

## A STUDY ON HEALTH AND SAFETY MEASURES IN BAKERY FOOD INDUSTRY IN KERALA

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**Abstract**—The study deals with the bakery products and its safety measures. Pastry kitchens can give a wide scope of cake plans, for example, sheet cakes, layer cakes, wedding cakes, layered cakes, and so forth. Different pastry shops may have some expertise in customary or hand-made kinds of prepared items made with privately processed flour, without flour dying operators or flour treatment specialists, heating what is occasionally alluded to as craftsman bread. Bakery products have been around for many years. The specialty of preparing was grown right on time during the Roman Empire. A bakery is a foundation that produces and sells flour-based food heated in a broiler, for example, bread, treats, cakes, cakes, and pies. Some retail pastry kitchens are likewise bistros, serving espresso and tea to clients who wish to devour the heated products on the premises. Dessert shop things are likewise made in many bakeries all through the world. Most of the job description of the employees are subjected to risk of their life hence it is the organizational duty to make sure that all the safety measures have been used. Because of the present wild ways of life, pastry kitchens are replacing getting ready hand-crafted prepared products for regular dinners, school capacities, and exceptional events. When creation of the things is finished, it is an ideal opportunity to bundle them available to be purchased. Made things need to have precise name data. The work area where an employee is dynamic as well and there for every employee has to be ready for any kind of sudden uncertainty. Regardless of whether you are a disciple dough puncher or the head pastry specialist, wellbeing and security in a bread shop is vital to keeping everybody protected and cheerful in the working environment

**Keywords**—Bakery Products, Dessert Shop, Food Safety, Health, Pastry Kitchens.

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### INTRODUCTION

A few bread shops offer types of assistance for unique events or redid prepared items for individuals who have hypersensitivities or sensitivities to specific nourishments. Pastry kitchens can give a wide scope of cake plans, for example, sheet cakes, layer cakes, wedding cakes, layered cakes, and so forth. Different pastry shops may have some expertise in customary or hand-made kinds of prepared items made with privately processed flour, without flour dying operators or flour treatment specialists, heating what is occasionally alluded to as craftsman bread.

Some of the famous bakeries in Kerala.

- Thomson Bakery and Restaurant
- Hot Cakes
- Home Grown
- New Malabar Bakery
- The Eastern Bakery

### REVIEW OF LITERATURE AND GAPS

There are two imperative viewpoints of fortifying recorded as a hard copy. The first is referenced by Robbins, who describe fortifying to settle on and maintain decisions by drawing in help, assignment, and lower level employees. The resembles helper or related perspectives. Relationship emphasis on employability empowerment Bymer gives another definition that gives the decentralisation of decision-decentralisation the organization, which gives overseers more watchfulness and self-rule for driving delegates.

**Thomas and wealth** house proposed a moment perspective toward fortifying, depicting reinforcing like a scholarly motivation or mental reinforcing. The going with definitions organizes the psychological thought, for example carlzan, which underscores reinforcing as a powerful structure. He authenticates the activity of opportunity with respect to work, authority, bearings, courses of action and headings will give the person who frees his activity of freeing himself and accept risk for his or her insights, decisions and exercises.

**Charles Blanken** positioning a brand, he analysed from the study made on brand positioning that positioning and branding have greater role it has impact in target marketplace. So, a business has to take reasonable steps in improving the products. Technology has to be used quality products must be sold at a reasonable price. Sometimes customers choose the same brand with or without the help of marketer.

Ghosh connects with empowerment as the fortifying and responsible process for lower employees in the organizational Hierarchy and Aramache is the rationale that engages delegates to settle on decisions about their work.

### **NEED TO STUDY THE TOPIC**

As well all are aware of the environment in the organization is dynamic. The work area where an employee is dynamic as well and there for every employee has to be ready for any kind of sudden uncertainty. It is the duty of the organization to ensure safety of the employees. Most of the job description of the employees are subjected to risk of their life hence it is the organizational duty to make sure that all the safety measures have been used. The study shows that, and employee is more productive if he or she is healthy enough to work with a sound body and sound mind.

The pastry kitchen items have for quite some time been fundamental food items for human nourishment. The accommodation, openness and nourishment profile related with them are the main considerations of their food in the cutting edge advertise. Their hugeness as a significant bit of diet has been common in centre to bring down pay bunch nations. Bread has been a staple eating routine of numerous nearby cooking styles worldwide and has demonstrated a noteworthy development in any event, during the time of worldwide financial emergency.

### **OBJECTIVES OF THE STUDY**

- To investigate the safety measures taken by the organization to those workers/ employees who are exposed to high risk of uncertainty.
- To investigate the productivity of an employee on basis of quality of work and output when the organization follows the health measures among the employees.

