A study on effectiveness of health and safety measures towards employees with special reference to Ahill apparel export private limited

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ABSTRACT

Now-a-days, Health and safety measures play a vital role in an organization. Employees Health is the well-being for an organisation. It is not about physical well-being, but also includes both the mental and emotional well-being. In an organisation, management should take responsibility for their employees so, it is essential to take part in health and safety training practices in order to minimise the number of accidents that may arise at workplace due to stress, inadequate safety equipment's etc. For the purpose of analysis, a sample of 163 respondents was chosen to study the effectiveness and satisfaction levels of an employee's towards health and safety measures. Descriptive research design technique was adopted. For collection of data, a well-structured questionnaire was prepared for the respondents. Percentage method, chi-square test is used for data analysis and interpretations.

Keywords: Health and Safety Measures, Ahill Apparel

INTRODUCTION

Due to rapid industrialisation, employees are exposed to different types of accidents because of lack of health and safety measures. So, the management takes a role to minimize this type of hazards. If the management is careful about their employee's health, payments of disability cost, replacement of employees who are injured or else killed could be avoided. This will not only benefit for an employee, which in turn beneficial for the entire organization through reducing turnover, absenteeism, injuries and also accident, this will enhance the productivity of an employee's leads to more profitable for an organisation and to improve the confidence of an employees in their work places.

STATEMENT OF THE PROBLEM

1. Now a day, the employee plays a vital role for an organisation and also improving the growth of an organisation. Health and Safety measures are inevitable to any organisation where workers are involved that can be provided by an employer to their employees.
2. So, it is essential to provide health and safety facilities for their employees in an organisation for retaining and creating a positive image among them. The main aim of this study is to examine the effectiveness and satisfaction level of employees about health and safety measures in an organisation.

OBJECTIVES OF THE STUDY

1. To study the satisfaction level about health and safety measures among the employees.
2. To find the factors that leads to accidents

SCOPE OF THE STUDY

1. The study aims to find out the Effectiveness of health and safety measures towards employee's

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health and safety measures with special reference to Ahill apparel export private limited
2. The study helps the management to plan for future development and growth of an employees

LIMITATIONS OF THE STUDY

1. Few employees sometimes felt disturbed, as they were busy with their job.
2. The answers given by the respondents highly depend on the mood and interest and thus the accuracy fluctuates sometimes.

LITERATURE REVIEW

Dr. K Nithyavathi (10 Oct 2016), says that, a majority of the respondents feel secure while working at textile industry and feel that the safety measures help to reduce the severity of accidents. The study again shows that there is a clustering of respondent's opinion in the satisfactory region regarding the level of satisfaction of welfare measures. The management may concentrate on these areas to increase the satisfaction level of employees towards the welfare measures [1].

Ms.P. Vinotha, Ms.R. Suriya & Ms. S. Valarmathi (April 2015), says that, the research obtained the workers opinions about the health and safety from different units. The collected primary data was interpreted and get results. It was found that this organization has provided sufficient health and safety measures. The labour also gives good suggestion about Health and Safety, there was surely an enthusiastic response to the project from all sides [2].

Aishwarya Jaju, Jikku Susan Kurian & P. Ravikanth (Feb 2018), says that, the management role in implementing health and safety in the organization is very effective. Most of the workers were satisfied with the health and safety measures adopted in the company. If the Coca-Cola Company implements effective disciplinary procedures; it will help the company to go with their policies and also to maintain health, safety and Welfare measures in the organization. Suitable ideas were suggested to avoid the accidents and to improve the health and safety measures [3].

RESEACH METHODOLOGY

Research design

A Master plan that specifies the method and procedures for collecting and analysing needed information.

Sample design

Sampling is the process of selecting a sufficient number of elements from the population. A Sample Design is a definite plan for obtaining a sample from the sampling frame. It refers to the technique or the procedure the researcher would adopt in selecting some sampling units from which inferences about the population is drawn.

Probability sampling

Probability sampling is a sampling technique in which sample from a large population are chosen using as a method based on theory of probability.

Simple random sampling

It is a specific type of probability sampling method that relies on data collection is based on completely random method of selecting the sample.

Size of the sample

The Sample size is 176.

DATA COLLECTION METHOD

Primary data

These are data which are collected for the first time directly by the Researcher for the Specific study undertaken by him. In this research primary data are collected directly from the Respondent by using Questionnaire cum Enumeration Method.

Secondary data

These are data which are already collected and used by someone preciously. The data are collected from journals, magazines and websites.

STATISTICAL TOOLS USED

To analyse and interpret collected data the following simple percentage and ranking were used.

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Simple percentage analysis

To analyse and interpret collected data the following simple percentage and ranking were used.

