

# HEALTH AND SAFETY MEASURES AND ITS AWARENESS AMONG EMPLOYEES AT SKF LIMITED

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## ABSTRACT

*The purpose of the study was to understand the health and safety measures and its awareness among employees at SKF Limited. The study gives information on the health and safety measures adopted at SKF Limited. It also gives information on the level of awareness among employees regarding the health and safety measures adopted. The research was undertaken at SKF Limited, Bengaluru. Primary data was gathered with the help of Questionnaires from the employees of SKF Limited. Simple random sampling technique was adopted and data was collected from 120 employees of the organization. Secondary data was collected with the help of company websites and company records. Results of the study showed that employees were satisfied with the existing health and safety measures at workplace and also they were aware of the policies concerning health and safety measures. Suitable suggestions were provided based on the results of the study.*

**Keywords:** HEALTH AND SAFETY MEASURES, EMPLOYEE SATISFACTION, EMPLOYEE AWARENESS

## INTRODUCTION

Health and Safety measures for employees at workplace helps the employer to focus on improving the work environment at the organization. The implementation of complete plan helps the organizational members to be aware of the hazardous process at workplace and the safety measures to be taken. The complete responsibility of developing the health and safety measures for employees depends on the employer. Proper implementation of the measures developed leads to decrease in accidents at workplace, increased loyalty and satisfaction among workers and also creates a good working environment for employees.

When it comes to commitment with regard to the health and safety measures of an organization it should include participation of both management and its employees. The organization should implement certain laws or rules in relation to work related hazards, apart from government standards.

## REVIEW OF LITERATURE

Ms. Lincy Joykutty, (2017) in her study has explored the deliberate issues that are in concern to employee health and safety. The findings of the study reveals that all employees are aware of health and safety measures at workplace and in Bangalore both private and public sector manufacturing industries are performing vigorously towards the health and safety of workers.

R. Muthuviknesh And K. Anil Kumar, (2014) in their paper have examined the effect of Organization Health and Safety Management on workplace. The findings of the study revealed that employees had mixed responses towards health and safety measures but the organization is trying hard to implement safety provision and make employees understand the importance of safety.

Georgi Hrenov, Karin Reinhold, Piia Tint, (2017), have analyzed the role of employer in improving the safety measures at workplace. The study finds out that the influence of foreign firms had a positive effect on safety measures where as the management implemented corporation based safety system.

Angel Phumzile Machabe and Vartikka Indermun (2013), in their paper have aimed at examining the role of manager in implementing occupational health and safety at the organization. The results of the study disclosed that there is a strong interconnection between the workforce and the managements perception regarding health and safety measures. It is also identified that and human intervention plays a significant role in implementing safety measures at workplace.

Patrick Gbadago, Sedem N, Amedome & Ben Q, Honyenuga, (2017), made a study to know how Occupational Health and Safety measures will have an impact on the performance of the employees. The findings of the study revealed that there is a positive relationship between Occupational Health and Safety measures and Employee Performance at workplace.

O. Pass, K. Reinhold & P. Tint, (2015), in their paper have determined the performance of safety in Estonian manufacturing industry and the benefits of OHSAS 18001. The findings of the study disclosed that performance of safety measures are high in companies having OHSAS 18001 certification.

Iftikhar Ahmad, Abdul Sattar, Allah Nawaz, (2016), have aimed at understanding the actual gaps of the occupational health and safety in industries in developing countries. The findings of the study states that due to adoption of simple preventive measures of health and safety in developing countries, lack of knowledge of regulatory bodies and also attitude towards the safety measures there are some occupational diseases still existing in a few places.

Therese N. Hanvold & Kaj B. Veiersted, (2018), have attempted to study how the young workers in the Nordic countries face problems related to safety and health issues. The results of the study reveal that there is less amount of research made on health and safety of young workforce and hence more number of research is necessary. They also suggested that in order to reduce risks of young workers it is important to focus on the special group of young workers to find out the extent of risks involved at workplace.

Basak Yanar, Peter M. Smith, (2018), made a study to know how workers perform their hazards work without any protection and the way supervisor is held responsible for the risk of injury. The results of the study found that due to the negligence of the supervisor there is an increase in the workplace accidents and injuries.

### NEED FOR THE STUDY

- To investigate or analyse awareness among the employees regarding safety measures.
- To check the usage of proper safety equipment's.
- To study the difficulty faced by employee while operating machinery in the organization.
- To know the effects of accidents.

