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- Garg, Bhavet (2011): Towards a New Gas Policy, Political Weekly, Viewed on January 01, 2012 <http://epw.in/user/viewabstract.jsp>

TO STUDY THE HEALTH AND SAFETY MEASURES OF EMPLOYEES WITH REFERENCE TO PRIVATE TEXTILE COMPANY

BHARGAV J. PATEL

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SURAT

ABSTRACT

The project is entitled on "To study the health and safety measures of employees in Private Textile organization." The research purpose is to determine to study the health and safety measures of employees in Private Textile organization. As growth of industrialization, industrial workers are exposed to several types of hazards and accidents. In organization, for smooth functioning, the employer must ensure safety and security of his employees. Objective is to study the health and safety measures of employees. The study focus on awareness of the employees about health and safety in the working area, identify factors affecting on the health and safety of employees. Training, working environment and first aid activities are important factors. The study reveals that there are proper amount of health and safety measures provided by the organization. Research design used is descriptive in nature. The data collection instrument is a primary data that collected through questionnaire. In the research 100 respondents were taken on the basis of random sampling.

KEYWORDS

employees training, working accidents, first aid.

JEL CODES

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INTRODUCTION

Due to swift in the industrial development, industrial workers are exposed to several types of injuries and threats. Every year lakhs of workers are injured due to electrical and radiation hazards, chemical, mechanical, and it leads to total or partial disablement. So, in recent years, greater attention is given to health and safety due to pressure from labour law and awareness of employees, trade unions, government.

The activities of labour health, safety and welfare in India are urgently needed because India is an industrial underdeveloped country and the conditions of working are not satisfactory in Indian industries. All workers are authorized to do work in the environment where risks of the workers' health and safety are properly controlled. Working environment consist of all the factors which act and react on the body and the mind of the employees. To create an environment where the primary aim is to ensure the greater of work and removes all the causes of problems.

Favourable outcomes of health and safety practice required the combination and involvement of both workers and employees in health and safety programs, and involve the consideration of issues relating to psychology, engineering safety, education, toxicology, industrial hygiene, etc.

Health issues are often given less attention than safety issues because the former are generally more difficult to confront. However, when health is addressed, so is safety, because a healthy workplace is by definition also a safe workplace. The converse, though, may not be true- a so called safe workplace is not necessarily also a health workplace. The essential point is that issues of both health and safety must be addressed in every place of work.

Work plays a control role in people's lives, since most workers spend at least eight hours a day in the workplace, whether it is on a plantation, in an office, factory, etc. therefore, work environments should be safe and healthy. Unfortunately, some employers assume little relationship for the protection of worker's health and safety. In fact, some employers do not even know that they have the often-legal responsibility and moral for the protection of workers.

Health and safety are an authority with a large scope demand many specialized fields. In its largest sense, it should aim at: The promotion and maintenance of the highest degree of social, physical and mental well-being of workers in all occupations. The prevention among workers of harmful effects on health is caused by their working conditions of the workers.

LITERATURE REVIEW

AishwaryaJaju, Jikku Susan Kurian, P. Ravikanth (2018)

The study is undertaken on Health, safety & welfare measures for employees at Hindustan Coca Cola Pvt. Ltd: An empirical study. Objective is to examine & analyze various safety, health & welfare measure adopted in an organization and to know the employees opinion regarding the safety programs & practices. The data has been used primary and as well secondary data. The study indicates that, the health, safety& welfare measures adopted in Hindustan Coca-Cola beverages Pvt. Ltd. are extended to the workers according to the provisions of the factories Act. It discloses that the awareness of the workers about health and safety in the workplace is poor.

J B Colla, A C Bracken, L M Kinney, W B Weeks (2018)

The research has been done on measuring patient safety climate: a review of surveys. The aim of the study is to identify and review surveys used to measure patient safety climate in healthcare settings; abstracts were reviewed, papers selected, references searched, websites visited, and authors contacted. Primary data has been used as a data collection method. The study concludes that patient safety climate surveys vary considerably. Achievement of a culture conducive to patient safety may be an admirable goal in its own right, but more effort should be expended on understanding the relationship between measures of patient safety climate and patient outcomes.

Patrick Gbadago, Sedem N. Amedome& Ben Q. Honyenuga (2017)

The study has made an attempt on the impact of occupational health & safety measures on employee performance at the south tongu district hospital. The purpose of this study is to determine whether the occupational health & safety policy has been implemented in the organizational setup of the hospital and to identify the challenges that management faces in the implementation of occupational health & safety measures. The data has been collected through primary as well as secondary method. It can be concluded that occupational health and safety measures exist in the organizational setup of the south tongu district hospital. This is because all workers attested to this & the observation carried out in the hospital environment supports what the respondents attested to.

