyclable plastics are creating new opportunities for recycling, and with the combined actions of the public, industry and governments it may be possible to divert the majority of plastic waste from landfills to recycling over the next decades. The

organization needs to set more specific goals in order to improve the achievement orientation of the employees. Primary data was collected with the help of a questionnaire. A detailed questionnaire was prepared for which data is collected from 150 employees of Anitha plastic. Secondary data was collected by external sources like books, newspaper and journal. The statistical tool applied for this survey was simple percentage method, chi square test, weighted average method. The data collected were presented in the form of pie chart and bar chart.

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CHAPTER-1

INTRODUCTION

1.1 INTRODUCTION ABOUT THE STUDY

Plastic manufacturing is becoming one of the most important fields in manufacturing (Makin 1987). All manufacturers are trying to reduce their cost by putting plastic into their machines or computers. Plastic Manufacturing started from producing combs and buttons till it reached different fields of production such as: automotive, medical equipments, aerospace, construction and consumer goods as well as toys and packaging. The most important threat that has been facing the advance of this technology is health and safety.

Safety and welfare measures are inevitable to any organization where workers are involved. An organization's responsibility to its employees extends beyond the payment of wages for their services. The employee's safety and welfare on and off the job within the organization is a vital concern of the employer. Welfare helps to improve employee retention and creating positive image for longer time period. It helps to motivate and improve morale of the employees. Some of the facilities and services which fall within the preview of labour welfare like adequate canteen facilities, accommodation arrangements, recreational facilities, medical facilities and transportation. Providing a safe and healthy environment is a pre-requisite for any productive effort.

Employee welfare and safety has seen as one of the important measures of performance of an organization. The changes in the work life of employees and changes in the business environment internal as well as external has brought tremendous transformation in the organizational behaviour.

Organizations have set standard measures to take care of the employees' professional and personal careers. Increase in reliance on technology, distributed work arrangements, increase in pace of work, and diversity in the work environment creating several challenges for Human Resource Management personnel.

Employee welfare is a comprehensive term including various services, facilities, and services provided to employees for their furtherance. Thus from this study, it is found that the welfare measures provided by the construction industry directly impact the

work competence of the employees. Proper welfare measures should be provided to persuade the employees and increase proficiency and effectiveness. The company should take steps to create awareness among the employees about the welfare measures provided as it falls under the rights of the employee to know about the welfare measures provided by the company.

1.1.1 Safety:

Safety in plastic manufacturing is critical because you deal with different areas such as: the machinery, raw materials (generally petrochemical materials) which are mostly flammable and lately there has been environmental issues of concern arising from the manufacturing of plastics that's why It needs to be considered during the design phase of a factory before starting the manufacturing phase.

Safety and welfare measures are inevitable to any organization where workers are involved. An organization's responsibility to its employees extends beyond the payment of wages for their services. The employee's safety and welfare on and off the job within the organization is a vital concern of the employer. Welfare helps to improve employee retention and creating positive image for longer time period. It helps to motivate and improve morale of the employees. Some of the facilities and services which fall within the preview of labour welfare like adequate canteen facilities, accommodation arrangements, recreational facilities, medical facilities and transportation. Providing a safe and healthy environment is a pre-requisite for any productive effort.

1.1.2 Safety Of Employees:

- **Fencing of machinery**-All dangerous and moving parts of machinery shall be securely fenced. Screws, bolts and teeth shall be completely encased to prevent danger.
- **Work on or near machinery in motion**-Lubrication or other adjusting operation on moving machinery shall be done only by a specially trained adult male worker.
- **Employment of young person on dangerous machines**-No young person shall be allowed to work on any dangerous machine (so prescribed by the state government) unless he is sufficiently trained or is working under the supervision of knowledgeable person.

- **Device for cutting off power**-Suitable device for cutting of power in emergencies shall be provided.
- **Hoists and lifts**-These shall be made of good material and strength, thoroughly examined at least once in every six months and suitably protected to prevent any person or thing from being trapped.

1.1.3 Welfare Of Employees:

There shall be separate and adequately screened washing facilities for the use of male and female employees. There shall be suitable places provided for clothing not worn during working hours and for the drying of wet clothing. There shall be suitable arrangement for all workers to sit for taking rest if they are obliged to work in a standing position. There shall be provided the required number of first-aid boxes or cupboard (at the rate of one for every 150 workers) equipped with the prescribed contents readily available during the working hours of the factory. The State Government may make rules requiring that in any specified factory employing more than 250 employees a canteen shall be provided and maintained by the occupier for the use of the employee. There shall be provided sufficiently lighted and ventilated lunch room if the number of employees ordinarily employed is more than 150.

Principles of employee welfare service Following are generally given as the principles to be followed in setting up a employee welfare service:

- The service should satisfy real needs of the workers. This means that the manager must first determine what the employee's real needs are with the active participation of workers.
- The service should be handled by cafeteria approach. Due to the difference in Sex, age, marital status, number of children, type of job and the income level of employees there are large differences in their choice of a particular benefit. This is known as the cafeteria approach. Such an approach individualizes the benefit system though it may be difficult to operate and administer.
- The employer should not assume a benevolent posture.
- The cost of the service should be calculated and its financing established on a sound basis.

- There should be periodical assessment or evaluation of the service and necessary timely on the basis of feedback.

1.1.4 Employee Welfare Services

The costs of accidents are enormous in suffering to the injured, in reduction or loss of earnings, in disabilities and incapacities which afflict those involved and in compensation, insurance and legal costs, in lost time, filling in reports and attending to enquiries, and in spoilage of materials, equipment and tools to management. Accidents are the consequence of two basic factors: technical and human. Technical factors include all engineering deficiencies, related to plant, tools material and general work environment. Thus, for example, improper lighting, inadequate ventilation, poor machine guarding and careless housekeeping are some hazards which may cause accidents. Human factors include all unsafe acts on the part of employees. An unsafe act is usually the result of carelessness.

- **Components of a Safety Service:** Among the many components of a safety service the following have proved effective when applied in combination:
- **Appointment of safety officer:** In big organizations, the appointment of a safety officer to head the safety department is a must. In small organizations, the personnel manager may look after the functions of this department. The head of the safety department, who is usually a staff man, is granted power to inspect the plant for unsafe condition, to promote sound safety practices (through posters and safety campaigns), to make safety rules, and to report violations to the plant manager.
- **Support by line management:** The head of the safety department, whether enjoying a staff or a functional position by him, cannot make a plan safe. His appointment lulls line management into assuming that all its safety problems have been solved.
- **Elimination of hazards:** Although complete elimination of all hazards is virtually an impossibility but following steps can be taken to help reduce them.
- **Job safety analysis:** All job procedures and practices should be analysed by an expert to discover hazards. He should then suggest changes in their motion patterns, sequence and the like.

- **Placement:** A poorly placed employee is more apt to incur injury than a properly placed employee. Employees should be placed on jobs only after carefully estimating and considering the job requirements with those which the individual apparently possesses.
- **Personal protective equipment:** Endless variety of personal safety equipment is available nowadays which can be used to prevent injury.
- **Safeguarding machinery:** Guards must be securely fixed to all power driven machinery.
- **Materials handling:** Though often ignored, the careless handling of heavy and inflammable materials is an important source of several injuries and fire.
- **Hand tools:** Minor injuries often result from improperly using a good tool or using a poorly designed tool. Therefore, close supervision and instruction should be given to the employees on the proper tool to use the proper use of the tool.
- **Safety training, education and publicity:** Safety training is concerned with developing safety skills, whereas safety education is concerned with increasing contest programmes, safety campaigns, suggestion awards, and various audio visual aids can be considered as different forms of employee education.
- **Safety inspection:** An inspection by a trained individual or a committee to detect evidence of possible safety hazards (such as poor lighting, slippery floors, unguarded machines, faulty electrical installations, poor work methods and disregard of safety rules) is a very effective device to promote safety.

1.1.5 Important Benefits Of Welfare Measures:

- ✓ They provide better physical and mental health to workers and thus promote a healthy work environment.
- ✓ Facilities like housing schemes, medical benefits, and education and recreation facilities for workers' families help in raising their standards of living. This makes workers to pay more attention towards work and thus increases their productivity.
- ✓ Employers get stable labour force by providing welfare facilities. Workers take active interest in their jobs and work with a feeling of involvement and participation.

- ✓ Employee welfare measures increase the productivity of organization and promote healthy industrial relations thereby maintaining industrial peace.
- ✓ It would improve the productivity and efficiency of the employees.
- ✓ The attachment and belongingness among the employees would be developed.
- ✓ Employees would be healthy and they would be mentally and physically fit to perform in the best manner. Thus; it promotes a healthy work environment.
- ✓ Absenteeism, labour turnover such problems of the employees would not arise in the organisation.
- ✓ Employees would come forward to share additional responsibilities of the company.
- ✓ It will improve the standard of living of the employees.

1.1.6 Definitions:

According to the ILO, 'employees' welfare should be understood to mean such services, facilities, and amenities which may be established in or in the vicinity of undertakings to enable the persons employed in them to perform their work in healthy and congenial surroundings, and provided with amenities conducive to the good health and morale.'

Welfare work is the task to be done by the employer voluntarily for the intellectual, physical, moral, and economic betterment of employees, over and above which is laid down by law, or what is expected as a part of contractual benefits for which the employee may have bargained.

1.2 INDUSTRY PROFILE

1.2.1 Introduction

The Indian plastics market is comprised of around 25,000 companies and employs 3 million people. The domestic capacity for polymer production was 5.72m tonnes in 2009. The State of Gujarat in Western India is the leading plastics processing hub and accounts for the largest number of plastics manufacturers, with over 5,000 plastics firms.

The growth rate of the Indian plastics industry is one of the highest in the world, with plastics consumption growing at 16% per annum (compared to 10% p.a. in China and around 2.5% p.a. in the UK). With a growing middle class (currently estimated at 50 million) and a low per capita consumption of plastics, currently 8kg per head, this trend is likely to continue. The Plastindia Foundation estimate that plastics consumption is likely to reach 16kg per head by 2015.

Ever since 1957, the plastics industry in India has made significant achievements as it made a modest but promising beginning by commencing production of polystyrene. The phenomenal developments in the plastic processors to build capacities for the service of both the domestic market and the markets overseas. Today Indian Plastic processing sector comprises of over 30,000 units involved in producing a variety of items through injection molding, blow molding, extrusion.

Keratin, a natural plastic, was used in the United States to make lantern windows and other simple items as early as 1740. The plastics industry produces an extraordinarily diverse range of finished goods and components made from plastics. The most important specific categories within the industry are plastics used in transportation equipment (mainly automobiles), packaging, and construction. Together these three areas are worth more than \$31 billion annually, or 47 percent of industry sales. The broad category of consumer and institutional products that includes kitchen goods, waste baskets, storage bins, and many other items, commands another 21 percent of industry sales.

1.2.1 Plastic Recycling:

It is hard to counter that waste plastic management has been become a large problem in India and all other developed countries. In waste plastic recycling Green-

O- Tech provide services to corporate & manufacturing industry for recycling their waste plastic in to reusable plastic products.

1.2.3 Plastic Recycling Impact On Environment:

✓ Saving Oil:

Every one ton of plastic bottles/ glasses we recycled, we save approximately 3.8 barrels of petroleum.

✓ Reduction of gas emissions:

Through recycling plastic bottles we reduce the emission of greenhouse gases that are produced in the manufacturing of virgin materials.

✓ Saving of Landfill space:

Through plastic bottles recycling we save the landfill space that is at a premium right now (Recycling 1 ton of plastic saves 7.4 cubic yards of landfill space).

✓ Benefits of Reuse:

Recycled bottles can provide an environmentally friendly source of materials for the manufacture of new products.

✓ Energy Saving:

For every one ton of plastic bottles that is recycled we save the equivalent of 2 people's energy use for 1 year.

1.3 COMPANY PROFILE

ANITHA plastic was established in 2000 with the aim of providing quality recycled High impact polystyrene (HIPS) and Rigid polyvinyl Chloride (PVC - U) to plastic companies in the Bangalore and Delhi.

Since then, Anitha plastic has advanced and now supplies many different plastic materials to companies in India.

