

A STUDY ON EMPLOYEE'S WELFARE, HEALTH AND SAFETY MEASURES IN RURAL INDUSTRIES

Submitted in partial fulfillment of the requirements for the award of

Master of Business Administration

by

Kamesh Balaji R 39410087



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 - 600 115.

April - 2021



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BONAFIDE CERTIFICATE

This is to certify that this Project Report is the bonafide work of KAMESH BALAJI R (39410087) who have done the Project work entitled A STUDY ON EMPLOYEE'S WELFARE, HEALTH AND SAFETY MEASURES IN RURAL INDUSTRIES on under our supervision from January 2021 to April 2021.

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ABSTRACT

Industries in rural areas are 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.

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 among the workers.

All levels of management in rural industries must make welfare, health and safety a priority. They must communicate this by going out into the worksite to talk with workers about their concerns and to observe work procedures and equipment. In each workplace, the lines of responsibility from top to bottom need to be clear, and workers should know who is responsible for different health and safety issues.

The objective of the study includes, to study about employee's Welfare, health and safety measures in rural industries , to identify whether the employee's 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 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. Numerous new findings has been derived from this research has helped to provide few suitable suggestions to improve the employee's welfare, health and safety measures in rural industries.

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CHAPTER 1

1.1 INTRODUCTION

rural industries is the pioneering among the major Indian ports with overcoming challenges after challenges and steadily growing in prominence. 126 years down the line service the port as no sign of ageing. The employee's are also been the part of this great achievements, the study reveals about the welfare, Health and Safety measures provided to the employee's by rural industries.

Employee welfare is a comprehensive term including various services, facilities and amenities provided to employees for their betterment. It is an essential part of social welfare; it involves adjustment of an employee's work life and family life to the community or social life.

In port occupational health services have very broad functions, going far beyond medical supervision of the personnel and concerned at least as much with treatment, it will usually be convenient in a port of any size, for the port authorities to organize their own medical services with medical services with medical and nursing personnel employed part time or full time according to the number of workers to be supervised.

Accidents and injuries in ports and docks may be caused by environmental factors like bad weather, confined spaces , poor lighting and so on and in many instances, by the need to work fast. A number of accidents could be attributed to non use of Personal Protective Equipments (PPE'S). The type and degree of hazards during dock work vary according to the nature of the cargo and the working conditions.

Thus the basic purpose of employee welfare is to improve the lot of the working class and thereby make a worker a good employee and a happy citizen & the basic purpose of employee's health and safety is to make them feel that their organization gives more value to their life and provide best in facilities rather than any other.

1.2 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 rural industries are 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.

1.3 OBJECTIVES OF THE STUDY:

PRIMARY OBJECTIVE:

To study about the employee's welfare, health and safety measures in rural industries.

SECONDARY OBJECTIVES:

- To identify whether the employee's are satisfied with the welfare facilities provided by their companies
- 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 provide suitable suggestions to improve the employee's welfare, health and safety measures in rural industries.

1.4 SCOPE OF THE STUDY:

The study will give necessary information to management for further improvement in welfare measures of the employees in the rural industries.

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 rural industries.

The study gives feedback in identifying right thing needed for employee's, so as to provide better welfare, health and safety facilities.

1.5 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.

CHAPTER 2 REVIEW OF LITERATURE

Each employer depending on his priorities gives varying degrees of importance to welfare, health and safety, it is because the government is not sure that all the employers will provide basic measure that it introduces statutory legislation from time to time to bring about some measures of uniformity in the basic amenities available to industrial workers.

DOCK WORKER'S (SAFETY, HEALTH AND WELFARE) SCHEME 1961.

A comprehensive dock worker's (safety, health and welfare) scheme 1961 has been formed under the dock worker's (Regulation of Employment Act, 1948).

DEFINITIONS:

According to the **Oxford dictionary** employee welfare or labor welfare means "the efforts to make life worth living for workmen"

According to **the labor investigation committee (1946)**, Employee welfare means "anything done for intellectual, physical, moral and economical betterment of the workers, whether by employer, by government or by other agencies, over and above what is normally expected on the part of the contracted benefits for which workers may have bargained"

1. Human resource safety practices and employee injuries.

By Kristy J'Lyn Lauver | Journal of Managerial Issues - Fall, 2007

This study begins the important integration of the human resource and safety literatures, as well as providing findings that HR practices are associated with employee injuries. This provides organizations with some potential steps they can take to improve employee safety. However, this study only begins to touch on issues that may make a significant difference in organizational safety, calling for future studies to continue defining what and how HR practices may be associated with reducing employee injuries.

2. THE EFFECTS OF JOB INSECURITY ON EMPLOYEE SAFETY OUTCOMES

JOURNAL OF OCCUPATIONAL HEALTH PSYCHOLOGY

VOLUME 6 ISSUE 2

Job insecurity research has focused primarily on attitudinal (eg., job satisfaction), behavioral (eg., employee turnover), and health outcomes. Moreover, research in the area of workplace safety has largely focused on ergonomic factors and personnel selection and training as primary antecedents of safety. Two cross-sectional structural equation modeling analyses and 1 longitudinal regression analysis of 237 food-processing plant employees unite these 2 disparate areas of research by exploring the relatively uncharted relationship between job insecurity and safety outcomes. Results indicate that employees who report high perceptions of job insecurity exhibit decreased safety motivation and compliance, which in turn are related to higher levels of workplace injuries and accidents.

3. Designing Employee Welfare Provision

Ann Davis, Lucy Gibson, (1994) "Designing Employee Welfare Provision", Personnel Review, Vol. 23 Iss: 7, pp.33 – 45

Describes a process through which organizations might seek to implement interventions relating to employee wellbeing. 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.

ILO RECOMMENDATIONS AND CONVENTIONS ON WELFARE, HEALTH AND SAFETY:

WELFARE:

ILO has taken recourse to a number of activities in promoting the welfare of workers, two recommendation deals with various aspects of workers welfare.

The utilization of spare time Rec. (no. 21)1924 deals with the principles and methods for securing the best use of the spare time of workers.

The living in condition(Agriculture) Rec. (no. 16), 1921 recommends that measure should be adopted to regulate the living in condition of agricultural workers with due regard to the climatic or other condition affecting agricultural workers.

Other recommendations dealing with welfare are,

- Welfare facilities (No.102), 1956
- Working housing (No.115), 1961

HEALTH:

A few conventions and recommendations seek to protect workers against certain occupational diseases and health hazards,

The labor inspection (Health Service) Rec (No5), 1919 deals with the establishments of Government Health Services especially for safeguarding health of workers.

The protection of workers health Rec. (No 96) 1953 relates to the protection of health of workers in places of employment and covers a wide range of health aspects including health hazards, medical examination, and notification of occupational diseases and the provisions of first aid facilities.

Rec No 3 suggests making of arrangements for the disinfection of wool infected with anthrax spores either, in the country exporting such wool, or at the port of the entry.

SAFETY:

Particular industries or processes in respect of which Convention or recommendation concerning safety have been adopted include Docks, Making of weight, Building construction and Coalmines.

The prevention of industrial accidents Recommendation (No.31), 1929 the power driven Machinery Rec (No 32), 1929 and the labor inspectors Rec. (No.20), 1923 deals with general problem of safety.

The marking of weight (package transported by vessels) Con(No.27),1929 which has been ratified by India requires every package of one ton or more gross weight consigned for transport by sea or inland water to have its gross weight plainly marked on the outside, on a ship or other vessels.

1. Benefits of Labour Welfare Measures: Literature Review

Labour Welfare measures is a convenient term to cover all those aspects of industrial life which contribute to the well being of the Employees .It includes various facilities services and amenities provide to workers for improving their health , effeciency betterment and social status .The organisation should provide these facilities to Employees .It has challenge to keep labour welfare and keep our environment safe. The basic purpose of labour welfare is to enrich the life of employees and keep them happy and contented. Welfare facilities enable Employees to have a richer and more satisfying life. In order to maintain better industrial relations and stability in the organizations, these types of welfare facilities can go a long way in improving efficiency in the organizations. Employees have always been an integral part of an organisation and in this study an effort is put to realize the measures implemented to seek employee welfare in service sector by the way of making their work life contented. It has been observed that the workers do not need only monetary benefits but non-monetary also

2. Employee welfare is the key

Employees are undeniably crucial stakeholders who influence organisational effectiveness by stabilizing the tremors caused by business environment. Every organisation has an inexplicable role to play in providing welfare facilities to the stakeholders not just monetary but also non-monetary, which go beyond money of which employees are the one who make the cut if prioritized. A satisfied employee is the key ingredient for progress of every organisation and the concept of employee welfare was and will always a part of organisational efficiency. These facilities may either be voluntarily provided by the progressive and enlightened employers at their will as a social responsibility towards employee, or laws may compel them to make provision for these facilities by the government and the trade unions. Employees have always been an integral part of an organisation and in this study an effort is put to realize the measures implemented to seek employee welfare in service sector by the way of making their work life

contented. This paper also draws empirical evidence by studying the impact of welfare measures on the employee's performance in both public and private organisations.

3. A study on employee welfare measure with reference to IT industry

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.

4. ORGANIZATIONAL CLIMATE AND JOB SATISFACTION

The concept of job satisfaction has been widely defined by different people. (Locke 1979) specified that job satisfaction is a pleasurable or positive emotional state resulting from the appraisal of one's job experiences. Spector (1997) refined the definition of job satisfaction to constitute an attitudinal variable that measures how a person feels about his or her job, including different facets of the job. Rice, Gentile and Mcfarlin (1991) defined job satisfaction as an overall feeling about ones job or career in terms of specific facets of job or careers (e.g. compensation, autonomy, coworkers). It can be related to specific outcomes, for example, productivity. Many studies on the determinants of job satisfaction in higher educational institutions in the developed world are available (Hickson and Oshagbemi, 1999; Brewer and McMahan- Landers, 2003 and Turrel, Price and Joyner, 2008). However, in developing countries such as Nigeria, efforts in this direction are scarce. Examples of investigated jobs are: Satisfaction among heads of post-primary institutions in Delta State, Nigeria (Whawho, 2008; Edem and Lawal, 2006).

5. An Organizational Study and a Study on Employee Welfare with Special Reference to Sakthi Sugars Ltd, Appakudal.

Welfare is 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. The objective of the study was to find out extend of utilization of Employee welfare facility by the workers. The design used in the project is descriptive type. The analytical tool used in the survey is percentage analysis. From the finding the research conclude that the Employee welfare facilities are provided properly, in addition to that the research suggested some ideas to improve the welfare facilities. Some of the employee's suggestions are to improve the medical facilities and canteen facilities. Here, The researcher conclude that Sakthi Sugars is one of the best organizations in providing facilities to employees. Therefore, he have taken up a study on employee welfare at SAKTHI SUGARS LTD., APPAKUDAL and hope that this study will be useful to the research and to the industry for satisfying their employees in the future period.

Index Terms – Employee Welfare, Productivity, Analytical Tool.

6. A Study on Satisfaction of Employees Towards the Organisation's Welfare Measures

Welfare to employees is one of the essential activities of the top management through Human Resource Department. It has multi-dimensional benefit to the organization like, employees retention in the organization for a longer period, fulfilling the legal requirements of the state and effective management of the Human resource. In the modern times, manager in organizations face one of the biggest challenges is to meet the requirements of their employees. Workforce requirements and expectations are to be fulfilled to contribute to reduce turnover and to increase productivity and innovation. Employees often expect some facilities in the work place and career development for the Work they perform. In this paper the survey was conducted to analyze the factors influencing labour welfare at a product

manufacturing company.

7. A Study of Labour Welfare Measures and Its Impact on Employees

Report of National Commission on Labour (2002), Government of India, made recommendations in the area of labour welfare measures which include social security, extending the application of the Provident Fund, gratuity and unemployment insurance etc. A Study done by P.R. China in 2003, Great expectations are being placed on firms to act with increasing social responsibility, which is adding a new dimension to the role of management and the vision of companies. They argue that social welfare activities are strategic investments for firm. They can create intangible assets that help companies overcome entry barriers, facilitate globalization, and outcompete local rivals. They are simple contribution, topic contribution, collaboration with non-profit organizations or government organizations, and establishment of corporation charity fund. Future research on corporate citizenship would be strengthened in philanthropic strategy and management.

8. A Study on the welfare measures and their Impact on QWL provided by the Sugar companies with reference to East Godavari District, Andhra Pradesh, India.

The Sugar factories play a vital role in human life. Sugar industry is one of the important industries of India for earning Foreign Exchange and giving employment to lakhs of workers. Because of being highly labour intensive industry it needs to concentrate more in the area of employee's welfare measures. East Godavari District in Andhra Pradesh, India has taken as a sample for this study, for identifying various methods and also to identify the effectiveness of the methods. The study shows that 15% of the employees are highly satisfied with their welfare measures. 22% of the employees are satisfied with their welfare measures. 39% of the employees are average with their welfare measures. 16% of them are in highly dissatisfied welfare measures play an important role in employee satisfaction and it results in improved quality of work life. This study throws light on the impact of welfare measures on QWL among the employees of

Sugar factories in Andhra Pradesh.

