

A STUDY ON HEALTH, SAFETY AND WELFARE MEASURES FOLLOWED AT TITAN COMPANY LIMITED, HOSUR

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Abstract—This is a research conducted on HSW Measures (Health, Safety and Welfare) that are followed at -TITAN COMPANY LIMITED which is basically a manufacturing company. In today's corporate world Welfare of the employees Health of the employees and Safety of the employees are very much important and it also benefits the company and increases the productivity. Factories Act 1948 gives detailed information with regard to Employees Health, Safety and Welfare measures that a Factory should follow. For a company to be successful, employee's satisfaction towards HSW are the key aspects. The satisfaction among employees depicts whether they are happy with the current policies followed by the company. The success of any manufacturing company will be based on the workers, employees will be considered as an asset to the organization. Any slight damage caused to the employee within the premises will lead to major effects. This topic was chosen because, as it is a manufacturing company, the chances of accidents are more. Even a small negligence may lead to high impacts and dangerous consequences.

INTRODUCTION

The study was conducted in Titan Company limited, Hosur to find the effect of HSW measures of employees at workplace. The research was conducted in order to check satisfaction level of the employees on the measures taken by the company and how they boost the employee's morale. This study indicates the satisfaction among the employees with regard to HSW measures.

PROBLEM STATEMENT

The research problem of the study is "to measure the HSW [Health measures safety measures and welfare measures] of the employees of Titan company Limited"

OBJECTIVES OF THE STUDY:

- Understanding measures followed by Kennametal India Ltd with respect to Health, Safety and Welfare.
- To evaluate the employee satisfaction with regards to HSW.
- To analyze if HSW affects efficiency positively.

SCOPE OF THE STUDY

- This study is on measures followed at Titan India Limited, Hosur plant for employees, with regards to Health, Safety and Welfare.
- There are 7,500 employees at the Hosur pant of which the researcher interviewed 150 employees across designations from General Manager to Officers to technicians to apprentices.

RESEARCH DESIGN

Two methods of data collection are:

- Primary Data: Questionnaire is used as a primary data collection tool and the respondents were chosen on convenient basis. the questionnaire was design according to the objectives of my study.

- Secondary Data: It is the data which is already collected or exists in the organization in the form of past records, websites and related journals, and the data was collected from the books, company website, Google and other related records.

HYPOTHESIS FRAMEWORK

Ho: There is no significant relationship between level of satisfaction Health Safety & Welfare and level efficiency of the employees at TITAN

H1: There is significant positive relationship between level of satisfaction Health Safety & Welfare and level efficiency of the employees at TITAN

LIMITATIONS TO THE STUDY

- The study was limited to Titan Hosur Plant only and the survey was done in a 10 week of limited time period
- Sample size taken was 150 samples and it may not represent the whole population, as sample size was 10% of the overall population at Titan Hosur Plant due to time constraints
- Sample size is limited to 150 employees from whole 7500 employees in the Hosur plant
- Employees may not have given the right answers for the questionnaire because he does not want be unfavourable to the organization
- The employees may have got influenced from their peers and may have answered as same as them.
- Secondary sources information may not be accurate as it may not be updated

FINDINGS:

- From the data analysis it can be interpreted that 81% employees are male and 19% employees are female.
- In this factor it can be concluded that training before handling difficult machine is highly satisfied factor among all and transport facility is highly dissatisfied factors.
- From the data collection and analysis it can be conclude that organization is doing well for the employees and providing most of HSW related atmosphere for the employees which helps in the betterment of themselves and also the organization.
- From the study it can be concluded that company is using factory act legislation and it also implement this same in organization. Most of the factors are provided by the company like safety and welfare policy, first aid treatment etc.
- From the study it concludes that training provided before handling difficult machine is more satisfied factors. And the transportation facility is dissatisfied factor for the employees. Company has to provide transport facility for the betterment of employees.

SUGGESTIONS

- Some employees suggested the admin department to provide cab facility even for apprentice
- Suggestions about food quality were given that, that quality can be better.
- Not all departments have Washroom facilities. Departments such as Stores, Purchases must be provided with the Washroom Facility
- There are many women employees. But when compared to male employees, female employees are very less. To create a comfortable working environment, more number of women employees must be hired.
- As per Apprentice, especially ITI Apprentice. Accommodation and transportation facility should be provided by the company as the stipend provided to ITI Apprentice is 7000 per month. And it is very difficult for apprentice to lead a normal life with that stipend.

CONCLUSION

According to Analysis (Correlation) between satisfaction of employees regarding Health, Safety and welfare measures followed at Titan Industries and the effectiveness of employees in their work shows a positive correlation of 0.97. This implies that according to respondents more the satisfaction with regards to measures followed at Titan Industries more the efficiency of employees towards the work.

Thus, the Hypothesis below:

H₀: There is no significant relationship (Positive) between level of satisfaction Health Safety & Welfare and level efficiency of the employees at Titan Industries.

H₁: There is significant positive relationship between level of satisfaction Health Safety & Welfare and level efficiency of the employees at Titan Industries has been proven undoubtedly to the extent 0.97

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