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- Hunker, H.L. and A.J. Wright (1963), "Factors of Industrial Location in Ohio" Ohio State University, Nigeria.

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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>

**A STUDY ON EMPLOYEE SAFETY MANAGEMENT AT FITWEL TOOLS AND FORGINGS PVT. LTD.,
ANTHARSANAHALLI, TUMKUR**

C. T. CHANDRAPPA

HEAD

DEPARTMENT OF COMMERCE

**SREE SIDDAGANGA COLLEGE OF ARTS, SCIENCE & COMMERCE FOR WOMEN
TUMKUR**

ABSTRACT

Employee safety occupies an important place in the organization to attract and retain employees. It is necessary for the organization to always keep a check on what the employees feel about their jobs, their organization and working conditions. The elements like work schedule, health and safety measures, accident rates, precautionary measures taken in case of fire accidents, issue of safety devices to employees etc in the organization helps in providing safe work environment which in turn results in higher morale of employees towards safety measures adopted by the organization. Thus, it is necessary to find out employee safety measures and various facilities provided to the employees for their contribution to the organization. The main objective of the study was to identify the level of safe work environment existing in the organization and to identify various existing safety measures implemented in the organization. And also the study was undertaken to analysis various factors influencing safety management in the organization and to find out the satisfaction level of employees towards safety measures. The study was carried out through survey method with the help of structured questionnaire. The employees were contacted personally to access the required information. According to the survey, majority of the employees are satisfied with the fencing/ guarding of moving machinery, precautionary measures taken in case of fire accident, issue of safety devices, lighting, ventilation, access to exits, maintenance of building and machinery, layout of machinery, location of plant and safety measures adopted by the company. As such, employees expect the management to improve all the facilities which thereby leads to higher satisfaction towards employee safety management of the organization. Thus, it helps in individual as well as group development leading to overall organizational development.

KEYWORDS

Fitwel tools and forgings pvt. ltd., Tumkur, Employee safety.

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COMPANY PROFILE

Fitwel Tools and Forgings Pvt. Ltd. was established in the year 1983 with 15 to 20 employees. In 1985 the company was started with producing only spanners and forgings. It was established in Tumkur in the year 1987. Commercial production started in the year 1987 with the manufacturing of Hand tools as core business. The company decided to become independent in the year 1990.

Five years later, Fitwel moved towards the Automobile industry through the manufacturing of Maruti Udyog Rocker arms through Sansera Engineering Pvt. Ltd. The high precision demands both on dimensions and weight have since become a norm at Fitwel.

M/S Fitwel Tools and Forgings Pvt. Ltd. was ISO/TS 16949:2009 certified in the year 2002 and has been ISO/TS 14000 certified in the year 2014. Fitwel became a Subsidy of Sansera Engineering Pvt. Ltd. in the year 2005.

Having started as a small scale industry with only one hammer line, the company has gradually grown and has 17 forging lines, comprising hammer, friction screw press and pneumatic press lines and a well-equipped CNC shop.

Today, forging output is 2 Million components a month and machined output is close to 100,000 components every month. The company caters to the Auto sector, Power tools, Hand tools, Heavy machinery, Agricultural and Special purpose markets.

OBJECTIVES OF THE STUDY

1. To study the level of safe work environment existing in the organization.
2. To identify various existing safety measures implemented in the organization
3. To identify the awareness of workers regarding safety measures adopted in the company.
4. To analysis various factors influencing safety management in the organization.
5. To find out the satisfaction level of employees towards safety measures.
6. To provide suggestions in the safety management techniques in the organization.

RESEARCH DESIGN AND METHODOLOGY

STATEMENT OF THE PROBLEM

The success of any organization depends largely on the workers. They are considered as the backbone of all manufacturing companies.

The employees' safety is one of the major aspects that contribute towards life of the employees. Safety is a measures or techniques implemented to reduce the risk of injury, loss and danger to persons, property or the environment in any facility or place involving the manufacturing producing processing of goods and machines.

Hence, the study on employees' safety management identifies the level of employees' safety in the organization. In this regard, this project work has been undertaken to analyze the various safety policies by Fitwel Tools & Forgings Pvt Ltd., and the measures that they have to take in order to improve the same.

