



A STUDY ON EMPLOYEE SAFETY MEASURES TOWARDS SKA MILK DAIRYINDIA PVT LTD,

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Abstract : Employee Safety is the science that deals with the anticipation, evaluation and management of risks that arise in the workplace posing danger to the physical, mental and social wellbeing of employees in all occupations. Employee safety is possible only with the cooperation and participation of both employees and employers. Employees Safety measures look upon prevention of accidents basically as an engineering problem to be tackled through proper designing of mechanical safety devices. The required primary and secondary data were collected; primary data were collected through the structured questionnaire from 120 respondents. Statistical tools such as multiple rank correlation and chi-square test are used in the study. The present study aim to this research is to review factors affecting the health and safety measures given to employees at work. The data was analysed using SPSS software. It scale was used to evaluate answers varying from strongly agree to strongly disagree. Normality test were applied to ensure the suitability of data & authenticity of responses. The study factors were such as Safety, Employees Participation, Workplace Hygiene, Accident & Hazard Prevention and Medical Facility.

IndexTerms - Component,formatting,style,styling,insert.

I. INTRODUCTION

Safety of workers (also known as occupational health and safety) refers to the provision of a safe working environment, equipment, policies, and procedures to ensure workers' health and safety. Off late, workplace safety has become one of the main concerns for many employers. Employee safety management software that helps collect and turns the safety data into actionable intelligence. Employee safety refers to providing a safe working environment for employees by incorporating safe equipment and safe procedures at the workplace to ensure worker safety. Employee safety is important to maintain a good safe work environment to improve morale and efficiency, which in turn contribute to the growth and profitability of the company. Lack of safety procedures for employees could have legal and financial repercussions. Safety training, periodic safety inspections and the provision of proper personal protective equipment (PPEs) are part of the employee safety mandate an organization must follow.

II. OBJECTIVE OF THE STUDY

Primary objectives: An Organizational study on Employee Safety Measures of SKA Milk Dairy India Pvt Ltd at Salem.

Secondary objectives:

1. Level of awareness towards existing safety measures
2. Analysis the effectiveness of existing safety measures
3. To know the employee perception regarding safety programme and practice

III. NEED OF THE STUDY

The study gives ideas about how far employees are satisfied with prevailing Safety facilities. To find out health related problems among the employee's and how far the Safety facilities are helpful and also to create the awareness regarding safety equipment's among the workers In order to bring down labor problems, employee health, safety and welfare measures should be given due importance. Management must also ensure that facilities provided by should reach the employees. Organizations like rural industries are more prone to labour problems. In order to bring labour problems, employee, safety measures should be given due importance. Management must also ensure that facilities provided by should reach the employees. Through this analysis we should avoid probable accidents and injuries in ports and docks through personal protective equipment's.

II. REVIEW OF LITERATURE

1.Gallagher (2009) A Safety and Health Management System (SHMS) is a set of interrelated element that establishes and supports OSH policies and objectives, generally known as a mechanism in achieving the safety and health performances'' objectives. The underlying or root causes of deficiencies and characterized was emphasised on continually improving and systematically eliminating by the management system approach. Defined SHMS as the organization of planning and review,

management organizational procedures, consultative actions and specific program components to enhance safety and health performance

2.Guldenmund (2009) has concluded that the safety culture indicates “the strong convictions or dogmas underlying safety attitudes specifically underlie all organizations” attitudes”. There are some proofs for companies that having employees with positive patterns of attitude towards safety and health practices, in building a good safety health culture’s on so many diversities. They need to measure safety performance and information, and bring people together to learn how to work more safely

3.Walters & Lamm, 2010 The active measurement of safety performance and reinforcement of positive behaviours are in placed with the consistent behaviours of management. To link the OSH and economic performance, companies with a strong safety culture will inherent organisation, willing to look at ways of improving and maintaining a healthy working environment

4.Fitzgerald (2010) A periodic review of safety culture and the implementation of safety improvement plans are very important as leadership on safety issues is visible in changing an organization culture. According to safety culture can encourage proactive accident prevention as shown in research that companies through culture change have recognised an important component in creating and maintaining a safe environment

5.Gustin (2011) The safety in workplace is one of the most essential issues that cannot be taken for granted. It is because even it was only a minor accident, it may cause serious and huge effect to the organization especially within the industry which involves machinery handling including of prime movers, trucks, forklifts and cranes which is very much related with the issue of safety and health awareness. Moreover, indicated that “safety is a condition of employment” and consequently everyone has to “make a commitment and assume responsibilities”.

