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CONTENTS

Sr. No.	TITLE & NAME OF THE AUTHOR (S)	Page No.
1.	A STUDY OF IMPLEMENTATION OF BI SOLUTIONS AT SELECTED BRANCHES OF BANKS IN RAJASTHAN <i>DR. AZIMUDDIN KHAN</i>	1
2.	ROLE OF WOMEN IN IT: TODAY & TOMORROW <i>DR. KIRAN ARORA</i>	5
3.	POWERS LANGUAGES AND TEACHERS FORGETFULNESS <i>DR. MIGUEL ALBERTO GONZÁLEZ GONZÁLEZ</i>	7
4.	AN ANALYSIS OF RURAL DEVELOPMENT THROUGH MNREGA IN DISTRICT MANDI OF HIMACHAL PRADESH <i>SANJAY KUMAR & DR. SHYAM LAL KAUSHAL</i>	11
5.	A DETAILED STUDY ON INDIAN CHILD LABOUR PROBLEMS AND PROSPECTS <i>DR. ALLA.JAGADEESH BABU</i>	16
6.	OCCUPATIONAL STRESS AMONG SOFTWARE EMPLOYEES: ROLE OF CORPORATE COMPANIES <i>NAGARAJ NAIK. M & DR. KODANDARAMA.</i>	22
7.	PERFORMANCE OF REGIONAL RURAL BANKS: WITH SPECIAL REFERENCE TO ANDHRA PRADESH GRAMEENA VIKAS BANK, ANDHRA PRAGATHI GRAMEENA BANK AND DENA GUJARAT GRAMIN BANK <i>DR. S. SELVAKUMAR & S. PAVITHRA</i>	26
8.	AN EMPIRICAL ANALYSIS OF HEALTHCARE SPENDING IN INDIA: EVIDENCES FROM MAHARASHTRA AND BIHAR <i>UPANANDA PANI & PRAVIN GANGADHAR JADHAV</i>	31
9.	CUSTOMER PERCEPTION IN INDIAN RETAIL INDUSTRY <i>MANOJ KUMAR SINGH</i>	42
10.	CONSUMER AWARENESS AND CONSUMER PROTECTION ACT: A CASE STUDY WITH SPECIAL REFERENCE TO EAST DISTRICT OF SIKKIM <i>SANJAYA KUMAR SUBBA</i>	45
11.	A STUDY ON JOB SATISFACTION OF EMPLOYEES OF GOVERNMENT SCHOOLS AND PRIVATE SCHOOLS IN JAGDALPUR <i>DR. ARUNA PILLAY</i>	49
12.	IMPACT OF BRAND IMAGE ON CONSUMER BUYING BEHAVIOR OF INSTANT FOOD PRODUCTS <i>S. KALPANA & HEMAVATHY RAMASUBBIAN</i>	53
13.	BPO INDUSTRY IN INDIA: TRENDS AND CHALLENGES <i>DR. SHRUTI GUPTA</i>	56
14.	DECODING THE 'STARBUCKS' FRENZY: A COMPARATIVE STUDY WITH CAFÉ COFFEE DAY <i>KHUSHBOO GUPTA</i>	59
15.	A STUDY ON HEALTH, SAFETY AND WELFARE MEASURES IN SIMPSON & CO. LTD, CHENNAI <i>RAJANI KUMARI & DR.R.ALAMELU</i>	63
16.	IMPACT OF SERVICE QUALITY ON CUSTOMER SATISFACTION OF PUBLIC AND PRIVATE SECTOR BANKS <i>BHOOMI PATEL</i>	66
17.	EMPOWERING WOMEN AT PANCHAYAT LEVELS THROUGH RESERVATION & EDUCATION: A SPECIAL STUDY IN THE SAMASTIPUR DISTRICT OF BIHAR, INDIA <i>DR. SWETA</i>	77
18.	EFFECTIVENESS OF FORENSIC ACCOUNTING IN THE DETECTION AND PREVENTION OF FRAUD IN NIGERIA <i>ABU SEINI ODUDU & YUSUF MOHAMMED ALIYU</i>	80
19.	APPLICATION OF TOTAL QUALITY MANAGEMENT (TQM) TOOLS TO SOLID WASTE MANAGEMENT: THE CASE OF MOMBASA MUNICIPAL COUNCIL <i>RIUNGU, IRENE KARIMI</i>	86
20.	STUDY ON TURMERIC PRODUCTION AND GROWTH IN ERODE DISTRICT <i>M.ANAND SHANKAR RAJA & SHENBAGAM KANNAPPAN</i>	94
	REQUEST FOR FEEDBACK & DISCLAIMER	98

