



“A STUDY ON EMPLOYEES HEALTH AND SAFETY MEASURES IN HINDUSTAN COCO-COLA BEVERAGES PVT.LTD, SRIKALAHASTI”

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ABSTRACT

The study's goal was to comprehend how HCCB PVT. LTD. staff was aware of health and safety procedures. The paper provides details about the health and safety policies implemented by HCCB. Employees of HCCB Srikalahasti Pvt. Ltd. completed questionnaires to help gather primary data. Data on 100 employees of the organization was gathered using a simple random sampling technique. Company websites and corporate records were used to gather secondary data. The study's findings indicated that workers were OK with the current workplace health and safety measures and that they were also aware of the policies.

INTRODUCTION

Workplace safety encompasses all measures of employee awareness relating to knowledge of fundamental safety, workplace hazards, and risks associated with hazards, the implementation of hazard preventions, and putting into practice necessary safer methods, techniques, processes, and a safety culture in the workplace. The labor movement that took place in Europe during the Industrial Revolution in the 18th century is when the idea of workplace safety precautions first emerged. Workers' unions were established during this revolution to promote worker welfare. Better working conditions became a demand from the workforce. The authorities eventually gave in to the demands of the workers and implemented a number of regulatory measures. Workplace safety is a broad field concerned with the welfare, health, and safety of workers at organizations. It tells the strategy and methods in place to ensure health and safety of employees within a place of work. Every organization establishes a variety of safety policies and guidelines for its employees. Periodically, staff receives safety education and training with the goal of updating them on the most recent safety precautions. Stopping employee injuries and illnesses at work is the goal of workplace safety. Protecting assets, employee health, and life is so important. Additionally, it reduces the expense of lost work hours; time spent finding temporary assistance, the schedule, and services that could be affected by fewer service providers, placing less strain on those who are choosing the absent workers.

REVIEW OF LITERATURE

- **Dr.G. Yoganandan and G. Sivasamy (2015)** in his article “Health and Safety Measures in Chettinad Cement Corporation Limited, Karur” says that labor welfare is an essential part of social welfare and it aimed at finding out the views and awareness workers on health and safety measures in Chettinad Cement Corporation Limited, Karur. The author suggested to control air pollution by planting trees and to concentrate in the working conditions like lightning, safety equipments which is not up to the mark.
- **Ms.P.Vinotha, Ms.R.Suriya & Ms. S.Valarmathi(2015)** in his article ”A Study on Industrial Health and Safety Measures in H & R Johnson India Pvt. Ltd at Thennangudi” says that there is a need to identify and analyze the health and safety hazards at the work site and it Health, Safety & Welfare Measures for Employees at Hindustan Coca-Cola Pvt. Ltd: An Empirical Study <http://iaeme.com/Home/journal/IJMET> 704 editor@iaeme.com focuses on what safety equipment’s is necessary to protect the employees from the accident at the work spot.
- **Christopher Mathews, I. K.Khann (2015)** in his article “Impact of Work Environment on Performance of Employees in Manufacturing Sector in India: Literature Review” states that there is a need to identify the relationship between workplace environment and employee performance of manufacturing sector in India. There are four factors that have an impact on employee productivity are lighting, noise, temperature and furniture. And to increase the productivity there is a need to organize workshops.

NEED FOR THE STUDY:

To examine the emphasis on employee health and safety by the organization can boost workplace morale and productivity. This is because employees feel that the company genuinely cares about their health and wellness, although it is challenging to quantify increased productivity as it relates to safety and morale.

SCOPE OF STUDY:

The study of was given an overview of employee health and safety measures existing at HCCB Pvt.Ltd. is used for examination of the current safety measures will help the organization function better because the safety and health are crucial components for increasing production and employee wellbeing. The results of this survey will also be used to evaluate how satisfied employees are with safety measures and suggest improvements.

OBJECTIVES OF STUDY

- To analyze the policies and guidelines of employee health and safety measures implemented in the organization.
- To examine the safety rules of employees during working hours in organization.
- To know the employees opinion regarding the safety programs and practices.

RESEARCH METHODOLOGY

- Sample unit: Employee of HCCB PVT.LTD
- Sample Technique: Simple Convenience sampling
- Sample Size: 100
- Research instrument: Well defined questionnaire
- Data collection:
- Primary data: Questionnaire
- Secondary data: Company website, Google
- Tools used: Percentage Method and Column/bar charts
- Nature Of Question Asked: The questionnaire consists of 5-point Likert scale