9. EMPLOYEE WELFARE MEASURES IN MEDIUM SCALE INDUSTRY

In the economic development of a country, industries play a significant role. Industries constitute the backbone of any economy of the country and the prosperity of any country is directly related to its industrial wealth and their judicious utilization. Employee welfare is an inclusive term including various facilities offered to employees of the industry. Employee welfare activities are those benefits provided to the employees by the employer on an intentional terms. The term “employee” and “labour” is used interchangeably in the study. In this study employee welfare refers to welfare of labour /worker. Efficiency of the workforce is directly and indirectly linked with the conditions and environment under which they are required to work. Even the most sincere employee cannot contribute his productivity which is bound to increase when he is comfortable at the workplace and he is conscious of the welfare amenities. This explains why organization and nations take good steps to ensure the effectiveness of individual. Human beings endow with ideas, innovations, invention and thereby wealth for the benefit of employers and labour/ worker. A study on employee welfare measures in Nashik MIDC throws light on statutory welfare measures.

10. Employee Welfare Measures- A Study on Cement Corporation of India Units, in Thandur and Adilabad

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.

11. The Study on Impact of Employee Welfare Measures in Automobile Industry

This study explores the importance of welfare rule structures for understanding the effects of the firm compensation practices of the employee force. And by identify the areas to take timely correct action to improve the welfare and satisfaction of the employees. Employee plays an important role in the industrial production of the company. Hence, the organization should give cooperation to the employees in order to increase the production and to earn higher profits. Employee benefits constitute a major vehicle for the provision of income and security. It also helps in finding out the employees relations between the management. Employees are the pillar of the organization. They should be benefited by certain plans like pension plan, children education, Insurance etc. The social evils prevalent among the employee such as substance abuse are reduced to a greater extent by the policies.

12. EFFECTIVENESS OF EMPLOYEE WELFARE IN MARUTI SUZUKI IN VARANASI REGION

Welfare of employee and his family members is an effective advertising and also a method of buying the gratitude and loyalty of employees. Employee welfare is a comprehensive term including various services, benefits and facilities offered by the employer. The basic purpose of labour welfare is to enrich the life of employees and keep them happy and contented. Welfare facilities enable workers to have a richer and more satisfying life. It raises the standard of living of workers by indirectly reducing the burden on their pocket. Welfare means improving, faring or doing well. It is a comprehensive term, and refers to the physical, mental, moral and emotional well-being of an^{vi} individual. Further, the term welfare is a relative concept, relative in time and space. It therefore, varies from time to time,

region to region and from country to country. Labour welfare is an important aspect in every organization with some added incentives which enable the workers to lead a decent life

13. Employee welfare measures in Auto sector

Employee welfare “ the efforts to make life worth living for workmen ”. Employee welfare means anything done for the comfort and improvement , Intellectual or social , of the employees over and above the wages paid which is not a necessity of the industry.”Organizations provide welfare facilities to their employees to keep their motivation levels high. The employee welfare schemes can be classified into two categories viz. Statutory and non-statutory welfare schemes. The statutory schemes are those schemes that are compulsory to provide by an organization as compliance to the laws governing employee health and safety. The non statutory schemes differ from organization to organization and from industry to industry. The basic purpose of employees welfare is to enrich the life of employees and keep them happy and contented. Non-statutory benefits are the result of employers generosity, enlightenment and philanthropic feelings. It is one of many ways for people to feel heard, cared for, to be informed and to be involved. It is equally important to ensure that leaders and employees at all levels of the organization

14. IMPACT OF EMPLOYEE WELFARE SCHEMES ON EMPLOYEE SATISFACTION

Employee satisfaction and engagement have been the prime focus of human resource managers. The contractual worker is the concept which is being adopted by many originations especially manufacturing industry to curtail the labour cost. It is being observed that neither principal employer nor contractor take serious concern about the welfare of contractual workers. This situation keeps contractual workers dissatisfied and sometimes we observe industrial disputes. In this study, researchers tried to identify the impact of welfare facilities on employee satisfaction. Apart from this, researchers observed the level of satisfaction of employees of both the groups for different welfare amenities being provided by

their organization. This study was conducted in the manufacturing areas of Uttar Pradesh. The study shows that impact of different welfare amenities is different for the regular and contractual workers. For contractual workers job security and wages being paid, the level of hygiene, safety at work, transportation facility, training facilities & canteen facilities were on highest priority while for regular workers better working conditions, daily working hours & transport facilities were a major concern.

15. A Study on Labour Welfare Measures in Tamil Nadu State Transport Corporation, Villupuram Division

This paper analyses the Labour Welfare facilities provided in the State Transport corporation, Villupuram Division of Tamil Nadu. With the help of the sample respondents from the SETC, the labour welfare measures provided to the employees have been analysed and necessary solution has also been provided. The Human Resource is the potential of any country and the economic development of any nation depends on the effective mobilization of these resources. In order to make this resource effectively, the government of India has set up an Independent Ministry of HRD to improve the development of human resource. Labour, is a factor of production has certain characteristics apart from others assets like capital and land. And at the same time transport plays vital role in economic development. The attitude of a labour towards his work holds the key performance and unless a labour is enthusiastic, committed and devoted.

16. A STUDY ON EMPLOYEE WELFARE MEASURES AT SOUTHERN POWER DISTRIBUTION COMPANY

The purpose of this study is to illuminate the importance and effectiveness of employee welfare measures those routes for the employee satisfaction, motivation, morale, reduction of turnover and absenteeism, enrichment of life of employees and their enhancement in performance. The study entitled “A STUDY ON EMPLOYEE WELFARE MEASURES AT APSDCL, TIRUPATI,” aims to find out the employee’s awareness and satisfaction level with respect to the various welfare, working condition and social security schemes provided by the

organization with the objectives, study the perception of the employees regarding the welfare measures, analyze the level of satisfaction of employees towards the welfare facilities and understand the awareness of welfare facilities among the employees provided by the organization. In this study the researchers took the sample size of 101 and applied 'Chi Square test' as an analytical tool for the study with the hypothesis. The study concludes that "there is no significant relationship between work experience and overall satisfaction" with the acceptance of H_0 , i.e., despite of work experience, majority of the respondents have expressed their satisfaction with regard to the employee welfare measures provided, which is commendable. But still there is a scope for further improvement. So that efficiency, effectiveness and productivity can be enhanced and the employee can do the job more effectively.

17. A STUDY ON LABOUR WELFARE MEASUREMENT IN THE PRIVATE ENTERPRISES OF AMBATTUR INDUSTRIAL ESTATE, CHENNAI

After workers have been prepared and compensated they should be retrained and kept up to serve the associations better. Welfare offices are intended to deal with the prosperity of the workers. Workers are thought to be the foundation of the associations that makes the associations targets to materialize. The worker welfare and security measures are thought to be the integral part of the associations. It is the unimportant obligation of the association to give the welfare and security measures according to the Factory's act 1948. Welfare incorporates anything that is improved the situation the solace and change of workers and is given well beyond the wages. Welfare helps in keeping the confidence and inspiration of the representatives high in order to hold the workers for longer term. This paper aimed to study the labour welfare measure in the private manufacturing companies. It is a compressive term, and alludes to the physical mental, moral and passionate prosperity of a person. Representative welfare involves every one of those exercises of manager which are coordinated towards giving the workers certain offices and administrations notwithstanding wages or pay rates. Welfare needs are considered. Our welfare program tends to sick wellbeing, deprivation, directing, and business related anxiety, staff health and instruction help.

18. A STUDY ON LABOUR WELFARE MEASURES WITH REFERENCE TO SELECTED CEMENT INDUSTRY IN TELANGANA

The present study is undertaken to know the satisfaction levels of employees about Labour Safety, Health and Welfare Measures in KCSIL limited (Cement Division). The effectiveness of health, safety and welfare measures provided by the organization can provide better development to employee's status both socially and economically. Thus they are correlated with each other. For the purpose to attain current objective, the researcher has adopted to carry out the study by convenience random sampling method. The data were collected by questionnaires acquired from the working employees, covering almost all the departments of the organization. Sample of the study consists of 395 respondents. The results of the research revealed that majority of the employees are satisfied with all the health, safety and welfare measures prevailing in the organization.

19. Welfare Measures Enhances the Satisfaction level of Employees

Work contentment and Workers wellbeing deeds are one of the major factor which has to be keep in view as they are the dear possessions of an organization. Job satisfaction is the broad-spectrum outlook concerning the work. An employee welfare practice plays a very important role in the overall development of an organisation and its employees and provides motivational rip for the workforce. The Banking Industry has a vital role in the economy of the country. Bank of Baroda state owned nationalized banking and financial institution in India, it gives a special attention to the employee welfare activities, they have a separate department to solve the employee grievances, so that the employees fell motivated and there level of gratify will be enhanced. This manuscript is staunch to swot lying on outcome of wellbeing process on worker's contentment in Indian Banking. The prime motto of the employee welfare is to institute and uphold rapport at all the levels of administration by providing gratifying condition of service. The industrial welfare measures cover the whole gamut of activities to give the complete satisfaction to its employees, to make then a better civilian and develop their competence and fiscal^{vi} pose. This paper will shows the clear depiction on the satisfaction level of the employees with the help of various

welfare measures. For this purpose a study of 100 respondents was conducted from employees of “Bank of Baroda (BoB) Jaipur”.

20. EMPLOYEES SATISFACTION & WELFARE MEASURES

Report of National Commission on Labour (2002), Government of India, made recommendations in the area of labour welfare measures which include social security, extending the application of the Provident Fund, gratuity and unemployment insurance etc. Shobha, Mishra & Manju Bhagat, in their “Principles for Successful Implementation of Labour Welfare Activities”, stated that labour absenteeism in Indian industries can be reduced to a great extent by provision of good housing, health and family care, canteen, educational and training facilities and provision of welfare activities. A. Sabarirajan, T. Meharajan, B.Arun (2001) analyzed the study on employee welfare in Textile industry. The study shows that 15% of the employees are employees are satisfied with their welfare measures. 39 % of the employees is average with their welfare measures. 16% of them are in highly dissatisfied level. This study throws light on the impact of welfare measures on QWL among the employees of textile mills in Salam district.” While describing the Welfare in Indian INDUSTRIAL SECTOR, A.J.Todd (1933) was analyzed that the labour welfare is the voluntary efforts of the employers to establish, within the existing industrial system, working and sometimes living and cultural conditions of the employees beyond what is required by law, the custom of the industry and the conditions of the market.

According to J.A Clarke “occupational health deals with all aspects of health and safety in the work place and has a strong focus on primary prevention of hazards”.

According to Health and safety at Work Act, “the a set of laws made in the UK in order to protect people at work and make sure that they do not have to work in dangerous condition, without the proper clothing or safety equipment etc

A Baker; K Hailer; S A Ferguson (2002), suggested that the organization should provide good fencing facilities to avoid accidents in the industry. Health and safety also suggested that the organization should provide safety equipment^{vi} to all workers, who work at height occasionally or daily. The occupational health and safety implications associated with

compressed and extended work periods have not been fully explored in the mining sector. Absenteeism and incident frequency rate data were collected over a 33 month period that covered three different roster schedules. The only significant change in absenteeism rates was an increase in the maintenance sector in the third data collection period.

A Spurgeon; J M Harrington; C L Cooper (1997), emphasized that The European Community Directive on Working Time, which should have been implemented in member states of the European Community by November 1996. This paper reviews the current evidence relating to the potential effects on health and performance of extensions to the normal working day. Research to date has been restricted to a limited range of health outcomes--namely, mental health and cardiovascular disorders. Other potential effects which are normally associated with stress--for example, gastrointestinal disorders, musculoskeletal disorders, and problems associated with depression of the immune system, have received little attention. It is concluded that there is currently sufficient evidence to raise concerns about the risks to health and safety of long working hours.

Connor Co Reynolds; M Anne Harris; Peter A Crompton; Meghan Winters(2009) found that implemented health provisions give job satisfaction to majority of workers. The author suggested that the organisation should provide good fencing facilities to avoid accidents in the industry. The study also suggested that the organization should provide safety equipment to all workers, who work at height occasionally or daily. organisation can provide overcoat and mask to avoid health infection. Prabakar. Employees satisfaction & welfare measures a case study with special reference to Don Bosco College of Arts & Science” found that out of all the employees are joined.

Dee W. Edington; Alyssa B. Schultz (2008), emphasized that evidence of the association between health risks and the workplace economic measures of time away from work, reduced productivity at work, health care costs and pharmaceutical costs. A search of PubMed was conducted and high quality studies were selected and combined with studies known to the authors. A strong body of evidence exists which shows that health risks of workers are associated with health care costs and pharmaceutical costs. A growing body of literature also confirms that health risks are associated with the productivity measures. The paper shows that measures of success will continue to be important as the field of worksite health management moves forward.

Graves carol gevecker; Matanoski genevieve m; Tardiff robert g (2000), suggested that safety to workers who handle large amounts of CCP has been addressed in numerous studies and reports. This review encompasses the world's literature on CCP and provides a weight-of-evidence analysis of the safety of CCP to workers in the United States. Since 1987, has produced neither primary skin irritation nor skin sensitization under normal conditions of manufacture and use. Finally, very few published complaints have come from the manufacturing sector where the closest and most voluminous contact occurs. Based on the weight of the evidence, NIOSH is anticipated to conclude that CCP is not a hazard to workers and has only a small possibility of producing mild and transient skin irritation.