Anitha plastic purchase scrap, off cuts and redundant materials from plastic processors (baled, granulated or pelletize). We then supply it back to the plastics industry, as a result reducing environment damage and providing a cheap alternative to virgin plastic materials.

1.3.1 Management Members

HR	: R. Mary
FINANCIAL MANAGER	: P. Prince
PRODUCTION MANAGER	: P. Raja
MARKETING MANAGER	: C. Jaya
TRANSPORTATION MANAGER	: M. Maha

1.4 STATEMENT OF THE PROBLEM

- ❖ Employee welfare and safety at the workplace is one of the important measure of life at work place. Organizations ensure that employees are exposed to a risk level which do not affect their physical, emotional and mental health.
- ❖ Safety and welfare measures are inevitable to any organization where workers are involved.
- ❖ Providing a safe and healthy environment is a pre-requisite for any productive effort.

1.5 NEED OF THE STUDY

Safety and Welfare is the main concern for the employees in chemical industry. Its focus is on employee safety and it can provide for higher morale and productivity in the workplace. This is due to the perception that the industry truly cares about the

health and well-being of its employees, thus creating a sense of pride for the industry. Increased productivity as it correlates to safety and morale is a difficult metric to measure, but forward-thinking organizations realize that it does exist and can therefore justify the costs of their safety programs as compared to the productivity benefits that they provide. In contrast to measuring productivity as it relates to safety, the indirect costs of employee injuries are much more measurable.

The above mentioned points stand as motivation factors to undertake the present study. Accordingly appropriate objectives are framed and studied using primary and secondary data.

1.6 SCOPE OF THE STUDY

The study on “safety and welfare measures in plastic industry” has through to the welfare measures of employee in the organization. This study will help the top management to improve their labour safety and welfare measures favourable to employees of Anitha plastic company. The study covers the whole organisation is taken into consideration and the survey is conducted among through the questionnaire. This survey arrangements to find the satisfaction of the delegates, whether the association is giving basic prosperity, security and welfare measures in ANITHA PLASTIC company.

1.7 OBJECTIVE OF THE STUDY

Primary Objective

- ❖ To study the level of satisfaction of employees regarding safety and welfare measures.

Secondary Objective

- ❖ To study the perception of the employees regarding the safety and welfare measures provided to them.
- ❖ To analyse if the level of satisfaction is different among the various categories of employees and departments.
- ❖ To suggest provision of more safety and welfare measures to improve the performance of the employees.

1.8 LIMITATIONS OF THE STUDY

- ✓ Getting the cooperation of the employees was difficult at the initial stages of the study as the employees were not aware of the topic of the study.
- ✓ Some employees were not able to understand the questionnaire.
- ✓ To solve this problem, the questionnaire are made in simple language and also with day today activities.
- ✓ Respondents were reluctant to give unbiased opinion fearing of the management. The respondents were not able to spend the desired time with the researcher. The employee decision was the final one.
- ✓ Due to time constraints I was not able to collect more data.

CHAPTER - 2

REVIEW OF LITERATURE

- **Abdullah, Spickett, Rumchev & Dhaliwal [2007]**- 'Labour safety and measures' study on organizational factors on safety in Taiwan and Japan reported that the impact of organizational factors in the two nations were diverse because of disparate culture. For instance, they discovered that Taiwanese leadership style was "Top-Down Directive" where top management conveyed safety strategies and associated with safety exercises while Japanese safety leadership was more focused on "Bottom-Up Participative" where top management promoted representatives' investment in any safety exercises.
- **Ragin [2007]**- 'Employee health & safety' health and safety is a widespread component that should be contemplated particularly in little and medium enterprises as it is turning into a noteworthy issue for employers on the planet. Tailor (1998) continues including that health and safety of specialists in little and medium endeavours has long being dismissed in Africa and thusly there are growing occasions of disasters occurring in close to nothing and medium endeavours. There is for the most part nonattendance of organization reinforce in pretty much nothing and medium endeavours as the dominant part of them look at opening up of advantages rather than upgrading the working conditions therefore the results are shortcoming and safety of the delegates.
- **Josephine. M Rudolph L. [2011]**- 'Safety practices in small enterprise' The purpose of this research is to understand the views of different employees in small and medium enterprises about what can be done to improve the health and safety in work places. It shows that when good health and safety practices are not put in place, accidents ,major and minor injuries can happen, and it is what most of the employees in other companies have so far experienced. This implies that if health and safety is not managed effectively, both the two parties being employees and the organization would suffer because for the organization to function effectively, it needs employees and for the people to survive, they need to work.

- **Rudolf clausius [2005]**-"The various approaches to labour welfare reflect the attitudes and belief of the agencies, which are engages in welfare activities. Welfare facilities may be provided on religious, philanthropic or some other grounds. Moreover, the different approaches to labour welfare reflect the evolution of the concept of welfare. The government of the land had to compel the owner of the industrial establishment to provide such basic amenities as canteens, rest rooms, drinking water, good working conditions, and so forth, for their employees. Such compulsion was necessary because the employer believed in exploiting labour and treating it in an unfair manner".
- **Samulson [1998]** "Labour welfare as a term which is understood to include such services, facilities and amenities as may be established in or in the vicinity of undertakings to enable the persons employed in them to perform their work in healthy, congenial surrounding and to provide them with amenities conducive to good health and high moral."
- **Regina barr [1998]** "Employee welfare program is based on the management policy which is aimed shaping perfect employees. Therefore the concept of employee welfare includes two aspects namely physical and mental welfares."
- **Locke Edwin [1996]** "Employee welfare as a pleasurable feeling that results from the perception that one's job fulfil by knowing the value of life. It can't be precisely defined. However, efforts have been made by experts to do so, each in his own way. According to the committees on employee's welfare measures, welfare measures, welfare services should mean such service, facilities and amenities like canteen, recreation facilities, sanitary and medical facilities, conveyance, housing facilities and social security and so on".
- **ADMIN** Welfare measures ought to be received by the associations in an approach to take most extreme care of the representative and its family, on the off chance that anything happens. Association ought to make an endeavour to make its partners mindful of all the related issues. This thus will enhance the representative profitability and effectiveness. Hierarchical concentrate on worker security can accommodate higher assurance and profitability in the working environment. This is because of the observation that the organization genuinely thinks about the wellbeing and prosperity of its representatives, consequently making a feeling of pride for the

association. Expanded profitability as it connects to wellbeing and resolve is a troublesome metric to gauge, however ground breaking associations understand that it does exist and can in this way legitimize the expenses of their security programs when contrasted with the efficiency benefits that they give.

- **ATSUKO HIGUCHI** Every employee is expected to make the most of his or her abilities so that we can live up to their corporate mission. We believe that in order to make this happen, it is important to create a work environment that enables all employees to actively engage in their own duties while maintaining both medical and physical health. We also believe that it is crucial to encourage employees to seek personal fulfilment both during and outside of work as they endeavour to maintain and promote their own health and that of their families. Accordingly, we have implemented various measures designed to help employees and members of their families maintain and promote good health.
- **AALIYA** Employee welfare means anything done for the comfort and (intellectual or social) improvement of the employees, over and above the wages paid. In simple words, it means “the efforts to make life worth living for workmen.” It includes various services, facilities and amenities provided to employees for their betterment. These facilities may be provided voluntarily by progressive entrepreneurs, or statutory provisions may compel them to provide these amenities; or these may be undertaken by the government or trade unions, if they have the required funds. “Employee welfare should be understood as such service, facilities and amenities which may be established in or in the vicinity of undertakings to enable the persons employed in them to perform their work in healthy and peaceful surroundings and to avail of facilities which improve their health and bring high morale”.
- **Sai Anusha:** From the article the author says about the Employee welfare and safety at the workplace is one of the important measure of life at work place. Organizations ensure that employees are exposed to a risk level which do not affect their physical, emotional and mental health. Also the organizations do not entertain any activity in its premises that will disturb the work life of the employees. In addition to these, all the organizations have rigorous checking process that avoid intrusion of outsiders into the office

premises. It is sincerely thought that the welfare notion will help the organizations to maintain harmonious industrial relations and more lasting industrial peace to tackle effectively the social problems and attain human welfare.

- **Manzini and Gwandure [2011]**-studied that the concept of employee welfare has been used by many organizations as a strategy of improving productivity of employees; especially in the mobile industry since work related problems can lead to poor quality of life for employees and a decline in performance. It is argued that, welfare services can be used to secure the labour force by providing proper human conditions of work and living through minimizing the hazardous effect on the life of the workers and their family members.

- **Upadhyay and Gupta [2012]** -‘organizational welfare measures’ reason that communication plays a noteworthy part in increasing the satisfaction of a representative. Satisfied employees are accounted for to have high assurance. Welfare measures and work encounter does not necessarily identifies with satisfaction .Therefore its suggested that company ought to Page 24 accommodate satisfactory welfare measures yet ought not trouble itself by increasing the cost part of it in greed to procure the competitive edge and announce itself as most wanted company. Different variables like great and open communication, giving inspiring components, strengthening and so forth ought to be mulled over for increasing the representative satisfaction level.

- **Sindhu [2012]**- ‘Employee Welfare’ expressed the employee welfare measures increment the profitability of association and advance healthy mechanical relations there by keeping up present day peace. Business houses give various such statutory and non statutory things systems to keep up satisfactory level of their employee. When they hint at improvement bottle workplaces, incredible water to drink, clean restrooms, clean and cleanliness wash rooms and latrines, standard therapeutic checkup, health protections, Employee help program, grievance taking care of division, better workplaces to sit or awesome work put gives employee an anomalous condition of satisfactory level. This gives an association to develop considerably quicker.

- **Babu K.V.S.N Jawahar, Valli S. Kalesha Masthan and Bhupathi.C [2012]-**
In this article 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 Vindha Telelinks Ltd. Rewa Madhya Pradesh.
- **Resma and Basavraju [2013] -** ‘Employee Welfare’ expressed the representative welfare is an extensive term including diverse administrations, advantages and offices offered to employees of the association. This investigation enlightens the possibility of welfare measures; it moreover includes the worker's recognition regarding the diverse statutory welfare measures gave by the Donimalai Iron Ore Mine.
- **Srinivas [2013] -**‘welfare0measures’ recognized welfare facilities and worker's satisfaction level about welfare facilities embraced at Bosch limited, Bangalore. It is found that the greater part of the, welfare facilities like helpful, bottle, working condition, security measures et cetera., are given by the association and the greater part of the employees are happy with the welfare facilities embraced by the association towards the worker's welfare.
- **Bellary. Logasakthi and Rajagopal [2013] -** ‘Employee Satisfaction’ charmed the workers appreciate the satisfaction of their occupations and additionally unique workplaces given by the organizations. The works extend their most prominent help for the difference in the association. The individual division manages the aggregate HR in the association.
- **Nanda and Panda [2013] -** ‘Welfare and Impact’ communicated the Rourkela Steel Plant has embraced a superior sort of welfare exercises which make a viable workplace and in this way better profitability. There is diverse sort of welfare schemes like medical allowance; demise relief fund, insurance, lodging and transportation offices entertainment club et cetera are

given by the association to the representatives to keep up the industrial relation better one. The premises and the divisions are cared for sound. Furthermore legitimate wellbeing measures have been gotten in the affiliation. All issues relating to security, wellbeing and welfare of representatives are legitimately executed.

- **Anil Parbhakar and Ghazala Ishrat [2013]-** Organizations today need to change themselves by being more innovative, creative and reorienting themselves towards employees 'based system that focuses on motivation, empowerment and freedom. Empowerment involves removing limits and recognizing the talent of employees in order to prevent employee dissatisfaction. Empowerment thus inspires change and increases the level of individual's commitment and helps in achievement of Organizational goal.
- **Dr.K.Lalitha, T.Priyanka [2014]-** In his article "A study on employee welfare measures with reference to IT industry" states that there is a need to know existing welfare facilities provided to the employees and to know their opinion on the present facilities that are provided which there by results in the satisfaction level of employees that leads to productivity.
- **B.Rajkuar [2014]-** In this article the author states that Labour welfare is a important fact of Industrial relations. These give satisfaction to the worker and ensure that proper remuneration is achieved. With the growth of Industrialization, Mechanization and Computerization, labour welfare measures has got fillip. The workers In the Industries cannot cope up with pace of modern life with minimum sustenance amenities. The workers are in need of added stimulus to keep body and mind together. Labour welfare, though it has been provided to contribute to efficiency in production, is expensive. Each employer provides welfare measures of varying degrees of importance for Labour force.
- **R.Muthuviknesh, K. Anil Kumar (2014) -**In the article "The Effect of Occupational Health and Safety Management on Work Environment. A Prospective Study" states that the scope of occupational safety and health has evolved gradually and continuously in response to social, political, technological and economic changes. In recent years, globalization of the world's economies and its consequences have been perceived as the greatest force for change in the world of work, and consequently in the scope

of occupational safety and health, in both positive and negative ways. The writer here wants to conclude that there is great importance of safety measures in working environment and it later enhances the productivity and reduces turnover.