III RESEARCH METHODOLOGY

RESEARCH DESIGN

A research design is the basic frame work or plan for a study that guides the collection of data and analysis of the data in employee surveys this descriptive research design is adopted in data collection and analysis.

METHOD OF DATA COLLECTION

This research has used both primary and secondary for the study

PRIMARY DATA

Primary data was collected through direct interaction with employees. The employees are interviewed by giving a questionnaire the filled in questionnaire leads to the collection of primary data.

SECONDARY DATA

Secondary data termed as reference data. The data is obtained form already existing information, information from the personnel department’s reports, and welfare department company journals, yearbooks, website etc.

POPULATION

The research population, also known as the target population, refers to the entire group or set of individuals, objects, or events that possess specific characteristics and are of interest to the researcher.

SAMPLING UNIT

In the context of market research, a sampling unit is an individual person. The term sampling unit refers to a singular value within a sample database

SAMPLE SIZE

The research has drawn 120 respondents as sample for these collections of data.

SAMPLING METHOD

The sampling technique used in this study is “Probability Sampling Methods” when the population element for inclusion in the sample is based on the ease of access. It can be called as convenience

TOOLS FOR DATA ANALYSIS

DESCRIPTIVE STATISTICS

This chapter deals with the descriptive and statistical analysis of the primary data collected from the employee who working in the organization. The hypotheses drawn by the researcher are confirmed with the support of statistical tools and results are inferred.

Percentage analysis is a simple statistical instrument which is widely used in analysis and interpretation of primary data. It deals with the number of Respondents' reply to a questionnaire in percentage attained from the total population nominated for the study. It is one of the simple forms of analysis which helps the researcher to realize the outcome of the research

CORRELATION

Correlation is computed into what is known as the correlation coefficient, which ranges between -1 and +1. Perfect positive correlation (a correlation co-efficient of +1) implies that as one security moves, either up or down, the other security will move in lockstep, in the same direction. Alternatively, perfect negative correlation means that if one security moves in either direction the security that is perfectly negatively correlated will move in the opposite direction. If the correlation is 0, the movements of the securities are said to have no correlation; they are completely random.

CHI-SQUARE

Chi-square was done to find out one way analysis between socio demographic variable and various dimensions of the programme.
O – Observed frequency, E – Expected frequency

SCALING METHOD

Scaling methods are divided into two main categories, open questions and closed question. Scaling is the process of generating the continuum, a continuous sequence of values, upon which the measured objects are placed. An open question is one in which the respondent does not have to indicate a specific response

IV DATA ANALYSIS AND INTERPRETATION

DATA ANALYSIS

Data interpretation is the process of reviewing data and arriving at relevant conclusions using various analytical research methods. Data analysis assists researchers in categorizing, manipulating data, and summarizing data to answer critical questions
Data interpretation refers to the process of using diverse analytical methods to review data and arrive at relevant conclusions. The interpretation of data helps researchers to categorize, manipulate, and summarize the information in order to answer critical questions.

4.1 DESCRIPTIVE STATISTICS

Descriptive statistics are brief informational coefficients that summarize a given data set, which can be either a representation of the entire population or a sample of a population. Descriptive statistics are broken down into measures of central tendency and measures of variability (spread). Measures of central tendency include the mean, median, and mode, while measures of variability include standard deviation, variance, minimum and maximum variables

TABLE NO 4.1.1

Do The Level Of supervisors encourage or condone the workers to ignore safety rules

	Response	Percentage
Strongly Disagree	1	0.8%
Disagree	2	1.7%
Neutral	8	6.7%
Agree	38	31.7%
Strongly Agree	71	59.2%
TOTAL	120	100.00%

INTERFERNCE:

From Above Table of Do The Level Of supervisors encourage or condone the workers to ignore safety rules shows that 59.2% of the responses were the Strongly Disagree, 31.7% of the responses were the Disagree, 6.7% of the responses were the Neutral, 1.7% of the responses were the Agree, 0.8% of the responses were the Strongly Agree, it indicates that majority of an employee give strongly agree to this question.

4.2 CORRELATION

4.2.1 HYPOTHESIS STATEMENT

H₀ – There is no statistically significant correlation between Does the company provide a safety and how do you feel about safety awareness program

H₁ – There is a statistically significant correlation between Does the company provide a safety and how do you feel about safety awareness program

TABLE 4.21

Does the company provide a safety and how do you feel about safety awareness program

		the company provide a safety	feel about safety awareness program
	Pearson correlation	1.000	0.418
the company provide a safety	Sig. (2-tailed)		0.00

feel about safety awareness program	Pearson correlation	0.418	1.000
	Sig. (2-tailed)	0.00	

INTERFERENCE:

From the correlation table 4.2.1, it can be seen that the correlation coefficient value is 0.416 which lies in the moderate correlation region. Since p-value (0.00) < 0.05, we accept the alternate hypothesis (H1). It can be concluded that there is statistically significant correlation between Does the company provide a safety and how do you feel about safety awareness program.