International Council on Nanotechnology, Rice University, suggested that "Current Knowledge and Practices regarding Environmental Health and Safety in the Nanotechnology Workplace", offers a review and analysis of existing efforts to develop "best practices." This report finds that efforts to catalogue workplace practices have not systematically documented current environment, health and safety practices in a variety of workplace settings and geographies. Moreover, it finds that some existing documents are not publicly available.

Johannson B; Rask K; Stenberg M (2010), analyzed that relevant research articles about piece rate wages and their effects on health and safety. A total of 75 research articles were examined extensively and 31 of these were found relevant and had sufficient quality to serve the purpose of this study. The findings of these clear interest for health, musculoskeletal injuries, physical workload, pains and occupational injuries. The fact that 27 of the 31 studied articles found negative effects of piece rates on different aspects of health and safety does not prove causality, but together they give very strong support that in most situations piece rates have negative effects on health and safety.

Karen J.M. Niven (2000), described that the evaluate economic evaluations of health and safety interventions in healthcare. Problems were identified with valuing benefits in health and safety because they frequently take many years to emerge and are difficult to measure. Understanding of economic techniques within the health and safety professions was limited, resulting in wide-ranging assumptions being made as to the positive economic impact of health and safety interventions. Healthcare managers, health economists, and health and safety professionals have not traditionally worked together and have inherent

misunderstandings of each other roles. The review concludes that the aim of future research should be to assist the National Health Service (NHS) to make valid decisions about health and safety investment and risk control methods.

L Ala-Mursula; J Vahtera; A Kouvonen; A Vaananen; A Linna (2006), argued that associations working hours paid, domestic, commuting, and total with sickness, absence, and to examine whether these associations vary according to the level of employee control over daily working hours. Long domestic and total working hours were associated with higher rates of medically certified sickness absences among both genders. Low control over daily working hours predicted medically certified sickness absences for both the women and men. In combinations, high control over working hours reduced the adverse associations of long domestic and total working hours with medically certified absences. Employee control over daily working hours may protect health and help workers successfully combine a full-time job with the demands of domestic work.

Lucia Artazcoz; Imma Cortes; Vincenta Escriba-aguir; Lorena Cascant (2009), focused that objectives of this study was to identify family and job characteristics associated with long work hours. The sample was composed of all salaried workers aged 16–64 years (3950 men and 3153 women) interviewed in the 2006 Catalan Health Survey. Factors associated with long working hours differed by gender. In men, working 51–60 h a week was consistently associated with poor mental health status, self-reported hypertension, job dissatisfaction, smoking, shortage of sleep. Among women it was only related to smoking and to shortage of sleep. The association of overtime with different health indicators among men and women could be explained by their role as the family breadwinner.

Lucia Artazcoz; Imma Cortes; Vincenta Escriba-aguir; Lorena Cascant (2007), proposed that framework for epidemiological research on work and health that combines classic occupational epidemiology and the consideration of work in a structural perspective focused on gender inequalities in health. Gaps and limitations in classic occupational epidemiology, when considered from a gender perspective, are described. Classic occupational epidemiology has paid less attention to women's^{vi} problems than men's. Research into work related gender inequalities in health has rarely considered either social class or the impact of

family demands on men's health. The analysis of work and health from a gender perspective should take into account the complex interactions between gender, family roles, employment status and social class.

Maynard, Andrew D, summarized that the current level of development and government investment in nanotechnology research and development, how nanotechnology presents a potential challenge to conventional approaches to understanding health hazards in the workplace, and how the United States National Institute of Occupational Safety and Health is working to address current and potential adverse health impacts in the workplace from nanotechnology.

N Nakanishia; H Yoshidaa; K Naganoa; H Kawashimob; K Nakamurac (2001), proposed that association of long working hours with the risk of hyper-tension. The work site is in Osaka, Japan. 941 hypertension free Japanese male white collar workers aged 35–54 years were prospectively examined by serial annual health examinations. 424 men developed hypertension above the borderline level. After controlling for potential predictors of hypertension, the relative risk for hypertension above the borderline level, compared with those who worked < 8.0 hours per day was 0.48, for those who worked 10.0–10.9 hours per day was 0.63. These results indicate that long working hours are negatively associated with the risk for hypertension in Japanese male white collar workers.

N. Haworth; C. Tingvall & N. Kowadlo (2000), said that the awareness of the role of work-related driving in crashes and the related costs, many private and government organisations have developed programs to improve fleet safety. The purpose of this project is to investigate the pot/ential to introduce road safety based initiatives in the corporate environment. From the review, that the fleet safety initiatives which have potential to be effective are, Selecting safer vehicles, Some particular driver training and education programs, Incentives, Company safety programs. It is assumed that the degree of influence is likely to decrease as the type of vehicle moves from the fleet towards the private end of the continuum.

Peter Hasle and Hans Jorgen Limborg (1995), commented that regarding preventive occupational Health and Safety Activities in Small Enterprises has been reviewed in order to

identify effective preventive approaches and to develop a future research strategy. There is a lack of evaluation of intervention studies, both in terms of effect and practical applicability. However, there is sufficiently strong evidence to conclude that workers of small enterprises are subject to higher risks than the larger ones, and that small enterprises have difficulties in controlling risk. The most effective preventive approaches seem to be simple and low cost solutions, disseminated through personal contact. It is important to develop future intervention research strategies, which study the complete intervention system of the small enterprises.

Shouji Nagashima; Yasushi Suwazono; Yasushi Okubo; Mirei Uetani (2007), commented that the influence of working hours on both mental and physical symptoms of fatigue and use the data obtained to determine permissible working hours. The survey of day-shift male workers, using the Self-Rating Depression Scale (SDS) and Cumulative Fatigue Symptoms Index (CFSI). A total of 715 workers participated. In the group working 260–279 h/month, the odds ratios for SDS and ‘irritability’ and ‘chronic tiredness’ of the CFSI were increased. In the group working greater than equal to 280 h/month, the odds ratios on CFSI for ‘general fatigue’, ‘physical disorders’, ‘anxiety’ and ‘chronic tiredness’ were likewise increased. The research clarified that working hours should be lesser than 260 h/month in order to minimize fatigue symptoms in male day workers.

Simon Chapple and Tracy Mears (1996), found that most OECD countries rely on a mixture of market forces, tort liability, compulsory insurance and government regulation to deal with workplace safety and health issues. There are also other non-efficiency reasons for government involvement in workplace safety and health. However, while markets may not be efficient, government intervention can fail to make any improvement and/or not satisfy cost-benefit criteria. While the empirical evidence is not clear cut, the balance of the evidence suggests that wages may include some consideration for health and safety risks. Evidence also suggests that workers’ compensation systems increase the frequency and duration of claims for non-fatal injuries, but may decrease the number of fatal injuries.

Scandinavian Journal of Work, Environment, and Health, emphasized that number of important questions concerning the potential health and workplace safety risks raised by the manufacturing, handling, and distributing of engineered nano particles. The emphasized the following questions; (1) the hazards classification^{vi} of engineered nano particles, (2) exposure metrics, (3) the actual exposures workers may have to different engineered nano particles in

the workplace, (4) the limits of engineering controls and personal protective equipment in protecting workers in regard to engineered nano particles, (5) the kind of surveillance programs that should be put in place to protect workers, (6) whether exposure registers should be established, and (7) if engineered nano particles should be treated as new substances and evaluated for safety and hazards.

Tompa, Emile PhD; Dolinski, Roman MA; de Oliveira (2009), says that occupational health and safety intervention literature to synthesize evidence on financial merits of such interventions. A literature search included journal databases, existing systematic reviews, and studies identified by content experts. 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.

CHAPTER 3

RESEARCH METHODOLOGY:

DEFINITION OF RESEARCH:

“According to Clifford Woody research comprises defining and redefining the problem, formulating hypothesis or suggested solutions; collecting, organizing and evaluating data; making deduction and reaching conclusions; and at last carefully testing the conclusions to determine whether they fit the formulating hypothesis.”

RESEARCH 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.

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”

DESCRIPTIVE RESEARCH:

In social sciences and business research we quite use the term Ex Post Facto research for descriptive research studies. The main characteristics of this method is that researcher has no control over the variable; he can only report what has happened and what is happening.

Descriptive research is the one the simply describes something such as demographic characteristics of consumers who used the product/services. The study is something occurs or how two variables vary together. This study is typically hypothesis.

POPULATION:

vi

The population comprises of the entire employee's in rural industries (PL). But due

to the time constraints it is not possible to have a complete population, the study is among the employee's which is one of the major departments in PL.

The sample size of 150 respondents has been arrived for the study among the population of 450 employees.

The number of employees in traffic department was 450 and it has eleven divisions under which one third of employees have been taken from each division

MODE OF CONTACT:

All the respondents were personally interviewed with the help of structured questionnaire for the purpose of data collection.

DESIGN AND PRETESTING 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.

METHOD OF DATA COLLECTION:

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.

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.

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.

STRATIFIED SAMPLING:

Under stratified sampling the population is divided into several sub-population that are individually more homogenous than the population^{vi}(the different sub-population are called 'strata') and then we select each items from stratum to constitute a sample.

Since each stratum is more homogenous than the total population, we are able to get more precise estimate for each stratum and by estimating more accurately each of the components parts, we get better estimate of the whole.

9ANALYTICAL TOOLS

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. The Pearson product-moment correlation coefficient is a measure of the strength and direction of association that exists between two variables measured on at least an interval scale. It is denoted by the symbol r .

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

CHI- SQUARE TEST I – (χ^2)

A chi-squared test, also referred to as chi-square test or χ^2 test, is any statistical hypothesis test in which the sampling distribution of the test statistic is a chi-squared distribution when the null hypothesis is true, or any in which this is asymptotically true, meaning that the sampling distribution (if the null hypothesis is true) can be made to approximate a chi-squared distribution as closely as desired by making the sample size large enough.

The χ^2 test was first used by Karl Pearson in the year 1900. The quantity χ^2 describes the magnitude of the discrepancy between theory and observation.

It is calculated using:

$$\chi^2 = \sum [(O_i - E_i)^2 / E_i] \text{ with } (n - 1) \text{ degrees of freedom.}$$

Where, O_i refers to the observed frequency & E_i to the expected frequencies.

χ^2 was used as a test of independence and goodness of fit.

ONE WAY ANOVA

The ANOVA tests the null hypothesis that samples in two or more groups are drawn from populations with the same mean values. To do this, two estimates are made of

the population variance. The ANOVA produces an F-statistic, the ratio of the variance calculated among the means to the variance within the samples. If the group means are drawn from populations with the same mean values, the variance between the group means should be lower than the variance of the samples, following the central limit theorem. A higher ratio therefore implies that the samples were drawn from populations with different mean values.

PERCENTAGES

Percentages refer to a special kind of ratio. Percentages are used in making comparison between two or more series of data. Percentages are used to describe relationships, it is expressed as.

$$\text{Percentage} = (\text{no of employees} / \text{total no of employees}) 100$$

CHARTS:

Charts are graphic displays of data for easy understanding of relative positions that is not always possible with descriptive words or numbers. Types of charts commonly used in business data presentation are: Bar and pie.

BAR CHARTS:

The bar chart is commonly used for presentation of qualitative data. The data can be continuous or discrete data, which are plotted against discrete data intervals. The vertical bar diagram, also called bar chart where the length or height of bars represent the numerical value of the event or measurement. Width or gap between the bars is of no significance to the bar chart data, but they are uniform in a diagram.

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

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.