- **Tiwari.U [2014]** - 'A study on employee welfare facilities and its impact' the essential propose of representative welfare is to advance the life of workers and to keep them upbeat and directed. Welfare measures might be both statutory and non-statutory; laws require the business to stretch out specific advantages to employees in addition wages or pay rates.
- **DR. J.K. RAJU [2015]** -In this article it tells us to understand the relationship between employee welfare facilities & organizational branding, and how it helps to build a positive image in the minds of the employees of the organization. The main objective of study the welfare facilities provided at Synthetic Industries Ltd., Paper deals with the detailed study of the organisation.
- **B.R.Manasa, Dr.C.N.Krishnanaik [2015]** - In the article "Employee Welfare Measures- a Study on Cement Corporation of India Units, in Tandur and Adilabad" is to recognize the various welfare measures provided to the employees and their satisfaction on those measures. It suggests that the management should provide good facilities for both permanent and temporary employees in such way that employees become satisfied about employee welfare facilities which increase productivity as well as quality and quantity.
- **Dr.T.Priyanga [2016]**-The author writes that the relationship between labour welfare facilities provided and job satisfaction experienced by workers in organised sectors in India. It will also draw a comparison of the labour welfare facilities provided and the extent of job satisfaction experienced between the Indian and organised sectors. The welfare measures influence the sentiment of the workers and contribute to the maintenance of industrial peace. Labour welfare is, thus, one of the major determinants of industrial relations. Apart from improved morale and loyalty welfare measures are of significance to reduce absenteeism and labour turnover in industries. This article paper highlights labour welfare programmes towards organised sectors-a conceptual overview.

- **Neha Rathore and Manish Tanwar [2017]-** Have conducted a comprehensive review of literature to understand the existing body of knowledge with respect to the effect of employee welfare in service industries and the researchers found that still there is gap for offering a well-structured theoretical model for the better implementation of welfare measures in service industries.
- **Hemalatha.k and Benital [2017]-** Have examined the impact of employee welfare facilities on job satisfaction of the workers. The researcher adopted interview method of data collection for the primary survey and applied regression analysis to explore the causal effect of welfare facilities on job satisfaction. The result reveals that welfare facilities have moderate positive effect on job satisfaction of the workers covered for the study.
- **Srinivasa Rao and Vidyanath [2018]-** Have carried comparative study to examine the effectiveness of statutory welfare measures fulfilment in sugar mills at Krishna District of Andhra Pradesh. The researchers critically evaluated the canteen facility satisfaction among the selected employees of sugar mills. The researchers framed hypothesis test to explore the association between age and statutory welfare measures fulfilment across the different sugar mills selected for the study. The result indicates that age has significant association with welfare measures fulfilment and KCP sugar mills have higher welfare measures fulfilment compared to Delta Sugar Mills and other Sugar mills of Andhra Pradesh.
- **E.Sivakalyankumar, CH.Lathasri, M.Sirisha [2019]-** To, find out the employees satisfaction towards the welfare – measures provided a study has been undertaken to measure the employee satisfaction rate towards the measures provided. And a simple percentage analysis method was used to measure the respondents satisfaction. And, finally from the study it is revealed that majority of the respondents were totally satisfied with the existing welfare measures.

CHAPTER-3

RESEARCH METHEDOLOGY

Research has been defined as the manipulation of things, concepts or symbol for the purpose of generalizing to extend, correct or verify knowledge, whether that knowledge aids in construction of theory or in the practice of an art. Research is an art of scientific investigation. It is a common way of search for knowledge. Research is common parlance refers to search of knowledge. One can also define research can also be through as a careful investigation especially through search for new facts in any branch knowledge.

According to CLIFFORD WOODY “research comprises defining and redefining problems formulate hypothesis or suggested solutions, collection, organizing and evaluating data, making reduction and reading conclusion, and at last carefully testing the conclusion to determine whether they fit the formulated hypothesis.

3.1 RESEARCH DESIGN

Research design is a master plan or model for the conduct of formal investigation & survey; it is the specification of methods & procedures for acquiring the information needed for solving the problem.

Research design is the preparation of the design of the research. The approach adopted in this research is descriptive research or also know as survey research.

Descriptive Research : The major purpose of descriptive research is descriptive of state researcher had no control over the variables, research can only report what has happened or what is happening. A descriptive study is undertaken in order to ascertain and be able to describe are also undertaken to understand the characteristics of organization that follower certain common practices.

3.2 SAMPLING TECHNIQUE

Sampling is the use of a subset of the population to represent the whole population or to inform about (Social) processes that are meaningful beyond the cases, individuals or sites studied.

❖ **Non- probability sampling:**

Among the non-probability sampling, the sampling used in this study was convenient sampling.

❖ **Convenient sampling:**

It is selected because they are easiest to recruit for the study of their entire population. This report involves the sample collection based on convenience sampling, the most common of all sampling techniques.

3.3 SOURCES OF DATA:

Two methods of data collection are:

- **Primary Data:** Questionnaire is used as a primary data collection tool and the respondents were chosen on convenient basis. The questionnaire was design according to the objectives of my study.
- **Secondary Data:** It is the data which is already collected or exists in the organization in the form of past records, websites and related journals, and the data was collected from the books, company website, Google, technical publications and other related records.

3.4 STRUCTURE OF QUESTIONNAIRE

Questionnaire design, It takes place after compiling the survey budget and determining the sampling frame and before training enumerators, plays a critical role in determining data quality. This page will outline the process and guidelines of designing a questionnaire and provide insight into how to address challenges to measurement. A questionnaire is a research instrument that consists of a set of questions or other types of prompts that aims to collect information from the respondents. A research questionnaire is typically a mix of open ended questions and close ended question. Open ended, long form questions offer the respondent the ability to elaborate on their thoughts. Research questionnaires were developed in 1838 by the statistical society of London.

The data collected can be both qualitative as well as quantitative in nature. A questionnaire may or may not be delivered in the form of a survey, but a survey always consists of a questionnaire.

3.5 POPULATION

The study of the population is all about the employees of ANITHA PLASTIC COMPANY.

3.6 SAMPLE SIZE

A small size of 150 employees has been taken in this study.

3.7 PERIOD OF STUDY

The period of the study is 3 months.

3.8 ANALYTICAL TOOLS

The following tests and statistical tools were used for the analysis of the data.

Descriptive Analysis

✓ **Percentage analysis method:**

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

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

Inferential Analysis

✓ **Chi- square method:**

This test allows us to determine whether two attributes are independent of each other. In this study chi- square has been used to test if there is an association between various variables and the overall level of satisfaction of safety and welfare measures.

A chi- square value was obtained by the following formula

$$\text{Chi- square test } (\chi^2) = \sum \{(O_i - E_i)^2 / E_i\}$$

Degrees of freedom = (R-1) (C-1)

Whereas,

O = Observed frequency

E = Expected frequency

R = number of rows

C = number of columns

CHAPTER- 4

DATA ANALYSIS AND INTERPRETATION

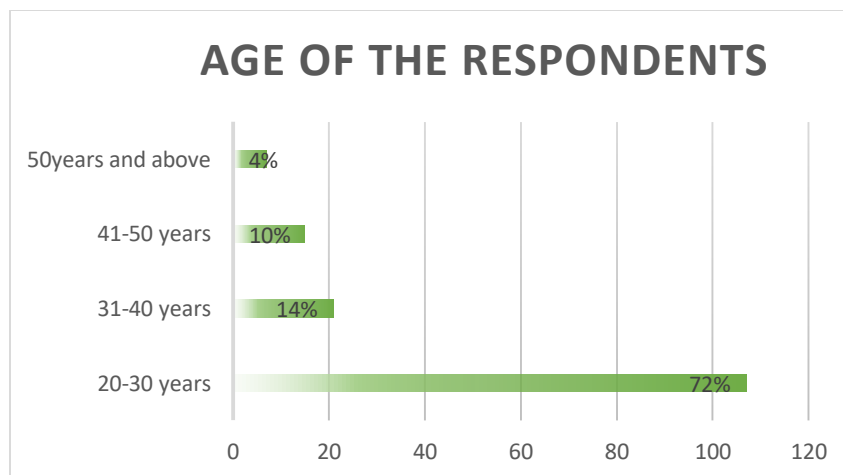
4.1 PERCENTAGE ANALYSIS

TABLE 4.1: Age wise classification of respondents

Age	No. of respondents	Percentage
20-30 years	108	72
31-40 years	21	14
41-50 years	15	10
50 years & above	6	4
Total	150	100

Source: primary data

CHART NO 4.1: Age wise classification of respondents



INTERPRETATION:

72% of the respondents are in the age category of 20-30 years, 14% of the respondents are in the age category of 31-40 years, 10% of the respondents are in

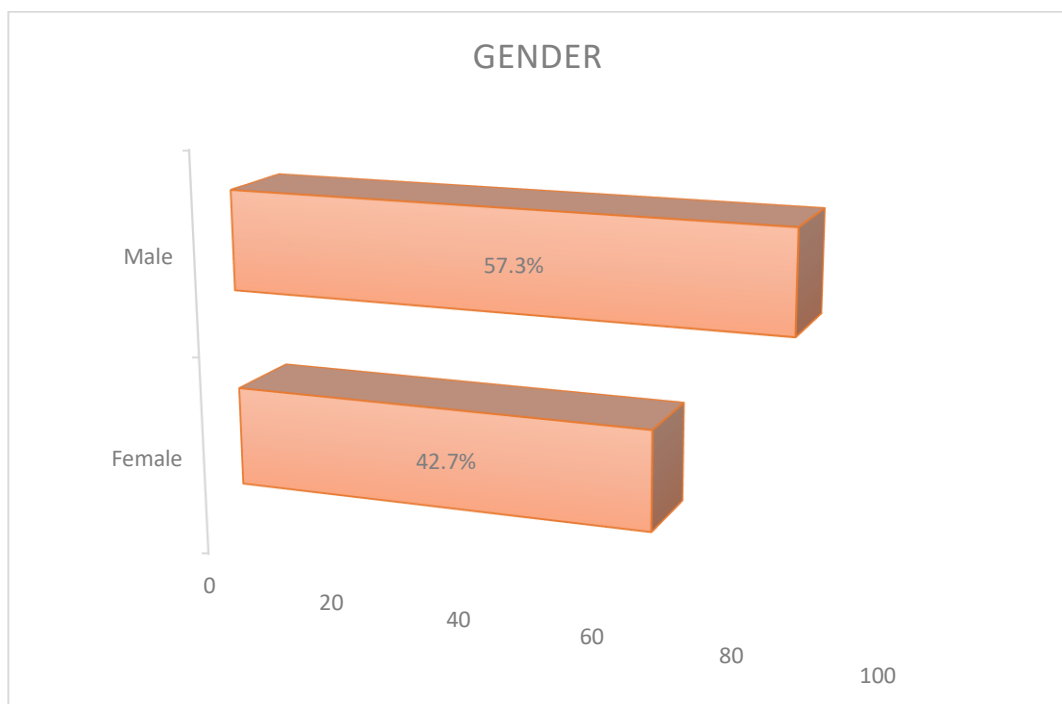
the age category of 41- 50 years, 4% of the respondents are in the age category of 50 years and above.

