
Dr. M. Marimuthu, S. Dhilshathunnisa
Assistant Professor in Commerce, Jamal Mohamed College, Tiruchirappalli.
Research Scholar, Assistant Professor in Commerce, Jamal Mohamed College, Tiruchirappalli
dhilu.nisha@gmail.com

Abstract- Due to rapid industrialization, industrial workers are exposed to several types of hazards and accident. Every year there are so many workers injured due to mechanical, chemical, electrical hazards and it leads to partial and full disablement. Every year, lakhs of employees are injured in factories, mines etc. The main reasons for such activities are due to either unsafe acts or unsafe conditions. In recent years greater attention is given to health, safety and welfare measures due to pressure from government, trade unions and labour laws to create awareness of employees. The present study is made an attempt to identify the employee Health, safety and welfare measures adopted in TNPL. Employee Health, safety and welfare measures. 75 employees are selected randomly to collect data. The results found from this study was there is positive relationship between health, safety training programme and awareness of employee, main objectives of the company and overall satisfaction, health and safety measures and overall satisfaction.

Key Words: Health Measures, Safety Measures, Welfare Measures

I. INTRODUCTION

Due to rapid industrialization, industrial workers are exposed to several types of hazards and accident. Every year there are so many workers injured due to mechanical, chemical, electrical hazards and it leads to partial and full disablement. In recent years greater attention is given to health, safety and welfare measures due to pressure from government, trade unions and labour laws to create awareness of employees. The present study is made an attempt to identify the employee Health, safety and welfare measures adopted in TNPL. The paper industry plays a vital role in human life. Paper industries are the most important industries in India. Industries highly made to concentrate more in Health, safety and welfare measures.

Health and Safety in simple terms means freedom from occurrence of injury or loss while working in an industry. The term industrial health and safety refers to the protection of workers from the dangers of industrial accidents. Increasing technologies some time involve high risk. The life of industrial worker is full of risks. Every year, lakhs of employees are injured in factories, mines etc. The main reasons for such activities are due to either unsafe acts or unsafe conditions. Today employers are obligated to give their employees a safe and secured work environment. The main purpose of effective health and safety programme in the company is to prevent work related injuries and accidents. Poor management can decrease workers interest in proposing ways to improve safety in which this may result in a reduced safety level.

Industrial health and safety is the provision and maintenance of plant and systems of work in the factory that are safe and without risks to health. The arrangements in the company for ensuring safety and absence of risks to health in connection with the use, handling, storage and transport of articles and substances; the provision of such information, instruction, training and supervision are necessary to ensure the health and safety of all workers at work. Safety of the employees is the important aspect of an organization’s smooth and effective functioning. Good health and safety performance ensures an accident free industrial environment. In the industry the status of the health and safety officer should be of senior level within the organization’s hierarchy and is one of the ways in which senior management can visibly demonstrate their commitment to safety. Health and Safety committees as an important factor in health and safety performance, in the organizations with effective health and safety committees are more likely to try and improve safety performance than those organizations without.

Safety management should be regarded as a documented and formalized system of controlling against risks of harm. Safety should be integrated as part of sound management. Indeed, it could be argued that safety should be managed more effectively than other operations, especially by an organization is, the way it exists on paper does not necessarily reflect the way it is carried out in practice. It is the safety culture and safety climate of the organization which will “influence the deployment and effectiveness of the safety management resources, policies, practices and procedures”. In fact “SAFETY FIRST” and work second should be used as the slogan of all industries.
Health Measures:

Health is a state of complete physical, mental and social wellbeing and not merely the absence of disease. It’s positive and dynamic concept which means something more than the absence of illness.

Human Resource Development

HRD must concentrate on the development of the overall organization. It has to improve the organization diagnostic and problem solving capabilities and make the organization more effective one. HRD in TNPL mainly focus on Health, Safety and Welfare measures.

a. Health

TNPL provides the health care to its employees and their family members. They are having various schemes for their employees which is they needed.