Hence, the present study will help the management to know the level of awareness among employees towards health and safety measures. It helps the organization for suitable changes and improvements.

### OBJECTIVES OF THE STUDY

#### BASIC OBJECTIVE

To establish the health measures that are acquired in **SKF India Ltd.**

#### OTHER OBJECTIVES

- To study the health and safety awareness among the employees at workplace.
- To study the role of management in implementing health & safety measures.
- To study and understand the satisfaction level of the respondents towards health and safety measures.

#### HYPOTHESIS

The hypotheses developed for the present study are:

1. **Ho:** Employees are not aware of performing the job with safe manner at workplace.  
**H1:** Employees are aware of performing the job with safe manner at workplace.
2. **Ho:** Employees are not satisfied towards the health and safety measures at workplace  
**H1:** Employees are satisfied towards the health and safety measures at workplace

### RESEARCH METHODOLOGY

A research refers to a process of detail collection of data, analyzing of critical information obtained, in accordance with methodologies proposed by the different professional fields and educational institutions.

## RESEARCH DESIGN

The research design refers to a set of practices which is been used for collection of data and analyzing the measures of variables specified in the research.

### Sampling Plan

Sampling Plan is a term that provides an outline for the research study that is been conducted. It describes which category as to be surveyed, how to choose the respondents for the population and what is the actual sample size to be taken.

Simple random sampling plan was adopted for the present study.

### Simple Random Sampling

The subset which is been selected from a large set is known as simple random sampling. Whereas the random selection of individuals is done by chance, so that each individual has the same probability.

## SOURCES OF INFORMATION

### Primary Data

Primary data is the main information that is been collected specifically for the purpose of the study. In the present research questionnaire method is been adopted to collect the required data.

The questionnaire refers to a set of written or printed question along with options of answers provided for the purpose of conducting an statistical study or survey. Hence in the present study questionnaire plays a major role in collection of the required data obtained by the respondents.

### Secondary Data

The secondary data refers to the data collected by someone but not the user. This data is collected originally for other research purpose.

Secondary data for the present study is been collected with the help of :-

- Information obtained from websites of company.
- Analysing of annual reports.
- Company journals.

### Tools Required for Analyzing the Data

#### Percentage Analysis

In order to obtain analysis and interpretation, it is better if the data is in analytical form. The feedback obtained from the employees is been converted to percentages and is represented by Pie Chart.

#### ANOVA Analysis

This is also known as “VARAINCE OF ANALYSIS” that is used as a statistical tool for analyzing and interpreting.

## RESULTS AND DISCUSSIONS: HYPOTHESIS TEST

### 1. Table presenting the awareness of performing job in safe manner:

Particulars	No. of respondents	Percentage
Strongly Agree	22	18
Agree	60	15
Neutral	34	28
Disagree	04	04
Strongly Disagree	00	00
<b>Total</b>	120	100

**Ho:** Employees are not aware of performing the job with safe manner at workplace.

**H1:** Employees are aware of performing the job with safe manner at workplace.

Anova: Single Factor

SUMMARY						
Groups	Count	Sum	Average	Variance		
0	119	22	0.184874	0.151973		
1	119	59	0.495798	0.252101		
0	119	34	0.285714	0.205811		
0	119	4	0.033613	0.032759		
0	119	0	0	0		

  

ANOVA						
Source of Variation	SS	df	MS	F	P-value	F crit
Between Groups	19.36807	4	4.842017	37.67265	4.4E-28	2.38703
Within Groups	75.83193	590	0.128529			7
Total	95.2	594				

**Analysis:** In Anova Single Factor Analysis if 'F' is greater than F-Critical, they reject the Null Hypothesis. From the above table it can be analyzed that  $F = 37.67$  is greater than  $F\text{-Critical} = 2.38$ . Therefore, we reject the Null Hypothesis and accept the alternative hypothesis.

**Interpretation:**

From the analysis it can be interpreted that employees are aware of performing the job in safe manner at the workplace.