TABLE NO 4.2: Gender wise classification of the respondents

Gender	No. of respondents	percentage
Male	86	57.3
Female	64	42.7
Total	150	100

Source: primary data

CHART NO 4.2: Gender wise classification of the respondents



INTERPRETATION:

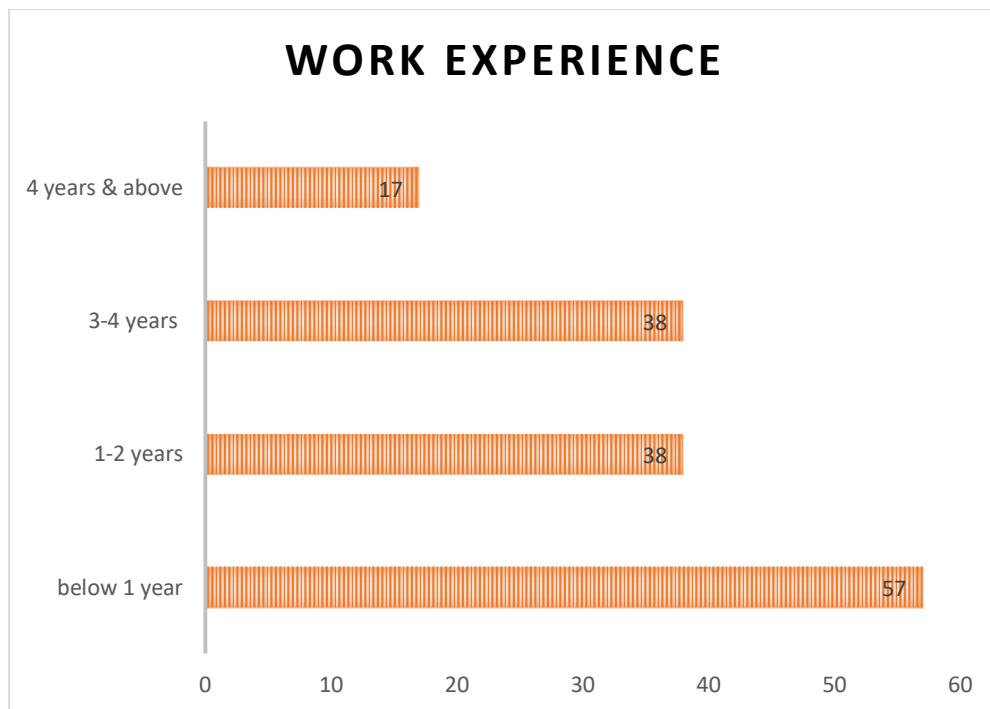
57.3% of the respondents are male and rest of 42.7% is female respondents.

Table no 4.3: Work experience of the respondents

Work experience	No. of respondents	Percentage
Below 1 year	57	38.1
1-2 years	38	25.3
3-4 years	38	25.3
4 years & above	17	11.3
Total	150	100

Source: primary data

Chart no 4.3: Work experience of the respondents



INTERPRETATION:

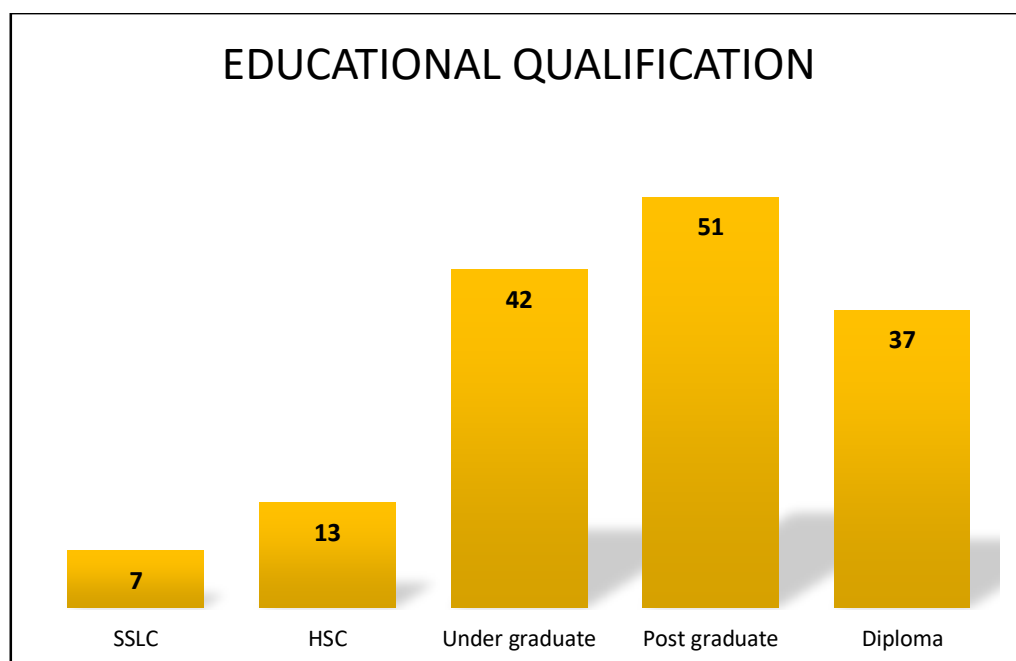
38.1% of the respondents are below 1 year, 11.3% of the respondents are 4 years and above, 25.3% of the respondents are comes under 3-4 years, 25.3% of the respondents are comes under 1-2 years.

Table no 4.4: Educational qualification of the respondents

Educational qualification	No. of respondents	Percentage
SSLC	7	4.7
HSC	13	8.7
UG	42	28
PG	51	34
Diploma	37	24.7
Total	150	100

Source: primary data

Chart no 4.4: Educational qualification of the respondents



INTERPRETATION:

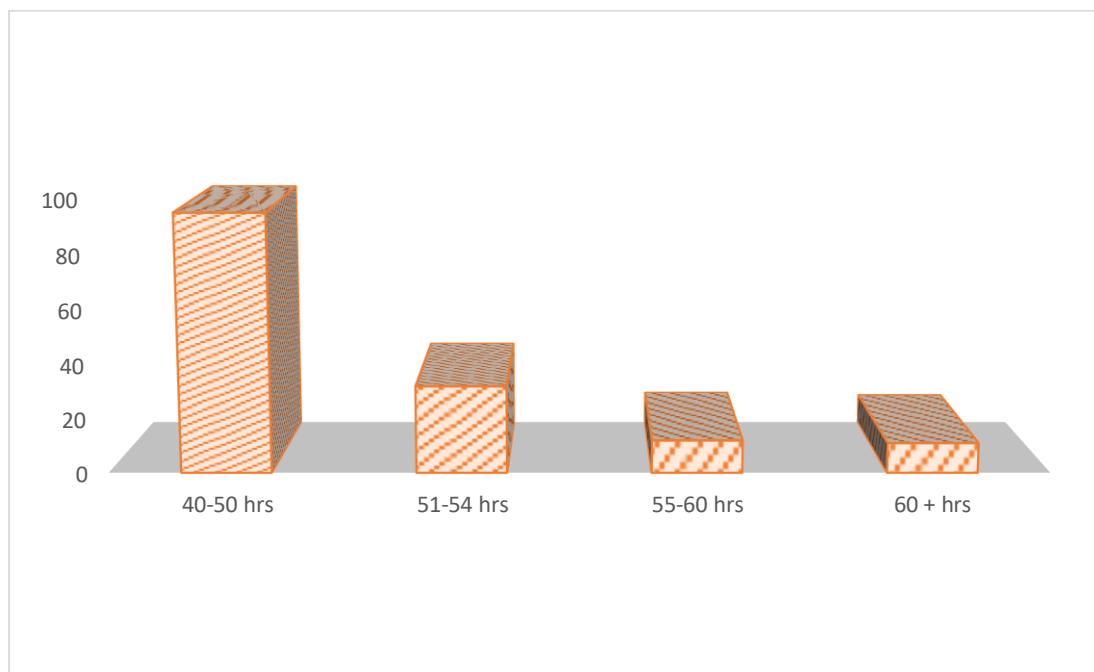
4.7% of the respondents are SSLC, 8.7% of the respondents are HSC, 28% of the respondents are under graduate, 34 % of the respondents are post graduate, 24.7% of the diploma.

Table no 4.5: Average Working Hours In A Week

Average working hours	No. of respondents	Percentage
41-50	95	63.3
51-54	32	21.3
55-60	12	8
60 + hours	11	7.3
Total	150	100

Source: primary data

Chart no 4.5: Average working hours in a week



INTERPRETATION:

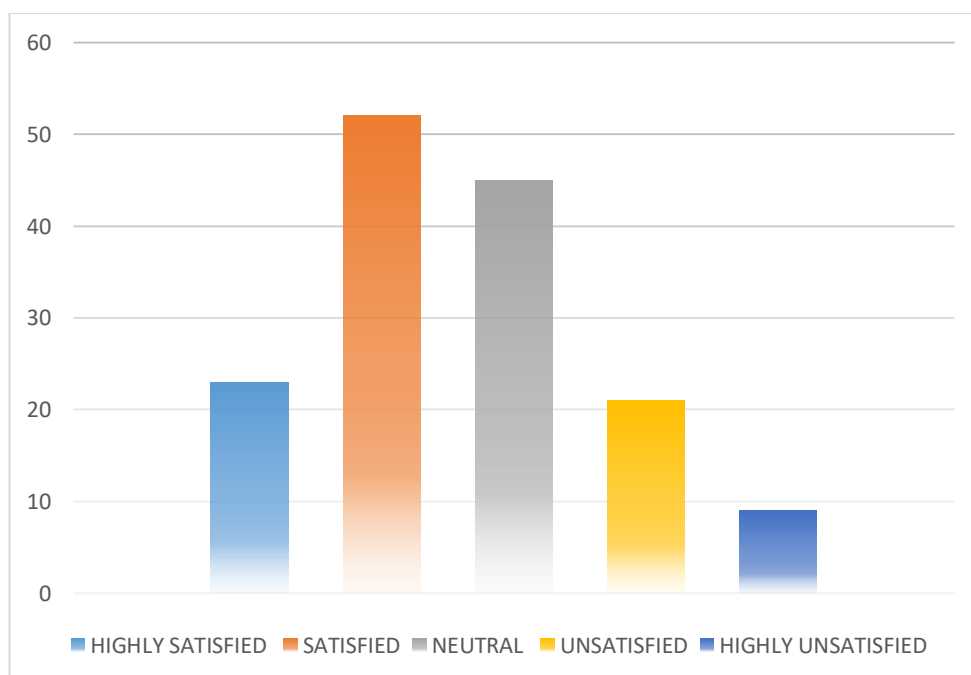
21.3% of the respondents says 51-54 hours, 63.3% of the respondents says 40-50 hours, 8% of the respondents says 55-60 hours, 7.3% of the respondents says 60 plus hours.

Table no 4.6: Level of satisfaction with working hours

	No. of respondents	Percentage
Highly satisfied	23	15.3
Satisfied	52	34.7
Neutral	45	30
Unsatisfied	21	14
Highly unsatisfied	9	6
Total	150	100

Source: primary data

Chart no 4.6: Level of satisfaction with working hours



INTERPRETATION:

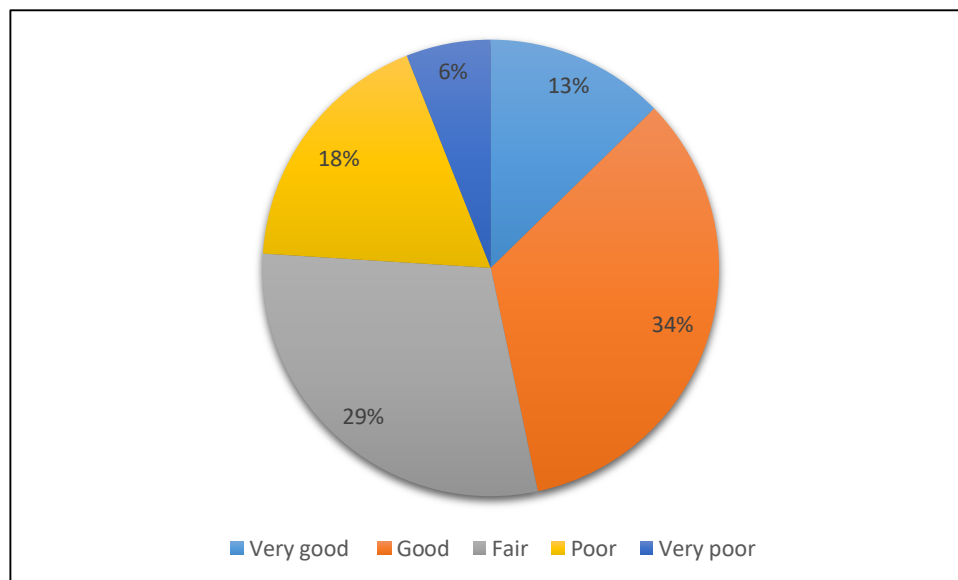
15.3% of the respondents are highly satisfied, 34.7% of the respondents are satisfied, 30% of the respondents are neutral, 14% of the respondents are unsatisfied, 6% of the respondents are highly unsatisfied.