SCOPE OF THE STUDY

The study is confined at Fit Well Tools & Forgings Ltd. The study is broad in this scope and covers employees of non-executive level of employees in the organization. This study helps the organization in evaluating employees' safety management, satisfaction level of employees towards safety measures and improving it further it helps the company in

- Improving the work environment industrial safety.
- Enhancing productivity.
- Retaining employees
- Fulfilling the future personal need

LIMITATIONS OF THE STUDY

1. Due to time constraint, it was very difficult to go for a detailed study.
2. Employees were reluctant to give sufficient information.
3. Interaction with employees and executives were very limited because of their busy schedule.

4. The sample size is limited to 50 employees.
5. The study is conducted only at Fit Well Tools & Forgings Ltd, Tumkur, and thus cannot be generalized to the industry.

RESEARCH DESIGN

Research is the systematic and intelligent investigation of ‘who, what, where, when, why, how of actual and potential buyers any research study must be done methodically in order to arrive at the best result.

Research design is the blue print of the proposed study. It represents overall scheme of the study, a research design is a logical and systematic planning and it helps directing a piece of research

1. Sources of data collection

- a) Primary data
- b) Secondary data.

For the collection of data, the following tools have been used.

- a) The primary data is collected through structured questionnaire this involve both closes ended questions.
- b) Secondary data is collected through different books related with human resource management, company records, business newspapers, catalogs, books etc.

2. Research instrument

The questionnaire is the only research instrument used for collection the primary data. This particular questionnaire is divided into main categories to facilities the different types of respondents.,The questionnaire was prepared carefully by sequencing the questions to create interest and extract more information.

Sampling Design

Sample design is essential and pre-requisite for data collection and definite plan must be determined the researcher as visited the deliberate and converts sampling by selection of units, which are convenient foe data collection.

- a) **Sampling unit:** This particular survey is directed at only those respondents who are working in the Fitwell Tools and Forgings Pvt. Ltd, Antharsanahalli, Tumkur
- b) **Sampling size:** The sample size is 50 respondents who are working in Fitwell tools and Forging Pvt. Ltd. Antharsanahalli, Tumkur
- c) **Sampling Procedure:** Simple random sampling method was used where every elementary unit has full and equal chances of being selected and included in the sample.

DATA ANALYSIS AND INTERPRETATION

TABLE 1: GENDER OF RESPONDENTS

Gender	No. of respondents	Percentage
Male	50	100%
Female	0	0
Total	50	100%

Source: primary data

Interpretation: From the above table, it can be inferred that 100% of the respondents are male.

GRAPH 1: GENDER OF RESPONDENTS

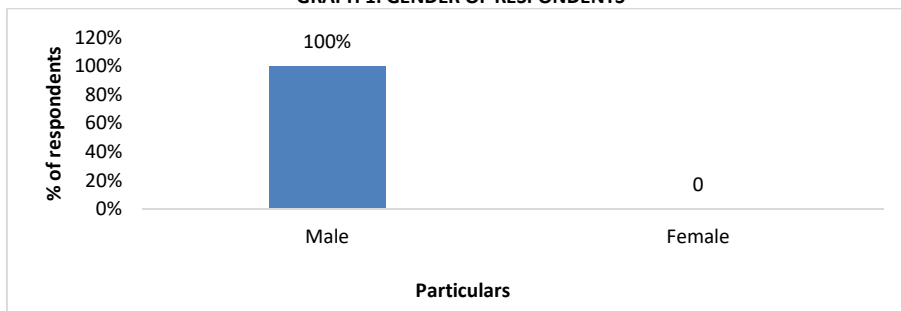


TABLE 2: RESPONDENTS’ AWARENESS OF THE SAFETY MEASURES ADOPTED IN THE COMPANY

Particulars	No. of respondents	Percentage
Yes	50	100%
No	00	00
Total	50	100%

Source: primary data

Interpretation: From the above table, it can be inferred that 100% of the respondents are aware of the safety measure adopted in the company.