Formula

Number of respondents
Percentage = ---------------------------------- X 100
Total number of respondents

CHI-SQUARE TEST

A Chi-Square Test is a statistical hypothesis test where the sampling distribution of the test statistic is a chi-squared distribution when the Null Hypothesis is true. It is used to determine whether is a significant difference between the expected

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frequencies and the observed frequencies in one or more categories. The purpose of the test is to evaluate how likely it is that the Null Hypothesis is true, given the observations.

Formula

$$X_C^2 = \frac{\sum (O_i - E_i)^2}{E_i}$$

DATA ANALYSIS

The Respondents participated in the research are from diversified background with gender, age group, marital status, educational qualification, occupation and annual income

Table No 1: Demographic profile of the student respondents

DETAILS OF THE RESPONDENTS		NUMBER OF RESPONDENTS	PERCENTAGE
Age (In Years)	Below 25	41	25
	Between 25-30	85	52
	Between 35-45	37	23
	Above 45	0	0
	Total	163	100
Gender	Male	96	59
	Female	67	41
	Total	163	100
Educational Qualification	SSLC	26	16
	HSC	95	58
	Graduate	42	26
	Post Graduate	0	0
	Total	163	100
Marital status	Married	100	61
	Unmarried	63	39
	Total	163	100
Experience	Below 1 years	6	3
	2-3 years	63	39
	3-4 years	34	21
	Above 5 years	60	37
	Total	163	100

Source: Primary Data

INTERPRETATION

Age of the respondents

From this study it is evident that, age group of the 52% of the respondents fall under the category of below 25-30 years and 25% of the respondents fall under the category of below 25 years.

Gender of the respondents

From this study it is evident that, 59% of the respondents fall under the gender group of male, 41% of the respondents fall under the gender group of female

Educational qualification of the respondents

From this study it is evident that, 58% of the respondents hold educational qualification as HSC

and 26% of the respondents are under graduate degree holder.

Marital status of the respondents

From this study it is evident that, Majority 61% of the respondents fall under the category of married and 39% of the respondents are unmarried.

Respondents experience

From this study it is evident that, 39% of the respondents fall under category of below 2-3 years and 37% of the respondents fall under the category of above 5 years.

Table no 2: This table shows, the marital status and factor of stress influencing the employees lead to accidents

Marital status of the respondents

	Observed N	Expected N	Residual
Married	100	81.5	18.5
Unmarried	63	81.5	-18.5
Total	163		

Stress of the respondents

	Observed N	Expected N	Residual
Very low	1	32.6	-31.6
Low	8	32.6	-24.6
Neutral	27	32.6	-5.6
High	99	32.6	66.4
Very high	28	32.6	-4.6
Total	163		

Test Statistics

	Marital status of the respondents	Stress of the Respondents
Chi-Square	8.399[a]	186.049[b]
Df	1	4
Asymp. Sig.	.004	.000

Source: Primary Data

a) 0 cells (0.0%) have expected frequencies less than 5. The minimum expected cell frequency is 81.5.
b) 0 cells (0.0%) have expected frequencies less than 5. The minimum expected cell frequency is 32.6.

Thus, from this analysis we have found that calculated value is greater than table value and we reject Null Hypothesis (H0), that there is significant relationship between marital status and factor of stress is influencing the employees that lead to accidents. So, we accept alternative hypothesis (H1).

FINDINGS

1) Age group of the 52% of the respondents fall under the category of below 25-30 years.
2) 25% of the respondents fall under the category of below 25 years.
3) 59% of the respondents fall under the gender group of males.
4) 41% of the respondents fall under the gender group of females.
5) 58% of the respondents hold educational qualification as HSC.
6) 26% of the respondents are under graduate degree holder.
7) Majority 61% of the respondents fall under the category of married.
8) 39% of the respondents are unmarried.
9) 39% of the respondents fall under category of below 2-3 years
10) 37% of the respondents fall under the category of above 5 years.
11) According to chi-square analysis, that there is significant relationship between marital status and factor of stress is influencing the employees that lead to accidents.

SUGGESTIONS

1. Employee's assistance programme can be conducted by management for handling stress to minimise accidents in workplace.
2. The organisation tries to get suggestion from an employee for managing stress and also conduct recreational activities to improve the employee's morale towards the organisation.
3. The organisation encourages recreational activities for handling stress among employees.
4. Relaxation techniques like yoga, meditation and effective time management skills etc can be follow by employees to reduce stress in workplace.
5. A good work life balance for employees can improve staff motivation and reduce employee stress.

CONCLUSION

By this paper, the health and safety measures are the integral part of an organisation. This study also suggests that to conduct recreational activities for an employee to reduce their stress level which in turn minimising accidents. So, Happy employees leads to healthy employees that leads to be productive employees which helps an organisation to maximise profit and improve employee's morale and also create goodwill among them.

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