Table no 4.7: working environment of my company

	No. of respondents	percentage
Very good	19	12.7
Good	51	34
Fair	44	29.3
Poor	27	18
Very poor	9	6
Total	150	100

Source: primary data

Chart no 4.7: Working environment of my company



INTERPRETATION:

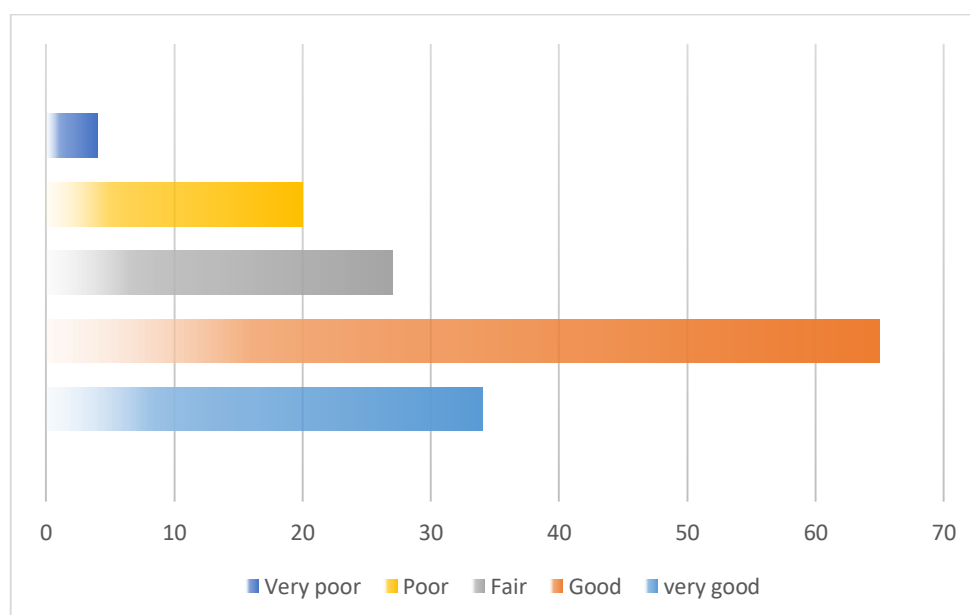
12.7% of the respondents says very good, 34% of the respondents says good, 29.3% of the respondents says fair, 18% of the respondents says poor, 6% of the respondents says very poor.

Table no 4.8: Aware of safety and welfare policy

	No. of respondents	Percentage
Very good	34	22.7
Good	65	43.3
Fair	27	18
Poor	20	13.3
Very poor	4	2.7
Total	150	100

Source: primary data

Chat no 4.8: Aware of safety and welfare policy



INTERPRETATION:

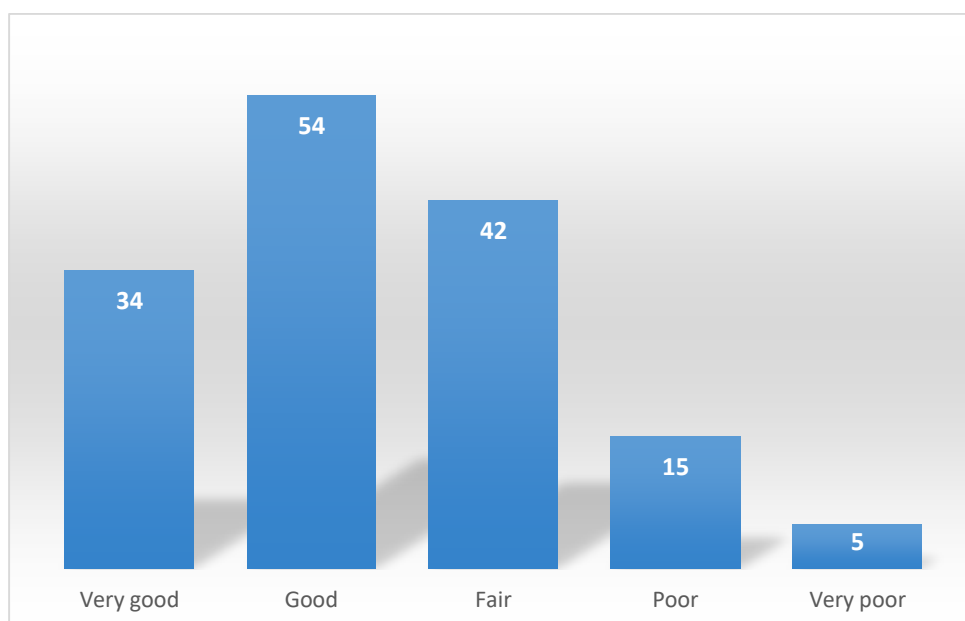
22.7% of the respondents says very good, 43.3% of the respondents says good, 18% of the respondents says fair, 13.3% of the respondents says poor, 2.7% of the respondents says very poor.

Table no 4.9: Training for handling any kind of emergency

	No. of respondents	Percentage
Very good	34	22.7
Good	54	36
Fair	42	28
Poor	15	10
Very poor	5	3.3
Total	150	100

Source: primary data

Chart no 4.9: Training for handing in emergency situation



INTERPRETATION:

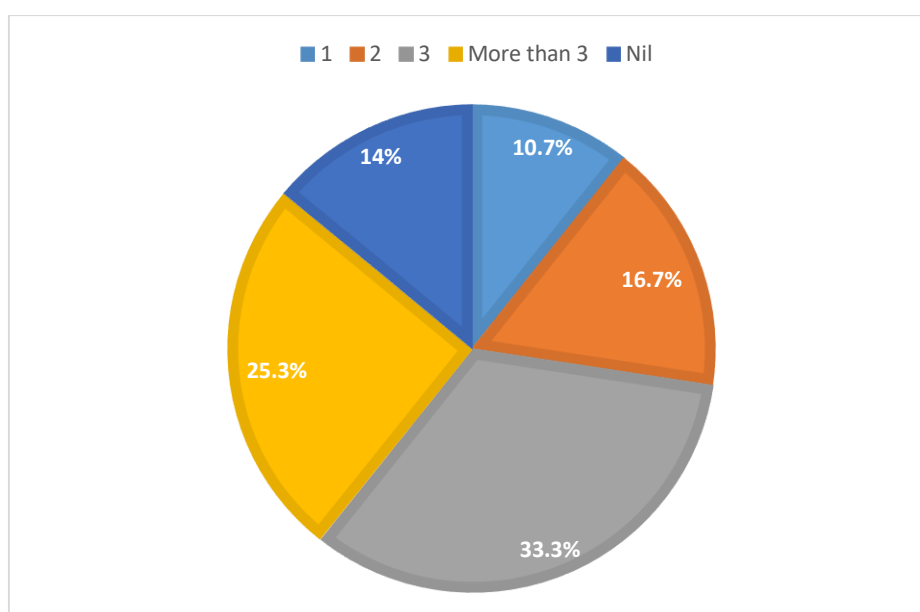
22.7% of the respondents says very good, 36% of the respondents says good, 28% of the respondents says, 10% of the respondents says poor, 3.3% of the respondents says very poor.

Table no 4.10: No. of safety programs I have attended

	No. of respondents	Percentage
1	16	10.7
2	25	16.7
3	50	33.3
More than 3	38	25.3
Nil	21	14
Total	150	100

Source: primary data

Chart no 4.10: No. of safety programs I have attended



INTERPRETATION:

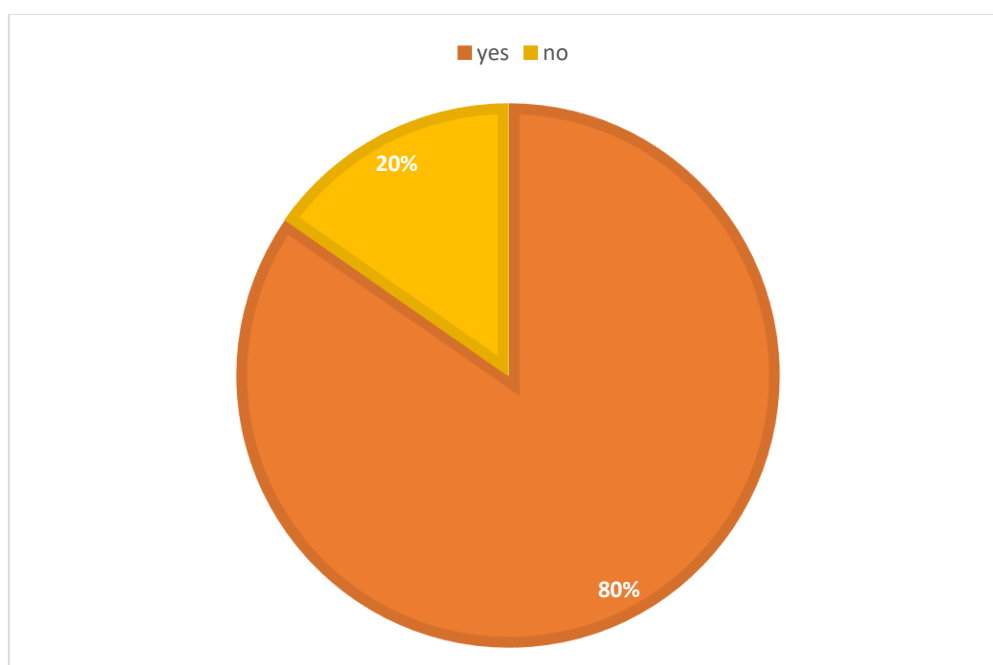
10.7% of the respondents attended one training, 16.7% of the respondents attended two training, 33.3% of the respondents attended three training, 25.3% of the respondents attended more than 3, 14% of the respondents did not attend any training.

Table no 4.11: Company provides training before handling dangerous machinery

	No. of respondents	percentage
Yes	120	80
No	30	20
Total	150	100

Source: primary data

Chart no 4.11: Company provides training before handling dangerous machinery



INTERPRETATION:

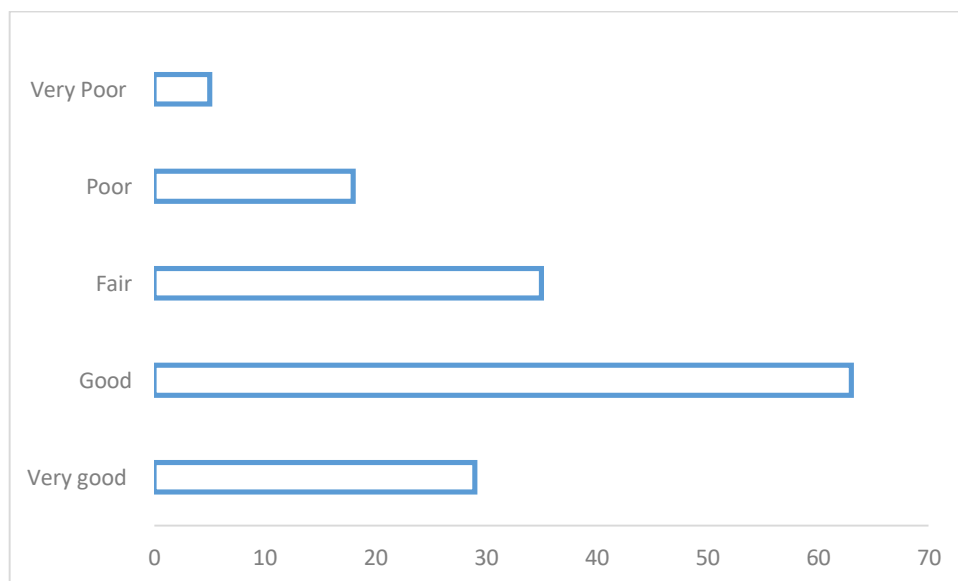
80% of the respondents said yes, 20% of the respondents said no.