GRAPH 2: RESPONDENTS’ AWARENESS OF THE SAFETY MEASURES ADOPTED IN THE COMPANY

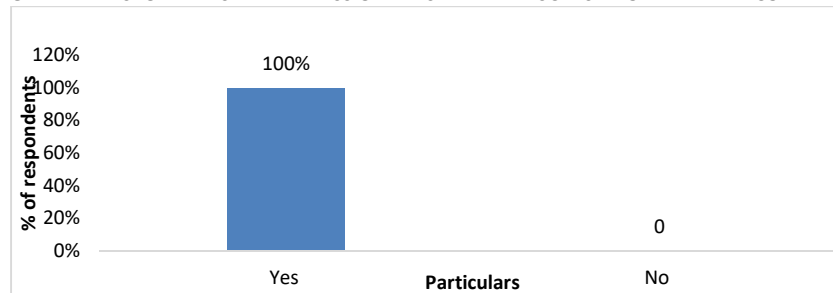


TABLE 3: RESPONDENTS’ OPINION ABOUT PROPER FENCING / GUARDING OF MOVING MACHINERY

Particulars	No. of respondents	Percentage
Yes	50	100%
No	00	00
Total	50	100%

Source: primary

Interpretation: From the above table, it can be inferred that 100% of the respondents say that the moving machinery has been properly fenced/ guarded.

GRAPH 3: RESPONDENTS OPINION ABOUT PROPER FENCED / GUARDING OF MOVING MACHINERY

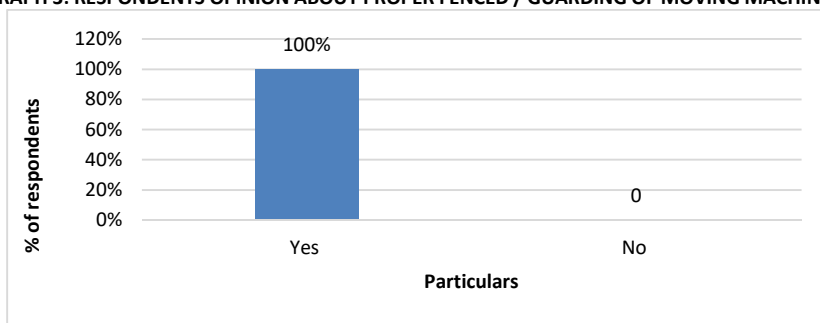


TABLE 4: RESPONDENTS' OPINION ABOUT THE EMERGENCY PRECAUTIONARY MEASURES TAKEN IN CASE OF FIRE ACCIDENT

Precautionary measures taken in case of fire accident	No. of respondents	Percentage
Emergency warning bell	50	100%
Emergency exit doors	00	00
Emergency signals (light)	00	00
All the above	00	00
Total	50	100%

Source: primary data

Interpretation: From the above table, it can be inferred that 100% of the respondents say that the emergency warning bell is the emergency precautionary measure taken in case of fire accident.

GRAPH 4: RESPONDENTS' OPINION ABOUT THE EMERGENCY PRECAUTIONARY MEASURES TAKEN IN CASE OF FIRE ACCIDENT

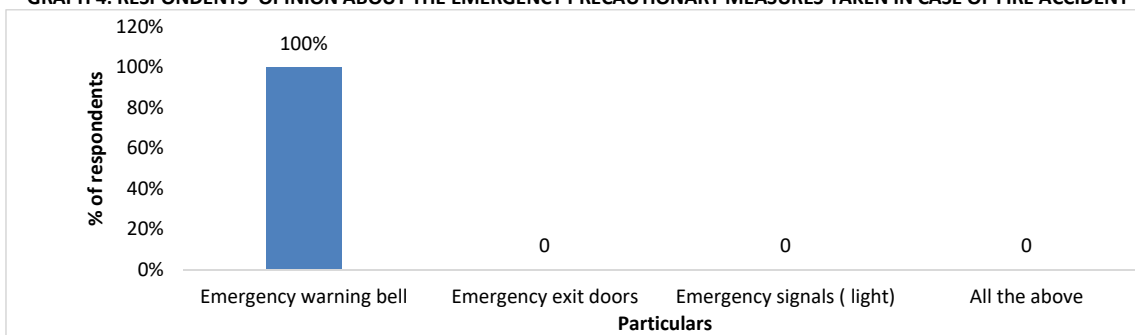


TABLE 5: RESPONDENTS' OPINION WHETHER THE EMPLOYEES HAVE EVER MET WITH ACCIDENTS

Particulars	No. of respondents	Percentage
Yes	40	80%
No	10	20%
Total	50	100%

Source: primary data

Interpretation: From the above table, it can be inferred that 80% of the respondents say that the employees met with accidents and remaining 20% says that they have not met with accidents.

