

## **A STUDY ON PREVENTION OF INDUSTRIAL ACCIDENTS: MEASURES AND CHALLENGES TOWARDS ENDIKA CERAMICS PVT LTD WITH SPECIAL REFERENCE TO HOSUR**

**Venkatesh M<sup>1</sup>, M. Bharanieswari <sup>2</sup>**

<sup>1</sup>Final Year MBA Student, Department of Management Studies, Paavai Engineering College (Autonomous), Pachal, Namakkal, Tamil Nadu. Email ID: venkateshm96266@gmail.com

<sup>2</sup>Assistant Professor Department of Management Studies, Paavai Engineering College (Autonomous), Pachal, Namakkal, Tamil Nadu.

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**Abstract**—Industrial accidents are undesirable because of both humanitarian and economic reasons. Even a minor accident may bring down the morale of the workers. Whenever an accident occurs, it may lead to wastage of time of the Employees. Therefore, it is crucial for an organization to inculcate certain safety measures for the prevention of any potential harm to the employees and ensure proper implementation of the same. Safety workplace is one of the core affairs considered by Endika ceramics Ltd that are responsible for protecting and optimizing the functionality of their Human Resources. Safety issues have always a major problem and concern in any organizational or industry. Organizational nature of industrial accidents and empirical work has focus on the identification of workers attitudes, work environment, management concern for safety and conflict between productions with safety that influence accidents causation at workplace.

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### **INTRODUCTION**

Industrial accidents are undesirable because of both humanitarian and economic reasons. Even a minor accident may bring down the morale of the workers. Whenever an accident occurs, it may lead to wastage of time of the Employees. Therefore, it is crucial for an organization to inculcate certain safety measures for the prevention of any potential harm to the employees and ensure proper implementation of the same.

### **STATEMENT OF PROBLEM**

- Safety workplace is one of the core affairs considered by Endika ceramics Ltd that are responsible for protecting and optimizing the functionality of their Human Resources.
- Safety issues have always a major problem and concern in any organizational or industry.
- Organizational nature of industrial accidents and empirical work has focus on the identification of workers attitudes, work environment, management concern for safety and conflict between productions with safety that influence accidents causation at workplace.

### **OBJECTIVES OF THE STUDY**

The objective of this code of practice is to provide guidance in the setting up of an administrative, legal and technical system for the control of major hazard installations. It seeks to protect workers, the public and the environment

- To understand what are the Safety measures undertaken by industries to prevent industrial accidents;
- To know the challenges are faced by the industries in implementing Safety measures and preventing major accidents from occurring at these installations;
- Minimising the consequences of a major accident on site and off site;
- Provide for the physical well-being of employee;

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- Reduce employee accidents, thus reducing personal injury, property loss, time loss and related costs
- Provide effective safety orientations and trainings.

### **SCOPE OF THE STUDY**

The study will be related to Prevention of Industrial Accident and the measures adopted in Endika ceramics Ltd, Hosur to prevent accidents. This study is also conducted to know what are the challenges faced by Endika ceramics Ltd, Bangalore in implementing security measures to prevent Industrial accidents.

### **LIMITATIONS OF THE STUDY**

- Collecting Data properly from the employees become difficult due to time constraint and the Companies policies.
- Busy schedule of employees also effected to some extent.
- The study was based on sample hence results were not fully absolute

### **REVIEW OF LITERATURE**

**Banu Yeşim (2016)** Ceramics industry and its Labor relations are undergoing profound changes which will initiate the need for the management, workers and all stakeholders to be ready for the competition for sustainability. The Ceramics industrial relation as including human resources issues as a synthesis of production, distribution and rule-making systems encompassed in a community perspective. He states that Industrial relation theory needs to differentiate primary environmental factors and secondary environmental factors, and indirect strategic choices and direct strategic choices for industrial relations.

**Costas P. Pappis (2017)** Comprehensive study on the opportunities that would be provided by Ceramics industry. This paper gives a lot emphasis on new capacity installation to take the benefits to the fullest extent in India has to be a true gainer in competition to other nations. Since India's own consumption per capita is also on the rise with the rise of income and consumption habits, the profit margins available to Indian Ceramics and clothing producers will be more. But in export market, the prices will be driven by international factors and profits will be under pressure.