Table no 4.12: Medical facilities provided by my company

	No. of respondents	Percentage
Very good	29	19.3
Good	63	42
Fair	35	23.3
Poor	18	12
Very poor	5	3.3
Total	150	100

Source: primary data

Chart no 4.12: Medical facilities provided by my company



INTERPRETATION:

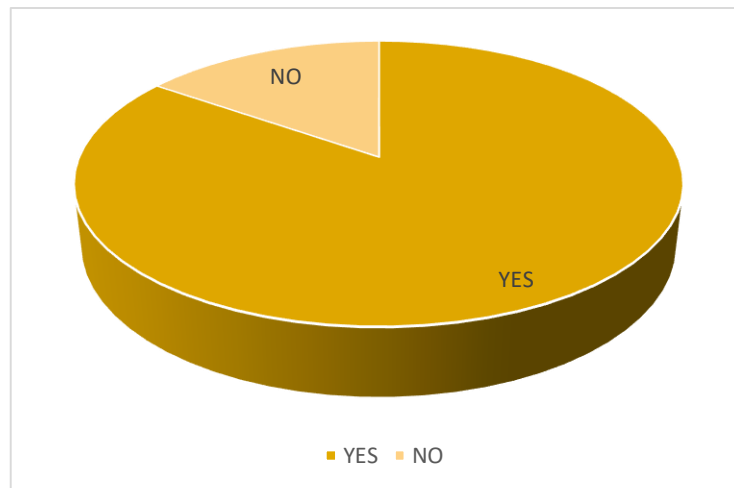
19.3% of the respondents said very good, 42% of the respondents said good, 23.3% of the respondents said fair, 12% of the respondents said poor, 3.3% of the respondents said very poor.

Table no 4.13: Company provides ambulance service

	No. of respondents	Percentage
Yes	127	84.7
No	23	15.3
Total	150	100

Source: primary data

Chart no 4.13: Company provides ambulance service



INTERPRETATION:

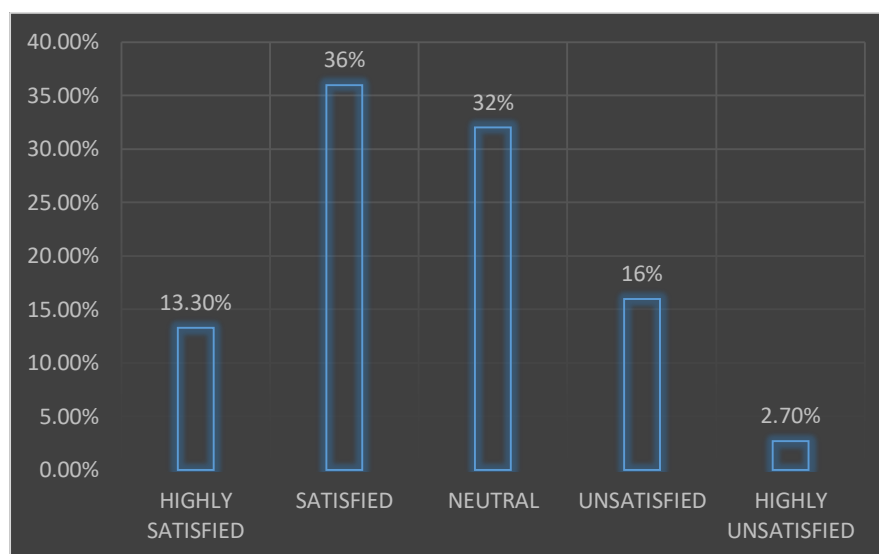
84.7% of the respondents said yes, 15.3% of the respondents said no.

Table no 4.14: Health advantages to the workers and their family

	No. of respondents	Percentage
Highly satisfied	20	13.3
Satisfied	54	36
Neutral	48	32
Unsatisfied	24	16
Highly satisfied	4	2.7
Total	150	100

Source: primary data

Chart no 4.14: Health advantages to workers and their family



INTERPRETATION:

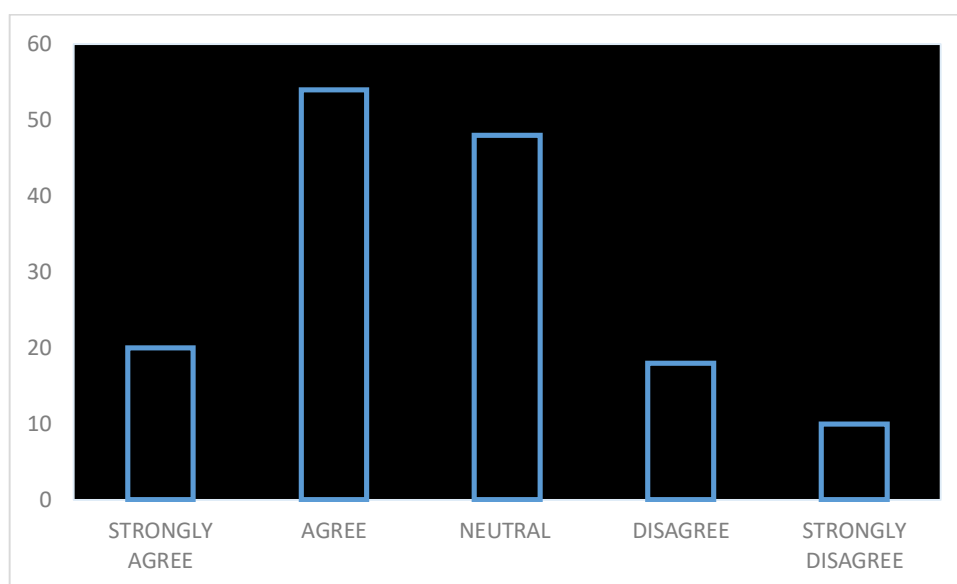
13.3% of the respondents are highly satisfied, 36% of the respondents are satisfied, 32% of the respondents are neutral, 16% of the respondents are unsatisfied, 2.7% of the respondents are highly unsatisfied.

Table no 4.15: Conveyance allowance offered by the company

	No. of respondents	Percentage
Strongly agree	20	13.3
Agree	54	36
Neutral	48	32
Disagree	18	12
Strongly disagree	10	6.7
Total	150	100

Source: primary data

Chart no 4.15: Conveyance allowance offered by company



INTERPRETATION:

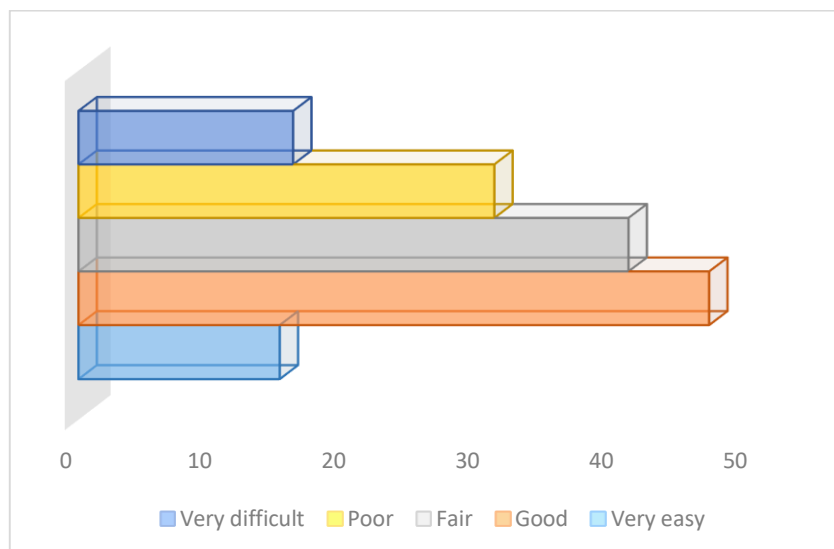
13.3% of the respondents are strongly agree, 36% of the respondents are agree, 32% of the respondents are neutral, 12% of the respondents are disagree, 6.7% of the respondents are strongly disagree.

Table no 4.16: Overtime stipend offered by company

	No. of respondents	Percentage
Very easy	14	9.3
Good	45	30
Fair	58	38.7
Poor	23	15.3
Very difficult	10	6.7
Total	150	100

Source: Primary data

Chart 4.16: Overtime stipend offered by company



INTERPRETATION:

9.3% of the respondents says very difficult, 30% of the respondents says poor

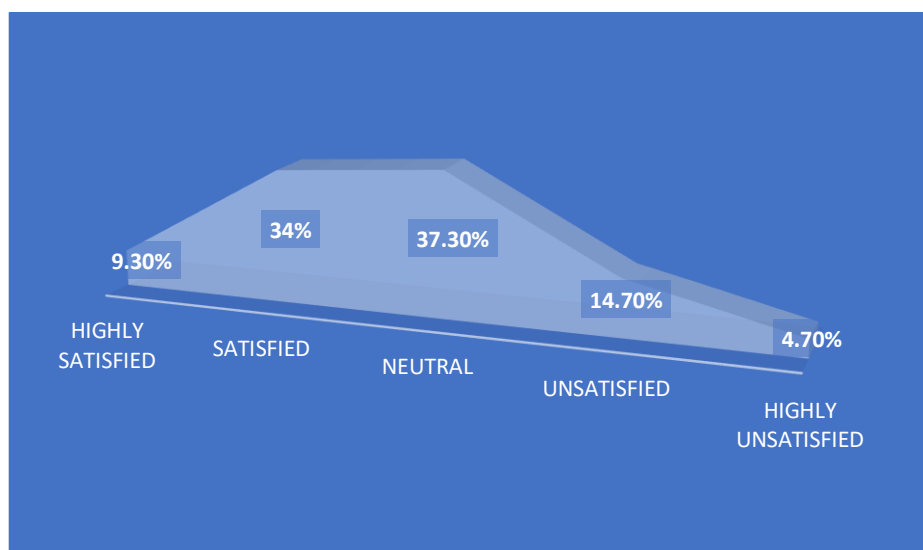
38.7% of the respondents says fair, 15.3 % of the respondents says good, 6.7% of the respondents says very easy.

Table no 4.17: Leave policy of my company

	No. of respondents	Percentage
Highly satisfied	14	9.3
Satisfied	51	34
Neutral	56	37.3
Unsatisfied	22	14.7
Highly unsatisfied	7	4.7
Total	150	100

Source: primary data

Chart no 4.17: Leave policy of my company



INTERPRETATION:

9.3% of the respondents are highly satisfied, 34% of the respondents are satisfied, 37.3% of the respondents are neutral, 14.7% of the respondent are unsatisfied, 4.7% of the respondent are highly unsatisfied.

Table no 4.18: Leave for personal work

	No. of respondents	Percentage
Very easy	15	10
Good	47	31.3
Fair	41	27.3
Poor	31	20.7
Very difficult	16	10.7
Total	150	100

Source: primary data

Chart no 4.18: Leave for personal work



INTERPRETATION:

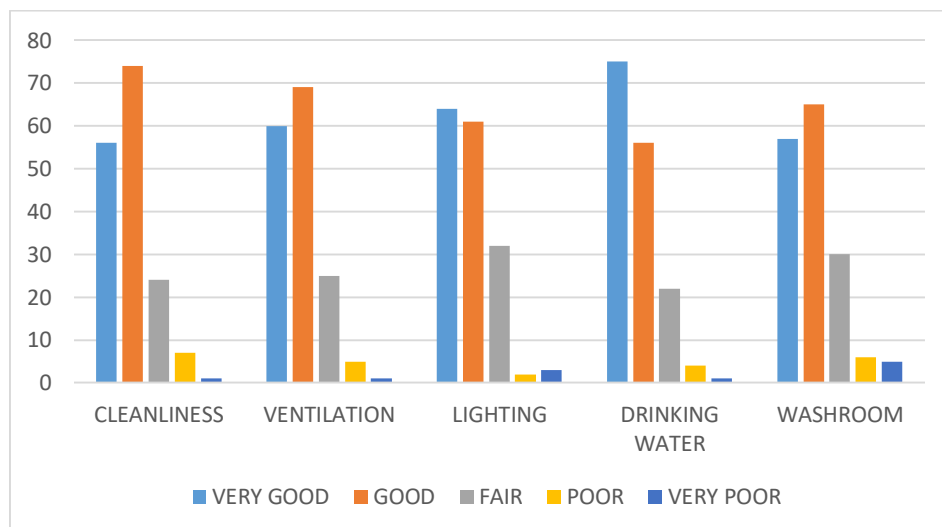
10% of the respondents said very good, 31.3% of the respondents said good, 27.3% of the respondents said fair, 20.7% of the respondents said poor, 10.7% of the respondents said very difficult.