GRAPH 5: RESPONDENTS' OPINION WHETHER THE EMPLOYEES HAVE EVER MET WITH ACCIDENTS

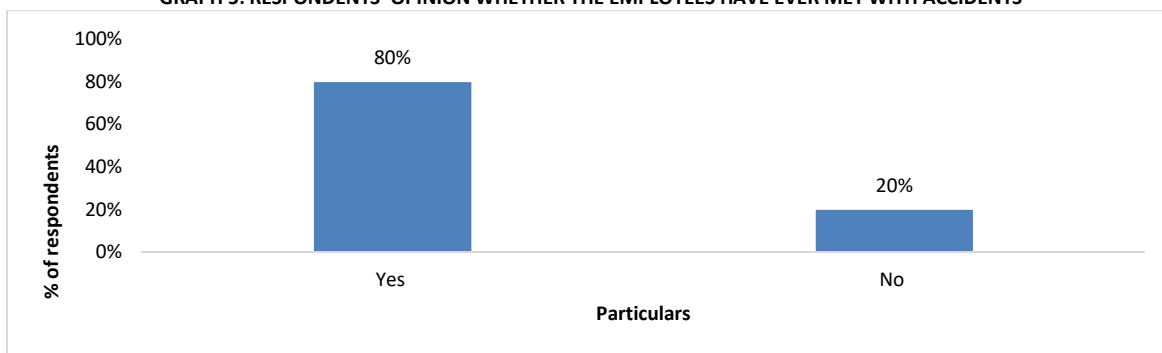


TABLE 6: RESPONDENTS' OPINION ABOUT THE TYPE OF SAFETY DEVICE PROVIDED BY THE COMPANY

Safety device	No. of respondents	Percentage
Shoes	00	00
Hand gloves	00	00
Safety eye glass	00	00
Face shield	00	00
All the above	50	100%
Total	50	100%

Source: primary data

Interpretation: From the above table, it can be inferred that 100% of the respondents say that all the above types of safety device like shoes, hand gloves, safety eye glass and face shield are provided by the company.

GRAPH 6: RESPONDENTS' OPINION ABOUT THE TYPE OF SAFETY DEVICE PROVIDED BY THE COMPANY

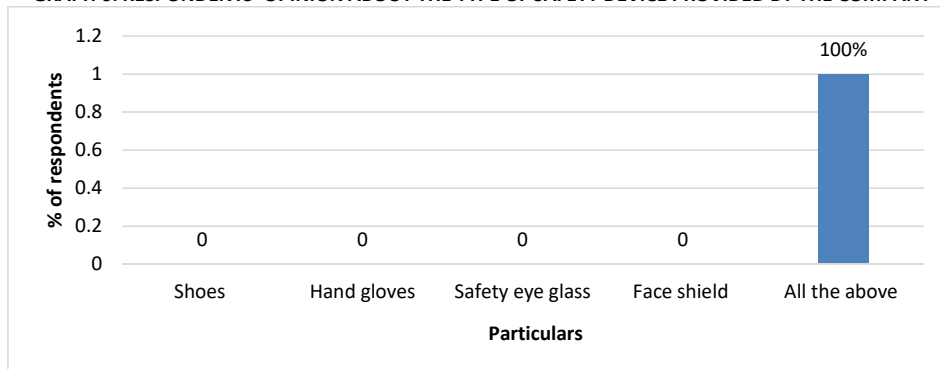


TABLE 7: RESPONDENTS' OPINION ABOUT VARIOUS FACTORS

Particulars	Excellent		Good		Average		Poor		Total	
	No	%	No	%	No	%	No	%	No	%
Lighting & ventilation	11	22%	34	68%	00	00	05	10%	50	100%
Accessibility of exits	12	24%	34	68%	00	00	04	08%	50	100%
Maintenance of building & machinery	08	16%	39	78%	00	00	03	06%	50	100%
Accessibility of safety tools & equipment's	09	18%	35	70%	00	00	06	12%	50	100%
Layout of machinery	10	20%	35	70%	00	00	05	10%	50	100%
Location of plant	08	16%	38	76%	00	00	04	08%	50	100%

Source: primary data

Interpretation:

- From the above table, it can be inferred that 68% of the respondents says that the lighting and ventilation is good, 22% says it is excellent and remaining 10% says it is poor.
- From the above table, it can be inferred that 68% of the respondents says that the Accessibility of exits is good, 24% says it is excellent and remaining 8% it is poor.
- From the above table, it can be inferred that 78% of the respondents says that the Maintenance of building & machinery is good, 16% says it is excellent and remaining 8% it is poor.
- From the above table, it can be inferred that 70% of the respondents says that the Accessibility of safety tools & equipment's is good, 18% says it is excellent and remaining 2% it is poor.
- From the above table, it can be inferred that 70% of the respondents says that the Layout of machinery is good, 20% says it is excellent and remaining 10% it is poor.
- From the above table, it can be inferred that 75% of the respondents says that the Location of plant is good, 16% says it is excellent and remaining 9% it is poor.