TNPL has various medical assistance schemes of its employees and dependants. In addition they are providing the First Aid is also maintained in the factory. TNPL bearing 50% medical expenses for the employees if they admitted 24 hours in the hospital.

b. Safety

Safety is the foremost one in the factory without safety the employee may get fear to work, but in TNPL is not like that. The factory is providing the clearly defined safety policy. The safety policy specifies in detail the responsibility for implementation of safety measures, prevention of personal injury, accident reporting system. All safety reporting systems, testing procedures, inspection procedures are brought under ISO 9001-1994 documentation.

c. Welfare Measures

TNPL Welfare Measures are divided into two types:
1. Statutory Welfare Measures - Canteen facility, Toilets, Shelters, Rest Rooms and Lunch Rooms, First Aid Appliances, Provident Fund, Leave, Gratuity, Creches, Occupational Health Centre (OHS), Group Insurance Scheme Safety
2. Non-Statutory welfare measures - Uniforms, Shoes, Identity Badge, Medical Assistance, First- Aid Medical centre, TNPL School, TNPL Housing Colony, Recreational Facilities, Shift Timings

Statement of the Problem

Unsatisfactory or non-existent of health and safety systems. Every year there are so many workers injured due to mechanical, chemical, electrical hazards and it leads to partial and full disablement. Every year, lakhs of employees are injured in factories, mines etc. The main reasons for such activities are due to either unsafe acts or unsafe conditions. In recent years greater attention is given to health, safety and welfare measures due to pressure from government, trade unions and labour laws to create awareness of employees. The present study is made an attempt to identify the employee Health, safety and welfare measures adopted in TNPL. Employee Health, safety and welfare measures. The study is to know the overall Health and Safety measures of an employee at Tamilnadu Newsprint Paper Limited (TNPL) Company in Karur. Surveys are conducted to know how the Safety measures are taken by the paper manufacturing industry.

Hypotheses

1. There is relationship between health, safety and welfare training programme provided and awareness of employees.
2. There is relationship between objectives of employee and overall satisfaction
3. There is relationship between health and safety measures and overall satisfaction

Objectives of the Study

➢ To study the awareness of the workers about health and safety measures in the work place.
➢ To find out the occurrence of accidents happened at the work place.
➢ To explore the employee perception on the health and safety measures.
➢ To find out utilization of health and safety measures in the company by the employees.
➢ To recommend measures to improve safe working atmosphere at the work-place.
➢ To give suggestions to improve the health and safety measures in the company.

II. METHODOLOGY

Research Design:

This study is descriptive research. The variable used in the study women empowerment and women entrepreneurship development among college teachers.

Sample:

Respondents are related through simple random sampling method is used to collect the data.

Tools:

Data has been analyse through using SPSS. Chi-square has been applied to draw the result of the study.

Sources of data:

Data is collected using both Primary and Secondary sources. Primary data is collected through questionnaire, where secondary data is collected through past research, journal and websites.
Scope of the Study

- The present study has been undertaken to study the effectiveness of Employee Health and Safety Measures in TamilNadu NewsPrint Paper Limited Company (TNPL), Karur.
- To find out the practical difficulties involved in Health and Safety measures that can be evaluated through this study.
- The study can be used to bring out the solution for the problem faced by the employees availing the Health and Safety measures.
- Through the study, company would be able to know the satisfaction level of employee on Safety measures.

Limitations of the Study

Every study has some limitations due to the environment under which a research is to be done. Similarly this study is also confined to some limitations as mentioned below:

- Respondents did not answer effectively because the interview was taken during the working hours.
- Findings based on this study cannot be used in other organizations.
- There are chances of misrepresentation responses.
- The biased view of the respondent is another cause of the limitation.

III. REVIEW OF LITERATURE

Emmanuel I et al. (2011) made a study on Effective Safety and Health Management Policy for Improved Performance of Organizations in Africa. This has resulted in frequent accidents and hazards, leading to high costs in the areas of hospital bills, salaries for hospitalized workers and compensations. To satisfy workers’ safety needs and motivate them, ceteris paribus, management must maintain effective health and safety program, and be committed to its success in all ramifications.

Hansa M Goswami et al. (2012) in his Article “A Study on Knowledge, Attitude And Practice of Laboratory Safety Measures Among Paramedical Staff of Laboratory Services” A lot of accidents occur in the laboratory due to lack of proper knowledge regarding laboratory safety measures, indifferent attitude & improper implementation of safe laboratory practices. The induction training on Laboratory safety is very important and motivating exercise for improving the laboratory safety measures.

Ramanigopal C S et al. (2012) made a study on “Effectiveness of Health Safety Measures Towards Employees of Bharat Heavy Electrical Limited” that to 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.

