



A STUDY ON OCCUPATIONAL HEALTH AND SAFETY OF EMPLOYEES AT BUTLER LEATHER GOODS FACTORY INDIA PRIVATE LIMITED IN CHENNAI

AUTHOR NAMES:

1. Dr.L.SUBBURAJ/ Professor, MBA Dept, Jaya Engineering College, Chennai-24
2. Mrs.T.S.PADMAJA/Assistant Professor MBA Dept, Jaya Engineering College, Chennai-24
3. Ms.C.CHARUMATHI/ MBA Dept, Jaya Engineering College, Chennai-24

Abstract

The study of employees' Health and Safety hazards measures of leather goods manufacturing companies in Chennai. The companies should contribute not only to strengthen the position on the company's market and they concentrate environmental aspects which affect the workers current behavior as well as the state of things among employees 'needs: job security, welfare etc. The aim of this study was to evaluating and determining the exiting safety and health hazards of Butler Leather Goods Factory India Private Limited. Based on the findings, conducting safety training programs, Guiding employee on health hazards, Periodic safety and health inspections are having a positive and significant relationship with organization and employees', housekeeping area of the workplace, providing personal protective equipment and using of safety posters, health fairs. This will promote good working environment and OHS status has an effect on production cost but one thing needs to keep in mind that, good workplace; skilled, safe and healthy workers are profitable in the long run.

Keywords: Employees Safety, Health Hazards, Leather Goods Manufacturing, Safety and Health Inspections, OHS.

INTRODUCTION

Due to rapid industrialization, industrial workers are exposed to several types of hazards and accidents. Every year lakhs of workers are injured due to mechanical, chemical, electrical and radiation hazards and it leads to

partial or total disablement. So in recent years, greater attention is given to health and safety due to pressure from government, trade unions, labour laws and awareness of employers.

The efficiency of workers depends to a great extent on the environment in which the work. Work environment consists of all the factors, which act and react on the body and mind of an employee. The primary aim is to create an environment, which ensures the greatest ease of work and removes all causes of worries. Occupational health and safety is a discipline with a broad scope involving many specialized fields. In its broadest sense, it should aim at:

The adaptation of work to humans. Successful occupational health and safety practices requires the collaboration and participation of both employers and workers in health and safety programs and involves the consideration of issues relating to occupational medicine, industrial hygiene, toxicology, education, engineering, safety, ergonomics, psychology, etc..

Needs of the study

- 1) Health and safety measures are inevitable to any organization where workers are involved.
- 2) It's an organizations responsibility to provide to its workers beyond the payment of wages for their services.
- 3) These must be held in check by providing regular health check- up, protective devices and compensatory benefits to the workers.

Objectives of the study:

1. To study about the awareness of the workers about health and safety in the work place.
2. To find the occurrence of accidents happened at the work place.
3. To identify the role of management in implementing health and safety measures in the work place
4. To find out the satisfaction level of the respondents towards health and safety measures.

REVIEW OF LITERATURE:

1. Authors: Shilpy Rani Basak, Ismail Raihan, Abu Sayed Bhuiya

Topic: A Study on Occupational Health and Safety Practices in Bangladeshi Leather Industry

Abstract: Most of the people know the most common rules and regulation but very few obey them. Different injuries are the common scenario in small, medium and big industries. Statistics show 50% - 60%, 5% - 10% and 35% - 40% of injuries occurred due to the unconsciousness of workers, mechanical problems and carelessness of owners respectively. This paper based on some practical working report of Re-Tie Bangladesh, UNIDO and finally some recommendations are provided for policy management in health and safety issues in

industries. To improve Occupational Health & Safety (OHS) situation in the industries in an effective way there should set some specific target for owners and workers.

Conclusion: This survey was intended to assist the organization in identifying the key work place issue on health and safety as perceived by employees, in order to develop the safety and health strategies to address and improve the quality of working conditions for leather goods manufacturing employees

2. Authors: Lídia Maria Costa Araújo Magalhães, Ketyllem Tayanne da Silva Costa, Gustavo Nepomuceno Capistrano, Maryanna Damasceno Leal and Fábila Barbosa de Andrade

Topic: A study on occupational health and safety

Abstract: Background: This study aimed to evaluate and describe the indicators of occupational health, with a focus on the medical expertise and periodic medical examination. **Methods:** This is exploratory-descriptive, cross-sectional, documentary, quantitative, and retrospective research, in the historical series: 2011 to 2015.

Conclusions: The results highlight the need to maintain and strengthen the Worker Health and Safety Policy with emphasis on surveillance, aiming at the promotion and protection of the health of the workers, based on the elaboration of the epidemiological profile of health and, consequently, the implementation of positive impact strategies.