GRAPH 7: RESPONDENTS' OPINION ABOUT VARIOUS FACTORS

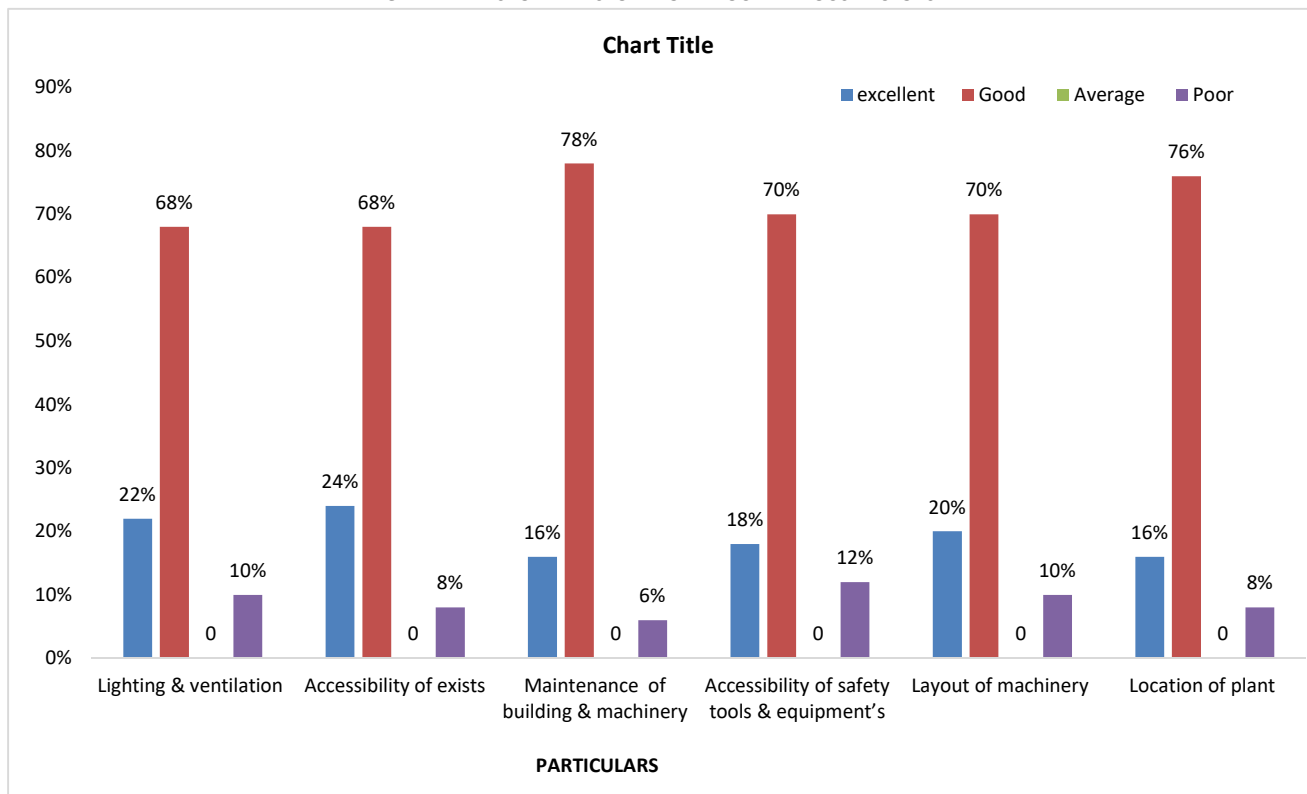


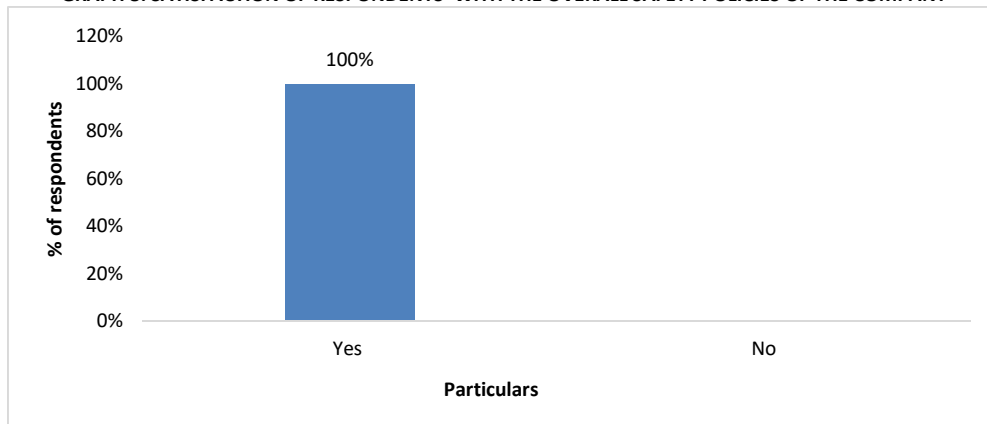
TABLE 8: SATISFACTION OF RESPONDENTS' WITH THE OVERALL SAFETY POLICIES OF THE COMPANY

Particulars	No. of respondents	Percentage
Yes	50	100%
No	00	00
Total	50	100%

Source: primary data

Interpretation: From the above table, it can be inferred that 100% of the respondents says that they are satisfied with the overall safety polices of the company.

GRAPH 8: SATISFACTION OF RESPONDENTS' WITH THE OVERALL SAFETY POLICIES OF THE COMPANY



FINDINGS

- 100% of the respondents are male.
- 100% of the respondents are aware of the safety measures adopted in the company.
- 100% of the respondents say that the moving machinery has been properly fenced /guarded in the company.
- 100% of the respondents say that emergency warning bell is the emergency precautionary measure take in case of fire accident.
- 80% of the respondents say that the employees have met with accidents in the company.
- 100% of the respondents' say that all the types of safety devices like shoes, hand gloves, safety eye glass, face shield are provided by the company.
- 68% of the respondents say that the **lightening and ventilation** is good in the company.
 - 68% of the respondents say that **accessibility of exits** is good in the company.
 - 78% of the respondents say that **maintenance of buildings and machinery** is good in the company.
 - 70% of the respondents say that the **accessibility of safety tools and equipments** is good in the company.
 - 70% of the respondents say that **layout of machinery** is good in the company.
 - 76% of the respondents say that **location of plant** is good in the company.
- 100% of the respondents say that they are satisfied with the overall safety policies of the company.

SUGGESTIONS

- Create conducive and safe work environment while providing proper lighting, ventilation, precautionary measures in case of fire accidents.