Sulaiman J et al. (2013) made study on “Employee’s Satisfaction and Safety Measures (With Special Reference to two Wheeler Spare Parts Manufacturing Industry in Chennai)” The study is to know the overall welfare of an employee with special preference to Safety and Health programs, at two wheeler spare parts manufacturing industry in Chennai. Surveys are conducted to know how the Safety, Health and Environmental Improvements measures are taken by the industry. The result of this study shows that majority of the employees perceive the present efforts taken by the two wheeler spare parts manufacturing industry in Chennai, on safety measures and work environment is satisfactory.

Ana Gundic et al. (2014) made a study on Particularity of safety measures on board ships operating in the “Motorways of the Sea” service. The study conclude that the “Motorways of the Sea” service uses RO-RO and RO-RO passenger ships, which have a design different from other types of ships, as well as some special features in terms of safety. This paper has analyzed the particular safety features of RO-RO and RO-RO passenger ships, the maritime accidents involving these ships and the measures to increase safety of ships arising from maritime accidents.

IV. ANALYSIS AND INTERPRETATION

<table>
<thead>
<tr>
<th>Variables</th>
<th>Category</th>
<th>No. of Respondents</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Gender</td>
<td>Male</td>
<td>54</td>
<td>72</td>
</tr>
<tr>
<td></td>
<td>Female</td>
<td>21</td>
<td>28</td>
</tr>
</tbody>
</table>

IJSRCNAS

Volume 7, Issue 5 (September 2018) www.ijsrcsams.com
<table>
<thead>
<tr>
<th>Age</th>
<th>20-30 years</th>
<th>31 – 40 years</th>
<th>41 – 50 years</th>
<th>Above 50 years</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>18</td>
<td>35</td>
<td>17</td>
<td>5</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Qualification</th>
<th>Higher Secondary</th>
<th>Under Graduate</th>
<th>Post graduate</th>
<th>Diploma</th>
<th>Other</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>3</td>
<td>6</td>
<td>20</td>
<td>16</td>
<td>30</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Designation</th>
<th>Assistant officer</th>
<th>Staff</th>
<th>Senior Officer</th>
<th>Assistant Grade</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>7</td>
<td>55</td>
<td>8</td>
<td>5</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Department</th>
<th>Production</th>
<th>Resources and Development</th>
<th>Mechanical</th>
<th>Electrical</th>
<th>Other</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>10</td>
<td>14</td>
<td>5</td>
<td>4</td>
<td>42</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Experience</th>
<th>Below 2 years</th>
<th>2-5 years</th>
<th>5 – 10 years</th>
<th>Above 10 years</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>7</td>
<td>33</td>
<td>18</td>
<td>17</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Marital Status</th>
<th>Married</th>
<th>Unmarried</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>14</td>
<td>61</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Overall satisfaction</th>
<th>Highly Satisfied</th>
<th>Satisfied</th>
<th>Moderate</th>
<th>Dissatisfied</th>
<th>Highly Dissatisfied</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>16</td>
<td>49</td>
<td>08</td>
<td>02</td>
<td>0</td>
</tr>
</tbody>
</table>

Source: Primary Data collected from questionnaire

The above table 4.01 describe about the profile of the respondents i.e. Gender, Age, Qualification, Designation, Department, Experience, Marital Status and Overall Qualification Of Employees In TNPL.
CHI-SQUARE TEST

TABLE 1

Null Hypothesis (H₀): There is no relationship between Health and Safety training programme provided and awareness of employees.

<table>
<thead>
<tr>
<th>Relationship Between Health and Safety Training Programme Provided and Awareness of Employees.</th>
</tr>
</thead>
<tbody>
<tr>
<td>Pearson Chi-Square</td>
</tr>
<tr>
<td>--------------------</td>
</tr>
<tr>
<td></td>
</tr>
</tbody>
</table>

From the above table indicate that p-value is (0.028) which is lesser than 0.05, since null hypothesis is rejected and alternate hypothesis is accepted.

Alternative Hypothesis (H₁): There is a relationship between Health and Safety training programme provided and awareness of employees.

TABLE 2

Null Hypothesis (H₀): There is no relationship between Main Objectives of companies and Overall Satisfaction.