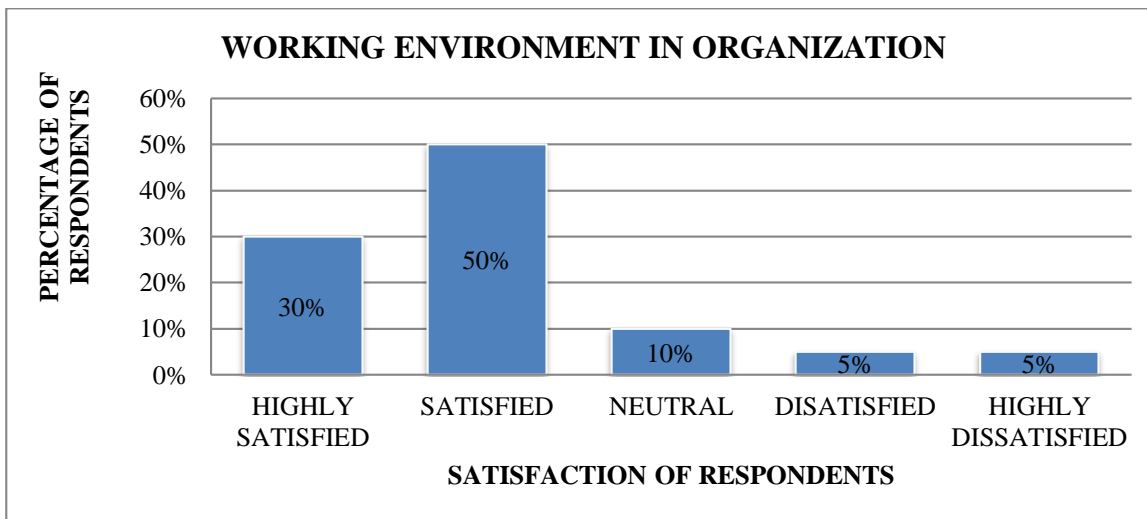
LIMITATIONS OF THE STUDY

- Since the data was collected using questionnaire, there is a possibility of ambiguous replies and omission of replies altogether to certain items mentioned in the questionnaire
- Time is major constraint. Due to lack of time, the study is confined to only limited employees.
- Personal bias and prejudice of the respondents could affect the result of the study.
- Some employees hesitated to fill in the questionnaire as they felt that it may infuriate the top management.
- During personal interview the respondents had been in differentiate to answer due to their busy work schedule.

DATA ANALYSIS AND INTERPRETATION:

TABLE 1: EMPLOYEES SATISFACTION ON HEALTHY WORKING ENVIRONMENT OF THE ORGANIZATION

WORKING ENVIRONMENT	NUMBER OF RESPONDENTS	PERCENTAGE OF RESPONDENTS
Highly Satisfied	30	30%
Satisfied	50	50%
Neutral	10	10%
Dissatisfied	5	5%
Highly Dissatisfied	5	5%
Total	100	100

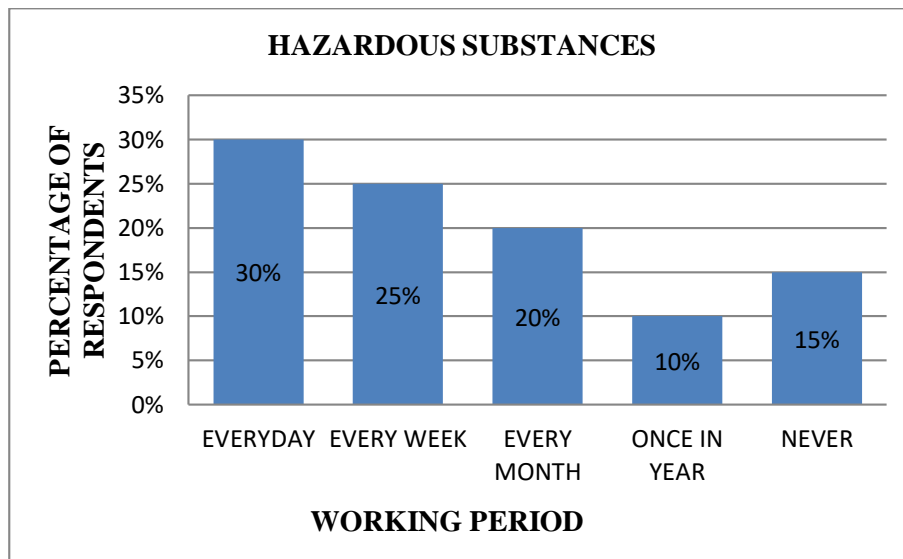


INFERENCE

From the above study, it is revealed that 30% of employees are highly satisfied, 50% of employees are satisfied, 10% of employees are neutral, 5% of employees are dissatisfied and 5% of employees are highly dissatisfied about healthy working environment

TABLE 2: EMPLOYEES INTERACT WITH HAZARDOUS SUBSTANCES AS CHEMICAL, FLAMMABLE LIQUID AND GASES.