**Hwari And V. Bhuvaneshwari (2017)** Indian Ceramics industry is one of the leading Ceramics industries in the world. The needs of the people are increasing day-by-day. People are more interested to dress nearly and make them purchase more and more from the retail outlets. The data was collected from 100 respondents using questionnaires method. Simple percentages analysis has been used in the study. It was found from the study that respondents are seen to give more preference to the collection while choosing

**T. Kirstein (2018)** Smart-Ceramics development is entering a new era that is characterized by the convergence of different disciplines, such as electronics and polymer sciences. This chapter begins by reviewing the challenges in smart-Ceramics development and illustrating current trade-offs. Then, the chapter gives an overview of recent technological breakthroughs and shows how new enabling technologies from different disciplines help to overcome technological barriers. Finally, the chapter describes new approaches to the commercialization of smart Ceramics and reveals potential topics that will shape the future of smart Ceramics.

**U. M. Premalatha (2018)**, industrialization results in growing productivity and profitability. The success of the industry and economic development depends on smooth and healthy industrial relations. Author studied industrial relation and examine the different machinery for the settlement of industrial disputes if any and there by focusing on workers participation in the management. He proves that cordial and harmonious industrial relations leading to increase in productivity and profitability. Also, Education, training and development of employees are necessary as a part of effective participation while making decisions.

**G. Song (2019)** This chapter describes the environmental hazards faced by firefighters during structural and proximity firefighting and the protective performance and design requirements of firefighter protective ensembles are discussed. Key issues for improving clothing performance are highlighted. Advanced technologies to improve protective performance, and future trends in flame retardant Ceramics are presented.

**J. McCann (2019)** Clear design direction is needed to raise the profile and improve the image of active ageing, and to guide Ceramics-led product development for this valuable and relatively predictable emerging market. Recent cross-

disciplinary collaborative research with academic and industry stakeholders has begun to address the design needs and aspirations of the growing active ageing market sector. ‘Design for Ageing Well: improving the quality of life for the ageing population using a technology enabled garment system’ is used as a case study. This chapter describes the findings from adopting a co-design approach that has enabled the explanation of complex terminologies and practices across the range of disciplines, embracing technologists in electronics, clothing and Ceramics, and gerontology working with older users.

**M.W. Timmins (2020)** This chapter describes the main elements of the development of a common language within the disparate mix of disciplines that make up the product development team for smart clothes and wearable technologies. It looks at the importance of introducing a design-led approach to visual communication to enhance accurate communication amongst a group of end-users, industrial stakeholders, and a cross-disciplinary academic research team. The material in the case study is based on a project in the New Dynamics of Ageing (NDA) programme, Design for Ageing Well (DfAW).

**Richard F. Doner (2020)** This article analyzes university–industry linkages (UILs) in Thailand at the national level and in four sectors (automotive, Ceramics–garments, agro-industry, and electronics). Public officials and firm managers recognize the importance of UILs for meeting challenges facing Thai producers. But with interesting exceptions, Thai UILs are frail. This is due to protection and low levels of innovation resulting in few private sector efforts to link up with universities; rigid structures and weak incentives

**E.E. Peacock (2021)** Modern natural fiber Ceramics fabrics were experimentally biodegraded for use in archaeological Ceramics conservation research. Specimens were exposed to soil burial in sandy loam, soil burial in peat, and prolonged soaking in unchanged distilled water for periods of 0.5–32 weeks. The degraded fabrics were evaluated by microscopic examination, chemical analysis, and physical methods of testing. Results of macro- and micro morphological analysis are reported. Fabric cross-sections were analyzed using light microscopy, and fabric, yarn and fiber surfaces were examined by scanning electron microscopy. Soil burial was more aggressive than prolonged soaking, and sandy loam more aggressive than peat except for the wool. Cellulose-based fabrics were less resistant to biodegradation than protein-based fabrics, linen was less resistant than cotton, and wool was less resistant than silk.

**Romain Allais (2021)** In a very uncertain and competitive economy, companies have to cope with external constraints such as environmental and social issues, to gain competitive advantage. Over the last thirty years, numerous initiatives have appeared to deal with socio-environmental issues. However, contexts are complex and dynamics. Many authors therefore point out the need to establish a systemic perspective in order to improve the integration of sustainable issues into all company activities: from strategic decision-making to the end of the project. In addition, companies need to reinforce the relationship between general corporate development and eco-design activities. Based on literature review, this paper assumes that the integration of sustainability can be improved by developing a coherent and system approach between strategic, tactical and operational levels. The authors have chosen to demonstrate this assumption by targeting the environmental aspect of sustainability as a first step of their overall research. To test this proposal, the navigation system is experimented retrospectively into an industrial process from the Ceramics industry.