Grace Katunge Jonathan, Rosemary WahuMbogo (2016)

The study has been undertaken on Maintaining health & safety at workplace: Employee & employer's role in ensuring a safe working environment. The objective of the study is to examine the health and safety of teachers in secondary schools in the region. The source of data collection is primary method. The study conclude that it is worth noting that the staff are policy implementers & implementation cannot be complete without full knowledge of the policies to be implemented. Therefore, the Government should look into ways of address this issue at schools, so that implementation of such safety policies is made possible.

KassuJilcha, Daniel Kitaw (2016)

The study emphasis on a literature review on global occupational safety & health practice & accidents severity. The aim of the study is to identify existing gaps; a systematic literature review approach has been used. Primary method has been used as a data collection method. The study reveals that Workplace design and hazard interventions have also been seen as barriers in research findings. Barriers identified in manufacturing industries which need innovation.

IMPORTANCE OF THE STUDY

The study reveals important aspects regarding health and safety of employees. It provides useful insights to employer for safety and security of his employees. It helps organization to improve the concern area. Study is helpful to identify the weaker area of health and safety in a company. Therefore, it is essential to investigate about health and safety measures to improve worker’s morale and provide safe working zone where, they comfortably work.

OBJECTIVES

1. To study the health and safety measures of employees.
2. To study awareness of the employees about health and safety in the working area.
3. To identify Training factor affecting on the health and safety of employees.
4. To make awareness about the first aid kits how useful it is to employees.

RESEARCH METHODOLOGY

RESEARCH DESIGN

In this research Descriptive Research Design is used.

SOURCE OF DATA COLLECTION

PRIMARY DATA COLLECTION

In this data collection method, the data are collected at hand information on any happening or event (Questionnaire).

SAMPLING SIZE

The sample size will be 100 respondents.

RESULTS AND DISCUSSION

A) GENDER

TABLE 1

		Frequency	Percent	Valid Percent	Cumulative Percent
	Male	71	71.0	71.0	71.0
Valid	Female	29	29.0	29.0	100.0
	Total	100	100.0	100.0	

It is interpreting that there are 100 respondents out that 71 males and 29 were female. So we can say that the company hiring more males compare to female

B) AGE

TABLE 2

		Frequency	Percent	Valid Percent	Cumulative Percent
	Below 25	51	51.0	51.0	51.0
	26-30	38	38.0	38.0	89.0
Valid	31-35	10	10.0	10.0	99.0
	36-40	1	1.0	1.0	100.0
	Total	100	100.0	100.0	

It is interpreting that the total respondents are divided according to the age, as 51% respondents falls under the age (below 25), 38% respondents fall under the age (26-30), 10% respondents fall under the age (31-35), 1% respondents fall under the age (36-40).

C) EXPERIENCE

TABLE 3

		Frequency	Percent	Valid Percent	Cumulative Percent
	below 5	56	56.0	56.0	56.0
	6-10	37	37.0	37.0	93.0
Valid	11-15	5	5.0	5.0	98.0
	16-20	2	2.0	2.0	100.0
	Total	100	100.0	100.0	

it is interpreted that 56% respondents have below 5 years’ experience, 37% respondents have 6-10 years of experience, 5% respondents have 11to 15 years of experience, and 2.00% respondents have experience of 16-20.

D) EDUCATION

TABLE 4

		Frequency	Percent	Valid Percent	Cumulative Percent
	pos. graduate	31	31.0	31.0	31.0
	master Degree	36	36.0	36.0	67.0
Valid	Bachelor Degree	23	23.0	23.0	90.0
	Other	10	10.0	10.0	100.0
	Total	100	100.0	100.0	

It is interpreting that 31% of respondents are pos. graduate, 36% of respondents are master degree, 23% of respondents are having bachelor degree and 10% are having other degrees.

TABLE 5

Sr. No	PARAMETERS	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
1	Do you have the first aid activities and contents of the first aid kit?	34%	37 %	2 7%	2 %	0 %
2	Does company implement effective disciplinary procedure to maintain health and Safety.	17%	38%	43%	1%	1 %
3	Is the working temperature reasonable to work.	19%	28%	45%	7%	1%
4	Do you have enough space to work.	10%	39%	38%	11%	12%
5	Do you think that your working environment is safe to work.	18%	28%	39%	12%	13%
6	Is enough training given to workers before handling Equipment’s.	14%	40%	37%	5%	4%

TABLE 6

Sr. No.	Statement	Yes	No
1.	Are you aware of the health and safety measures adopted in the company?	85%	15%
2.	Do you have effective arrangements for communicating the health and safety matters?	72%	28%
3.	Does your company provide following safety tools:	72%	28%
	a. Mask	78%	22%
	b. Hand gloves	84%	16%
	c. Shoes	80%	20%
4.	Do you have suitable and sufficient fire extinguishing equipment and is this equipment is maintained in a serviceable condition?	75%	25%

