

**A STUDY ON THE WELFARE AND SAFETY MEASURES WITH
SPECIAL REFERENCE TOWARDS SREE RENGARAAJ ISPAT
INDUSTRIES PRIVATE LIMITED, PERUNDURAI**

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ABSTRACT

This study focus on working environment and its effects on the safety measures at Sree Rengaraaj Ispat Industries Pvt Limited, Perundurai. The objective of the study is the availability of safety measures and its effectiveness in the work place. The study mainly for avoiding the accidents and use of safety measures in the working environment. The sample size is 110. The tools used for the study are percentage method, weighted average method and chi square. The primary data were collected from the respondents by using a well-structured questionnaire through the survey method. The secondary data is collected from the company profile, journals and websites. The sampling technique adopted for the study was convenience sampling. The study started with the main theme of objective scope and limitation. The review of literature is set out for the study and research methodology, data analysis and interpretation, findings, suggestions and conclusion are followed the study. The study creates awareness about the safety measures and working environment to the employees.

Key Words: Health Measures, Productivity, Safety Measures, Welfare Measures, Working Environment

INTRODUCTION:

Labour health, safety and welfare are the measures of promoting the efficiency of labour. The various welfare measures provided by the employer will have immediate impact on the health, physical and mental efficiency alertness, morale and overall efficiency of the worker and there are by contributing to the higher productivity. Some of the facilities and services which fall within the preview of labour welfare like adequate canteen facilities, accommodation arrangements, recreational facilities, medical facilities and transportation.

According to the Labour Welfare Committee:

Anything that can do for the intellectual, physical, moral and economic benefits of the worker is very much essential. Whether by the employers, by the government or other agencies over and above what is laid down by law or what is normally expected of the contractual benefits for which the workers have bargained. According to the committee 2 K. Logasakthi & K. Rajagopal on labour welfare services such services and amenities as adequate canteens, rest rooms, recreation sanitary, medical facilities, arrangement for travel to and from the place of work and for the accommodation of worker employed at a distance from their home and such other services.

REVIEW OF LITERATURE:

Though public sector undertakings are the biggest employers in the country, very few studies dealing with either employee welfare or social security measures have been carried out. In fact, in-depth studies on the provision of employee welfare and social security measures in public sector undertakings especially in coal mining organisations are negligible. However, some useful literature is available in textbooks and published theses. Further, a good number of articles published in various academic magazines and journals are also available. In this regard, the available literature has been outlined hereunder.

Kudchelkar (1979) in his book, “Aspects of Personnel Management and Industrial Relations” felt that the need for labour welfare arises from the very nature of the industrial system. He felt that employers need to provide welfare 38 facilities to employees as the latter are exposed to various risks and at the same time they have to work in an entirely strange atmosphere.

Tripathi (1998) in his book, “Personnel Management & Industrial Relations” explained the principles of labour welfare services, types of labour welfare services, different legislations and Acts. He also discussed the social security measures in terms of medical care, sickness benefit, unemployment benefit, maternity benefit etc., besides explaining the social security system in India.

Micheal Armstrong (2006) in his book, “A Hand Book of Human Resource Management” discussed the various welfare services provided to employees in detail. He stated that the provision of welfare services in terms of individual services, group services and employment assistance

programs help in improving the identification of employees with the companies in which they are employed.

Malik (2007) in his book discussed the various welfare measures to be provided to workers and employees under various Acts Viz., Mines Act, 1952, Factories Act, 1948, Environment (Protection) Act, 1986 etc. Aquinas (2007) in the book, "Human Resource Management" explained the intra-mural and extra-mural welfare benefits provided to employees. He stated that some welfare benefits are provided as per legislation while some 42 other welfare benefits are provided voluntarily by management or as a result of bi-partite settlements between the Management and Trade Unions.

Venkata Ratnam (2006) in his book, "Industrial Relations" discussed the provisions made for social security in the constitution of India, labour legislations, collective agreements and voluntary arrangements for the organised sector. He also discussed the key issues in social security in the context of the emerging socio-economic environment.

Aswathappa (2010) in his book, "Human Resource Management" discussed the various types of benefits and services provided to employees in terms of payment for time not worked, insurance benefits, compensation benefits, pension plans etc. He also discussed the ways to administer the benefits and services in a better way

NEED OF THE STUDY:

- To provide better working condition to employees
- To prevent workers from the accidents in the work place.
- To create the fearless working environment to the employees.
- To focus on employee safety will provide higher morale and productivity in the work place.

OBJECTIVES OF THE STUDY:

- To identify the factors creating accidents in the working place.
- To measure the effectiveness of safety measures provides to the employees.
- To study and analyze the employees level of satisfaction towards their working environment.
- To identify the factors causing the need and importance to provide safety measures to the employees.

- To provide suggestions to prevent accidents happening un the working place.

SCOPE OF THE STUDY:

- This study helps to understand more about the working environment and safety measures provide to the employees in the working place.
- This study creates awareness about the effective safety measures provided to the employees.
- This study helps to improve the working environment and prevent the employees from the climatically changes.
- This study helps to avoid accidents by using safety measures in the working place

LIMITATION OF THE STUDY:

- This study covers those employees who are working at Rengaraaj Ispat Industries Pvt Limited, Perundurai.
- To understand and knowledge may vary from person to person. The replay gives by the respondents are taken for granted, though they are not uniform.
- The interpretation bring based on the percentage method is not define.
- The report is subjects to changes with fast changing scenario.

RESEARCH METHODOLOGY:

RESEARCH DESIGN

The research design states the conceptual structure within which the research was conducted. The research design adopted here is descriptive research. The descriptive research includes surveys and fact-findings enquiries. The main purpose of descriptive research is description of the state of affairs as it exists at present.