**Dana Kulanova (2022)** Ceramics industry cannot function however unless conditions exist which allow them to be competitive. Furthermore, in a world where multinational garment-buying firms are dominant, a large import dependence in the garment industry does not necessarily imply that there are many opportunities to create local supplies and thereby create backward linkages. The garment industry that operates in an open economy such as Sri Lanka is a natural outcome of industrial deepening and therefore will be time dependent.

**Saman Kelegama (2022)** Ceramics industry in India is providing one of the most basic needs of people and is the second largest employment after agriculture. Coimbatore, the hub of spinning and weaving mills is known as Manchester of South India. The Ceramics industry has been involved in manufacturing more variety of garments. In this study an attempt is being made to study the consumer attitudes towards the garments to know the various modes of payment and their preference and expectations over the Garments product. The slow growth of backward linkages from the garment industries (export-oriented) in developing countries and the policy merits of promoting these linkages have considerable contemporary relevance. Backward linkages are useful particularly for a garment industry to reduce the lead time.

## **RESEARCH METHODOLOGY**

Research is a scientific and systematic search for pertinent information on a specific topic. Research is an art of scientific investigation. According to Clifford Woody, “Research comprises defining and redefining problems, formulating

hypothesis or suggested solutions, collecting, organizing and evaluating data, making deductions and reaching conclusions and at last carefully testing the conclusions to determine whether they fit the formulating hypothesis”.

### **TYPES OF RESEARCH DESIGN**

Research design is the arrangement of conditions of collection and analysis of data in a matter that aims to combine relevance to the research purpose with economy in procedure.

### **SOURCE OF DATA**

Data was taken mostly through primary data. However company and product profiles were referred too. A structured undisguised interview schedule was designed to collect data source. The schedule method was opted since the method would help to concise amount of information.

Data in the study are of two types:

- i. Primary data
- ii. Secondary data

### **PRIMARY DATA**

The primary source of data is through Questionnaire.

### **SAMPLING DESIGN**

The design for this study is descriptive research design. This design was chosen as it describes accurately the characteristics of a particular system as well as the views held by individuals about the system. The views and opinions of employees about the system help to study the suitability of the system as well as the constraints that might restrict its effectiveness

### **SAMPLING TECHNIQUES**

The sampling technique adopted for the purpose of the study is non-probability convenience sampling. As the name implies a **convenience** sample means selecting particular units of the universe to constitute a sample.

### **SAMPLE SIZE**

The sample size of the study is 150. This sample is considered as representative.

### **Formula**

Sample Size =  $(S)1+(S-1)$  Population

### **ANALYTICAL DESIGN (STATISTICAL TOOLS)**

Statistical tools like simple percentage and chi square used in the compilation and computation of data.

- Simple percentage method
- Chi – square
- Correlation
- ANOVA

### **DATA ANALYSIS AND INTERPRETATION**

#### **CHI SQUARE TEST**

#### **NULL HYPOTHESIS**

H<sub>0</sub>: There is no significance relationship between Qualification and rate your job responsibilities.

#### **ALTERNATIVE HYPOTHESIS**

H<sub>1</sub>: There is a significance relationship between Qualification and rate your job responsibilities.

**Case Processing Summary**

|  | Cases |         |         |         |       |         |
|--|-------|---------|---------|---------|-------|---------|
|  | Valid |         | Missing |         | Total |         |
|  | N     | Percent | N       | Percent | N     | Percent |
| Qualification * rate your job responsibilities | 150   | 100.0%  | 0       | .0%     | 150   | 100.0%  |

**Qualification \* rate your job responsibilities Crosstabulation**

| Count         |        | rate your job responsibilities |      |           |         |      | Total |
|---------------|--------|--------------------------------|------|-----------|---------|------|-------|
|               |        | Excellent                      | Good | Very good | Average | Poor |       |
| Qualification | SSLC   | 21                             | 0    | 0         | 0       | 0    | 21    |
|               | HSC    | 20                             | 0    | 0         | 0       | 0    | 20    |
|               | UG     | 0                              | 45   | 1         | 0       | 0    | 46    |
|               | PG     | 0                              | 0    | 30        | 13      | 0    | 43    |
|               | Others | 0                              | 0    | 0         | 6       | 14   | 20    |
| Total         |        | 41                             | 45   | 31        | 19      | 14   | 150   |

**Chi-Square Tests**

|                    | Value                | df | Asymp. Sig. (2-sided) |
|--------------------|----------------------|----|-----------------------|
| Pearson Chi-Square | 3.984E2 <sup>a</sup> | 16 | .000                  |
| Likelihood Ratio   | 370.616              | 16 | .000                  |
| N of Valid Cases   | 150                  |    |                       |

a. 11 cells (44.0%) have expected count less than 5. The minimum expected count is 1.87.