CHART 4.1.1 CHART SHOWING RESPONDANTS BASED ON AGE

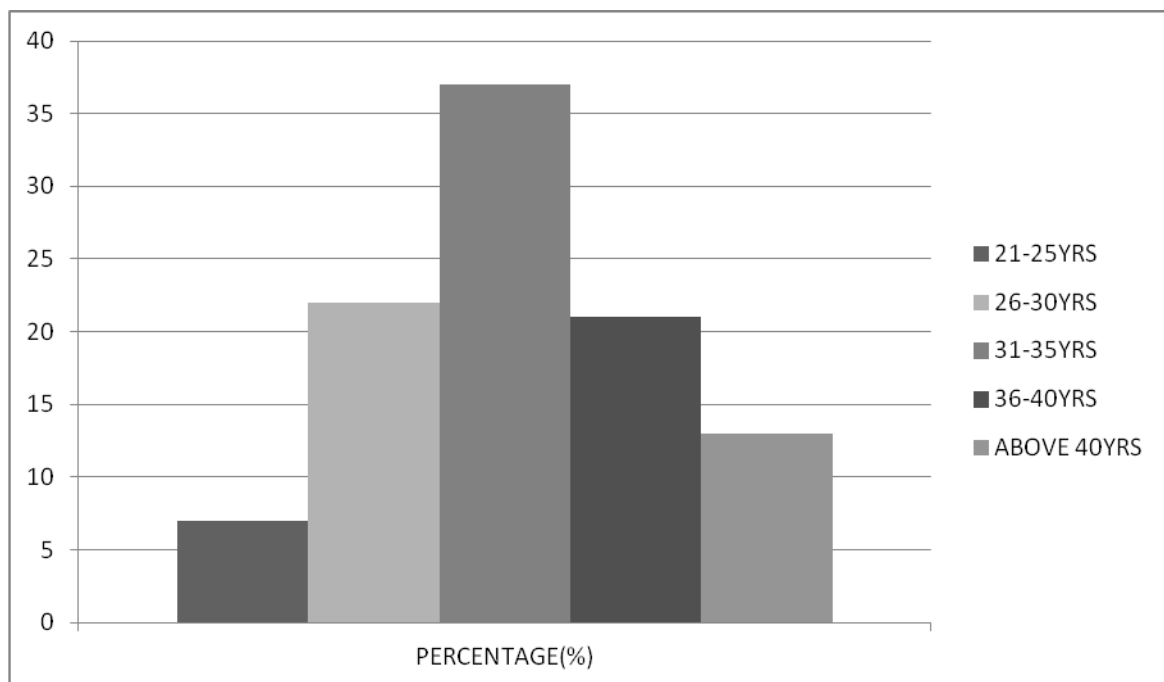


TABLE 4.1.2 TABLE SHOWING RESPONDENTS BASED ON GENDER

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

INFERENCE:

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

CHART 4.1.2 CHART SHOWING RESPONDENTS BASED ON GENDER

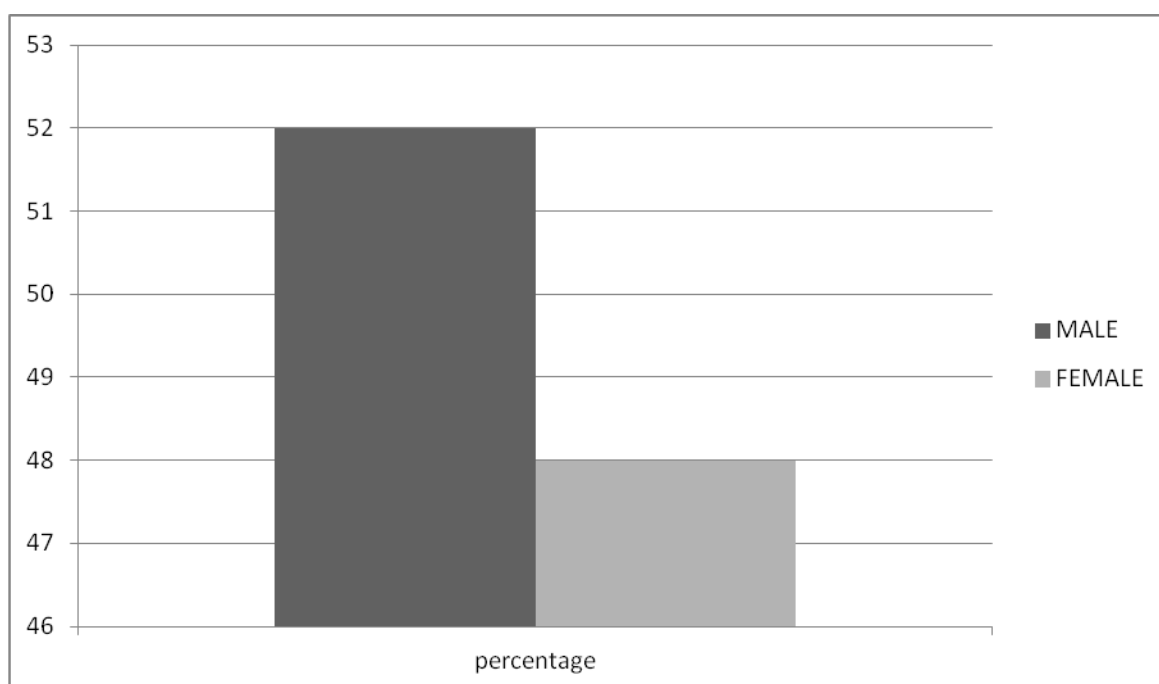


TABLE 4.1.3 TABLE SHOWING RESPONDENTS MARITAL STATUS

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

INFERENCE:

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

CHART 4.1.3 CHART SHOWING RESPONDENTS MARITAL STATUS

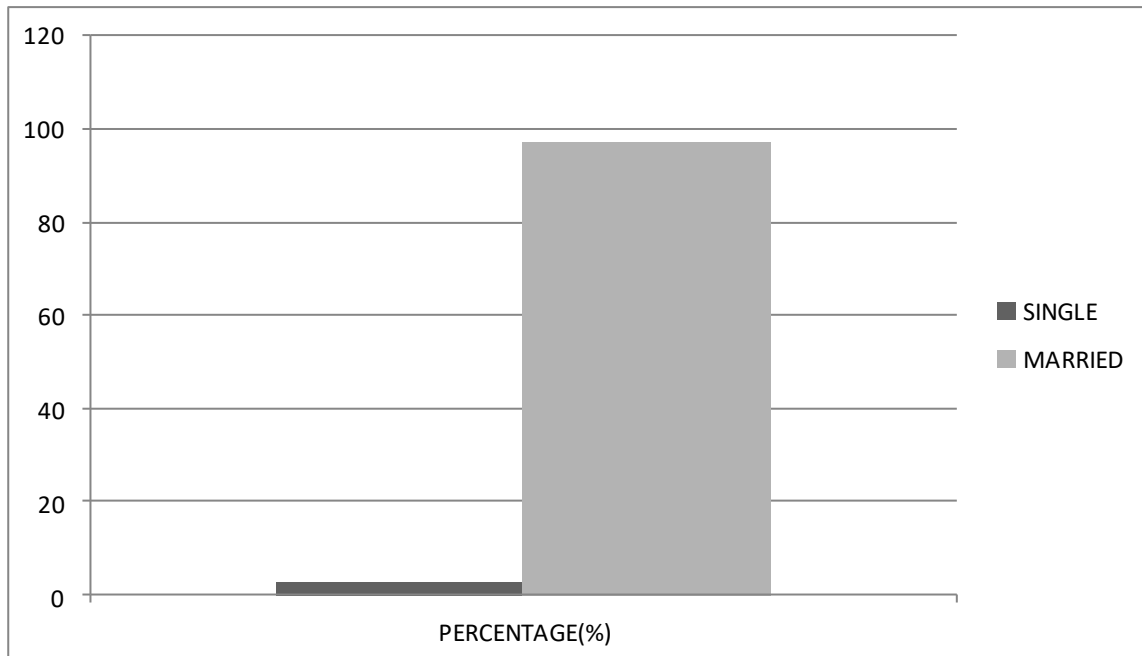


TABLE 4.1.4 TABLE SHOWING SERVICE STATUS OF THE RESPONDENTS

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

INFERENCE:

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

CHART 4.1.4 CHART SHOWING SERVICE STATUS OF THE RESPONDENTS

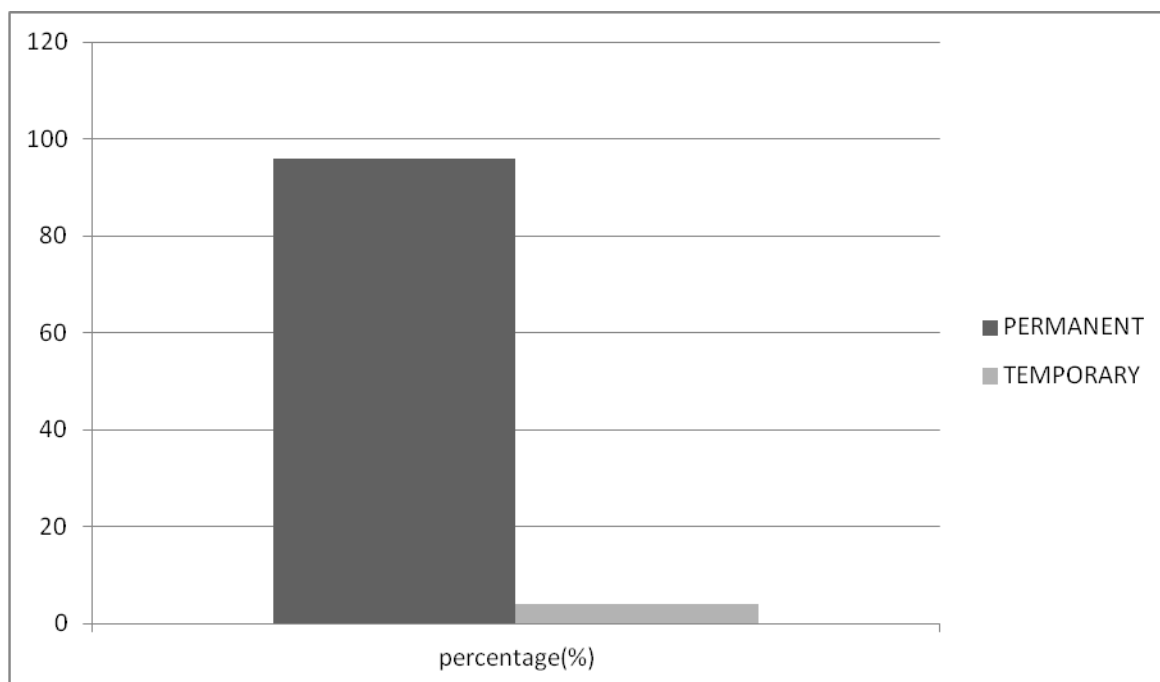


TABLE 4.1.5 TABLE SHOWING WORKING EXPERIENCE OF THE RESPONDENTS

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

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.

CHART 4.1.5 CHART SHOWING WORKING EXPERIENCE OF THE RESPONDENTS

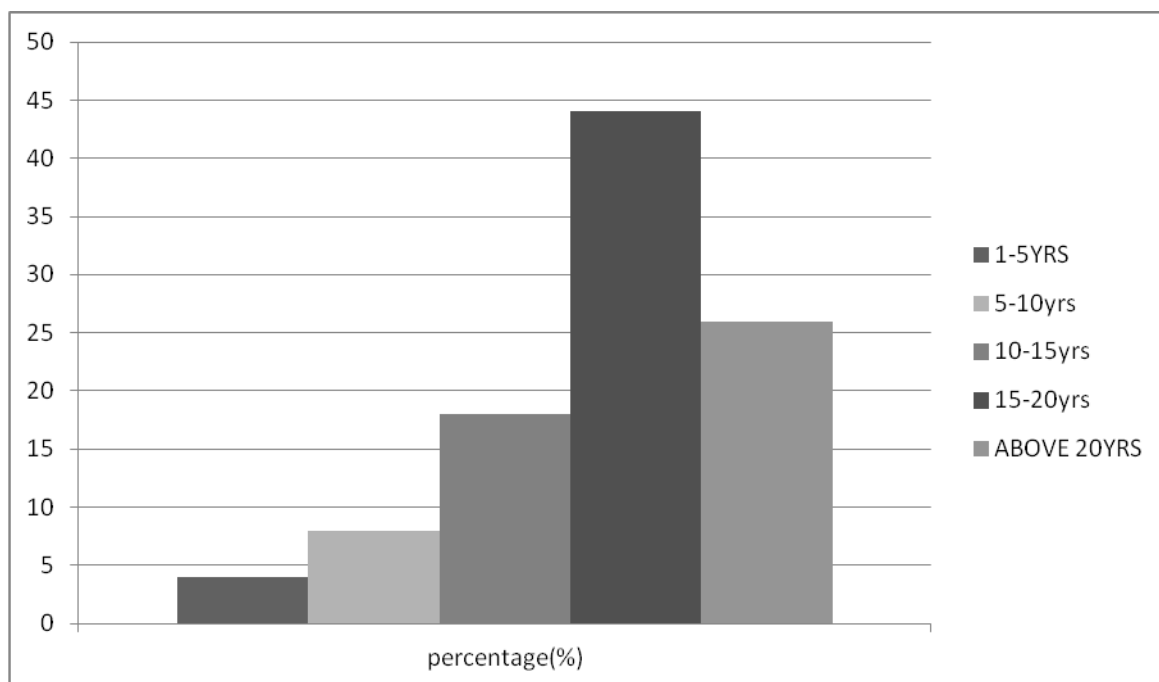


TABLE 4.1.6 TABLE SHOWING EDUCATION QUALIFICATION OF RESPONDENTS

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

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.