DATA COLLECTION METHOD

Primary data

Primary data is collected through direct interaction with employees and the employees are interviewed by giving a questionnaire. The filled in questionnaire leads to the collection of primary data.

Secondary data

Secondary data termed as reference data. The data is obtained from already existing information, information from Human Resource Departments reports, company, magazines, websites constitute secondary data.

SAMPLING DESIGN

The researcher adopted the convenience sampling technique for the survey.

Convenience sampling:

When population elements are selected for inclusion in the sample based on the ease of access, it can be called convenience sampling.

POPULATION SIZE

The population or universe can be finite or infinite. The population is said to be finite if it consists of a fixed number of elements so that it is possible to enumerate it in its totality.

SAMPLE SIZE

Total employees of 110 were surveyed during the month of MARCH to MAY in 2016.

TOOLS AND TECHNIQUES

- Correlation
- Mann Whitney U test

CORRELATION:

Correlation refers to any of a broad class of statistical relationships involving dependence, though in common usage it most often refers to the extent to which two variables have a linear relationship with each other.

$$r = \frac{n(\sum xy) - (\sum x)(\sum y)}{\sqrt{[n\sum x^2 - (\sum x)^2][n\sum y^2 - (\sum y)^2]}}$$

MANN WHITNEY U TEST:

In statistics, the Mann–Whitney *U* test (also called the Mann Whitney Wilcoxon (MWW), or Wilcoxon–Mann–Whitney test) is a nonparametric test of the null hypothesis that two samples come from the same population against an alternative hypothesis, especially that a particular population tends to have larger values than the other.

$$U_1 = n_1 n_2 + \frac{n_1(n_1 + 1)}{2} - R_1$$

$$U_2 = n_1 n_2 + \frac{n_2(n_2 + 1)}{2} - R_2$$

DATA ANALYSIS AND INTERPRETATION:

TABLE 1

**CORRELATION BETWEEN SATISFACTION LEVEL OF FIRST AID BOX ,
 MEDICAL FACILITY AND UNIFORMS OF RESPONDENCE**

		Level of satisfaction towards uniforms	Level of satisfaction towards medical facility	Level of satisfaction towards first aid box
Level of satisfaction towards uniforms	Pearson Correlation	1	-.051	.047
	Sig. (2-tailed)		.595	.629
	N	110	110	110
Level of satisfaction towards medical facility	Pearson Correlation	-.051	1	-.026
	Sig. (2-tailed)	.595		.788
	N	110	110	110
Level of satisfaction towards first aid box	Pearson Correlation	.047	-.026	1
	Sig. (2-tailed)	.629	.788	
	N	110	110	110

Interpretation:

Based on the results, we can state the following, satisfaction towards uniforms, medical facility, first aid box has a statistically significant linear relationship ($p < .001$). The direction of the relationship is positive (i.e., uniforms, medical facility, first aid box are positively correlated), meaning that these variables tend to increase together.

TABLE 2
INDEPENDENT SAMPLE(MANN-WHITNEY) TEST BETWEEN AGE AND
SATISFACTION LEVEL ABOUT WORKING ENVIRONMENT

Ranks				
	Age of Respondents	N	Mean Rank	Sum of Ranks
Level of Satisfaction About Your Working Environment	Below 25 years	7	16.50	115.50
	25-30 Years	39	24.76	965.50
	Total	46		

Test Statistics	
	Level of Satisfaction About Your Working Environment
Mann-Whitney U	87.500
Wilcoxon W	115.500
Z	-1.889
Asymp. Sig. (2-tailed)	.059
Exact Sig. [2*(1-tailed Sig.)]	.136 ^a
a. Not corrected for ties.	
b. Grouping Variable: AGE OF RESPONDENCE	

Interpretation:

From this data, it can be concluded that working environment satisfaction in the age of respondents was statistically significantly higher than the exercise group ($U = 87.5, p = .136$). Depending on the size of your groups, SPSS Statistics will produce both exact and asymptotic statistical significance levels

FINDINGS:

- Based on the results, we can state the following, satisfaction towards uniforms, medical facility, first aid box has a statistically significant linear relationship ($p < .001$). The direction of the relationship is positive (i.e., uniforms, medical facility, first aid box are positively correlated), meaning that these variables tend to increase together.
- From this data, it can be concluded that working environment satisfaction in the age of respondents was statistically significantly higher than the exercise group ($U = 87.5, p = .136$). Depending on the size of your groups, SPSS Statistics will produce both exact and asymptotic statistical significance levels.

SUGGESTIONS:

- The employees are working in the environment which is not dangerous.
- The employer has not improved the working conditions to the expectation of the employees. The employer should take initiative in improving in the working conditions.
- The employees are almost satisfied with the present work place. They feel that they have a positive working environment.
- Safety climate is regulated as a manifestation of safety culture of an organization and is a more tangible expression of the work place.
- Safety measures should be strictly used by the employees in the working place.
- The organization should provide training about the effectiveness of safety measures in the working environment.

CONCLUSION:

Working environment is a task completed. When pertaining to a place of employment, the work environment involves the physical geographical location as well as the immediate

surroundings of the workplace, such as a factory like iron plants, typically involves other factors relating to the place of employment, such as the quality of the air, noise level and additional perks and benefits of the employment such as free child care or unlimited coffee, or adequate parking. The study gives the awareness about the safety measures and working environment. The constant improvement of production process of the iron resulting from industrialization and integrated mechanization ensures a steady rate of increase in labour productivity, lower labor expenditures, fewer work-related illnesses and injuries and improved quality.

The employees should aware about the safety measures and its effectiveness in the working place. Safety measures and welfare measures are important to the working environment.

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