- Steps have to be taken to identify those employees who have not undergone any formal safety training and accordingly impart necessary training on usage of safety equipment to avoid industrial accidents.
- Conducting medical examination for the employees once in 6 months and providing required medical facility to employees to make them physically strong.
- To reduce accidents, supervisory staff and management to be more pro-active in shop floor, so that all the employees use the safety equipments provided to them.
- Properly maintain accident report and conduct accident audit to find out the reasons for occurrence of accidents.
- Reduction in working hours with adequate and flexible work schedules helps in reducing accident rates.
- Motivate the employees every year by conducting competition on national safety day, safety events can be conducted frequently to bring awareness among the employees on safety importance.

CONCLUSION

Employees' safety management plays an important role in achieving organizational objectives. The safety measures lead to an atmosphere of good interpersonal relations and highly motivated employees who strive for achieving organizational goals.

From the study, it was found that majority of the employees are satisfied with the overall safety measures adopted by the company. The factors like fencing and guarding machinery, precautions in case of fire accidents, issue of safety equipments etc has helped the organization in achieving employees' safety and productivity. As such other factors like proper lighting, ventilation, access to safety tools, maintenance of machinery and building, location of plant and layout of machinery leads to higher satisfaction of employees towards safety management.

Thus, it can be concluded that provided with good safety measures by the organization, employees concentrate more on achieving individual and organizational goals which in turn leads to overall success of the organization.

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