Research methodology

Basic research

Basic research is used to explore the fundamental bases of behaviour, without regard to how those bases are manifested in the real world. Basic research aims to explain, predict, and describe fundamental bases of behaviour. It is called basic, pure, fundamental research. The main motivation is to expand man's knowledge, not to create or invent something. There is no obvious commercial value to the discoveries that result from basic research. Basic research lay down the foundation for **applied research**

OBSERVATION METHOD:

Commonly used in behavioural sciences .It is the gathering of primary data by investigator's own direct observation of relevant people, actions and situation without asking from the respondent.

QUESTIONNAIRE:

A questionnaire is a sheet of paper containing questions certain specific aspects regarding with the research collect the data. The questionnaire is given to the respondent to be filled. Sometime the questionnaire is also in the form of file generator through computer.

SAMPLING:

A sampling is a part of the total population. It can be an individual element or a group of elements selected from the population of 250. Although it is a subset, it is representative of the population and suitable for research in terms of cost, convenience, and time. The sample group can be selected based on a probability or non-probability approach. A sample usually consists of various units of the population.

SAMPLING SIZE:

- The sample size is 100 employees from Butler Leather India Private Limited
- The sample was selected from population by simple random sampling methods.

TOOLS USED FOR ANALYZING THE DATA:

This constitutes integral part of research analysis. Hence any analysis of data compiled should be subjected to relevant analysis so that meaningful conclusions could be arrived. The statistical tools applied in this research are,

- ✓ Percentage Method

DATA ANALYSIS & INTERPRETATION**Table: 1-Distribution of the Respondents by their Major Reason for the Work Place Accidents**

S.No.	Work Place Accident	No .of. Respondents	Percentage (%)
1	Work based	11	11
2	Worker based	89	89
Total		100	100

INTERPRETATION:

From the above table it is inferred that 11% of the work place accidents owing to work and the remaining 89% of work place accidents owing to workers.

Chart: 1-Distribution of the Respondents by their Major Reason for the Work Place Accidents

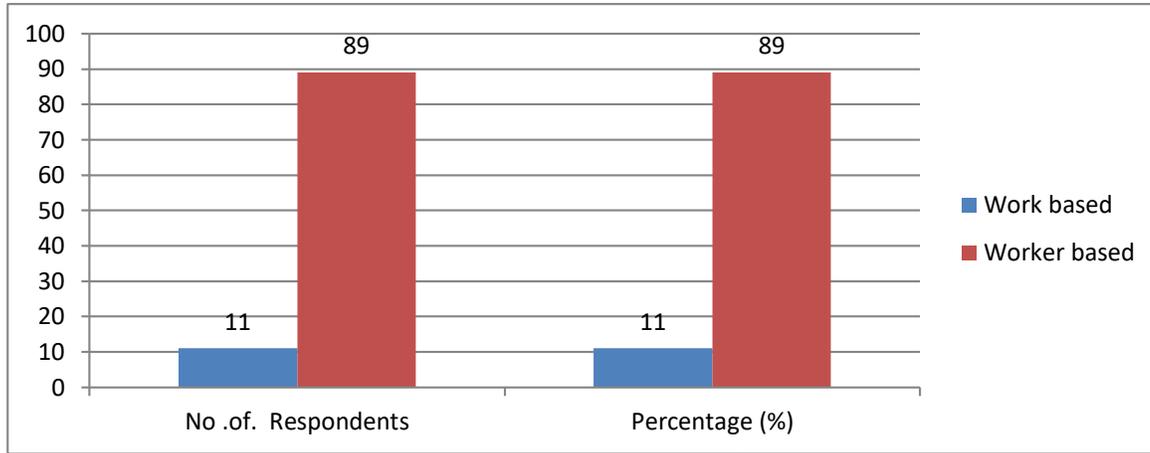


Table: 2- Distribution of Respondents by their major Reasons for the Workers Based Accidents

S.No.	Worker based Accident	No.of Respondents	Percentage (%)
1	Lack of adequate skill	1	1
2	Neglecting safety devices	7	7
3	Unsafe material handling	78	78
4	Disturbed mental condition	6	6
5	Unsafe speed	8	8
Total		100	100

INFERENCE

From the above table it is inferred that 78% of the worker based accidents due to unsafe material handling 8% of the worker based accidents due to unsafe speed and the remaining 14% of the worker based accidents due to lack of adequate skill, Neglecting safety devices, Disturbed mental condition.