CHART 4.1.6 CHART SHOWING EDUCATION QUALIFICATION OF RESPONDENTS

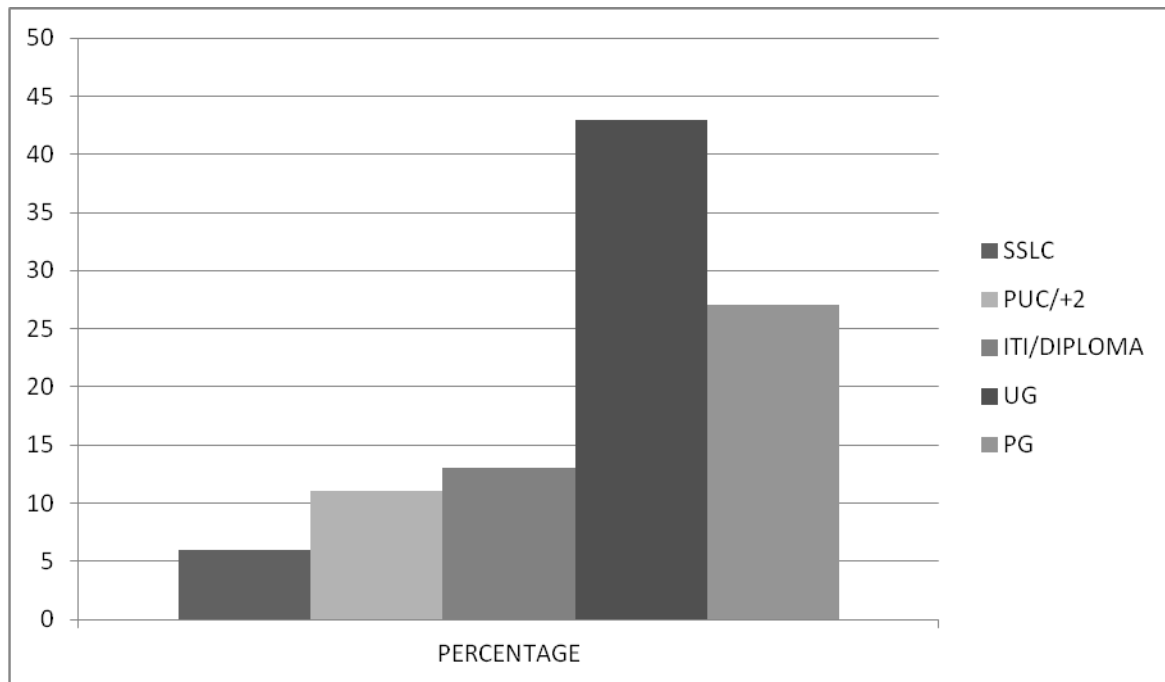


TABLE 4.1.7 **TABLE SHOWING RESPONDENTS MONTHLY INCOME**

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

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.

CHART 4.1.7 **CHART SHOWING RESPONDENTS MONTHLY INCOME**

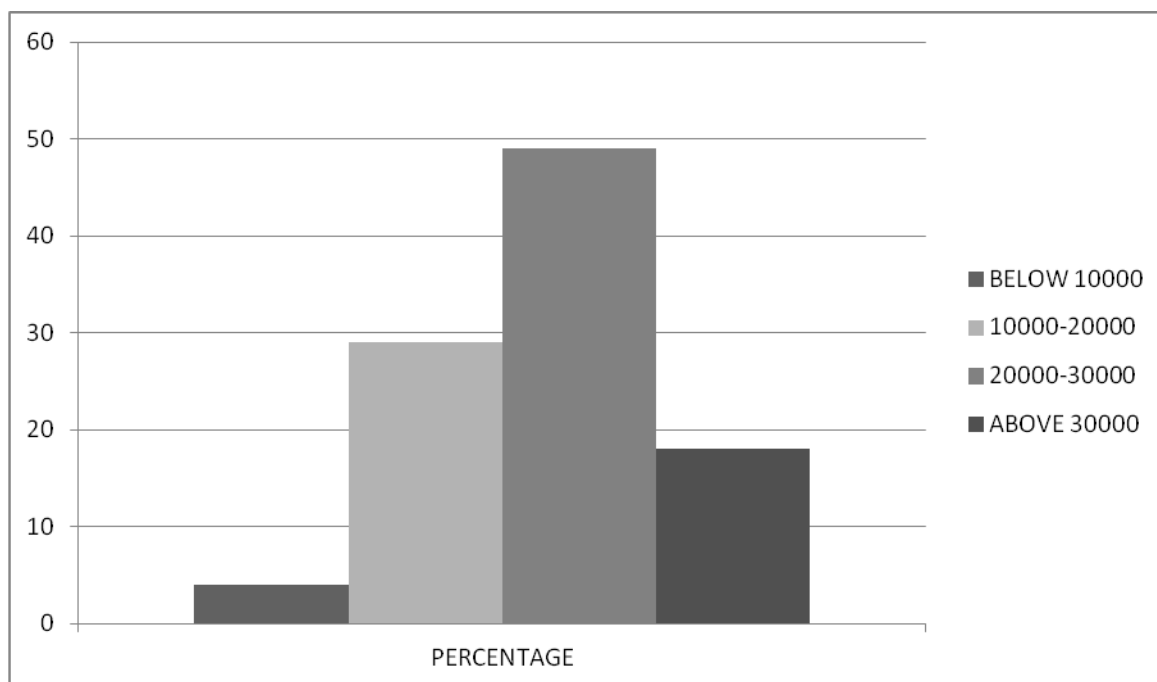


TABLE 4.1.8 TABLE SHOWING SATISFACTORY LEVEL OF INTRA MURAL FACILITIES

WELFARE ITEMS→	Drinkin g water	per (%)	Rest rooms/ sick room	per (%)	Canteen	per (%)	Wash basins	per (%)	cretches	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

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

CHART 4.1.8 CHART SHOWING SATISFACTORY LEVEL OF INTRAMURAL FACILITIES

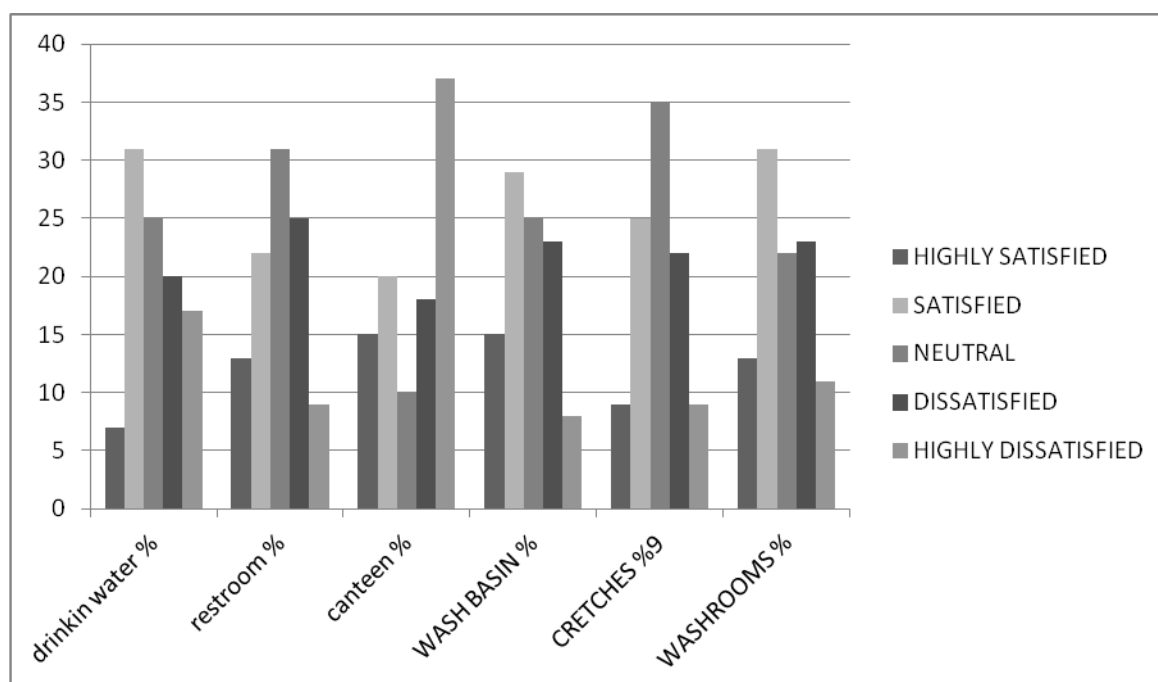


TABLE 4.1.9 TABLE SHOWING SATISFACTORY LEVEL OF EXTRA MURAL FACILITIES

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

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.

CHART 4.1.9 CHART SHOWING SATISFACTORY LEVEL OF EXTRA MURAL FACILITIES

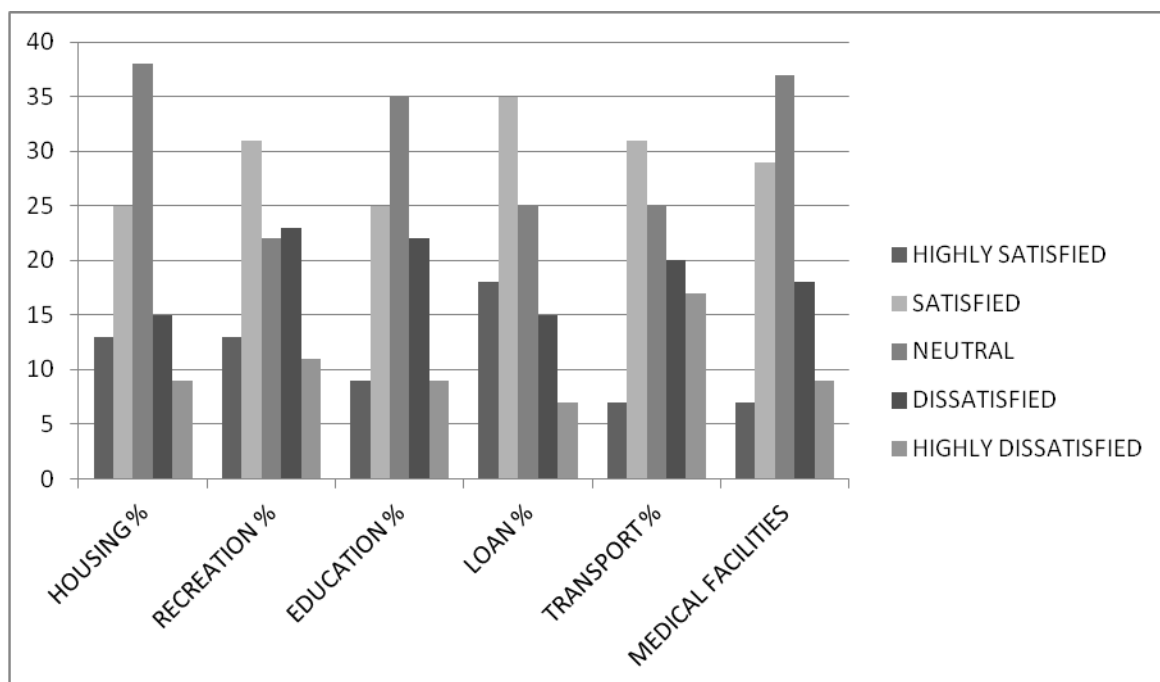


TABLE 4.1.10 **TABLE SHOWIING SATISFACTORY LEVEL OF CONTEMPORARY WELFARE FACILITIES**

WELFARE ITEMS	WORKING ENVIRONMENT	PER%	EMPLOYEE COUNCELLING	PER%	STRESSES	PER%	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

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

CHART 4.1.10 CHART SHOWIING SATISFACTORY LEVEL OF CONTEMPORARY WELFARE FACILITIES

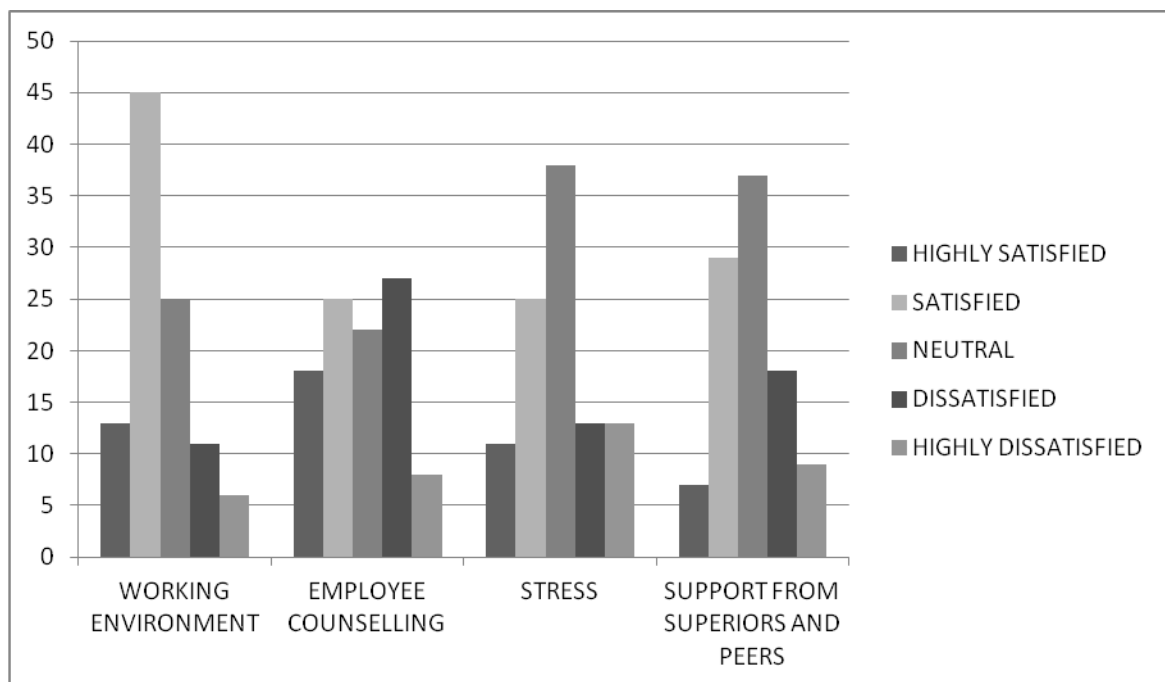


TABLE 4.1.11 TABLE SHOWING RESPONDENT'S HEALTH AFFECTED THROUGH POLLUTION FACTORS

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

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.