HAZARDOUS SUBSTANCES	NUMBER OF RESPONDENTS	PERCENTAGE OF RESPONDENTS
Everyday	30	30%
Every Week	25	25%
Every Month	20	20%
Once In Year	10	10%
Never	15	15%
TOTAL	100	100



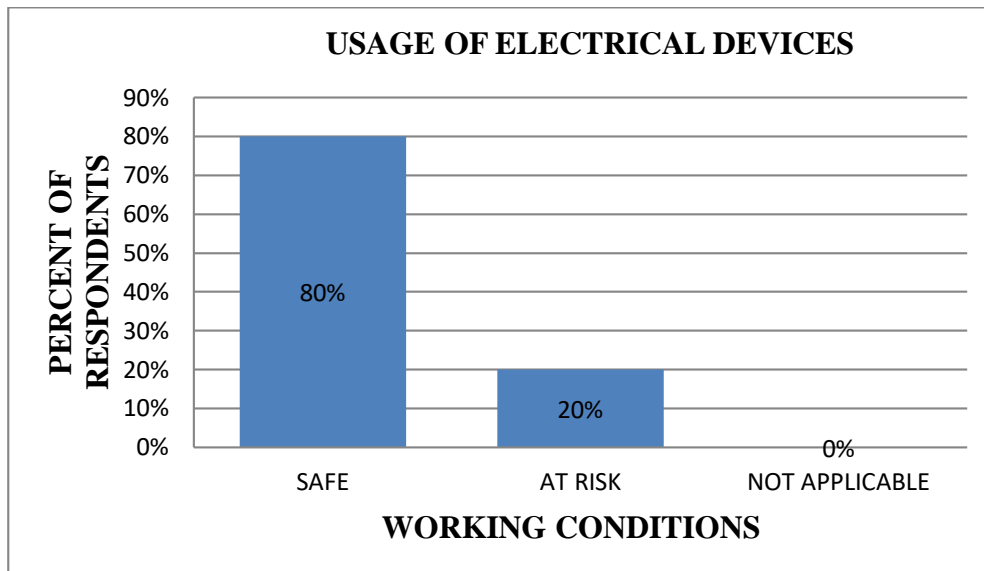
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From the above study, it is revealed that 30% of employees interact everyday, 25% of employees interact every week 20% of employees interact every month, 10% of employees interact once in year 15% of employees never interacted with hazardous substances as chemical, flammable liquid and gases.

TABLE 3: SAFETIES OF ELECTRICAL CIRCUITS, EQUIPMENTS AND POWERED HAND TOOLS IN THE ORGANIZATION.

EQUIPMENT	NUMBER OF RESPONDENTS	PERCENTAGE OF RESPONDENTS
SAFE	80	80%
AT RISK	20	20%
NOT APPLICABLE	0	0%
TOTAL	100	100

CHART 4.17 SAFETIES OF ELECTRICAL CIRCUITS, EQUIPMENTS AND POWERED HAND TOOLS IN THE ORGANIZATION.

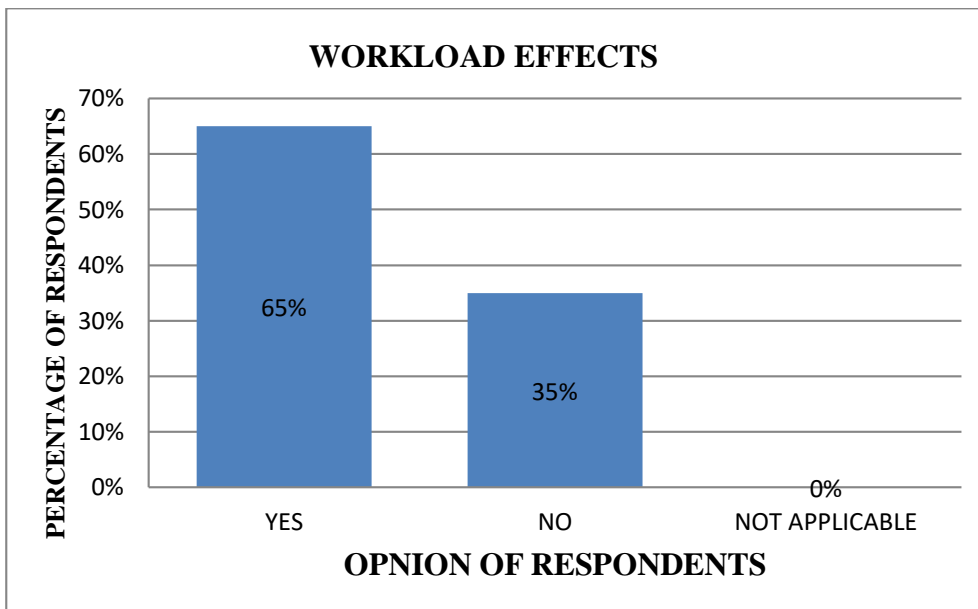


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From the above study, it is revealed that 80% of employees are safe and 20% of employees are in risk for all electrical circuits, equipments and powered hand tools in the organization.

