



Title: A Study on Employee Opinion towards the Safety Measures in Agricultural Machine Manufacturing Company, Chennai

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Abstract:

Safety means to protect the employee's from the occurrence of risk of injury. Now a day's all organization is primarily concentrating the employee's safety welfare. Today all the employers are giving most priority to their employees as safe and secured work environment. The aim of effective safety program in organizations is to prevent work related injuries and accidents. The study is to know the overall opinion about the safety welfare measures of an employee with special preference to Safety and Health programs, at Tractors farm private limited, Chennai. The result of this study shows that majority of the employees are agreed on safety measures and work environment is satisfactory.

Keywords: Employee Opinion, Safety Measures, Organization welfare Benefits, Employee Safety

Introduction:

An organization either Business or Industrial Enterprises needs many factors for its growth, further development and for its very survival. The most important factors are Capital, Materials, Machineries and Human resources as the success or factors. Managing Human Resources is really a challengeable task when compare manage all other factors. The Human Resources are most important and need to be handled carefully. Since all the other factors are handled by the human resources, they have to be maintained in a safe and healthy environment to utilize the resources at optimal level to get the desired output and thereby to reach the organization goals. The effective combination of all these factors results to way for success. This Act was basically designed to protect children and to provide few and safety of the workers. The Factories Act, 1948 came into force on the 1st of April, 1949 with the object of protecting workers employed in factories against Industrial and Occupational Hazards.

Objective of the Study

- To find employees satisfaction level in the present safety measures.
- To analysis the workers attitude towards the given safety measures and to examine the level of their satisfaction.
- To suggest ways to improve the safety measures.

Review of Literature:

C. S. Ramanigopal (2012) conclude the company has given maximum effort and dedication to implement the labour laws and regulations and it has succeeded in implementing effective safety and health management considering the type of safety and health problems, accidents, employees and technology in its organizational settings and also good level of satisfaction among employees regarding healthy and safety has been achieved.

Abdullah, Spickett, Rumchev & Dhaliwal (2007) study on organizational factors on safety in Taiwan and Japan reported that the influence of organizational factors in both countries were different due to dissimilar culture. For example, they discovered that Taiwanese leadership style was “Top-Down Directive” where top management communicated safety policies and involved in safety activities while Japanese safety leadership was more focused on “Bottom-Up Participative” where top management promoted employees’ participation in any safety activities.

In studying individual personality traits, Clarke and Robertson (2005, 371) found that whilst extraversion was a valid predictor of traffic accidents they could not identify a strong association between personality dimensions and occupational accidents, suggesting the need for further research on the relationship between personality and safety climate.

According to Frick and Wren (2000: 19), systematic OHS management ‘aims to identify sources of injury and ill-health early in the production process and to produce countermeasures before injury or ill health occurs’.

Research Methodology:

Sample size: 150

Methods of Data Collection: Questionnaire

Research Type: Descriptive Research Design

Sampling procedures: Convenience Sampling

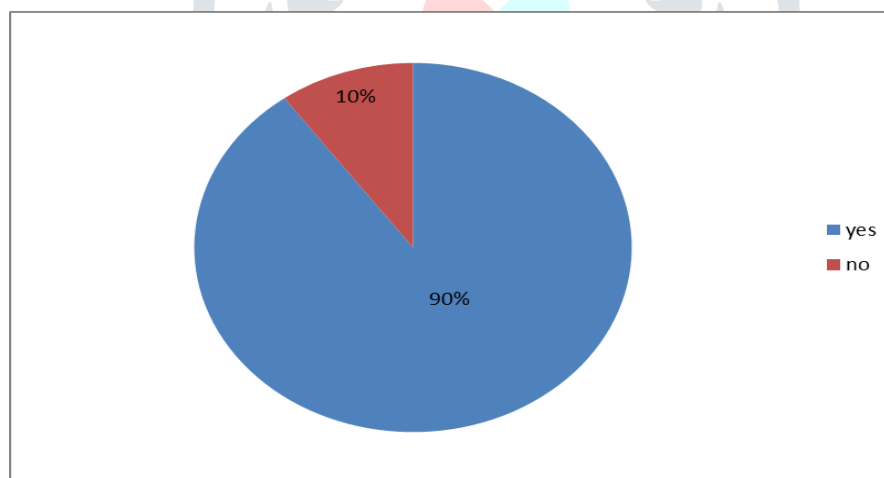
Statistical Tools: Percentage Method, Ranking Method, Chi-square test