**RESULT**

The significant value (2.13) is > greater than the P value (0.000). Hence null hypothesis is accepted so there is no association relationship Qualification and rate your job responsibilities.

**CORRELATION TEST**

The table shows that the relationship between Age of the respondents and joins the team-on-team outings, trips & recreational activities

**Descriptive Statistics**

|  | Mean | Std. Deviation | N   |
|--|------|----------------|-----|
| Age  | 2.09 | 1.012          | 150 |
| employer joins the team on team outings, trips & recreational activities | 2.60 | 1.433          | 150 |

**Correlations**

|   |                     | Age    | employer joins the team on team outings, trips & recreational activities |
|---|---------------------|--------|--|
| Age   | Pearson Correlation | 1      | .956**   |
|   | Sig. (2-tailed)     |        | .000   |
|   | N                   | 150    | 150  |
| joins the team on team outings, trips & recreational activities | Pearson Correlation | .956** | 1  |
|   | Sig. (2-tailed)     | .000   |  |
|   | N                   | 150    | 150  |

Correlation is significant at the 0.01 level (2-tailed).

**RESULT**

This is a positive correlation. There are relationships Age of the respondents and joins the team on team outings, trips & recreational activities

**ANOVA TEST**

**NULL HYPOTHESIS Ho:**

There is no significant relationship between Experience of the respondents and satisfaction regarding industrial relationship

**ALTERNATIVE HYPOTHESIS H<sub>1</sub>:**

There is a significant relationship between Experience of the respondents and satisfaction regarding industrial relationship

**ANOVA**

| Experience     | Sum of Squares | df  | Mean Square | F       | Sig. |
|----------------|----------------|-----|-------------|---------|------|
| Between Groups | 67.563         | 4   | 16.891      | 220.035 | .000 |
| Within Groups  | 11.131         | 145 | .077        |         |      |
| Total          | 78.693         | 149 |             |         |      |

Multiple Comparisons

Experience

|                     | (I) satisfaction regarding industrial relationship | (J) satisfaction regarding industrial relationship | Mean Difference (I-J) | Std. Error | Sig.  | 95% Confidence Interval |             |
|---------------------|--|--|-----------------------|------------|-------|-------------------------|-------------|
|                     |  |  |                       |            |       | Lower Bound             | Upper Bound |
| Tukey HSD           | Highly Satisfied                                   | Satisfied  | -.783*                | .057       | .000  | -.94                    | -.63        |
|                     |  | Neutral  | -.836*                | .073       | .000  | -1.04                   | -.63        |
|                     |  | Dissatisfied                                       | -1.783*               | .070       | .000  | -1.98                   | -1.59       |
|                     |  | Highly Dissatisfied                                | -1.783*               | .091       | .000  | -2.03                   | -1.53       |
|                     | Satisfied  | Highly Satisfied                                   | .783*                 | .057       | .000  | .63                     | .94         |
|                     |  | Neutral  | -.053                 | .078       | .961  | -.27                    | .16         |
|                     |  | Dissatisfied                                       | -1.000*               | .075       | .000  | -1.21                   | -.79        |
|                     |  | Highly Dissatisfied                                | -1.000*               | .095       | .000  | -1.26                   | -.74        |
|                     | Neutral  | Highly Satisfied                                   | .836*                 | .073       | .000  | .63                     | 1.04        |
|                     |  | Satisfied  | .053                  | .078       | .961  | -.16                    | .27         |
|                     |  | Dissatisfied                                       | -.947*                | .088       | .000  | -1.19                   | -.71        |
|                     |  | Highly Dissatisfied                                | -.947*                | .105       | .000  | -1.24                   | -.66        |
|                     | Dissatisfied                                       | Highly Satisfied                                   | 1.783*                | .070       | .000  | 1.59                    | 1.98        |
|                     |  | Satisfied  | 1.000*                | .075       | .000  | .79                     | 1.21        |
|                     |  | Neutral  | .947*                 | .088       | .000  | .71                     | 1.19        |
|                     |  | Highly Dissatisfied                                | .000                  | .103       | 1.000 | -.28                    | .28         |
| Highly Dissatisfied | Highly Satisfied                                   | 1.783*   | .091                  | .000       | 1.53  | 2.03                    |             |
|                     | Satisfied  | 1.000*   | .095                  | .000       | .74   | 1.26                    |             |
|                     | Neutral  | .947*  | .105                  | .000       | .66   | 1.24                    |             |
|                     | Dissatisfied                                       | .000   | .103                  | 1.000      | -.28  | .28                     |             |
| Scheffe             | Highly Satisfied                                   | Satisfied  | -.783*                | .057       | .000  | -.96                    | -.61        |
|                     |  | Neutral  | -.836*                | .073       | .000  | -1.06                   | -.61        |
|                     |  | Dissatisfied                                       | -1.783*               | .070       | .000  | -2.00                   | -1.56       |