FINDINGS

- In this research majority of the population (79%) is male and (29%) is female.
- In this research majority of the population (51%) falls below 25 and (1%) falls under 36-40.
- In this research majority of the population (56%) below 5 years of experience and (2%) of population have 16-20 years of experience.
- In this research majority of the population (36%) of them have done their master's degree and (10%) of the population falls under other category.
- In this research majority of the population (85%) are aware of the health and safety measures adopted in the company, whereas (15%) are not aware of the health and safety measures adopted in the company.
- In this research majority of the population (72%) have effective arrangements for communicating the health and safety matters whereas (28%) don't have effective arrangements for communicating health and safety measures.
- In this research majority of the population (78%) said yes that they are provided with mask in the company whereas 22% of population said no that they are not provided with mask in the company.
- In this research majority of the population (84%) said yes that they are provided with hand gloves in the company, whereas (16%) of population said no that they are not provided with hand gloves in the company.
- In this research majority of the population (80%) said yes that they are provided with shoes in the company, whereas (20%) of population said no that they are not provided with shoes in the company.
- In this research majority of the population (75%) is suitable and sufficient fire extinguishing equipment and is this equipment maintained in a serviceable condition, whereas (25%) of population is not suitable and sufficient fire extinguishing equipment and is this equipment maintained in a serviceable condition.
- In this research majority of the population (46%) said that daily the company perform cleaning in the organization and (15%) of population said quarterly the company perform cleaning in the organization.
- In this research majority of the population (31%) said that training programs are conducted in the company for once in 5 years and (1%) of population said that training programs are conducted in the company rarely.
- In this research majority of the population (31%) said that always having proper drinking water facility in the company and (4%) of population said that they not get proper drinking facility in the company.
- In this research majority of the population (37%) is agreed with having the first aid activity and (2%) of population is disagreed with having first aid activity in the company.
- In this research majority of the population (43%) is neutral and 1% of population is strongly disagree with disciplinary procedure to maintain health and safety.
- In this research majority of the population (45%) is neutral with working temperature reasonable to work and (1%) of population is disagree with working temperature reasonable to work.
- In this research majority of the population (39%) agree with enough space to work and (2%) of population strongly disagree with the enough space to work in the company.
- In this research majority of the population (39%) is neutral and (3%) of population is strongly disagree with working environment is safety to work in the company.
- In this research majority of the population (40%) is agree with training given to workers before handling equipments and (4%) of population is strongly disagree with training given to workers before handling equipments.

RECOMMENDATIONS

1. To provide sufficient information regarding to health and safety.
2. Provide uniform to employee.
3. Provide more training to the employees regarding the health and safety measures and to be taken care while working with harmful chemical.

CONCLUSIONS

The survey was designed to find health and safety measures of employees in chemical based organization because organization is based on manpower. From the research it can be conclude that there is a good health and safety measure provided to employees in the organization. All employees are satisfied and they have positive views for their organization. Despite, training is one of the important factor, where organization should improve and adopt some strategies for increase effectiveness of training.

LIMITATIONS

1. The study focus on limited area and time.
2. As a student, there is a lack of finance in research.
3. The study may be the subject to personal biasness of the respondents while answering the questionnaire.

SCOPE OF THE STUDY

Health and safety is essential element for every organization. It leads to frame health and safety policies on concern of area. This study shows that if the industries will provide better health and safety policies then there is less chance of dangerous occurrence in the organization. It is most important to give health and safety measures to employees. It leads to increase employees' productivity and reduce the risk of workplace hazards.

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APPENDIX

- 1) Gender:
Male Female
- 2) Age:
A) Below 25 B) 26-30 C) 31-35 D) 36-40 E) Above 40
- 3) Experience (in years):
A) Below 5 B) 6-10 C) 11-15 D) 16-20 E) Above 20
- 4) Education:
Post. Graduate master’s degree Bachelor’s degree other
- 5) Are you aware of the health and safety measures adopted in the company?
Yes No
- 6) Do you have effective arrangements for communicating the health and safety matters?
Yes No
- 7) Does your company provide following safety tools?

Instruments	Yes	No
Mask		
Hand gloves		
Shoes		

- 8) Do you have suitable and sufficient fire extinguishing equipment and is this equipment maintained in a service able condition?
Yes No
- 9) How frequently does your company perform cleaning in the organization?
Daily Twice in a week Monthly Quarterly
- 10) How frequently training programs are conducted in the company?
(A) Once in 5 years (B) Once in 3 years (C) Yearly once (D) Monthly (E) Rarely
- 11) Do you have proper drinking water facility inside your workplace?
(A) Always(B) Sometimes (C) Often (D) Rarely (E) Not at all

Q. No.	PARAMETERS	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
12)	Do you have the first aid activities and contents of the first aid kit.					
13)	Does company implement effective disciplinary procedure to maintain health and Safety.					
14)	Is the working temperature reasonable to work.					
15)	Do you have enough space to work.					
16)	Do you think that your working environment is safe to work.					
17)	Is enough training given to workers before handling Equipments.					

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