<table>
<thead>
<tr>
<th>Relationship Between Main Objectives of Companies and Overall Satisfaction.</th>
</tr>
</thead>
<tbody>
<tr>
<td>Pearson Chi-Square</td>
</tr>
<tr>
<td>--------------------</td>
</tr>
<tr>
<td></td>
</tr>
</tbody>
</table>

From the above table indicate that p-value is (0.039) which is lesser than 0.05, since null hypothesis is rejected and alternate hypothesis is accepted.

Alternative Hypothesis (H₁): There is a relationship between Main Objectives of companies and Overall Satisfaction.

TABLE 3

Null Hypothesis (H₀): There is no relationship between Health and Safety Measures and Overall Satisfaction.

<table>
<thead>
<tr>
<th>Relationship Between Health and Safety Measures and Overall Satisfaction.</th>
</tr>
</thead>
<tbody>
<tr>
<td>Pearson Chi-Square</td>
</tr>
<tr>
<td>--------------------</td>
</tr>
<tr>
<td></td>
</tr>
</tbody>
</table>

From the above table indicate that p-value is (0.034) which is lesser than 0.05, since null hypothesis is rejected and alternate hypothesis is accepted.

Alternative Hypothesis (H₁): There is a relationship between Health and Safety Measures and Overall Satisfaction.

Findings

- Majority of the respondents i.e., 72% were male.
- Nearly half of the respondents i.e., 46 percent belonged to the age group of 31-40 years.
- 40 percent of the respondents were under other educational category.
- Majority of the respondents i.e., 73 percent were Staffs.
- More than half of the respondents i.e., 56 percent were working in other departments.
- 44 percent of the respondents were 2-5 years of experience.
- Most of the respondents i.e., 81 percent got ‘married’.
- More than half of the respondents i.e., 51 percent earned monthly income between Rs. 15000-30000.

From Chi-Square Analysis:

- There is a significant relationship exists between Qualification of the respondents and overall satisfaction. Also 22 respondents (29%) were having other educational qualification is satisfied on overall satisfaction.
- There is a significant relationship exists between experience of the respondents and overall satisfaction. Also 25 respondents (33%) whose experiences 2-5 years have satisfied on overall satisfaction.
- There is a significant relationship exists between Monthly income of the respondents and overall satisfaction. Also 29 respondents (39%) whose Monthly Income is between Rs.15000 - 30000 have satisfied on overall satisfaction.

V. SUGGESTIONS

Effective workplace health and safety measures can help to save the lives of workers by reducing hazards and their consequences. Health and safety measures also have positive effects on both worker morale and productivity, which are important benefits to the management as well as management. Following are the suggestions and recommendations for positive effectiveness of the Employees safety measures.

- The company has to create the regular awareness for the workers regarding health and safety.
- They have to follow effective arrangements to the workers for communicating their health and safety matters regularly.
- It is better to provide frequent health and safety training, at least once in a year.
The company has to provide enough drinking water facility available at all the time.

- To motivate the employees every year competitions can be conducted on national safety day.
- Safety events can be conducted frequently to make awareness among the employees on safety.
- The management has to take necessary steps to reduce the stress level of the workers.
- Orientation programmes can be conducted to make the workers to feel that their work environment is safe to work.

VI. CONCLUSION

It is revealed from the study that, the health and safety measures adopted in Tamilnadu Newspaper Limited (TNPL), Karur are provided to the workers according to the provisions of the Factories Act. It reveals that the awareness of the workers about health and safety in the workplace is more adequate. The role of management in implementing health and safety in the organization is very effective. Most of the workers were agreed and satisfied with the health and safety measures adopted in the company. If the company implements and followed continuously the above said effective disciplinary procedures; it will help the company to go with their policies and also to maintain health and safety in the organization.

REFERENCE

Journals:

1. Ana Gundic et al. (2014) “Particularity of safety measures on board ships operating in the “Motorways of the Sea” service”.
3. Hansa M Goswami et al. (2012) “A Study on Knowledge, Attitude And Practice of Laboratory Safety Measures Among Paramedical Staff of Laboratory Services”
4. Ramanigopal C S et al. (2012) made a study on “Effectiveness of Health Safety Measures Towards Employees of Bharat Heavy Electrical Limited”
5. Sulaiman J et al. (2013) “Employee’s Satisfaction and Safety Measures (With Special Reference to two Wheeler Spare Parts Manufacturing Industry in Chennai”

Books