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|                     |                  |                     |         |      |       |       |       |
|---------------------|------------------|---------------------|---------|------|-------|-------|-------|
|                     |                  | Highly Dissatisfied | -1.783* | .091 | .000  | -2.07 | -1.50 |
| Satisfied           |                  | Highly Satisfied    | .783*   | .057 | .000  | .61   | .96   |
|                     |                  | Neutral             | -.053   | .078 | .977  | -.29  | .19   |
|                     |                  | Dissatisfied        | -1.000* | .075 | .000  | -1.23 | -.77  |
|                     |                  | Highly Dissatisfied | -1.000* | .095 | .000  | -1.30 | -.70  |
| Neutral             |                  | Highly Satisfied    | .836*   | .073 | .000  | .61   | 1.06  |
|                     |                  | Satisfied           | .053    | .078 | .977  | -.19  | .29   |
|                     |                  | Dissatisfied        | -.947*  | .088 | .000  | -1.22 | -.67  |
|                     |                  | Highly Dissatisfied | -.947*  | .105 | .000  | -1.27 | -.62  |
| Dissatisfied        |                  | Highly Satisfied    | 1.783*  | .070 | .000  | 1.56  | 2.00  |
|                     |                  | Satisfied           | 1.000*  | .075 | .000  | .77   | 1.23  |
|                     |                  | Neutral             | .947*   | .088 | .000  | .67   | 1.22  |
|                     |                  | Highly Dissatisfied | .000    | .103 | 1.000 | -.32  | .32   |
| Highly Dissatisfied |                  | Highly Satisfied    | 1.783*  | .091 | .000  | 1.50  | 2.07  |
|                     |                  | Satisfied           | 1.000*  | .095 | .000  | .70   | 1.30  |
|                     |                  | Neutral             | .947*   | .105 | .000  | .62   | 1.27  |
|                     |                  | Dissatisfied        | .000    | .103 | 1.000 | -.32  | .32   |
| LSD                 | Highly Satisfied | Satisfied           | -.783*  | .057 | .000  | -.90  | -.67  |
|                     |                  | Neutral             | -.836*  | .073 | .000  | -.98  | -.69  |
|                     |                  | Dissatisfied        | -1.783* | .070 | .000  | -1.92 | -1.64 |
|                     |                  | Highly Dissatisfied | -1.783* | .091 | .000  | -1.96 | -1.60 |
|                     | Satisfied        | Highly Satisfied    | .783*   | .057 | .000  | .67   | .90   |
|                     |                  | Neutral             | -.053   | .078 | .498  | -.21  | .10   |
|                     |                  | Dissatisfied        | -1.000* | .075 | .000  | -1.15 | -.85  |
|                     |                  | Highly Dissatisfied | -1.000* | .095 | .000  | -1.19 | -.81  |
|                     | Neutral          | Highly Satisfied    | .836*   | .073 | .000  | .69   | .98   |
|                     |                  | Satisfied           | .053    | .078 | .498  | -.10  | .21   |
|                     |                  | Dissatisfied        | -.947*  | .088 | .000  | -1.12 | -.77  |
|                     |                  | Highly Dissatisfied | -.947*  | .105 | .000  | -1.15 | -.74  |