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A STUDY ON HEALTH, SAFETY AND WELFARE MEASURES IN SIMPSON & CO. LTD, CHENNAI

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ABSTRACT

This paper highlights the welfare measures taken in one of the top diesel engine manufacturing companies in India. The basic purpose of this study is to study the employee welfare scheme, healthcare facility and safety measure offered at SIMPSON & CO. LTD, CHENNAI. The employees of this company at Chennai branch were used as sample respondents. The Interview schedule was administered in person randomly to the respondents in Simpson Company, Chennai branch, and 110 responses were collected for the study. The Cronbach's Alpha value (0.821) represents the internal consistency and reliability of the interview schedule administered for the present study. Based on the study, the organization can improve the hygiene in and around the premises of the company and the company needs to give more awareness programs on employee safety.

KEYWORDS

Health, Safety & Welfare Measures.

I. INTRODUCTION

Labour health, Safety and welfare are the important factor for any company. It promotes the efficiency of labor, morale of the employees and improves the loyalty towards company. The various welfare provided by the employer will have immediate impact on the physical and mental efficiency of employer. The concept of labor healthcare, safety and welfare measure are flexible and widely differ with respect to the region, time, industry country, social value and customs. It is also molded according to the age group, socio- culture background, economic status and education level of worker in industries. Because of this reason the concept cannot be very precisely defined.

Employee welfare is a comprehensive term including various services, different facilities and amenities provided to employees for their betterment. Services and various facilities are required to enable the persons employed to perform their work in a healthy & congenial surroundings. The term welfare suggests the state of well being and implies wholeness of the human being. It is a desirable state of existence involving the mental, emotional, physical and moral factor of a person. Adequate level of earnings, safe and human conditions of work and access to some minimum social security benefit are the major qualitative dimensions of employment which enhance quality of workers and productivity.

II. LITERATURE REVIEW

A wide variety of researches has been made in the field of labour legislation. Specifically the researchers (**Nanda and Panda 2013**) stated the Rourkela Steel Plant has adopted a better kind of welfare activities which create an effective working environment and thus better productivity. There are different kind of welfare schemes like medical allowance; death relief fund, housing and transportation facilities, Insurance, recreation club etc. are provided by the company to the employees to maintain the industrial relation better one. The premises and the departments are maintained healthy. Also, proper safety measures have been adopted in the organization. All matters relating to healthcare, safety and welfare of employees are properly implemented. (**Logasakthi and Rajagopal 2013**) revealed the employees should enjoy not only the satisfaction of their jobs, but also various facilities given by the firms. The Labors extend their maximum support for the improvement of the company. The personnel department takes care of the total human resources in the company. The management provides all the health, safety and welfare to the employees that will help to produce better performance in the work and working environment. **Srinivas (2013)** identified welfare facilities and employee satisfaction level about welfare facilities adopted at Bosch Limited, Bangalore. It is found that most of the, welfare facilities like medical, canteen, working environment, safety measures, etc., are provided by the company and most of the employees are satisfied with the welfare facilities adopted by the company towards the employee's welfare. (**Mohan and Panwar 2013**) show the retail stores in Udaipur are providing not only intramural facilities but also extramural welfare facilities. It is stretching its hands to provide amenities that may improve health and living standards of the employees. The effective and efficient policies and welfare facilities make the employee to perform the job better, which leads to the effectiveness of the (**Webb, Angela 2014**) has said that aircraft correctional employees are at risk for experiencing the decrease job satisfaction and increase burnout due to dangerous working environments and limited resources, protecting society and rehabilitating dangerous offenders would not be possible without properly trained and satisfied staff. (**Satyanarayana and Reddi 2012**) stated that the overall satisfaction level of employees about welfare measures in the organization cover is satisfactory. However, a few are not satisfied with welfare measures provided by the organization. Therefore, it is suggested that the existing welfare measures may be improved further. Such welfare measures enrich the employee standard of living and their satisfaction levels. (**Markesberry, Phillip Wayne 2004**) has found manufacturer can seek to make advances in safety, improve the welfare of its workers, and establish systems to ensure human rights within its supplier network, or invest in healthcare infrastructure in developing countries