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

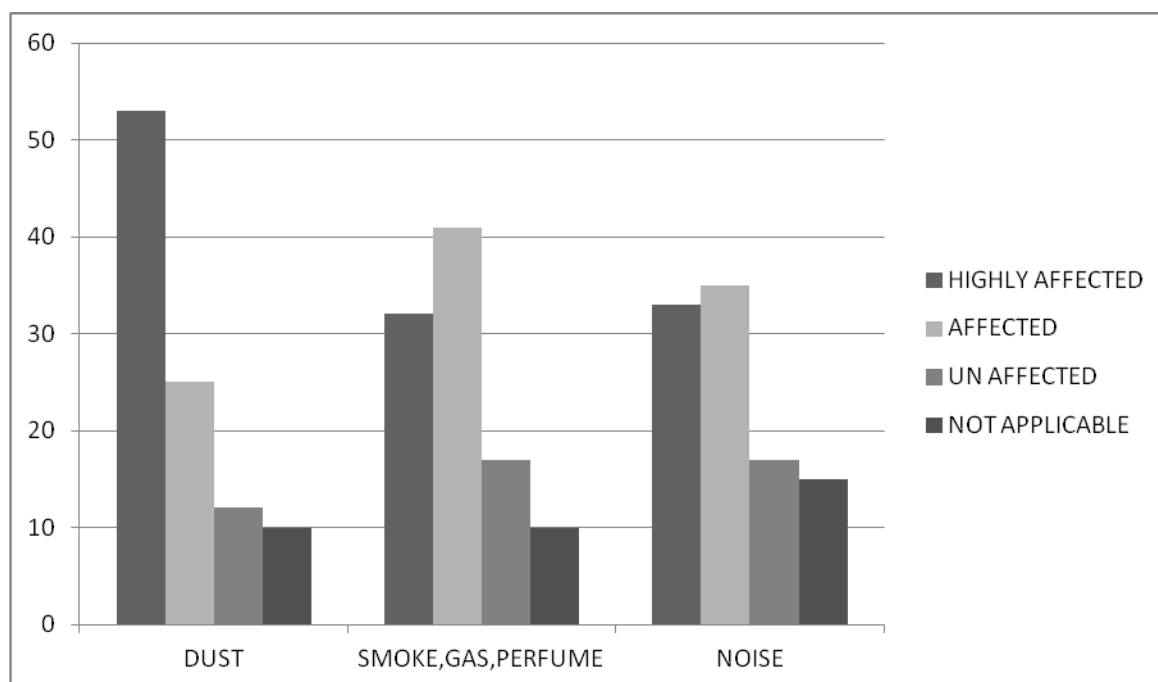


TABLE 4.1.12 TABLE SHOWING ENVIROMENTAL FACTORS AFFECTING THE HEALTH OF THE RESPONDENTS

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

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.

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

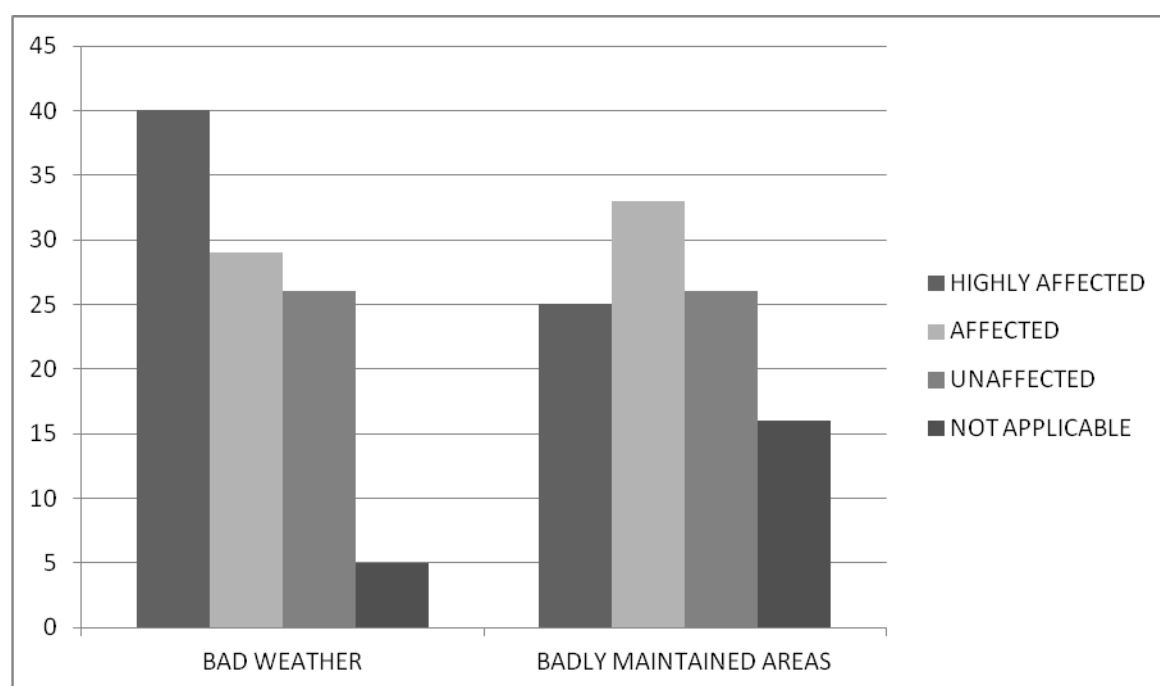


TABLE 4.1.13 TABLE SHOWING RISK FACTORS AFFECTING THE HEALTH OF THE RESPONDENTS

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

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.

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

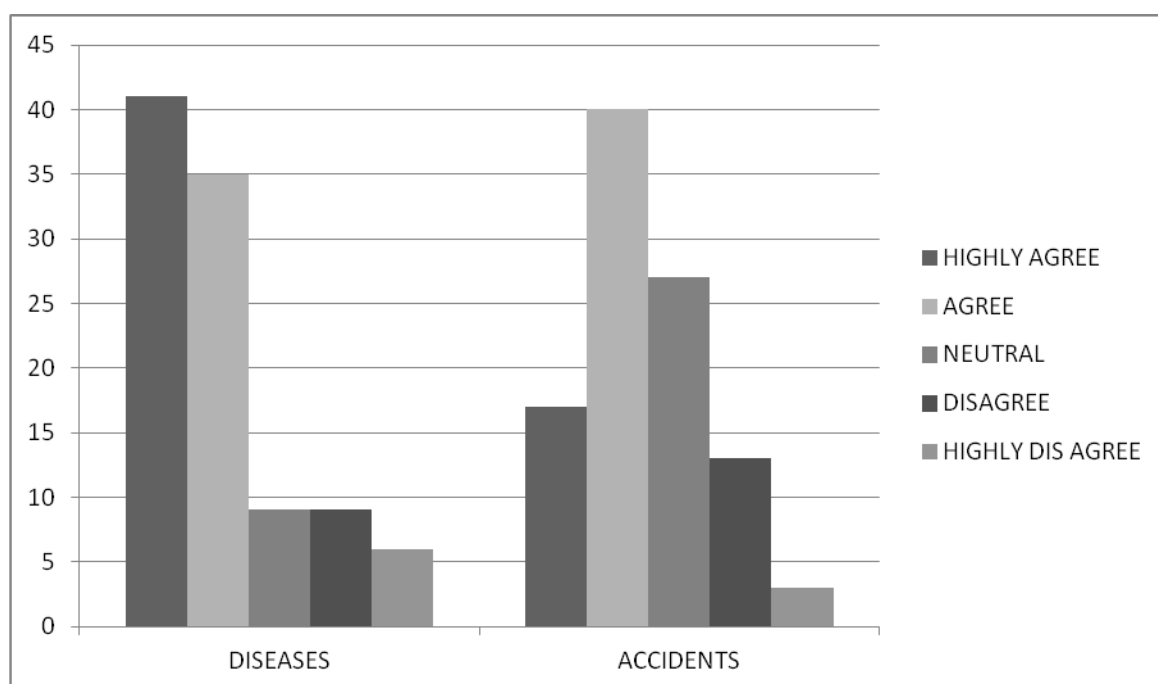


TABLE 4.1.14 TABLE SHOWING RESPONDENT'S OPINION ON VISITING RURAL INDUSTRIES HOSPITAL REGULARLY FOR HEALTH RELATED ISSUES

PARTICULARS	NO OF RESPONDENTS vi	PERCENTAGE(%)
YES	93	62

NO	57	38
TOTAL	150	100

INFERENCE:

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

CHART 4.1.14 CHART SHOWING RESPONDENT'S OPINION ON VISITING RURAL INDUSTRIES HOSPITAL REGULARLY FOR HEALTH RELATED ISSUES

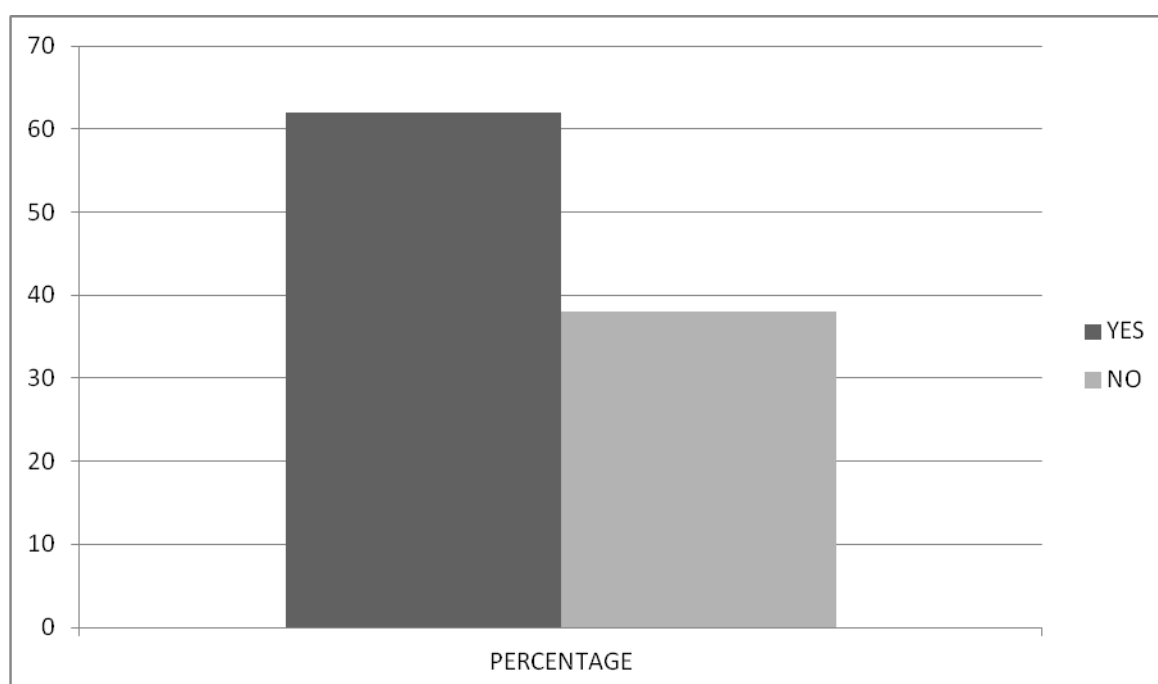


TABLE 4.1.15 TABLE SHOWING RESPONDENT'S OPINION ON WHY THEY ARE NOT REGULAR VISITOR OF HOSPITALS

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
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INFERENCE:

From the study it reveals that, respondents are not regularly visiting 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.

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

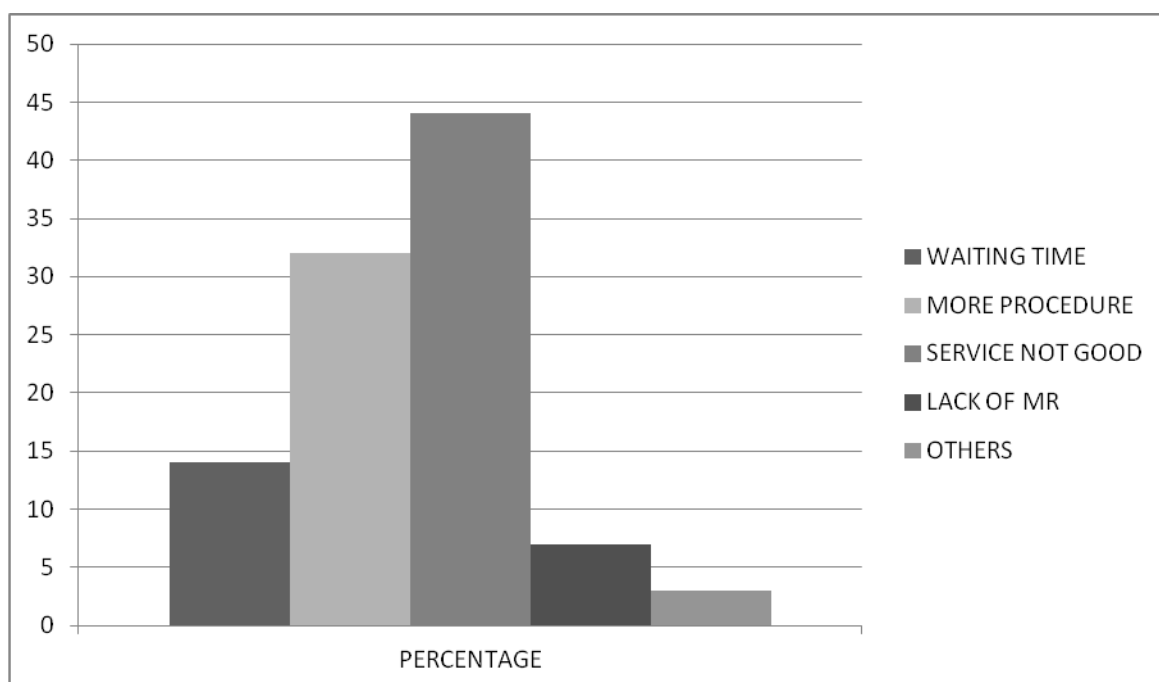


TABLE 4.1.16 TABLE SHOWING LEVEL OF RESPONDENTS VISITED HOSPITAL

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

INFERENCE:

vi

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.