Table no 4.19: Basic needs of the employee

	Basic needs									
	cleanliness		ventilation		Lighting		Drinking water		Washroom	
	No	%	No	%	No	%	No	%	No	%
Very good	56	37.3	58	38.7	59	39.3	76	50.7	56	37.4
Good	68	45.4	65	43.3	57	38.1	52	34.7	60	40
Fair	19	12.7	22	14.7	29	19.3	18	12	23	15.3
Poor	6	4	4	2.7	2	1.3	3	2	6	4
Very poor	1	0.6	1	0.6	3	2	1	0.6	5	3.3
Total	150	100	150	100	150	100	150	100	150	100

Source: Primary data

Chart no 4.19: Basic needs of the employee



INTERPRETATION:

In cleanliness 37.3% respondents says very good, 45.4% are good 12.7%, 4% are poor, 6% are very poor. In in ventilation 38.7% are very good, 43.3% are good, 14.7% are fair, 2.7% are poor, 0.6% are very poor. In lighting 39.3% are very good, 38.1% are good, 19.3% are fair, 1.3% are poor, 2% are very poor. In drinking water 50.7% are very good, 34.7% are good, 12% are fair, 2% are poor, 0.6% are

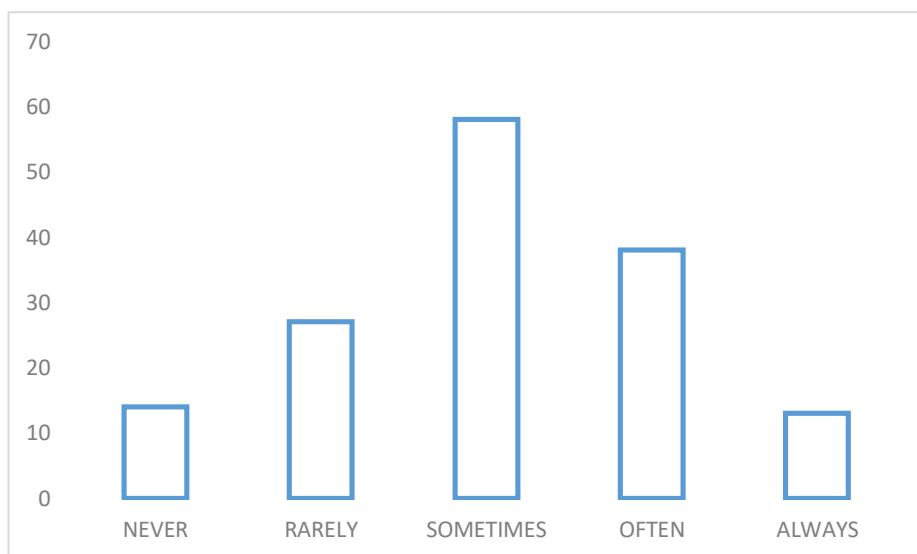
very poor. In washroom 37.4% are very good, 40% are good,15.3% are fair,4% are poor, 3.3% are very poor.

Table no 4.20: Clean and dirt free premises

	No. of respondents	Percentage
Always	30	20
Often	24	16
Sometimes	64	42.7
Rarely	25	16.7
Never	7	4.7
Total	150	100

Source: primary data

Chart no 4.20: Clean and dirt free premises



INTERPRETATION:

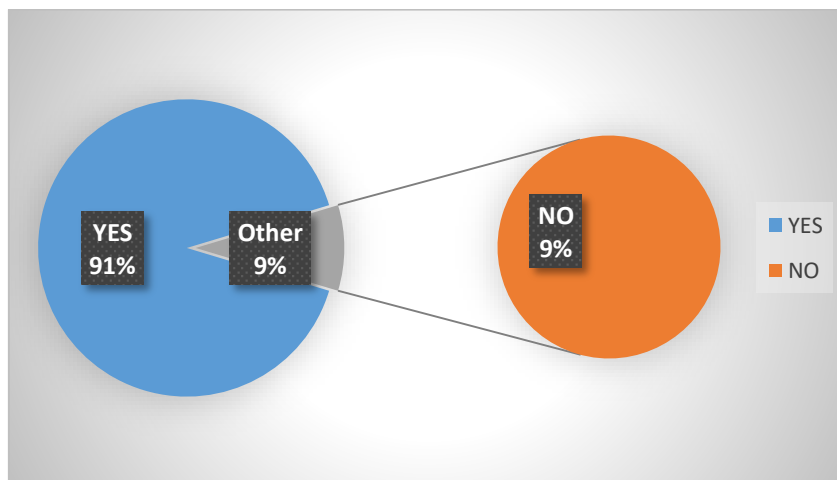
4.7% of the respondents says never, 16.7% of the respondents says rarely, 42.7% of the respondents are sometimes, 16% of the respondents says often, 20% of the respondents says always.

Table no 4.21: Maternity leave to female employees

	No. of respondents	Percentage
Yes	136	90.7
No	14	9.3
Total	150	100

Source: primary data

Chart no 4.21: Maternity leave to female employee



INTERPRETATION:

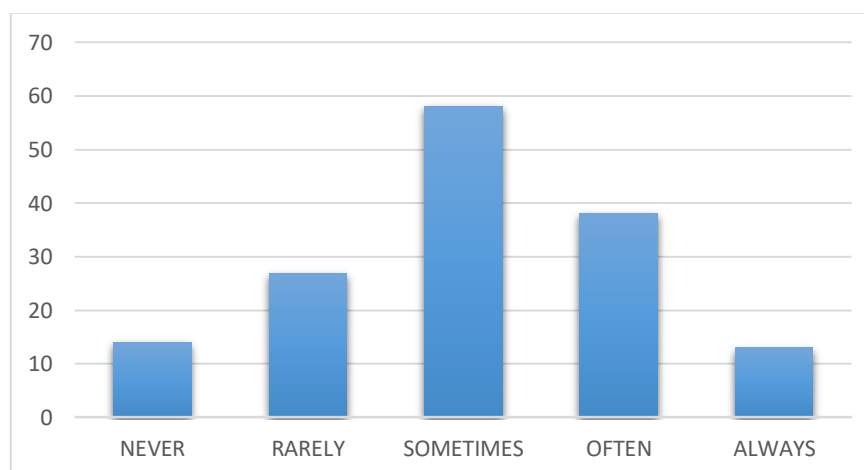
90.7% of the respondents says yes, 9.3% of the respondents says no.

Table no 4.22: Employees provided with creche facility

	No. of respondents	Percentage
Always	13	8.7
Often	38	25.3
Sometimes	58	38.7
Rarely	27	18
Never	14	9.3
Total	150	100

Source: primary data

Chart no 4.22: Employees provided with creche facility



INTERPRETATION:

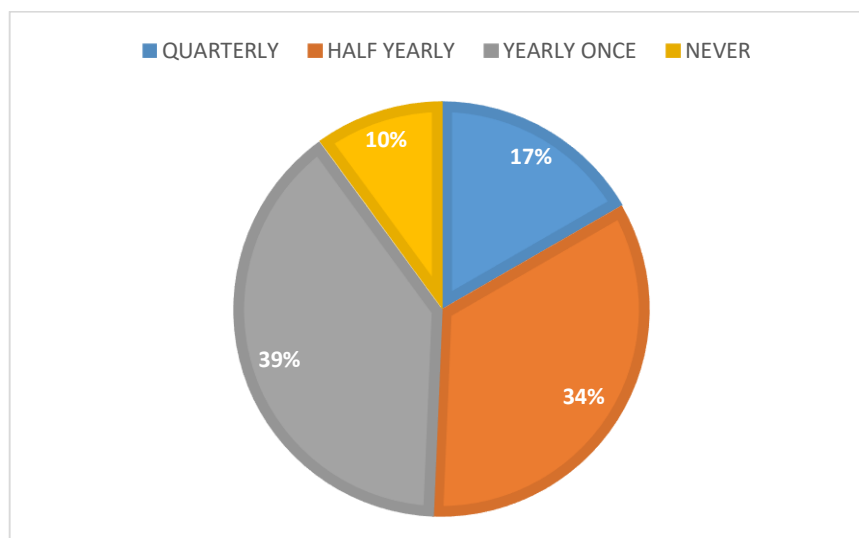
9.3% of the respondents said never, 18% of the respondents said rarely, 38.7% of the respondents said sometimes, 25.3% of the respondents said often, 8.7% of the respondents said always.

Table no 4.23: My company offers health checkups

	No. of respondents	Percentage
Quarterly	25	16.7
Half yearly	51	34
Yearly once	59	39.3
Never	15	10
Total	150	100

Source: primary data

Chart no 4.23: Company offers health checkups



INTERPRETATION:

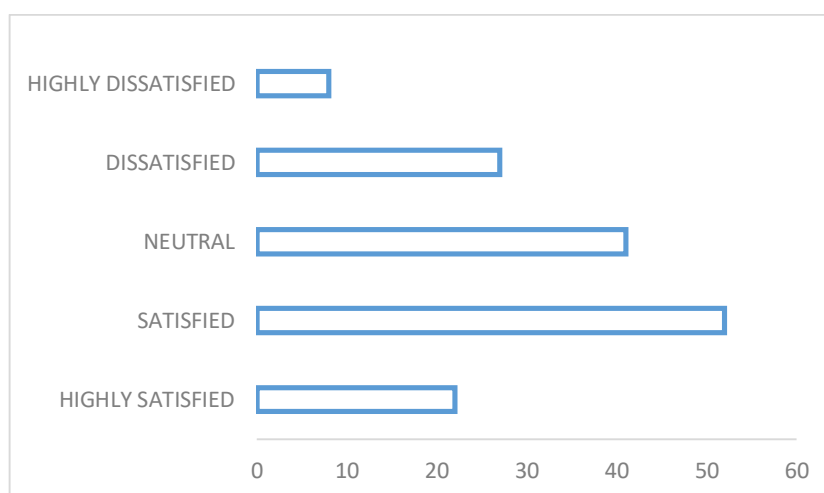
16.7% of the respondents are quarterly, 34% of the respondents are half yearly, 39.3% of the respondents are yearly once, 10% of the respondents are said never.

Table no 4.24: Satisfaction on the safety and welfare measures

	No. of respondents	Percentage
Highly satisfied	22	14.7
Satisfied	52	34.7
Neutral	41	27.3
Unsatisfied	27	18
Highly unsatisfied	8	5.3
Total	150	100

Source: primary data

Chart no 4.24: Satisfaction on safety and welfare measures



INTERPRETATION:

14.7% of the respondents are highly satisfied, 34.7% of the respondents are satisfied, 27.3% of the respondents are neutral, 18% of the respondents are dissatisfied, 5.3% of the respondents are highly dissatisfied.

4.2 CHI- SQUARE ANALYSIS

1. To test the Relationship between Sex and level of satisfaction of the respondents.

Table no 4.25: Hypothesis 1

Sex	Level of satisfaction					Total
	1	2	3	4	5	
Male	13	31	23	13	6	86
Female	10	21	22	8	3	64
Total	23	52	45	21	9	150

Null hypothesis (H_0): There is no significant relationship between the sex and level of satisfaction of the respondents.

Alternate hypothesis (H_1): There is significant relationship between the sex and level of satisfaction of the respondents.

Level of significance = 0.05

Degrees of freedom = 4

Calculated χ^2 value = 1.327

Table value $\chi^2_{@0.05, \text{dof}} = 9.488$

INTERPRETATION:

Since the calculated value is lesser than the table value the null hypothesis is accepted. This shows that there is no significant relationship between gender and level of satisfaction of the respondents.