III. METHODOLOGY

The researcher considers the sample size of 110 respondents of Employees who are working in 'Simpson Company, Chennai'. The present study is based on descriptive analysis. Primary data is used to study the objectives and for testing the hypotheses. A well assessed questionnaire was used to collect the primary data. The primary data used for the study were collected for a period of one month.

IV. STATEMENT OF THE PROBLEM

The purpose of this project is to identify the effect of employee safety, health and welfare measure at Simpson &co. Ltd in Chennai. The basic hypothesis is that the employees are not completely aware of the welfare and safety measure of the company. This study is to help the employee to know about the safety, health and welfare measure of the company. Inadequate provision of safety measure in factories may lead to increase in the number of accidents. Human failure due to carelessness, ignorance, inadequate skill and improper supervision can also contribute to accidents.

V. OBJECTIVE OF THE RESEARCH**PRIMARY OBJECTIVE**

To study and analyze the employee's health, safety and welfare measure at Simpson & Co. Company, Ltd.

SECONDARY OBJECTIVE

- To know the existing health, safety & welfare measure in the company.
- To identify the drawbacks in the existing safety and welfare measure in the company.
- To analyze whether the company provides any training on safety measures provided by the company

SAMPLING METHOD

The employees of Simpson Company, Chennai was used as the sample respondents. The Interview schedule was administered in person randomly to the respondents in Simpson Company, Chennai branch, and 110 responses were collected for the study. The Cronbach's Alpha value (0.821) represents the internal consistency and reliability of the interview schedule administered in the present study.

STATISTICAL TOOLS APPLIED FOR ANALYSIS

The techniques used for analysis are percentage analysis, Chi-Square test and ANOVAs and Rank Correlation.

VI. DATA ANALYSIS AND DISCUSSION**DEMOGRAPHIC VARIABLES**

The maximum numbers of employees working in the company are under the age group of below 25 years with 46% employees are in the age group of below 25 and the minimum numbers of employees working in the company are under the age group of 36-40 to 6.36%.

From the analysis, it is found out that the percentage of male employees with 86% is higher than the female employees with 24% in the company.

The analysis states that the employees have a total experience of 0-5 years with 45% in the company.

From the analysis, it is found that the employees who have completed Diploma are more than the other employees in the company.

51% of the employees are married and 49% are unmarried who is working in the Simpson & Co Ltd Company.

OBJECTIVE 1**TABLE-1: ANOVA FOR FACTORS AND SAFETY MEASURE**

S.No	Factor	F value	Sig	Decision H0
1	Year of experience	2.212	0.081	Rejected
2	Age	1.585	0.071	Accepted

It can be inferred from the above Table 1 that the P value of year of experience (0.005) is less than α value (0.005). So, H0 is rejected. Hence there is a significant difference between age and safety measure. For the p value of age factor (0.071) is more than α value (0.05). So, H0 is accepted. Hence there is no significant difference between age factor experience and safety measure

OBJECTIVE-2**TABLE -2: CORRELATION WITH GENDER**

S.No	Factors	r value	sig value	Result
1	Health Provision	0.001	0.995	Positive
2	Safety measure	0.024	0.801	Positive
3	Welfare measure	0.045	0.644	Positive

It can be inferred from the above Table 2 that the r value of health provision (0.01) is positive. So, there is existing relationship between health provision and gender. The statistical value of safety measure is 0.995. So, there is strong relationship existing between health provision and gender. The r value of health safety (0.024) is positive. So, there is strong relationship existing between safety measure and gender. The r value of welfare measure (0.024) is positive. So, there is strong relationship existing between welfare measure and gender. The statistical value of welfare measure is 0.644,

OBJECTIVE-3**TABLE- 3: DEMOGRAPHIC VARIABLES AND OPINION ON HEALTH PROVISION-CHI-SQUARE TEST**

S.no	DEMOGRAPHIC VARIABLES	P value	RESULT
1	Gender	.626	ACCEPTED
2	Age	.000	REJECTED
3	Qualification	.235	ACCEPTED
4	Experience	.012	REJECTED
5	Marital Status	.135	ACCEPTED

Source: primary data (at 5% level of significance)

It can be inferred from the above Table 5.