TABLE 4: RESPONDENTS OPINION ON WORKLOAD AFFECTS ON PHYSICAL HEALTH.

PARTICULARS	NUMBER OF RESPONDENTS	PERCENTAGE OF RESPONDENTS
YES	65	65%
NO	35	35%
NEUTRAL	0	0%
TOTAL	100	100

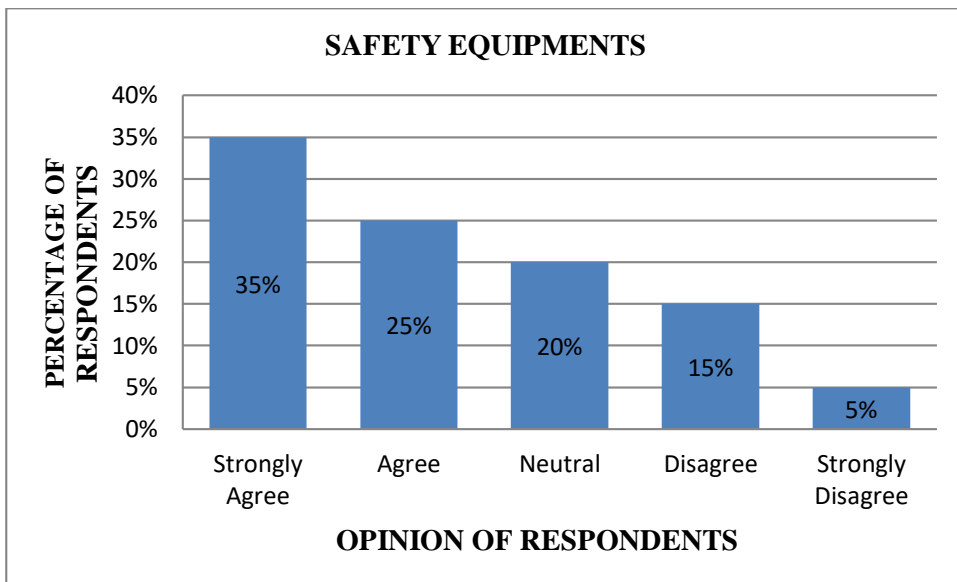


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From the above study, it is revealed that 65% of employees said yes and 25% of employees said no for the workload affects their physical health.

TABLE 5: WORKERS RESPONSE OF HAVING SAFETY EQUIPMENTS LIKE SHOES, HELMETS, REFLECTIVE JACKETS, SAFETY GLASSES AND GLOVES PROVIDED BY THE COMPANY.

SAFETY PROBLEM	NUMBER OF RESPONDENTS	PERCENTAGE OF RESPONDENTS
Strongly Agree	35	35%
Agree	25	25%
Neutral	20	20%
Disagree	15	15%
Strongly Disagree	5	5%
Total	100	100



INFERENCE

From the above study, it is revealed that 35% of employees are strongly agreed, 25% of employees are agreed, 20% of employees are neutral, 15% of employees are disagreed and 5% of employees are highly disagreed with safety equipments like shoes, helmets, reflective jackets, safety glasses and gloves provided by the company.

FINDINGS

- 75% Organization is providing health and safety training program to each employee
- 60% of employees often interact with hazardous substances and gases.
- 80% of employees are satisfied with the medical facility provided by the organization
- 80% of all electrical circuits, equipments and powered hand tools properly grounded
- 60% of Employees are satisfied with safety equipments like shoes, helmets, reflective jackets, safety glasses and gloves provided by the company inside organization
- 90% of respondents said that organization is having well equipped fire extinguisher and safety alarms conveniently located.
- 80% of all electrical circuits, equipments and powered hand tools properly grounded.

SUGGESTIONS

- Company should maintain better medical facilities to workers in time..
- Mandatory of proper safety guidance to employee's related to hazardous substances cause's health issues.
- Should improve better training to employees related to workload in the organization.
- Management should monitor employee's health conditions during night shifts.

CONCLUSION

Measures to ensure health and safety should not be disregarded when providing services. Occupational safety and health is vital to the dignity of work which increases satisfaction and productivity in organization, the safety of healthcare professionals has an impact on the standard of care, so ensuring their well-being should be a top priority for the health system's operation. Thus, Hindustan Coco-Cola Beverages Pvt. Ltd. employee policies covering health and safety procedures and activities demonstrate a satisfactory position.

REFERENCE

- www.hccb.in
- www.coco-colacompany.com
- www.ilo.org
- www.osha.gov