### **SCOPE OF THE STUDY**

The investigation causes us to see how much the pastry shop items impacts the everyday existence of individuals. The investigation shows that, and representative is increasingly beneficial on the off chance that the individual in question is sufficiently solid to work with a sound body and sound psyche.

The market for heated products is required to develop around 1 percent for every annum in the coming decade. Utilization is influenced by changes in discretionary cash flow, customer inclinations and financial conditions. Large business bakery will keep on ruling the opposition in the market, because different firms are little, and the market is exceptionally divided.

### **LIMITATIONS OF THE STUDY**

- Variables selected for the study is limited
- Limited resources
- Time constraints was a major hindrance
- The accurate of information depends on the degree of correctness of account of the company.
- The study is limited to the sample size collected. The selected sample size may not be adequate to represent population

### **RESEARCH METHODOLOGY**

Sampling is the selection of set of samples of individuals from a statistical population within itself. It is used in statistical analysis. Here we will be taking a set of samples from a large group. It makes the sampling process easy. There are

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different types of sampling techniques. Sampling is important when it comes to large number of groups. It's a technique used to find how much data to collect.

▪ **SAMPLE SIZE**

Sample size in my research is 50

Test size assurance is the demonstration of picking the quantity of perceptions or repeats to remember for a factual example.

▪ **AREA OF OPERATION**

The study deals with limited number of bakeries around Kerala.

**TOOLS OF DATA COLLECTION**

Both the primary and secondary data of information are taken into the account for data collection.

**DATA ANALYSIS**

The data collected will be tabulated; table and graphs will be used to present data. Data analysis is a specific data analysis method that centres around factual demonstrating and information revelation for prescient instead of clear purposes, while business knowledge covers information investigation that depends vigorously on accumulation, concentrating principally on business information. In the present business world, information investigation assumes a job in settling on choices progressively logical and helping organizations work more effectively.

Percentage analysis is the tool used for this study.

**DATA ANALYSIS AND INTERPRETATION**

**TABLE 1: GENDER OF THE RESPONDENTS**

<i>S.No.</i>	<i>Particulars</i>	<i>No. of Respondents</i>	<i>Percentage</i>
1	Female	12	24%
2	Male	38	76%
	Total	50	100%

**INTERPRETATION**

Hence from the table we can understand that male respondents are more, and female respondents are less than male respondents. Here most of respondents are male respondents.

**TABLE 2: AGE OF THE RESPONDENT**

<i>S.No.</i>	<i>Particulars</i>	<i>No. of Respondents</i>	<i>Percentage</i>
1	Below 25	39	78%
2	26 to 30	7	14%
3	31 to 35	3	6%
4	36 to 40	1	2%
5	Above 41	0	0%
	Total	50	100%

**INTERPRETATION**

From the above table we can assume that most of the respondents age were under 25. 78% of the respondents are under 25. Lowest people responded were in the age group of 36 to 40. And none of the respondents were above the age of 41. 14% were under 26 to 30. And 6% were between 31 to 35.

**TABLE 3: EDUCATIONAL LEVEL OF THE RESPONDENT**

<i>S.No.</i>	<i>Particulars</i>	<i>No. of Respondents</i>	<i>Percentage</i>
1	Primary Level	4	8%
2	Secondary Level	9	18%
3	Graduate Level	26	52%
4	Any Other	11	22%
	Total	50	100%

**INTERPRETATION**

By looking at the diagram we can be able to understand the educational level of respondents. 52% of the respondents are graduate, 18% are secondary level, 8% are in primary level and 22% respondents are in another category.

**TABLE 4: NUMBER OF HOURS WORKED PER DAY**

<i>S.No.</i>	<i>Particulars</i>	<i>No. of Respondents</i>	<i>Percentage</i>
1	0 – 6	26	52%
2	7 – 12	20	40%
3	13 – 15	4	8%
4	Above 15	0	0%
	Total	50	100%

**INTERPRETATION**

From the pie diagram we can understand that 40% of the respondents are working in a bakery around 7 to 12 hours. 52% of the respondents are working in between 6 hours. 8% are working in between 13 to 15 hours. And none of the respondents are working above 15 hours.

**TABLE 5: ARE YOU AWARE ABOUT FOLLOWING HEALTH ISSUES IN THE PRESENCE OF PESTS IN BAKERY INDUSTRY**

<i>S.No.</i>	<i>Particulars</i>	<i>No. of Respondents</i>	<i>Percentage</i>
1	Breathlessness	20	40%
2	Cough	28	56%
3	Chest Tightness	12	24%
4	Itching	12	24%
	Total	50	100%

**INTERPRETATION**

From the above table we can assume that the most kind of problem within bakery is Cough. 56% of the respondents says that the main problem is cough. 40% of them says that breathlessness is a problem. 24% of the respondents says that chest tightness and itching is the major problem.