- 1) (H0) is accepted. There is a no significant relation between gender and opinion on health provision.
- 2) (H0) is rejected. There is a significant relation between age and opinion on health provision factor.
- 3) (H0) is accepted. There is a no significant relation between qualification and opinion on health provision.
- 4) (H0) is rejected. There is a significant relation between experience and opinion on health provision. It indicates health provision which is provided by organization is made the employees to stay in the company for long period.
- 5) (H0) is accepted. There is a no significant relation between marital status and opinion on health provision

VII. FINDINGS AND RECOMMENDATIONS**ANOVA ANALYSIS**

- 1) There is a significant difference between Year of experience and opinion on health provision. It indicates different experienced employee getting different level of health provision from the organization which there are satisfied to them.
- 2) There is a significant difference between age of the respondents and opinion on health provision. Compare to other age employees old age will expect more health provision from the management.

CORRELATION ANALYSIS

1. The r value of health provision (0.001) is positive. So, there is exist relationship between health provision and gender. The statistical value of safety measure is 0.995 which is more than α value 0.05. So, there is no strong relationship between health provision and gender.
2. The r value of safety measure (0.024) is positive. So, there is relationship between safety measure and gender. Irrespective of the gender, employees are receiving same safety measure from the company.
3. The r value of welfare measure (0.024) is positive. So, there is exist relationship between welfare measure and gender. The statistical value of welfare measure is 0.644 which is more than α value 0.05. So, there is no strong relationship between genders.

CHI -SQUARE ANALYSIS

- 1) P value (.626) $\geq \alpha$ (0.05). So the null hypothesis (H₀) is accepted. Therefore from the above table it is inferred that there is a no significant relation between gender and opinion on health provision.
- 2) P value (.000) $\leq \alpha$ (0.05). So the null hypothesis (H₀) is rejected. Therefore from the above table There is significant a no significant relation between age and opinion on health provision.
- 3) P value (.235) $\geq \alpha$ (0.05). So the null hypothesis (H₀) is accepted. Therefore from the above table it is inferred that there is a no significant relation between qualification and opinion on health provision.
- 4) P value (.012) $\leq \alpha$ (0.05). So the null hypothesis (H₀) is rejected. Therefore from the above table it is inferred that there is a significant relation between experience and opinion on health provision. It indicates health provision which is provided by organization is made the employees to stay in the company for long period.
- 5) P value (.135) $\geq \alpha$ (0.05). So the null hypothesis (H₀) is accepted. Therefore from the above table it is inferred that there is a no significant relation between marital status and opinion on health provision.

RECOMMENDATIONS

- ❖ The company can improve the hygiene in and around the premises of the company.
- ❖ The company needs to give more awareness programs on employee safety.
- ❖ The company should provide efficient training on the health, safety and welfare measures to the employees.
- ❖ Tools and machine using at work space needs to be updated concerning the present trend in technology.
- ❖ Management need to get feedback from their employees related to safety program, health program and welfare measure.

VIII. CONCLUSION

India is an industrial country. We have large scale industry and small scale industry over here. Labour, health, safety and welfare activities in are urgently needed because working condition is not satisfactory in Indian industries. The workers are poor and illiterate. They are generally blamed for being irresponsible and lazy. Labor safety and welfare activities are vital for enhancing their working condition and their living standards. In modern society, economic development of laborer plays a important role in production. By uplifting labor, the economic development of the country increases markedly which in turn increase the national productivity.

The Health & safety program has played a vital role in order to prevent the risk of work related incident. Health & Safety law require employers to look after the health, safety and welfare of their employees at work place.

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