Chart: 2- Distribution of Respondents by their major Reasons for the Workers Based Accidents

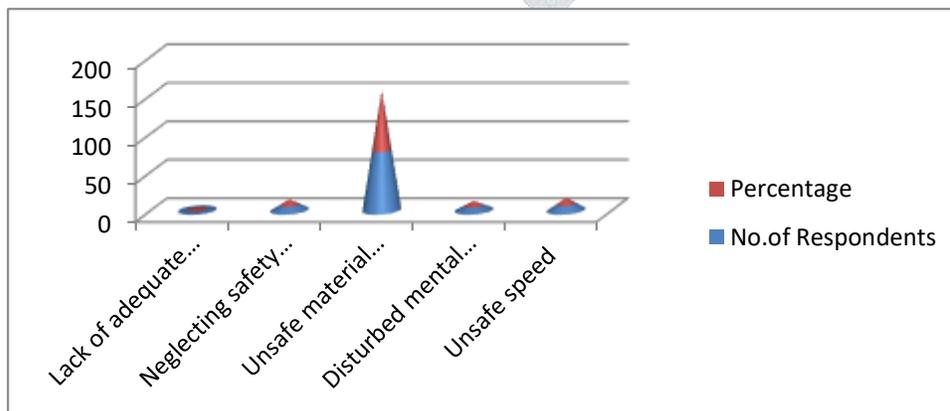
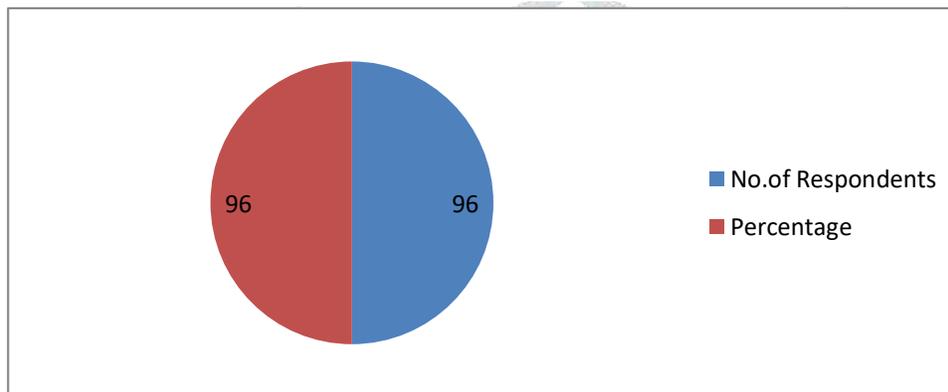


Table: 3-Distribution of Respondents Based on their Significant Awareness at Present

S.No.	Awareness level at present	No.of Respondents	Percentage (%)
1	Yes	96	96
2	No	4	4
Total		100	100

INFERENCE

From the above table it is inferred that 96% of the respondents have awareness at present and 4 % of the respondents have no awareness at present

Chart: 3-Distribution of Respondents Based on their Significant Awareness at Present**Table: 4- Distribution of Respondents Based on Frequency of Safety Training**

S.No.	Frequency of safety training	No. of. Respondents	Percentage
1	Weekly	16	16
2	Monthly	21	21
3	Yearly	63	63
Total		100	100

INFERENCE

From the above table it is inferred that 16% of the respondents said that every week safety training conducted in the organization. 21% of the respondents said that every month safety training conducted in the organization and 63 % of the respondents said that every year safety training conducted in the organization.