CHART 4.1.16 CHART SHOWING LEVEL OF RESPONDENTS VISITED HOSPITAL

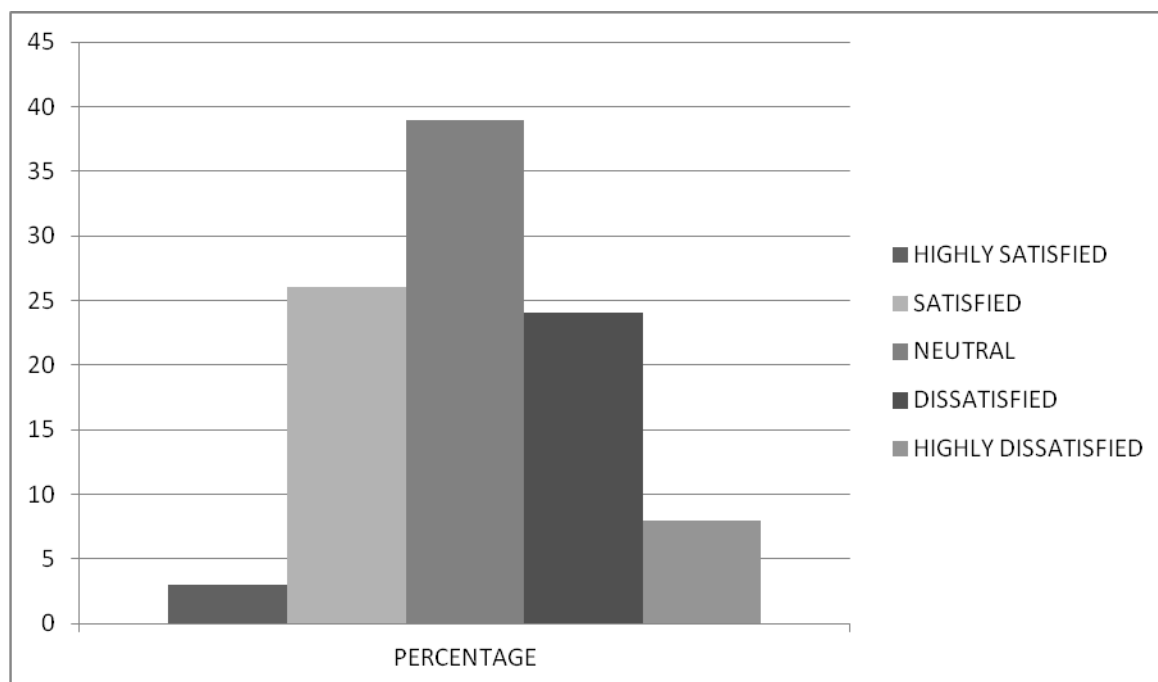


TABLE 4.1.17 TABLE SHOWING RESPONDENT'S OPINION ON USE OF PPE'S RELATED WITH PSYCHOLOGICAL FACTORS

PSYCHOLOGICAL FACTOR	UNCOMFORTABLE WORKING ENVIRONMENT	PER %	UNSATISFIED ORGANISATIONAL CLIMATE	PER (%)	LACK OF CONCERN FOR OWN SAFETY	PER %	STRESS BECAUSE A REGULAR HABIT	PER %
SCALE LEVEL								
HIGHLY AGREE	21	15	8	6	7	5	14	9
AGREE	59	39	22	15	77	51	59	39
NEUTRAL	45	30	35	23	38	25	63	42
DISAGREE	14	9	29	19	24	16	7	5

HIGHLY DISAGREE	11	7	56	37	4	3	7	5
TOTAL	150	100	150	100	150	100	150	100

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.

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

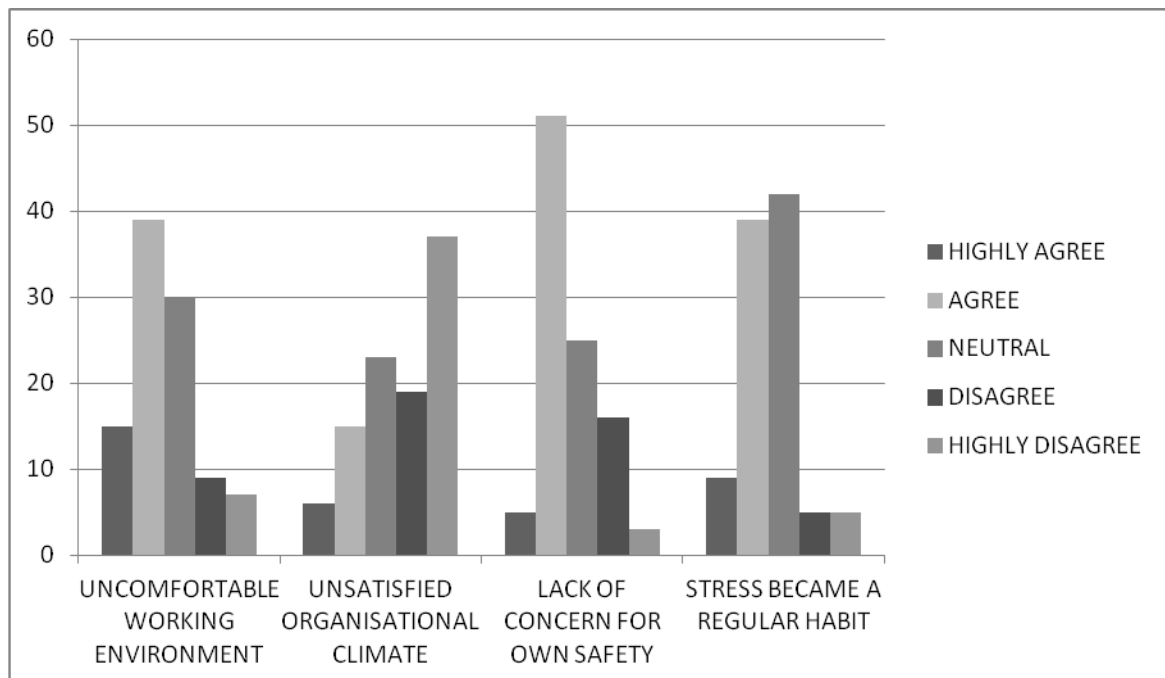


TABLE 4.1.18 TABLE SHOWING RESPONDENT'S OPINION ON NON USE OF PPE'S RELATED WITH AWARENESS FACTORS

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

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% of respondents give their response as neutral and 26% of respondents negatively disagree.

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

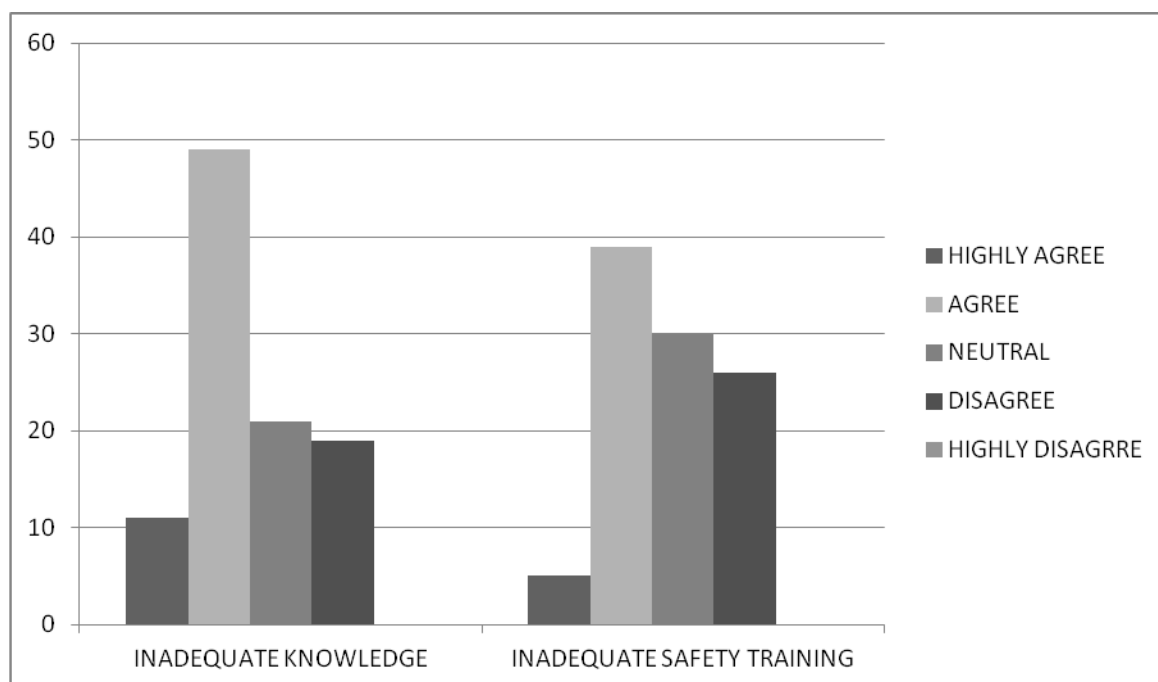


TABLE 4.1.19 TABLE SHOWING RESPONDENTS OPINION ON NON USE OF PPE'S RELATED WITH MAINTAINENCE vi

MAINTAINENCE FACTOR SCALE LEVEL	POOR QUALITY OF PPE	PER%	LACK OF MAINTAINENCE	PER%	EQUIPMENTS NON AVAILABLE	PER%	LACK OF SUPERVI SION	PER%
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

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.