|            |                     |                     |         |      |       |       |       |
|------------|---------------------|---------------------|---------|------|-------|-------|-------|
|            | Dissatisfied        | Highly Satisfied    | 1.783*  | .070 | .000  | 1.64  | 1.92  |
|            |                     | Satisfied           | 1.000*  | .075 | .000  | .85   | 1.15  |
|            |                     | Neutral             | .947*   | .088 | .000  | .77   | 1.12  |
|            |                     | Highly Dissatisfied | .000    | .103 | 1.000 | -.20  | .20   |
|            | Highly Dissatisfied | Highly Satisfied    | 1.783*  | .091 | .000  | 1.60  | 1.96  |
|            |                     | Satisfied           | 1.000*  | .095 | .000  | .81   | 1.19  |
|            |                     | Neutral             | .947*   | .105 | .000  | .74   | 1.15  |
|            |                     | Dissatisfied        | .000    | .103 | 1.000 | -.20  | .20   |
| Bonferroni | Highly Satisfied    | Satisfied           | -.783*  | .057 | .000  | -.95  | -.62  |
|            |                     | Neutral             | -.836*  | .073 | .000  | -1.04 | -.63  |
|            |                     | Dissatisfied        | -1.783* | .070 | .000  | -1.98 | -1.58 |
|            |                     | Highly Dissatisfied | -1.783* | .091 | .000  | -2.04 | -1.52 |
|            | Satisfied           | Highly Satisfied    | .783*   | .057 | .000  | .62   | .95   |
|            |                     | Neutral             | -.053   | .078 | 1.000 | -.27  | .17   |
|            |                     | Dissatisfied        | -1.000* | .075 | .000  | -1.21 | -.79  |
|            |                     | Highly Dissatisfied | -1.000* | .095 | .000  | -1.27 | -.73  |
|            | Neutral             | Highly Satisfied    | .836*   | .073 | .000  | .63   | 1.04  |
|            |                     | Satisfied           | .053    | .078 | 1.000 | -.17  | .27   |
|            |                     | Dissatisfied        | -.947*  | .088 | .000  | -1.20 | -.70  |
|            |                     | Highly Dissatisfied | -.947*  | .105 | .000  | -1.25 | -.65  |
|            | Dissatisfied        | Highly Satisfied    | 1.783*  | .070 | .000  | 1.58  | 1.98  |
|            |                     | Satisfied           | 1.000*  | .075 | .000  | .79   | 1.21  |
|            |                     | Neutral             | .947*   | .088 | .000  | .70   | 1.20  |
|            |                     | Highly Dissatisfied | .000    | .103 | 1.000 | -.29  | .29   |
|            | Highly Dissatisfied | Highly Satisfied    | 1.783*  | .091 | .000  | 1.52  | 2.04  |
|            |                     | Satisfied           | 1.000*  | .095 | .000  | .73   | 1.27  |
|            |                     | Neutral             | .947*   | .105 | .000  | .65   | 1.25  |
|            |                     | Dissatisfied        | .000    | .103 | 1.000 | -.29  | .29   |
| Sidak      | Highly Satisfied    | Satisfied           | -.783*  | .057 | .000  | -.95  | -.62  |