Data Interpretations and Analysis:**Table-1- Aware of safety awareness program conducted in your organization**

Response	No of Respondent	Percentage
Yes	135	90%
No	15	10%
Total	150	100%

Inference:

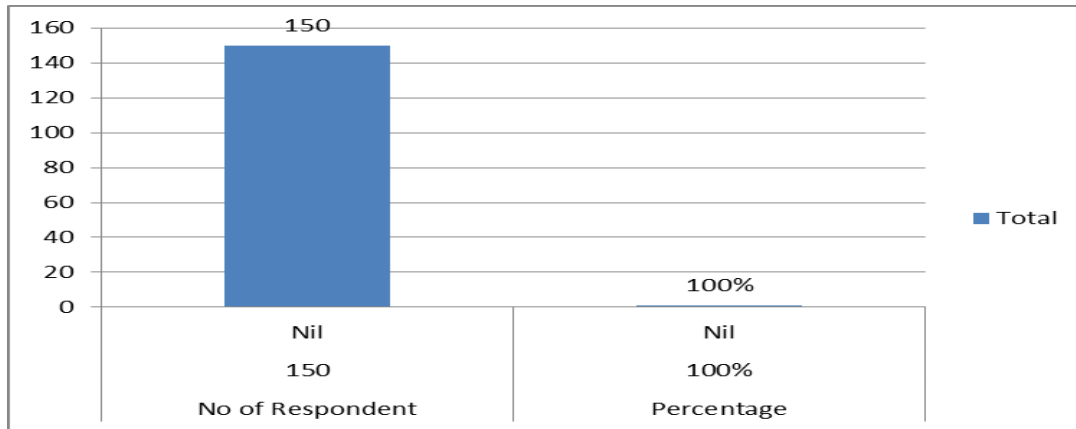
Table showing that 90% of persons replied yes and 10% of employees replied no.

**Chart-1- Aware of safety awareness program conducted in your organization****Table-2- Safety awareness program is conducted for you**

Response	No of Respondent	Percentage
Yes	150	100%
No	Nil	Nil
Total	150	100%

Inference:

Table showing that 100% persons replied yes about safety awareness program is conducted.



**Chart-2- Safety awareness program is conducted for you
Table-3- How many times you have attended**

Response	No of Respondent	Percentage
1-3 times	45	30%
4-6 times	105	70%
6-10 times	Nil	Nil
Total	150	100%

Inference:

Table showing that 30% of employees replied 1-3times about attended the program and 70% of employee 4-6times

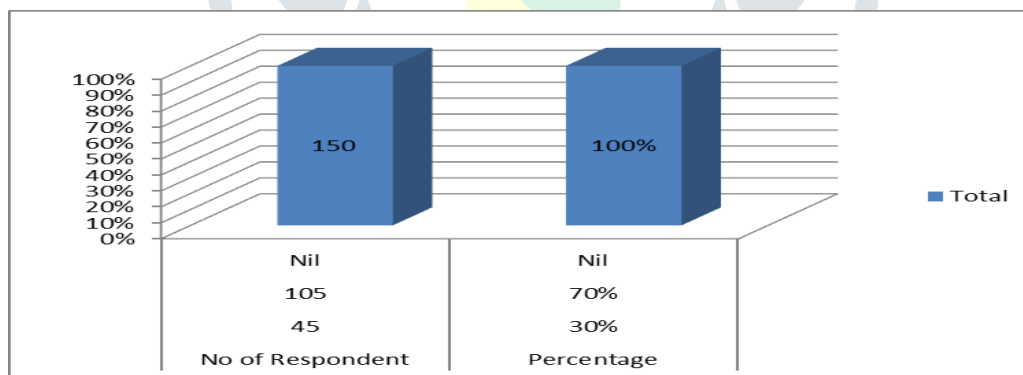


Chart-3- How many times you have attended

Table-4- Type of safety awareness program conducted

Response	No of Respondent	Percentage
Industrial safety	105	70%
Road safety	Nil	Nil
General safety	30	20%
First aid	15	10%
Total	150	100%

Inference:

Table showing that 70% of employees replied industrial safety and 20% of employees replied general safety, 10% of employees replied first aid.