4.2.2 HYPOTHESIS STATEMENT

H0 – There is no statistically significant correlation between the working nature of the working environment and casting of new machinery in your concern

H1 – There is a statistically significant correlation between the working nature of the working environment and casting of new machinery in your concern

TABLE 4.2.1
the working nature of the working environment and casting of new machinery in your concern

		How do you feel about the working nature of the working environment	State your opinion regarding that the casting of new machinery in your concern?
How do you feel about the working nature of the working environment	Pearson correlation	1.000	0.418
	Sig. (2-tailed)		0.00
State your opinion regarding that the casting of new machinery in your concern?	Pearson correlation	0.418	1.000
	Sig. (2-tailed)	0.00	

INTERFERENCE:

From the correlation table 4.2.1, it can be seen that the correlation coefficient value is 0.418 which lies in the moderate correlation region. Since p-value (0.00) < 0.05, we accept the alternate hypothesis (H1). It can be concluded that there is statistically significant correlation between the working nature of the working environment and casting of new machinery in your concern.

4.3 CHI SQUARE**4.3.1 HYPOTHESIS STATEMENT**

H0 – There is no significant relationship between Age of the respondents and provides safety information is communicated to employee

H1 – There is a significant relationship between Age of the respondents and provides safety information is communicated to employee

TABLE 4.3.1
Age of the respondents and provides safety information is communicated to employee

	Value	df	Asymptotic Sig. (2-tailed)
Pearson Chi-Square	21.04	12	.050
Likelihood Ratio	23.29	12	.025
Linear-by-Linear Association	.03	1	.868
N of Valid Cases	120		

INTERPRETATION

From the above Table No: 4.3.1, it was found that the Pearson Chi-Square significant value is .050 which is less than 0.05. Hence Null hypothesis (H0) is rejected and Alternative hypothesis (H1) is accepted. Therefore, it is inferred that there is a significance relationship between Age of the respondents and provides safety information is communicated to employee

4.3.2 HYPOTHESIS STATEMENT

H0 – There is no significant relationship between Gender of the responses and the Workplace health and safety is considered extremely important

H1 – There is a significant relationship Gender of the responses and the Workplace health and safety is considered extremely important

TABLE NO 4.3.2
Gender of the responses and the Workplace health and safety is considered extremely important

	Value	df	Asymptotic Sig. (2-tailed)
Pearson Chi-Square	28.89	12	.004
Likelihood Ratio	24.98	12	.015
Linear-by-Linear Association	3.17	1	.075
N of Valid Cases	120		

INTERPRETATION

From the above Table No: 4.3.2, it was found that the Pearson Chi-Square significant value is .004 which is less than 0.05. Hence Null hypothesis (H0) is rejected and Alternative hypothesis (H1) is accepted. Therefore, it is inferred that there is a significance relationship between Gender of the responses and the Workplace health and safety is considered extremely important

V FINDINGS

1. Majority 59.2% of the respondents are strongly agree with supervisors encourage the workersto ignore safety rules
2. Majority 31.7% of the respondents are strongly agree with safety awareness program
3. Majority 36.7% of the respondents are strongly agree with near machinery in concern
4. Majority 35.8% of the respondents are strongly agree with safety information is communicated to employees
5. Majority 36.7% of the respondents are strongly agree with workplace health and safety training changing jobs or using new techniques

VI SUGGESTIONS

- 1.Organization needs to conduct more safety training programs for the employees. Need to supply safety equipment wherever required and supervising to follow safety measures by the employees.
- 2.Organization should implement safety in entrance gates with CC cameras installation, alert sound detector equipment and electricity fencing around water canals.
- 3.Organization should provide separate rest rooms and wash rooms for each department for both male and female employees.
- 4.Organization should provide drinking water facilities near the company or outside of company for working labor as well as employees.
- 5.Promotions and allowances should be provided to the employees based on their performance rather than their experience.
- 6.Organization should improve medical facilities regarding services and treatment.

VII CONCLUSION

This research aimed in understanding the employee safety measures in SKA Milk DairyIndia Pvt Ltd, Salem. In conclusion, implementing effective employee safety measures at the company is of paramount importance. These measures ensure the well-being and protection of employees, promoting a safe and healthy work environment. From the above study I want to conclude that employees are satisfy with a safety measures in the company. The data collected from the members of the members of the different departments in the company was analysed and interpreted to arrive at the conclusion.

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