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|                     |                  |                     |  |         |      |       |       |       |
|---------------------|------------------|---------------------|--|---------|------|-------|-------|-------|
|                     |                  | Neutral             |  | -0.836* | .073 | .000  | -1.04 | -.63  |
|                     |                  | Dissatisfied        |  | -1.783* | .070 | .000  | -1.98 | -1.58 |
|                     |                  | Highly Dissatisfied |  | -1.783* | .091 | .000  | -2.04 | -1.52 |
| Satisfied           |                  | Highly Satisfied    |  | .783*   | .057 | .000  | .62   | .95   |
|                     |                  | Neutral             |  | -.053   | .078 | .999  | -.27  | .17   |
|                     |                  | Dissatisfied        |  | -1.000* | .075 | .000  | -1.21 | -.79  |
|                     |                  | Highly Dissatisfied |  | -1.000* | .095 | .000  | -1.27 | -.73  |
| Neutral             |                  | Highly Satisfied    |  | .836*   | .073 | .000  | .63   | 1.04  |
|                     |                  | Satisfied           |  | .053    | .078 | .999  | -.17  | .27   |
|                     |                  | Dissatisfied        |  | -.947*  | .088 | .000  | -1.20 | -.70  |
|                     |                  | Highly Dissatisfied |  | -.947*  | .105 | .000  | -1.25 | -.65  |
| Dissatisfied        |                  | Highly Satisfied    |  | 1.783*  | .070 | .000  | 1.58  | 1.98  |
|                     |                  | Satisfied           |  | 1.000*  | .075 | .000  | .79   | 1.21  |
|                     |                  | Neutral             |  | .947*   | .088 | .000  | .70   | 1.20  |
|                     |                  | Highly Dissatisfied |  | .000    | .103 | 1.000 | -.29  | .29   |
| Highly Dissatisfied |                  | Highly Satisfied    |  | 1.783*  | .091 | .000  | 1.52  | 2.04  |
|                     |                  | Satisfied           |  | 1.000*  | .095 | .000  | .73   | 1.27  |
|                     |                  | Neutral             |  | .947*   | .105 | .000  | .65   | 1.25  |
|                     |                  | Dissatisfied        |  | .000    | .103 | 1.000 | -.29  | .29   |
| Dunnett T3          | Highly Satisfied | Satisfied           |  | -.783*  | .054 | .000  | -.94  | -.63  |
|                     |                  | Neutral             |  | -.836*  | .075 | .000  | -1.05 | -.62  |
|                     |                  | Dissatisfied        |  | -1.783* | .054 | .000  | -1.94 | -1.63 |
|                     |                  | Highly Dissatisfied |  | -1.783* | .054 | .000  | -1.94 | -1.63 |
| Satisfied           |                  | Highly Satisfied    |  | .783*   | .054 | .000  | .63   | .94   |
|                     |                  | Neutral             |  | -.053   | .053 | .969  | -.22  | .11   |
|                     |                  | Dissatisfied        |  | -1.000  | .000 | .     | -1.00 | -1.00 |
|                     |                  | Highly Dissatisfied |  | -1.000  | .000 | .     | -1.00 | -1.00 |
| Neutral             |                  | Highly Satisfied    |  | .836*   | .075 | .000  | .62   | 1.05  |
|                     |                  | Satisfied           |  | .053    | .053 | .969  | -.11  | .22   |

|                     |                     |  |        |      |      |       |      |
|---------------------|---------------------|--|--------|------|------|-------|------|
|                     | Dissatisfied        |  | -.947* | .053 | .000 | -1.11 | -.78 |
|                     | Highly Dissatisfied |  | -.947* | .053 | .000 | -1.11 | -.78 |
| Dissatisfied        | Highly Satisfied    |  | 1.783* | .054 | .000 | 1.63  | 1.94 |
|                     | Satisfied           |  | 1.000  | .000 | .    | 1.00  | 1.00 |
|                     | Neutral             |  | .947*  | .053 | .000 | .78   | 1.11 |
|                     | Highly Dissatisfied |  | .000   | .000 | .    | .00   | .00  |
| Highly Dissatisfied | Highly Satisfied    |  | 1.783* | .054 | .000 | 1.63  | 1.94 |
|                     | Satisfied           |  | 1.000  | .000 | .    | 1.00  | 1.00 |
|                     | Neutral             |  | .947*  | .053 | .000 | .78   | 1.11 |
|                     | Dissatisfied        |  | .000   | .000 | .    | .00   | .00  |

The mean difference is significant at the 0.05 level.

### Experience

|                        | satisfaction regarding industrial relationship | N  | Subset for alpha = 0.05 |       |      |
|------------------------|--|----|-------------------------|-------|------|
|                        |  |    | 1                       | 2     | 3    |
| Tukey HSD <sup>a</sup> | Highly Satisfied                               | 60 | 1.22                    |       |      |
|                        | Satisfied                                      | 39 |                         | 2.00  |      |
|                        | Neutral  | 19 |                         | 2.05  |      |
|                        | Dissatisfied                                   | 21 |                         |       | 3.00 |
|                        | Highly Dissatisfied                            | 11 |                         |       | 3.00 |
|                        | Sig.   |    |                         | 1.000 | .971 |
| Duncan <sup>a</sup>    | Highly Satisfied                               | 60 | 1.22                    |       |      |
|                        | Satisfied                                      | 39 |                         | 2.00  |      |
|                        | Neutral  | 19 |                         | 2.05  |      |
|                        | Dissatisfied                                   | 21 |                         |       | 3.00 |
|                        | Highly Dissatisfied                            | 11 |                         |       | 3.00 |
|                        | Sig.   |    |                         | 1.000 | .535 |
| Scheffe <sup>a</sup>   | Highly Satisfied                               | 60 | 1.22                    |       |      |
|                        | Satisfied                                      | 39 |                         | 2.00  |      |
|                        | Neutral  | 19 |                         | 2.05  |      |

