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An organizational study and a study on safety and welfare of employees with reference to K.A.S. India PVT Ltd – Vellore

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ABSTRACT

Employee safety and welfare is an important feature of industrial relations and is a vital ingredient in smooth employer-employee relations. Measures related to employee welfare are key to bringing about the desired level of employee satisfaction, motivation and productivity in an organisation. The basic objective of employee safety and welfare measures is to ensure wellbeing, both physical and mental, of an employee. The progress of both a company and a country are largely dependent on worker safety and welfare and attitude towards work. Thus, evaluating the employee safety and welfare facilities provided by an organisation assumes importance.

INTRODUCTION TO THE STUDY

Employee welfare and safety has been seen as one of the important measures of performance of an organization. The changes in the work life of employees and changes in the business environment internal as well as external have brought tremendous transformation in the organizational behaviour. Globalisation, Technology and other work-design factors have forced organizations to focus on employee Safety and Welfare. Organizations have set standard measures to take care of the employees' professional and personal careers. Labour Welfare includes under it "Such services, facilities and amenities as adequate canteens, rest and recreational facilities, sanitary and medical facilities, arrangements for the travel to and from and for the accommodation of workers employed at a distance from their homes, and such other services, amenities and social facilities including security measures as contributing to conditions under which workers are employed" Welfare activities influence the sentiments of the workers.

Safety in the workplace means having an environment free from injury and hazards. Proper Processes and procedures will allow employees to work without worrying about the safety.

STATEMENT OF THE PROBLEM

Human resources are the most important resources of any organization. Here is the duty of management to look after the safety and welfare measures of the employees. If the employees are satisfied with the provided safety and welfare measures, the production will increase.

In case of K.A.S. India Pvt Ltd there are nearly about 700 workers employed and the company is responsible for the safety and welfare of these employees. Hence the present study is focused on the level of satisfaction of the employees regarding the safety and welfare measures.

OBJECTIVES OF THE STUDY

- To identify the demographic profile of the respondents.

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- To analysis the problems faced by the respondents due to dissatisfaction of safety and welfare facilities.

SCOPE OF THE STUDY

- The study will be helpful for the company to identify the need of employees with respect to safety and welfare facilities available.
- The study will be helpful to understand the problems faced by the employees of the company for making favour to them.

LIMITATIONS OF THE STUDY

- ✓ It was difficult to get their valuable time for the survey.
- ✓ As the most the respondents were unaware of safety and welfare measures. They found difficult to respond.
- ✓ Due to short duration there was lack of belief in respondents so it was difficult to get the information.

REVIEW OF LITERATURE

Anand (2010) stated in his research work that employees of IT sector in Chennai district are satisfied with the welfare measures provided by the company. But researcher also suggested some recommendation pertaining to periodic audit of welfare programs by management, personality & tress management etc. Modifications are requiring in the field of safety consciousness, grievance handling& sexual harassment especially for women employees.

Balaji (2013) explored the influence of rewards & welfare on job satisfaction & productivity of both public & private sector employees in measure Industrial cities of Tamilnadu. The working environment was faire in terms of office accommodation & furniture, working material, health & safety facilities but on the other side he recommended salary increment, allowances, bonus, fringe benefit & compensation on regular & specific periods to keep their moral high & make them productive.

Bhagat (2015) revealed that cleanliness is the big issue in Nashik MIDC. She suggested that cleanliness should be improved, clean & adequate

latrines & urinals at the work place improve indirect motivation to employees.

RESEARCH METHODOLOGY

Research Design

1. A Master plan that specifies the method and procedures for collecting and analysing needed information.
2. A research design is a framework or blueprint for conducting the marketing research project.

Type of Research

Descriptive Research

It is a fact-finding with adequate interpretation. It is used to describe characteristics of a population or phenomenon being studied. It does not answer questions about how/when/why the characteristics occurred. Rather it addresses the "what" question.

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 where the samples are gathered in a process that will have all the individuals in the population of getting equal chances of being selected.

Simple Random Sampling

A simple random sample is a subset of a statistical population in which each member of the subset has an equal probability of being chosen.

Size of the Sample

The sample size is 100

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.

Secondary Data

These are data which are already collected and used by someone preciously. In this research

review of Literature, Details of the industry are collected from the Internet.

Statistical Tools Used

To analyse and interpret collected data the following simple percentage, ranking, Henry Garrett method and chi-square were used.

FORMULA

$$\text{Percentage} = \frac{\text{Number of respondents}}{\text{Total number of respondents}} \times 100$$

Percentage Analysis

Percentage analysis is the method to represent raw streams of data as a percentage (a part in 100 - percent) for better understanding of collected data. Percentage Analysis is applied to create a contingency table from the frequency distribution and represent the collected data for better understanding.

Henry Garrett Ranking

Garrett's ranking technique to find out the most significant factor which influences the respondent; Garrett's ranking technique was used. As per this method, respondents have been asked to assign the

rank for all factors and the outcomes of such ranking have been converted into score value with the help of the following formula:

$$\text{Percent position} = 100 (R_{ij} - 0.5) / N_j$$

Where R_{ij} = Rank given for the i th variable by j th respondents.

N_j = Number of variable ranked by j th respondents.

DATA ANALYSIS

The respondent who participated in the research is from diversified background with gender, age group, educational qualification and work experience.