Chart: 4- Distribution of Respondents Based on Frequency of Safety Training

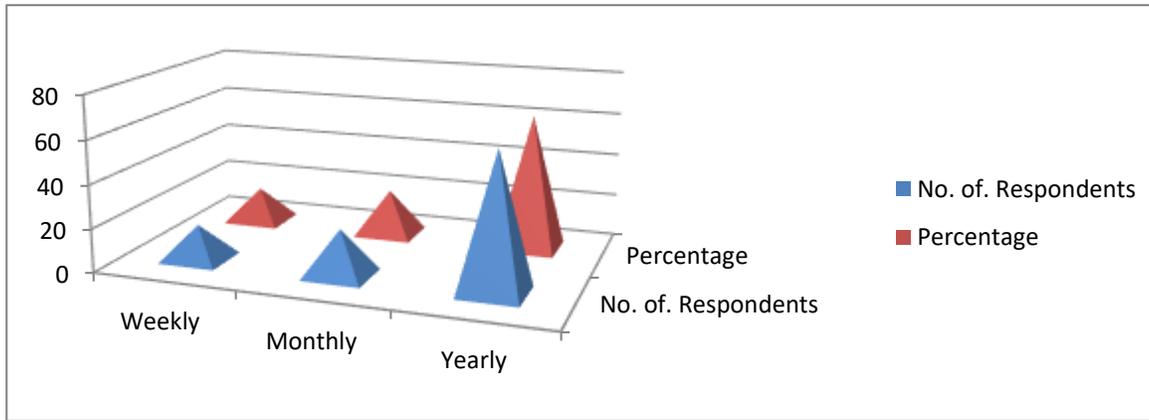


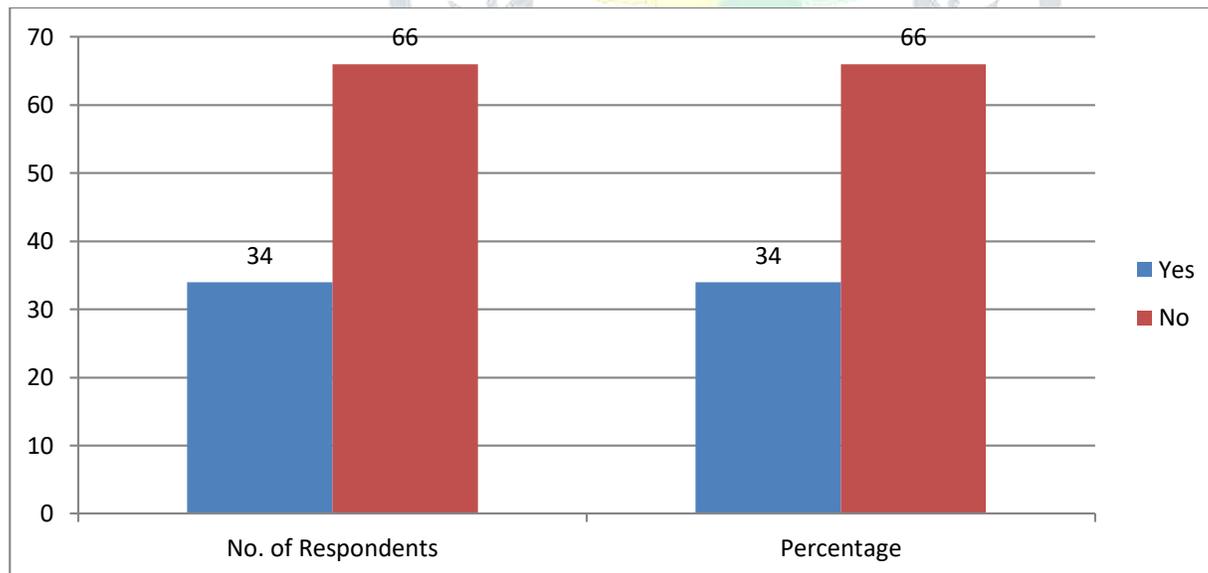
Table: 5- Distribution of Respondents Based on the enough First Aid Facilities

S.No.	First aid facilities	No. of Respondents	Percentage
1	Yes	34	34
2	No	66	66
Total		100	100

INFERENCE

From the above table it is inferred that 34% of the respondents states that they have enough first aid facilities and 66% of the respondents states that they have insufficient first aid facilities.

Chart: 5- Distribution of Respondents Based on the enough First Aid Facilities



FINDINGS

1. All the employees are aware of the safety committee; this shows that the organization has taken perfect measures to ensure that every employee is covered under the committee.

2. Majority of the respondents have rated the safety policies and procedures to be good. This is useful for the organization so as to increase the average ratings into better ones by frequently updating the policies when change is necessary.
3. 20% feel that monitoring is done only during the occurrence of damage. Measures have to be introduced to avoid violation of safety rules.
4. Majority have responded that safety training is the measure taken to ensure industrial safety. However, the officials can ensure that regular inspection is conducted along with the safety training.
5. Majority of them have agreed that the safety and health training program is conducted. It means that the employees are given due importance with respect to their safety and health
6. All the respondents agree that medical benefit for occupational disease is provided. This is a good indicator for the safety and health department in the manufacturing concerns.

SUGGESTIONS AND RECOMMENDATIONS

1. The major cause for the workplace accidents that occur in the organization is unsafe handling of material. So the vestibule training method can be included in employee training program.
2. The frequency of safety training for the employees on safety and health can be altered to monthly once instead of yearly twice
3. Proper maintaining of adequate First aid facilities should be ensured.
4. The rest room should be reconstructed with sufficient space and the sports center facility can also be extended to temporary labors.
5. Ergonomics method should be followed. In an ergonomic workplace tools are designed to fit individual capabilities and limitation so that people can do their job without being injured.
6. Work environment causes number of problems, counseling enables to overcome personal and technical problems.

CONCLUSION

This analysis will give a clear idea as to the situation of a large number of accidents that occur in the organization and the steps that an organization should take to reduce these accidents and to prevent them from occurring in future.

Some of the suggested measures for improving employee's safety and health include vestibule training method, first aid facilities, recreational facilities, counseling program, pre-employment and post-employment medical checkup for improving the effectiveness of employee's safety and health.

The findings of the survey will be utilized to bring about the necessary changes in procedures in the company

The above concept could be better envisaged to bring about the better safety and health for the employees by inculcating the concept of Ergonomics.

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