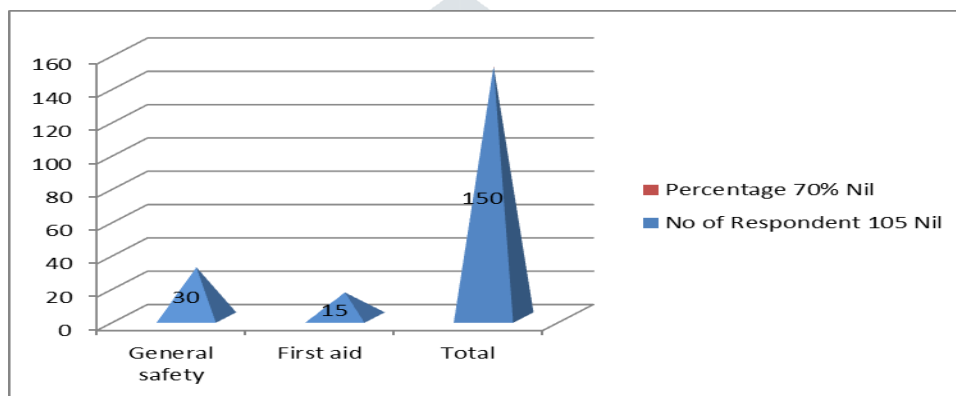


Chart-4- Type of safety awareness program conducted

Table-5- Do you use PPE (personal protective Equipment) while working

Response	No of Respondent	Percentage
Yes	135	90%
No	15	10%
Total	150	100%

Inference:

Table showing that 90% of employee replied using PPE and 10% of employees replied not using PPE.

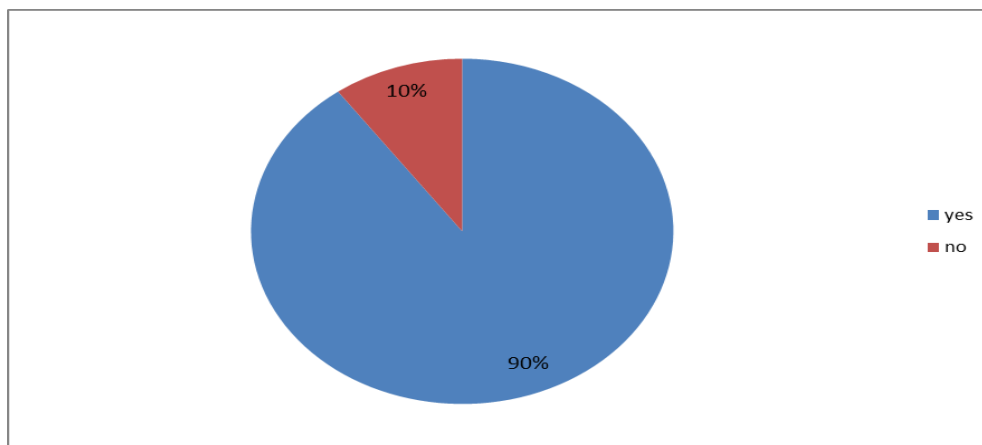


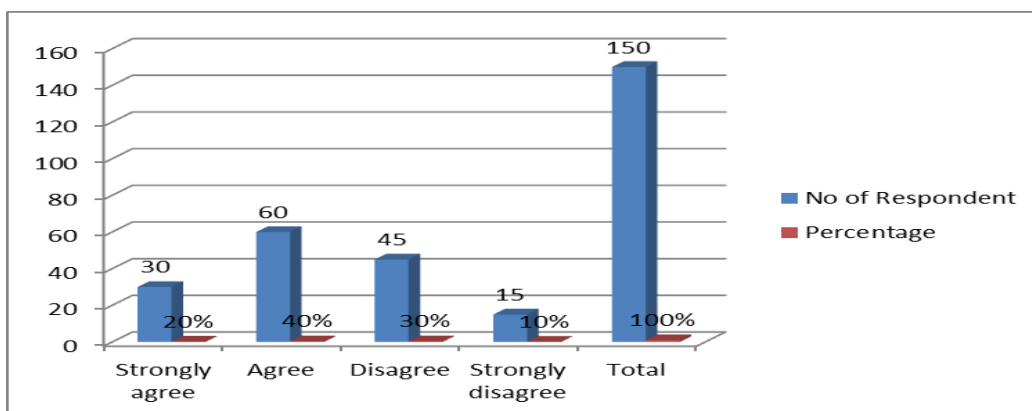
Chart-5- Do you use PPE (personal protective Equipment) while working

Table-6-Machines are properly enclosed with safety guards.