Table 1: Demographic Profile of the Respondents

Details of the respondent		No. of Respondents	Percentage
Gender	Male	53	53
	Female	47	47
	Total	100	100
Age Group (in Years)	Below 20 years	7	7
	30Years		
	20 – 30 years	47	47
	30 – 40 Years	31	31
	Above 40 years	15	15
	Total	100	100
Educational qualification	No formal education	25	25
	School Level Education	48	48
	Under Graduate	23	23
	Post Graduate	4	4

	Total	100	100
Work experience	Below 1 Year	11	11
	1-2 years	31	31
	2-4 Years	30	30
	4 And Above Years	28	28
	Total	100	100

Source: Primary Data

INTERPRETATION

From the above table it is evident that percentage of male category is 53% and percentage of female category is 47 %. In that too, percentage of age group below 20 years category is 7%, percentage of age group between 20-30 years category is 47%, percentage of age group between 30-40 years category is 31 % and percentage of age group above 40 years category is

15%. Respondents educational qualification are categorized into 4 types. From that it is clear that, percentage of No formal education is 25% and School level education is 48% percentage of UG holders is 23%, percentage of PG holders is 4% and working experience is categorized into four types below 1 year of experience is 11% 1-2 years of experience is 31% 2-4 year experience is 30% 4 years and above experience is 28%.

Table no 2 Rank of the problems faced by the respondents due to dissatisfaction in the safety and welfare measures in K.A.S India Pvt Ltd.

S.No	Problem Faced	Total Score	Rank
1	Health Issues	3240	4
2	Improper Training	2950	6
3	Transportation Problem	3744	1
4	High Temperature and Limited Air Movement	3414	3
5	Over Work Load	3060	5
6	Physical Injuries	1947	8
7	Accommodation Problem	2496	7
8	Shift Based Work Time Schedule	3423	2
9	Insufficient Wash Rooms	1420	9
10	Improper Creche	735	10

INTERPRETATION

Factors “High Temperature and Limited Air Movement” is ranked as No.1 with total score of 3744 , “Shift Based Work Time Schedule” is ranked as No.2 with total score of 3423, “Transportation Problem” is ranked as No.3 with total score of 3414 , “Health Issues” is ranked as No.4 with total score of 3240 , “Over Work Load”

is ranked as No.5 with total score of 3060 , “Improper Training” is ranked as No.6 with total score of 2950 , “Improper Training” is ranked as No.7 with total score of 2496, “Physical Injuries” is ranked as No.8 with total score of 1947, “Insufficient Wash Rooms” is ranked as No.9 with total score of 1420, “Improper Creche Facilities” is ranked as No.10 with total score of 735.

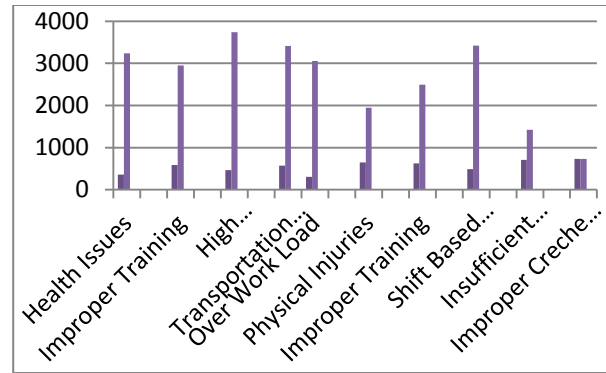


Figure 1: Rank of the problems faced by the respondents due to dissatisfaction in the safety and welfare measures in K.A.S India Pvt Ltd.

FINDINGS

- High Temperature and Limited Air Movement is ranked as No.1 with total score of 3744.
- Shift Based Work Time Schedule is ranked as No.2 with total score of 3423.
- Transportation Problem is ranked as No.3 with total score of 3414.
- Health Issues is ranked as No.4 with total score of 3240.
- Over Work Load is ranked as No.5 with total score of 3060.
- Improper Training is ranked as No.6 with total score of 2950.
- Improper Training is ranked as No.7 with total score of 2496.
- Physical Injuries is ranked as No.8 with total score of 1947.
- Insufficient Wash Rooms is ranked as No.9 with total score of 1420.
- Improper Creche Facilities is ranked as No.10 with total score of 735.
- Age group of the 47% of respondents fall under the category of 20-30 years.
- Age group of the 31% of respondents fall under the category of 30-40 years.
- Educational qualification 48% of respondents fall under the category School level education.
- Educational qualification 25 % of respondents fall under the category no formal education.
- Work experience of the 31% of respondents fall under the category of 1-2 years.
- Work experience of the 30% of respondents fall under the category of 2-4 years.

SUGGESTIONS

- ✓ As the company is in a remote place, the company must provide can provide transport facility.
- ✓ As many of the respondents were from other states. Due to language barrier, proper training could be provided.
- ✓ Ventilation facility can be improved.
- ✓ Canteen facility can be improved.
- ✓ Medical facility can be improved.
- ✓ Over work load can be reduced.
- ✓ Accommodation Facility can be improved.
- ✓ Over time payment can be increased.
- ✓ More lighting can be provided.
- ✓ Can maintain wash rooms in clean manner.
- ✓ Can have hygienic foods items in canteen.
- ✓ Recreation facility can be improved.
- ✓ Creche facility can be improved.

CONCLUSION

Labour safety and welfare is anything done for the comfort and improvement of employees. Labour comprises all human efforts of body and mind, which are exchanged for a consideration of cash or kind or both. Labour welfare measures are an effort towards Harmonious relationship is necessary for both the employers and employees to safeguard the interests of both the parties of production. A safe working environment cuts absenteeism, and enhances productivity.

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