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

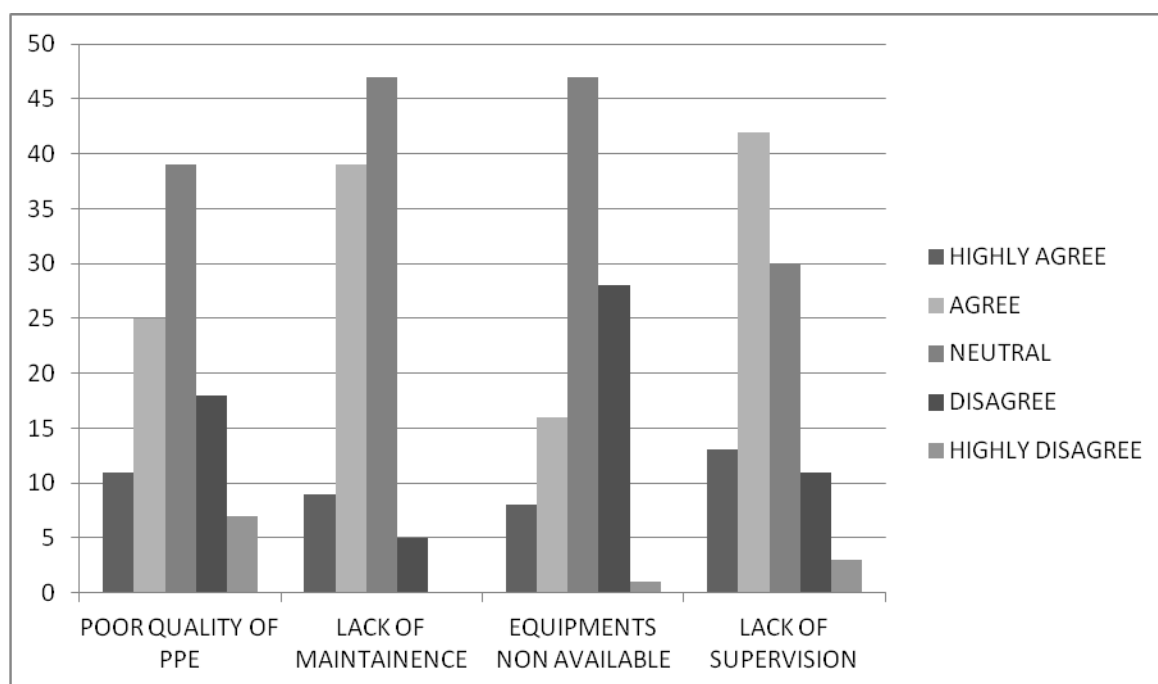


TABLE 4.1.20 **TABLE SHOWING RESPONDENTS OPINION ON SATISFACTORY LEVEL OF PPE**

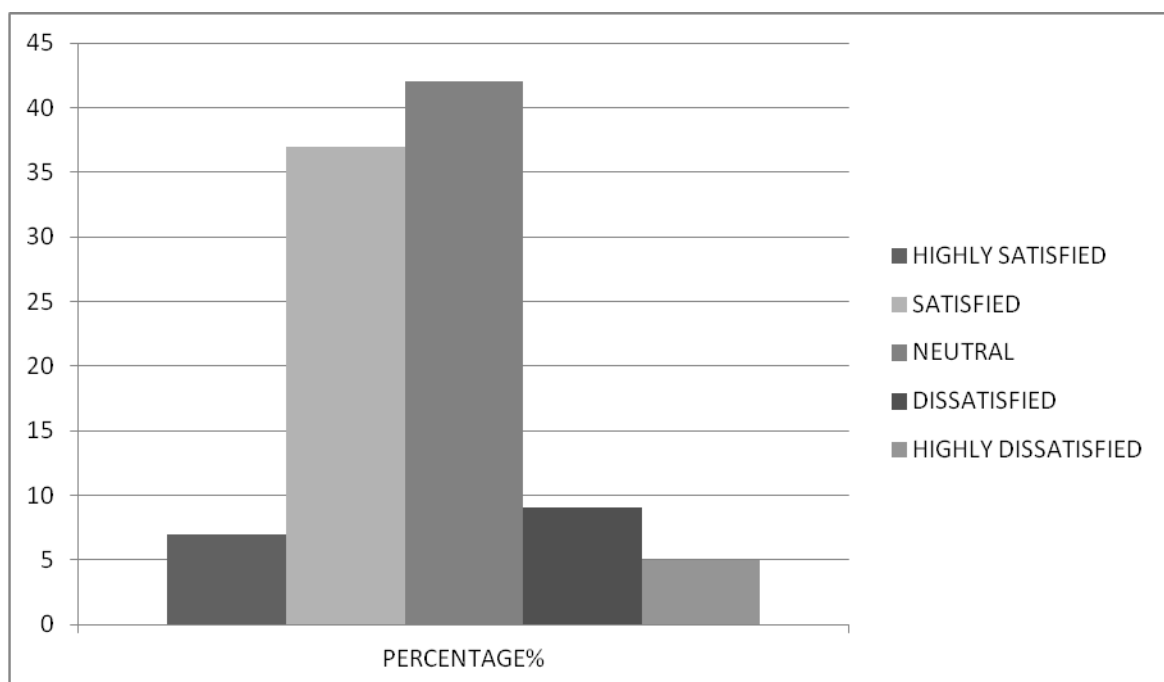
SATISFACTORY LEVEL	NO OF RESPONDENTS	PERCENTAGE%
HIGHLY SATISFIED	10	7
SATISFIED	56	37
NEUTRAL	63	42
DISSATISFIED	14	9
HIGHLY SATISFIED	7	5

TOTAL	150	100
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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.

CHART 4.1.20 **CHART SHOWING RESPONDENTS OPINION ON SATISFACTORY LEVEL OF PPE**



STATISTICAL TOOLS AND ANALYSIS

CHI- SQUARE TEST I – (χ^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 (H_0):

There is no relationship between the age and the experience.

Alternate hypothesis (H_1):

There is relationship between the age and the experience.

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 Cross tabulation								
			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	21-25YRS	Count	6	4	0	0	0	10
		% 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 RESPONDENTS	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%

	26-30YRS	Count	0	8	26	0	0	34
		% within TABLE SHOWING RESPONDANTS BASED ON AGE	0.0%	23.5%	76.5%	0.0%	0.0%	100.0%
		% within TABLE SHOWING WORKING EXPERIENCE OF THE RESPONDENTS	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%
	31-35YRS	Count	0	0	1	55	0	56
		% within TABLE SHOWING RESPONDANTS BASED ON AGE	0.0%	0.0%	1.8%	98.2%	0.0%	100.0%
		% within TABLE SHOWING WORKING EXPERIENCE OF THE RESPONDENTS	0.0%	0.0%	3.7%	83.3%	0.0%	37.3%

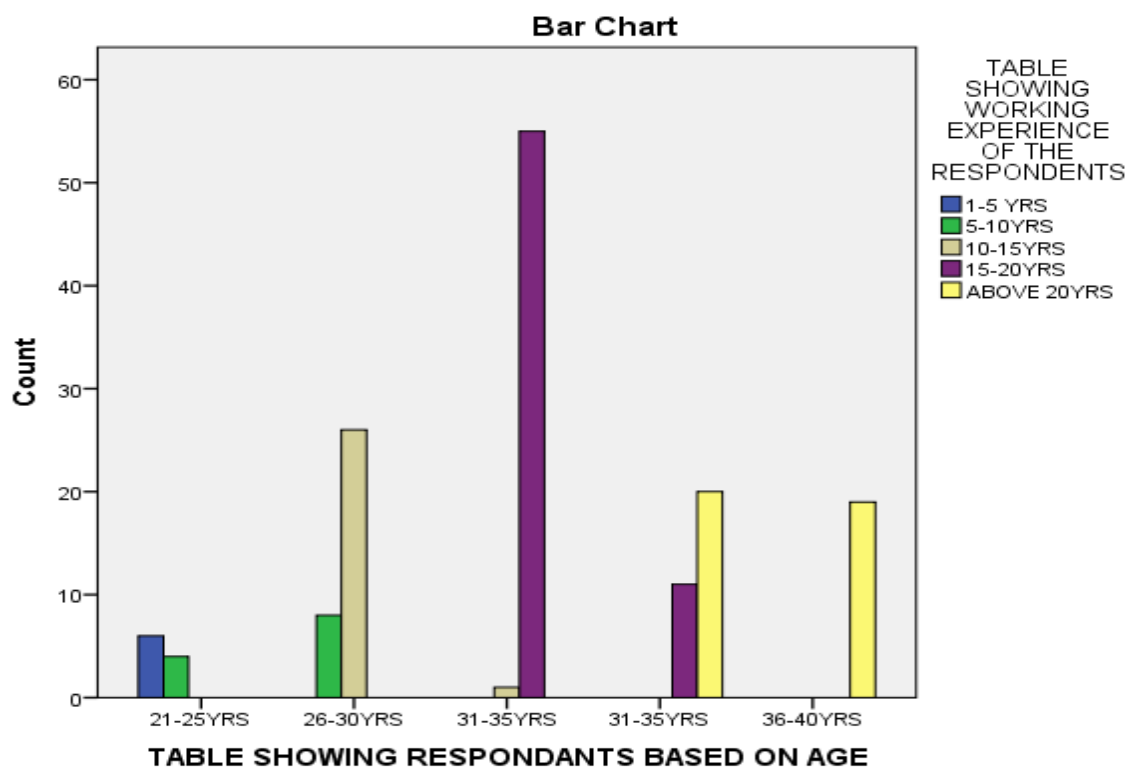
		% of Total	0.0%	0.0%	0.7%	36.7%	0.0%	37.3%
	31-35YRS	Count	0	0	0	11	20	31
		% within TABLE SHOWING RESPONDANTS BASED ON AGE	0.0%	0.0%	0.0%	35.5%	64.5%	100.0%
		% within TABLE SHOWING WORKING EXPERIENCE OF THE RESPONDENTS	0.0%	0.0%	0.0%	16.7%	51.3%	20.7%
		% of Total	0.0%	0.0%	0.0%	7.3%	13.3%	20.7%
	36-40YRS	Count	0	0	0	0	19	19
		% within TABLE SHOWING RESPONDANTS BASED ON AGE	0.0%	0.0%	0.0%	0.0%	100.0%	100.0%

		% 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 %
Total	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.

ONE-WAY ANOVA CLASSIFICATION

Null hypothesis (Ho):

There is a significance difference between opinion on visiting rural industries hospital regularly for health related issues and level of respondents visited hospital.

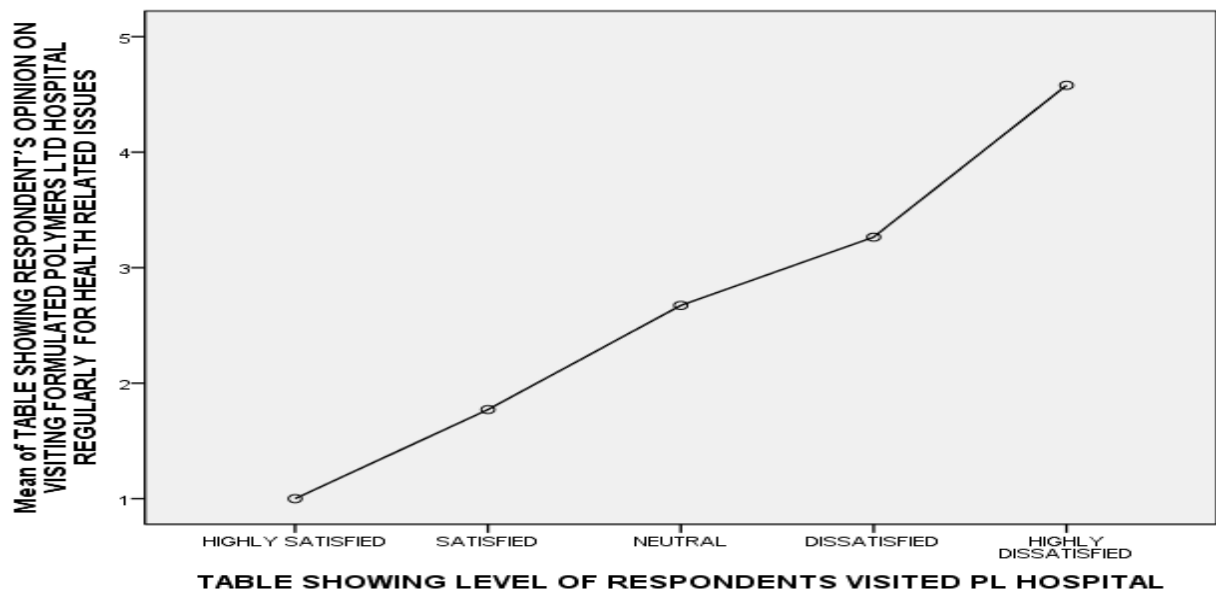
Alternate hypothesis (H1):

There is no significance difference between opinion on visiting rural industries hospital regularly for health related issues and level of respondents visited hospital.

Descriptives								
TABLE SHOWING RESPONDENT'S OPINION ON VISITING RURAL INDUSTRIES 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 RURAL INDUSTRIES HOSPITAL REGULARLY FOR HEALTH RELATED ISSUES			
Levene Statistic	df1	df2	Sig.
17.743	4	145	.000

ANOVA					
TABLE SHOWING RESPONDENT'S OPINION ON VISITING RURAL INDUSTRIES 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

vi

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 rural industries hospital regularly for health related issues and level of respondents visited 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.

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

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.

1. Personal Details:

- 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.

WELFARE FACILITIES

2. 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.

HEALTH FACILITIES

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 rural industries 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 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.

SAFETY

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 SUGGESTION:

WELFARE

- 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.

HEALTH

- 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 rural industries hospital, even though employees need referrals for outside treatment so, it should be given to the needy employees.

SAFETY

- 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 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.

ANNEXURE
QUESTIONNAIRE

A STUDY ON EMPLOYEE'S WELFARE, HEALTH AND SAFETY MEASURES IN RURAL INDUSTRIES

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:

to 5 years	to 10 years	to 15 years	to 20 years	above 20 years

H)QUALIFICATION:

LC	IC/+2	/DIPLOMA		

I)MONTHLY INCOME:

LOW 10000	10001 TO 20000	20001 TO 30000	ABOVE 30000

WELFARE FACILITIES

2. INTRA MURAL FACILITIES:

Satisfactory level of facilities provided inside the work place.

ARTICULARS	WHOLLY SATISFIED	PARTIALLY SATISFIED	NEUTRAL	NOT SATISFIED	WHOLLY DISSATISFIED
Drinking water					

stroom\ sickroom					
nteen					
ash basins					
etches					
ashroom					

3. EXTRA MURAL FACILITIES:

Satisfactory level of facilities provided outside the workspace

rticulars	ghly satisfied	isfied	utral	ssatisfied	ghly dissatisfied
ousing					
creation					
ucation					
an facilities					
ansport					
edical facilities					

4. CONTEMPORARY WELFARE FACILITIES:

Satisfactory level of contemporary welfare facilities provided in the rural
industries

rticulars	ghly satisfied	isfied	utral	ssatisfied	ghly dissatisfied
ality of work life					
mployee counseling					
pping with stress					
ood working condition			vi		

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

() Yes

() No

6. 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	

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

.....

HEALTH

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

8. POLLUTION:

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

9. ENVIRONMENT:

Factors	Highly affected	Affected	Unaffected	Not applicable
Working outside in bad weather		vi		

Badly maintained areas				
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10. RISK FACTOR:

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

11. HOSPITAL FACILITIES:

Do you visit rural industries 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

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

(if

yes) please.....

SAFETY

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

13. 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					

14. AWARENESS FACTOR:

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

15. MAINTAINANCE FACTOR:

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

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

() Highly satisfied

() Satisfied

() Neutral

- () Dissatisfied
- () Highly dissatisfied

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