Response	No of Respondent	Percentage
Strongly agree	30	20%
Agree	60	40%
Disagree	45	30%
Strongly disagree	15	10%
Total	150	100%

Inference:

Table showing that 20% of employees replied highly agree, 40% of employees agree, 30% of employees saying disagree, 10% of employees saying highly disagree.

**Chart-6-Machines are properly enclosed with safety guards.****Table-7- Your opinion about safety training program.**

Response	No. of Respondent	Percentage
Excellent	30	20%
Good	75	50%
Average	45	30%
Poor	0	0%
Total	150	100%

Inference:

Table showing that 20% employees replied excellent, 50% employees replied good, 30% replied average and no one replied for the poor.

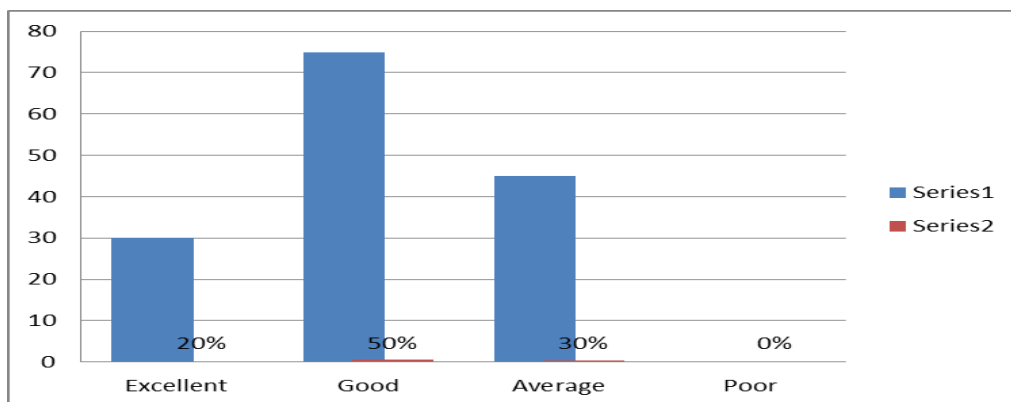


Chart-7- Your opinion about safety training program

Statistical tool Rank correlation

Education	Diploma	+2
Un safe work environment	2	3
Poor safety measures	1	2
Not using PPE	4	1
Un safe act off the employee	3	4

A(r1)	B(r2)	D=r1-r2	D ²
2	3	-1	1
1	2	-1	1
4	1	3	9
3	4	-1	1

$R=1-6*12/1$

Chi square

H₀= There is no significant difference between Diploma and HSC holders with reference to employees.

H₁= There is significant difference between Diploma and HSC holders with reference to employees.

Diploma	26	16	25	7	74
+2	19	14	35	8	76
Total	45	30	60	15	150

O	E	(O-E) ²	(O-E) ² /O
26	22.2	14.44	0.55
16	14.8	1.44	0.09
25	29.6	21.16	0.84
7	7.4	0.16	0.02

19	22.8	14.44	0.76
14	15.2	1.44	0.10
35	30.4	21.16	0.06
8	7.6	0.16	0.02
Total			2.98

Calculated value = 2.98 (H0)

Freedom of degree = 1

Level of significance = 0.05

Tabulated value = 3.841(H1)

Calculated value < tabulated value

Tabulated value is higher than the calculated value.

So, reject (H1) and accept (H0).

Findings:

- ✓ 100% of the employees attended the safety awareness program.
- ✓ 90% of the employees are using the PPE (personal protective equipment) & 10% of the not using.
- ✓ 86% of the employees replied that safety training provided before working.
- ✓ 70% of the employees given suggestions
- ✓ 60% of the employees replied safety maintained is followed.
- ✓ 16% replied through observation, 10% replied through suggestion box, 24% replied through discussion and 50% replied through complaints.
- ✓ 20% employees replied excellent, 50% employees replied good, 30% replied average and no one replied for the poor.

Suggestions:

- ✓ To provide proper safety gloves.
- ✓ Need to change the old coolant oil from the machine time to time
- ✓ Advised to appoint doctor for night shift
- ✓ They should improve they lighting and fan facility for employees
- ✓ They should clean the rest room twice per day.

Conclusion:

Effectiveness of safety measures is seeks to provide the higher skills of workers and to provide an environment that encourages them improve their skills. The top management can be aware of the employee's attitude and how they

perceived organization this would help the management in managing change in the organization. The majority of the employees are not satisfied with the safety gloves. The employee says that they did not provide proper medicals for the injury persons. They need to provide good quality shoes for the employees. They have to change the floors stairs.

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