**TABLE 6: DO YOU KNOW WORKING IN A BAKERY CAN CAUSE THE FOLLOWING**

<i>S.No.</i>	<i>Particulars</i>	<i>No. of Respondents</i>	<i>Percentage</i>
1	Hearing problems from excess fire	16	32%
2	Electrical shock	15	30%
3	Fire	20	40%
4	Falls	16	32%
	Total	50	100%

**INTERPRETATION**

The above data shows that there might be problems in a bakery which is harmful. 32% of the respondents says that hearing problems may happen due to excess fire. 30% says that there is a chance of electrical shock also. 40% says fire accidents may also happen in some cases. 32% of the respondents says that falls may also happen.

**TABLE 7: HAS COMPANY CONDUCTED ANY TRAINING PROGRAMME ON OCCUPATIONAL HAZARD ON WORKING ON FLOUR**

<i>S.No.</i>	<i>Particulars</i>	<i>No. of Respondents</i>	<i>Percentage</i>
1	Yes	32	64%
2	No	18	36%
	Total	50	100%

**INTERPRETATION**

Through this table it is easy to understand whether the company has conducted any training programme on occupational hazard on flour. 64% of the respondents says that they had the training programme on occupational hazard on flour. But 36% of them are saying they did not have such training programmes.

**TABLE 8: WHETHER COMPANY DOES TIME TO TIME RISK ASSESSMENT OF MACHINERY AND EQUIPMENT**

<i>S.No.</i>	<i>Particulars</i>	<i>No. of Respondents</i>	<i>Percentage</i>
1	Yes	22	44%
2	No	7	14%
3	May Be	21	42%
	Total	50	100%

**INTERPRETATION**

From the above table it is easy to understand that the effectiveness of time to time risk assessment of machinery. 44% of the respondents says that assessment used to happen. 42% of them are saying sometimes only the assessment used to happen. Only 14% of respondents says that there is assessment happened.

**TABLE 9: DO COMPANY HAS EMERGENCY PLAN**

<i>S.No.</i>	<i>Particulars</i>	<i>No. of Respondents</i>	<i>Percentage</i>
1	Yes	34	68%
2	No	16	32%
	Total	50	100%

**INTERPRETATION**

Through the table we can easily understand that there is an emergency plan. 68% of the respondents says that there is an emergency plan in their workplace. 32% of the respondents are saying that there is no emergency plan.

**TABLE 10: DO YOU HAVE A FIRST AID KIT ON SITE**

<i>S.No.</i>	<i>Particulars</i>	<i>No. of Respondents</i>	<i>Percentage</i>
1	Yes	44	88%
2	No	6	12%
	Total	50	100%

**INTERPRETATION**

The above graph shows representation of first aid kit in a workplace. 88% of the workers says that their company have first aid kit within the workplace. Only 12% of the respondents are saying there is no first aid kit in the company.

**TABLE 11: ARE COPIES OF OCCUPATIONAL HEALTH AND SAFETY ACT DISPLAYED IN THE WORKPLACE OR AVAILABLE AT REQUEST**

<i>S.No.</i>	<i>Particulars</i>	<i>No. of Respondents</i>	<i>Percentage</i>
1	Yes	43	86%
2	No	7	14%
	Total	50	100%

**INTERPRETATION**

From the above data we can assume that most of the agree that their company shows, or occupational health and safety act is displayed in the company. 86% of the respondents says in their company it is available and they can see it. 14% of the respondents says that it is not displayed in their company

**TABLE 12: DO YOU BELIEVE YOUR WORKPLACE IS SAFE**

<i>S.No.</i>	<i>Particulars</i>	<i>No. of Respondents</i>	<i>Percentage</i>
1	Yes	45	90%
2	No	5	10%
	Total	50	100%

**INTERPRETATION**

The above data shows that most of the people believes in the safety measures of workplace. Only less workers are not sure about the safety. 90% of the respondents are sure about their safety within the bakery. Only 10% are not at all sure about the safety within the workplace.

**TABLE 13: DO YOU HAVE AND USE THE NECESSARY PERSONAL PROTECTION EQUIPMENT**

<i>S.No.</i>	<i>Particulars</i>	<i>No. of Respondents</i>	<i>Percentage</i>
1	Yes	40	80%
2	No	10	20%
	Total	50	100%

**INTERPRETATION**

By looking at the table itself we can assume whether the workers use the necessary personal protection equipment or not. 80% of the respondents said that they use personal protection equipment. But 20% of them are not using the necessary protection materials or equipment.