2. Table presenting satisfaction level towards health and safety measures at workplace:

Particulars	No. of respondents	Percentage
Very much satisfied	26	22
Satisfied	77	64
Neutral	15	12
Dissatisfied	02	02
Highly Dissatisfied	00	00
Total	120	100

**Ho:** Employees are not satisfied towards the health and safety measures at workplace

**H1:** Employees are satisfied towards the health and safety measures at workplace

SUMMARY				
Groups	Count	Sum	Average	Variance
			0.21848	0.17219769
0	119	26	7	3
			0.63865	
1	119	76	5	0.23273038
				0.11109528
0	119	15	0.12605	6
			0.01680	0.01666429
0	119	2	7	3
0	119	0	0	0

## ANOVA

<i>Source of Variation</i>	<i>SS</i>	<i>df</i>	<i>MS</i>	<i>F</i>	<i>P-value</i>	<i>F crit</i>
Between Groups	32.34286	4	8.08571	75.8954545	6.64E-52	2.38703676
Within Groups	62.85714	590	0.10653	5		3
Total	95.2	594	8			

**Analysis:** In Anova Single Factor Analysis if 'F' is greater than F-Critical, they reject the Null Hypothesis. From the above table it can be analyzed that  $F = 75.89$  is greater than  $F\text{-Critical} = 2.38$ . Therefore, we reject the Null Hypothesis and accept the alternative hypothesis.

**Interpretation:**

From the analysis it can be interpreted that employees are satisfied towards the health and safety measures at workplace.

**FINDINGS OF THE STUDY**

- Only 3% of respondents express that they are not aware of performing the job in a safer manner and 50% of the respondents are aware of performing the job in a safe manner.
- 62% of the respondents have good opinion regarding the medical facilities provided by the company and none of them are having very bad opinion regarding medical facilities provided at workplace..
- Overall (89%) of employees accept that there is regular check-ups held at workplace.
- May be 1% of the respondents are not aware of the drinking water facilities at work place and 60% of the respondents agree that drinking water facilities is available at workplace.
- 57% of the respondents are happy with the involvement of management in fulfilling safety requirements.
- 80% of the respondents attend the training provided for usage of machinery and 20% of the respondents do not attend the training provided for usage of machinery.
- 4% of the respondents are not much aware about the accidents benefits & Health insurance provided by the management, where as 65% of the respondents are aware regarding the benefits of accidents and health insurance.
- Majority of the respondents agree that the safety inspections at the workplace are held every month.
- Almost 56% of the respondents are aware about the first-aid activities and its contents at the workplace.
- Respondents have an excellent, good and neutral opinion about the canteen facilities provided at the workplace
- The company also celebrates International Safety Day at workplace where almost 97% of the respondents are part of it.
- Only 2% of the respondents are dissatisfied regarding the facility of Individual space.
- 52% of the respondents have good opinion that management as done great execution regarding health and safety measures and 1% of respondents are not happy.

**SUGGESTIONS**

- The management responsibility is to maintain sufficient Lighting and Ventilation throughout the working days.
- Standard Medical facility as to be provided for each worker at the workplace.
- The company as to conduct fair investigation for the accidents occurred at the workplace.
- The management must also focus on workers' health i.e., they must provide good and healthy food facility at the canteen.
- Periodic awareness and training as to be provided regarding the handling of the machinery at workplace.
- The management should provide all the necessary requirements to perform the job with safety.

- Keeping the safety of workers in consideration regular health check-ups as to be made mandatory at least once in a week.
- The drinking water facility as to be provided at every department and sub departments of the company.
- The inspections should also be made mandatory to know whether the workers are performing the jobs with complete safety or not.
- More number of people as to be involved in the celebration of International Safety Day, to promote the importance of safety.
- Management can also implement certain health programs like meditation to avoid sudden electrical shocks, finger injuries and for relaxation.
- The management should take necessary steps to reduce the stress level of the workers.
- A committee of safety as to be formed by the management to handle the safety issues.
- Good and trustworthy relationship as to be maintained between the management and other workers so that other safety and health policies be implemented and can be carried also in much good manner.

## CONCLUSION

The study discloses the, Health and Safety measures and its awareness among the employees adopted by SKF India Limited, Bengaluru, which are provided to the workers under the factories Act. The workers have insufficient knowledge regarding the health and safety at the workplace. Some accidents do repeatedly take place at the organization despite performing the job with safety measures.

Suitable ideas and suggestions were provided to avoid certain minor and major accidents at workplace so that improvement can be made in health and safety measures. The management as played a major role in adopting the most effective health and safety measures by which the workers are completely satisfied.

Hence, to maintain good health and safety policies at the organization it is very much important to form a good and effective disciplinary procedure.

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