*A Study on Prevention of Industrial Accidents: Measures and Challenges Towards Endika Ceramics Pvt Ltd with special reference to Hosur*

|                                |                     |    |       |      |       |
|--------------------------------|---------------------|----|-------|------|-------|
|                                | Dissatisfied        | 21 |       |      | 3.00  |
|                                | Highly Dissatisfied | 11 |       |      | 3.00  |
|                                | Sig.                |    | 1.000 | .983 | 1.000 |
| Ryan-Einot-Gabriel-Welsch<br>F | Highly Satisfied    | 60 | 1.22  |      |       |
|                                | Satisfied           | 39 |       | 2.00 |       |
|                                | Neutral             | 19 |       | 2.05 |       |
|                                | Dissatisfied        | 21 |       |      | 3.00  |
|                                | Highly Dissatisfied | 11 |       |      | 3.00  |
|                                | Sig.                |    | 1.000 | .822 | 1.000 |

Means for groups in homogeneous subsets are displayed

a. Uses Harmonic Mean Sample Size = 21.416.

## RESULT

From the above analysis, we find that calculated value of the F-value is a positive 220.035 value, so H1 accept. Since the P value 0.000 is less than  $< 0.05$  regarding there is a significant relationship between Experience of the respondents and satisfaction regarding industrial relationship. The results are **significant** at 4 % level.

## FINDINGS

- It is Majority 37.3% of the respondents are age group below 30 years.
- It is Majority 66.0% of the respondents are male in the firm.
- It is Maximum 30.7% of the employees are qualification in UG level.
- It is Majority 56.7% of the respondents are unmarried persons.
- It is Majority 46.7% of the respondents are between 5-10 years experience.
- It is Majority 36.0% of the respondents have earning between Rs15000-20,000 income.
- It is Majority 41.3% of the employees present job are highly satisfied.
- It is Majority 69.3% of the respondents are paid with a performance liked salary of employees
- Majority 36.0% of respondents' packages are highly satisfied.
- Majority 40.0% of respondents' industrial relationship is highly satisfied.
- Majority 62.7% of respondents are face stress in your job.
- Majority 33.3% of respondents work environment are highly satisfied.
- Majority 73.3% of the respondents are provide flexible working hours.
- Majority 37.3% of employees are strongly agree with discusses work issues.
- Maximum 28.7% of the employees are participate activities in neutral.
- Majority 30.0% of the respondents are good responsibilities.
- Majority 73.3% of respondents are independence to express views in employees.

- Majority 36.7% of the respondents are administrative practices in strongly agree.
- Maximum 28.0% of the respondents are highlight of agree with achievements,.
- Majority 68.0% of the respondents are suggestion and opinion regarding employer level in this firm.
- Maximum 37.3% of the employer encourages us strongly agree to voice.
- Majority 34.0% of the respondents are training activities.

## **SUGGESTIONS**

- ✓ This management relationship understands the business strategy and supply chain activities in the Ceramics industry in can be managed. Build a strong relationship between customer in order to grow the consumer value, manage inventory and procurement of materials production, as well as restrain on the quality of the Ceramics product
- ✓ The Ceramics industries maintain a good relationship with the employee that helps to improve their production and want to change their work schedule and policies of their Ceramics.
- ✓ To present policymakers with evidence on the effectiveness of current policies, as well as how they can be improved or better implemented
- ✓ Support the development of a mechanism to build improved regional coordination and consistent reporting on compliance and enforcement of regulation across the garment industry

## **CONCLUSION**

The research has a humble attempt in identifying the cause of employees retention and up with a few suggestions. It exists a high level of employee retention. So, the management has simply to concretize people appropriately, identify the problems, and appreciate the need to resolve it, identify the factors and contributing to the problem and behave in ways that would either eliminate the casual variables or reduce their influence on the problems. Though slow, the process of concretization is sure to produce the desired results conducted in proper ways.

Employees comprise the most vital assets of the company. In a work place where employees are not able to use their full potential and not heard and valued, they are likely to leave because of stress and frustration. They need transparent work environment to work in. in a transparent environment where employees get a sense of achievement and belongings, where they can best utilize their potential and realized their skills. They love to be the essential part of such Ceramics and the company is benefited with a stronger, reliable work force harboring bright new ideas for its growth.

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