2. To test the relationship between education and level of satisfaction of the respondents.

Table no 4.26: Hypothesis 2

Education	Level Of Satisfaction					Total
	1	2	3	4	5	
SSLC	-	1	3	3	-	7
HSC	1	8	2	2	-	13
UG	7	16	10	6	3	42
PG	9	16	19	4	3	51
Diploma	6	11	11	6	3	37
Total	23	52	45	21	9	150

Null hypothesis (H_0): There is no significant relationship between the education and level of satisfaction of the respondents.

Alternate hypothesis (H_1): There is significant relationship between the education and level of satisfaction of the respondents.

Level of significance = 0.05

Degrees of freedom = 16

Calculated χ^2 value = 15.88

Table value $\chi^2_{@0.05, \text{dof}} = 26.296$

INTERPRETATION:

Since the calculated value is lesser than the table value the null hypothesis is accepted. This shows that there is no significant relationship between education and level of satisfaction of the respondents.

4.3 WEIGHTED AVERAGE METHOD

TABLE NO 4.27: Hypothesis 3

		5	4	3	2	1			
S.NO	PARTICULARS	VG	G	F	VP	P	WX	WX/X	RANK
1	Cleanliness	56	68	19	6	1	622	41.47	3
2	Ventilation	58	65	22	4	1	625	41.67	2
3	Lighting	59	57	29	2	3	617	41.13	4
4	Drinking water	76	52	18	3	1	649	43.27	1
5	Washroom	56	60	23	6	5	606	40.4	5

INTERPRETATION:

From the above table the organization employees have rated the following facilities

- Drinking water is ranked 1
- Ventilation is ranked 2
- Cleanliness is ranked 3
- Lighting is ranked 4
- Washroom is ranked 5

CHAPTER- 5

FINDINGS, SUGGESTION AND CONCLUSION

5.1 FINDINGS

- ❖ From the above table interpreted that 72% of the respondents are in the age category of 20-30 years, 14% of the respondents are in the age category of 31-40 years, 10% of the respondents are in the age category of 41- 50 years, 4% of the respondents are in the age category of 50 years and above.
- ❖ 57% of the respondents are male and rest of 43% is female respondents.
- ❖ 38% of the respondents are below 1 year, 11% of the respondents are 4 years and above, 25.3% of the respondents are comes under 3-4 years, 25.3% of the respondents are comes under 1-2 years.
- ❖ 4.7% of the respondents are SSLC, 8.7% of the respondents are HSC, 28% of the respondents are under graduate,34% of the respondents are post graduate, 24.7% of the diploma.
- ❖ 21.3% of the respondents says 51-54 hours, 63.3% of the respondents says 40-50 hours, 8% of the respondents says 55-60 hours,7.3% of the respondents says 60 plus hours.

5.1.1 LEVEL OF SATISFACTION

15.3% of the respondents are highly satisfied, 34.7% of the respondents are satisfied, 30% of the respondents are neutral, 14% of the respondents are unsatisfied, 6% of the respondents are highly unsatisfied.

5.1.2 WORKING ENVIRONMENT OF THE COMPANY

12.7% of the respondents says very good, 34% of the respondents says good,29.3% of the respondents says fair, 18% of the respondents says poor, 6% of the respondents says very poor.

5.1.3 TRAINING PROVIDED TO HANDLE IN EMERGENCY SITUATION

22.7% of the respondents says very good, 36% of the respondents says good, 28% of the respondents says,10% of the respondents says poor,3.3% of the respondents says very poor.

5.1.4 MEDICAL FACILITY

19.3% of the respondents said very good, 42% of the respondents said good, 23.3% of the respondents said fair, 12% of the respondents said poor, 3.3% of the respondents said very poor.

5.1.5 CONVEYANCE ALLOWANCE

13.3% of the respondents are strongly agree, 36% of the respondents are agree, 32% of the respondents are neutral, 12% of the respondents are disagree, 6.7% of the respondents are strongly disagree.

5.1.6 OVERTIME STIPEND

9.3% of the respondents says very difficult, 30% of the respondents says poor 38.7% of the respondents says fair, 15.3 % of the respondents says good, 6.7% of the respondents says very easy.

5.1.7 LEAVE POLICY

9.3% of the respondents are highly satisfied, 34% of the respondents are satisfied, 37.3% of the respondents are neutral, 14.7% of the respondent are unsatisfied, 4.7% of the respondent are highly unsatisfied

5.1.8 BASIC NEEDS

In cleanliness 37.3% respondents says very good, 45.4% are good, 12.7%, 4% are poor, 06% are very poor. In in ventilation 38.7% are very good, 43.3% are good, 14.7% are fair, 2.7% are poor, 0.6% are very poor. In lighting 39.3% are very good, 38.1% are good, 19.3% are fair, 1.3% are poor, 2% are very poor. In drinking water 50.7% are very good, 34.7% are good, 12% are fair, 2% are poor, 0.6% are very poor. In washroom 37.4% are very good, 40% are good, 15.3% are fair, 4% are poor, 3.3% are very poor.

5.1.9 SAFETY AND WELFARE MEASURES

14.7% of the respondents are highly satisfied, 34.7% of the respondents are satisfied, 27.3% of the respondents are neutral, 18% of the respondents are dissatisfied, 5.3% of the respondents are highly dissatisfied.

5.2 SUGGESTION

Provide safe working environment, safe equipment, policies, and procedures in order to ensure workers' health and safety. All employers should follow specific guidelines in creating safe workplaces. Eliminating workplace hazards enables employees to stay invested in their work and do their best. Companies that don't invest in workplace safety quickly develop a reputation of an unsafe employer which has a big impact on employer branding and talent attraction efforts. Before starting to build workplace safety plan, it is important to define and understand all the potential sources of hazard in the workplace. Define safety policies and remind employees to follow them. Ensure positive employee experience and foster a culture of safety. Many organizations are now implementing safety communications as a core company value. This focus towards a safety-centric workplace improves not only employee morale, but also the bottom line. In order to build a strong culture of safety in the workplace, organizations need to build safety communication plans. Encouraging employees' engagement, upward feedback, compliance and participation are key prerequisites in promoting and growing a positive safety culture in your workplace. Encourage your employees to suggest practical solutions and address their concerns in order to maximize safety. Enable and empower your employees to get involved in defining workplace policies and speak up about workplace safety issues. Ask them for feedback and urge them to report hazards. Continuously emphasize the importance of keeping themselves and their colleagues safe.

- Be aware of your legal responsibilities.
- Stay committed to health and safety at work.
- Get familiar with all the potential hazardous situations in the workplace.
- Often review the latest safety policies and procedures.
- Stay informed with the company's safety updates.
- Identify, assess and manage hazards within the workplace.
- Inform, train and supervise your employees on safety practices.
- Ensure that incidents and injuries are reported, recorded and investigated.
- Share your concerns and feedback and suggest solutions for improvement.
- Ensure that you are planned and prepared for emergencies.

5.3 CONCLUSION

Workplace safety has become one of the main priorities for organizations across the world. As safe workplaces are also productive ones, employers are trying to find new ways to keep their remote, frontline, and in-office employees safe and healthy.

Safety of workers (also known as worker safety and occupational health and safety) refers to the provision of a safe working environment, safe equipment, policies, and procedures in order to ensure workers' health and safety. While organizations have a moral obligation to ensure safe working conditions, unsafe workplaces can also have serious legal and financial consequences for employers.

Safety in the workplace has a significant impact on many business KPIs. In other words, safer working environments benefit from fewer accidents, which results in fewer occupational health costs, better employee retention and satisfaction, less employee downtime, and less retraining time. An employee who feels appreciated will further be comfortable, satisfied and more prolific. It has leads not only towards higher productivity but also improves the quality of performance which helps to capture the market share which is profitable for the company. A satisfied employee will not look into for other job opportunities and it enables an employer to keep the best talents and record lower employee turnover. Welfare includes anything that is done for the comfort and improvement of employees and is facilitated with over and above the wages. The provision of welfare measures helps in keeping the morale and motivation of the employees high to retain the employees for a longer duration. The welfare measures need not be in monetary terms only, it can also be in any forms. Employee welfare includes monitoring of working conditions, creation of industrial harmony through infrastructure for health, industrial relations and insurance against disease, accident and unemployment for the workers and their families. Employee welfare is a comprehensive term including various services, facilities and amenities provided to employees for their betterment. Welfare measures are something that is available to employees in addition to regular wages and other economic benefits under legal provisions and collective bargaining. The perseverance of employee welfare is to improve the working class which in turn makes a worker a good employee and a happy citizen. Employee welfare is an

indispensable part of social welfare. It involves a balance between an employee's work life and family life to the community or social life.

APPENDIX- 1 (QUESTIONNAIRE)

- 1) Name of the respondent _____
- 2) Age of the respondent
 - a) 20 -30 years
 - b) 31-40 years
 - c) 41-50 years
 - d) 50years and above
- 3) Gender
 - a) Male
 - b) Female
- 4) Work experience
 - a) Below 1 year
 - b) 1-2 years
 - c) 3-4 years
 - d) 4 years and above
- 5) Educational qualification
 - a) SSLC
 - b) HSC
 - c) Under graduate
 - d) Post graduate
 - e) Diploma
- 6) Your average working hours in a week
 - a) 40-50 hrs
 - b) 51-60 hrs
 - c) 60+ hrs
- 7) My level of satisfaction with the working hours of my company
 - a) Highly satisfied
 - b) satisfied
 - c) Neutral
 - d) unsatisfied
 - e) Highly unsatisfied
- 8) Rate the working environment of your company
 - a) Very good
 - b) Good
 - c) Fair
 - d) Poor
 - e) Very poor

- 9) To what extent you are aware of safety and welfare policy of your organization
- a) Very good
 - b) Good
 - c) Fair
 - d) Poor
 - e) Very poor
- 10) I have been well trained for handling any kind of emergency situation in my work place
- a) Highly satisfied
 - b) Satisfied
 - c) Neutral
 - d) Unsatisfied
 - e) Highly unsatisfied
- 11) Number of safety training programs I have attended in the current year
- a) 1
 - b) 2
 - c) 3
 - d) More than 3
 - e) Nil
- 12) My company provides training before handling any dangerous machinery
- a) yes
 - b) no
- 13) My views on the Medical facilities provided by my company
- a) Very good
 - b) Good
 - c) Fair
 - d) Poor
 - e) Very poor
- 14) My company provides ambulance service to its employees
- a) yes
 - b) no
- 15) My opinion on the health advantages provided by the company to the workers and their family
- a) Highly satisfied
 - b) Satisfied
 - c) Neutral
 - d) Unsatisfied
 - e) Highly unsatisfied

16) I am satisfied with the conveyance allowance offered by the company

- a) Highly satisfied
- b) Satisfied
- c) Neutral
- d) Unsatisfied
- e) Highly unsatisfied

17) Evaluate the overtime stipend offered by the company

- a) Highly satisfied
- b) Satisfied
- c) Neutral
- d) Unsatisfied
- e) Highly unsatisfied

18) I am satisfied with the leave policy of my company

- a) Highly satisfied
- b) Satisfied
- c) Neutral
- d) Unsatisfied
- e) Highly unsatisfied

19) It is easy for me to avail leave for personal work

- a) Very easy
- b) Good
- c) Neutral
- d) Poor
- e) e)Very difficult

20) How do you rate the following aspects

	VERY GOOD	GOOD	FAIR	POOR	VERY POOR
CLEANLINESS					
VENTILATION					
LIGHTING					
DRINKING WATER					
WASHROOM					

21) My company has clean and dirt free premises

- a) Never
- b) Rarely
- c) Sometimes
- d) Often
- e) Always

22) My company gives maternity leave to female employees

- a) yes
- b) no

23) Women employees are provided with crèche facility in my company

- a) Never
- b) Rarely
- c) C) Sometimes
- d) Often
- e) Always

24) My company offers health check up every now and then

- a) Quarterly
- b) Half yearly
- c) Yearly once
- d) Never

25) My satisfaction on the safety and welfare measure of my company

- a) Highly satisfied
- b) Satisfied
- c) Neutral
- d) Unsatisfied
- e) Highly unsatisfied

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