**TABLE 14: DO YOU WEAR MASK REGULARLY**

<i>S.No.</i>	<i>Particulars</i>	<i>No. of Respondents</i>	<i>Percentage</i>
1	Yes	41	82%
2	No	9	18%
	Total	50	100%

**INTERPRETATION**

By checking the table, we can ensure that most of the people wear mask regularly. 82% of the respondents said that they used to wear mask regularly. And only 18% of the respondents says that they do not wear mask in a regular basis. By this we can assume the safety of workers in the workplace.

**TABLE 15: DO YOUR COMPANY PROVIDE PROPER SANITIZATION AT WORKPLACE**

<i>S.No.</i>	<i>Particulars</i>	<i>No. of Respondents</i>	<i>Percentage</i>
1	Yes	46	92%
2	No	4	8%
3	Total	50	100%

**INTERPRETATION**

The table shows that there is proper sanitization at work. Most of the respondents says that sanitization is proper in the workplace. 92% of the respondents are saying there is proper sanitization at the workplace. Only 8% of respondents are saying the sanitization is not proper.

**TABLE 16: ARE YOUR STAFF CHANGING ROOM AND TOILET FACILITIES CLEAN AND SAFE**

<i>S.No.</i>	<i>Particulars</i>	<i>No. of Respondents</i>	<i>Percentage</i>
1	Yes	45	90%
2	No	5	10%
3	Total	50	100%

**INTERPRETATION**

Through this table, the cleanliness and safety of changing room and washroom. This makes a sense of safety facilities in the bakery. 90% of the respondents are saying the washroom and changing rooms are clean and safe.

**TABLE 17: ARE YOUR COMPANY'S SAFETY CONTROL AWARENESS BEING ADHERED TO AND IMPLEMENTED**

<i>S.No.</i>	<i>Particulars</i>	<i>No. of Respondents</i>	<i>Percentage</i>
1	Yes	42	84%
2	No	8	16%
3	Total	50	100%

**INTERPRETATION**

According to the table, we can understand about the safety control awareness is being adhered and implemented. 84% of the respondents says that safety control awareness is being adhered and implemented. Only 16% of the respondents says it is not being adhered or implemented.

## **FINDINGS**

- The survey suggested that there were more of male respondents than the female respondents within the shops that were taken as samples.
- The education level was denoted as most of them falling undergraduate level education which is obvious that most of them are the youth.
- The survey also mentioned that the bakers are aware of the illness that arises due to working in this field and have taken necessary steps to protect themselves from this.
- Private backing industries have seen to have providing better precautionary training to their employees which was seen an average response where more than 50% over the respondents agreed on receiving training.
- And industry where the environment is not the comfortable one there has to be a plan B in case of emergency, and it has come to the notice that fare response of companies has emergency plan
- There where first aid kits available on the site which showed a result of 85%
- There has been seen that the respondents had to wear mask majority of the time which falls in safety protocol
- During the study I had also seen myself that proper sanitisation had been found in most of the bakery industry
- Among 62 respondents 82% of the people felt that their workplace was safe
- Whereas there were people with 82% that beloved that they had to take personal tool

## **SUGGESTIONS**

- Make assessment of the workers and their performance to improve
- Make the rules and regulations of safety for their safeguard.
- It is essential to keep note that the preparation program must concentrate more on preparatory strides to be taken while the representatives or laborers are working during their day of work.
- Give the workers more rewards or appreciation for better productivity
- Take corrective actions towards the accidents which can happen
- Provide better sanitization, washroom facilities and changing room facilities for their comfort in their work
- Provide more advanced materials or equipment
- Give the workers more motivation for the better performance
- Give the workers more training within the workplace itself.

## **CONCLUSION**

Bread shop sanitation programs limit the danger of bacterial, physical, and substance contaminants in the last pastry kitchen items. Working with providers that have great sanitation programs and perform hazard evaluations on the items being sold is a basic component of any bread shop sanitation program. Structuring and leading time span of usability and challenge concentrates with a respectable research facility decide fitting time span of usability, stockpiling, and creation rehearses for TCS items. Legitimate marking and signage of fixings, wholesome, and allergen data help control clients in picking the best items for their wellbeing and prosperity.

Bakery products have been around for many years. The specialty of preparing was grown right on time during the Roman Empire. It was a profoundly acclaimed workmanship as Roman residents adored heated products and requested for them oftentimes for significant events, for example, galas and weddings and so forth. Because of the popularity and want that the specialty of preparing got, around 300 BC, heating was presented as an occupation and good calling for Romans. The dough punchers started to plan bread at home in a stove, utilizing factories to pound grain into the flour for their breads.

Workers that comprehend the nuts and bolts of sanitation standards, and practice them in their day by day practices, help guarantee the security of the prepared products created. At the point when joined, these program components will give sheltered, excellent items for your bread shop clients.



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