

A STUDY ON EMPLOYEE HEALTH AND SAFETY MEASURE TOWARDS SUPREME STEEL COMPANY WITH REFERENCE TO TRICHY

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Abstract—Employee's Health and safety is the major aspect of the organization. Safety is a measures or techniques implemented to reduce the risk of injury, loss and danger to persons, property or the environment in any facility or place involving the manufacturing, producing and processing of goods or merchandise. Questionnaire is framed with the help of the factors of safety measures. The research design adopted for this study is descriptive design. The sampling technique sampling used in this research is simple random sampling. A questionnaire comprising of items on a 5-point scale was used to capture the employee's opinion about the organization safety measures and the data was analyzed using Percentage analysis, correlation and Chi-square analysis. The result reveals that the employees are feeling satisfied about the safety policies available in the company. So the organization can increase the awareness of the employees regarding the safety policies by conducting orientation and safety programs.

INTRODUCTION

The Occupational Health and Safety Act, 1993, requires the employer to bring about and maintain, as far as reasonably practicable, a work environment that is safe and without risk to the health of the workers. This means that the employer must ensure that the workplace is free of hazardous substances, such as benzene, chlorine and microorganisms, articles, equipment, processes, etc. that may cause injury, damage or disease. Where this is not possible, the employer must inform workers of these dangers, how they may be prevented, and how to work safely, and provide other protective measures for a safe workplace.

STATEMENT OF THE PROBLEM

The occupational health and Safety Act (2017) came into being after several revisions to the Factories Act (1951), amending and extending its scope of application to places of work other than factories. It applies to all work places where any person is at work, whether temporary or permanently. The Act seeks to secure the safety and welfare of persons at work and protect persons other than persons at work against risks to safety and arising out of, or in connection with, the activities of the persons at work. Under the Act the employer has a duty to comply with any safety and rules, regulations instructions and procedures in the act by taking all necessary precautions to ensure his own safety and that of any persons in his work place and at all times use appropriate safe systems of work, preventive and control measures.

OBJECTIVES OF THE STUDY

PRIMARY OBJECTIVES:

The present study finds out employee health and safety measures with reference to Supreme steel company at Trichy.

SECONDARY OBJECTIVES:

- To know the satisfaction level of workers in job.
- To check whether the working conditions are favorable to the workers.
- To study the safety facilities existing in auto system industries.

- To help develop the loyalty in workers towards the organization.
- To suggest ways and means to improve safety activities provided to employees.

SCOPE OF THE STUDY

- This study is on the various safety measures provided by the company to their employees.
- This is an attempt to find out the level of satisfaction observed by the workers of the company regarding the safety measures.
- The analysis and findings will be useful to improve the health measures offered company.
- The analyses add to general feeling of satisfaction with the company and reduce employee's turnover.

LIMITATION OF THE STUDY

- The employees did not provide the adequate information for study.
- It was very difficult to collect the information from the employees, because the employees were busy with their work schedule.
- The time of the study was very short period.
- The sample size of the study was 120 respondents only.

REVIEW OF LITERATURE

Hadassah Joann Ramachandran, BSc, RN (2016) steel firm in the Age of the Black Prince: A Study of the Years 1340-1365. Objectives The objectives of the study were to investigate awareness, knowledge, healthy lifestyle behaviors, and their correlates to coronary heart disease (CHD) among Labor in Singapore. Background CHD is the leading cause of death for women globally, yet women are unaware of this or the associated risk factors that make them vulnerable to CHD.

(Manavalani 2016) A review and analysis. *Academy of Management Review*, 13-1-1998. 1 Feldwick (2016) - *Blog.nielsen.com* 2016-06-29. Retrieved 2016-01- 19. Study on The Occupational Health and Safety Awareness Among the Unorganized Sector Workers. Objective-To measure the level of OH&S awareness among the unorganized workers of various sectors and to devise the measures to improve the prevailing OH&S conditions. Sample of 120 workers in each sector was inquired. There was a mixed response from both genders of workers in each industry.

(Rani, Anita 2017) "More Consumers Using Tablets to Holiday Shop Study" *Contemporary Management Research*, 3(3) December 8, 2017. In the article "A study of health and safety standards in small and medium enterprises in Haryana" objective -To study the implementation of health and safety standards in small and medium enterprises in Haryana. It has been found in the study that most of the respondents were agreed to the implementation status of Health and Safety standards in small scale and medium enterprises in Haryana

(Kumar, Amit 2017) "A framework for internet channel evaluation", *International Journal of Information & Management* March 24, 2017 "A study of industrial health and safety climate in automobile sector" objective of this research project was to examine the employees' satisfaction regarding industrial health and safety measures of the organization. To examine the health and safety provisions followed by the organizations in case of emergencies. The present study is an attempt to know the relationship between Health and safety and employees' satisfaction in the automobile sector in Haryana.

(Naik Yagneshkumar Sureshchandra 2018) "More Consumers Using Tablets to steel Shop Study". December 8, 2018. A study of Multidisciplinary Approach towards Occupational Safety and Health with Special Emphasis to Behavior Based Safety in Large Scale Steel Manufacturing Unit. The objective of research is to conduct behavioral safety training & implement BBS in steel industries, to train workforce to create BBS leaders for proper implementation of BBS at site.

Saeed, (2018) implications of the Internet for health and safety measures. practices and strategies, *SCMS journal of Indian Management*, October – December, 120- 124 Retrieved June-28 2018. The author conducted research to identify and evaluate safety management practices in Steel projects in order to reduce and control Steel worker health and safety (H&S). He had created a questionnaire and used it to gather a variety of opinions from experienced professionals working on various building sites in order to compare them. Authors have examined the evaluation of various parameters such as

accident analysis, accident causes, and types of accidents in a Steel working environment. Based on the study of various accidents and various literatures, they have found 19 unsafe acts, conditions and 22 reasons for the accidents and injuries which affect the projects in India.

Ali et al. 2019) implications of the Internet for health and safety measures. Retrieved June 28 2019. the possible utilization of steel slag in the creation of artistic materials was examined. Steel slag was found to improve Steel materials' compressive strength and hardness when added to them, according to the researchers. The Steel material's porosity was also reduced when steel slag was used, according to the study, which may contribute to its durability. The creators reasoned that the utilization of steel slag in the development of fired materials can be a manageable and financially savvy choice.

Golaviya et al., 2019) Journal of Cleaner Production, Pursuing profitability in safety iron: Exploring brands' profit contributors, Volume 444, 10 March 2019, 141237. The authors investigated safety management in the Steel industry by gathering data from general contractors who work on several projects. They gathered information on the organization's safety policy, training, meetings, equipment, inspections, safety incentives and penalties, and workers' attitudes toward safety legislation, as well as many other criteria that indicate inadequate safety management. Workers were found to be uneducated, inexperienced, and unaware of the safety precautions and equipment in use.

Thanaraj & Priya, 2020) The safety iron Cycle and Theories of steel firm. Sharpening the leading edge Training and Development, 53, 1, 23-32. The authors sought to identify and evaluate safety management in Steel projects in order to reduce and control Steel worker health and safety (H&S). They discussed the numerous safety and control procedures for accidents in Steel projects, as well as how to use sensor-based technologies to reduce them. They used a survey-based methodology to acquire the data. They discovered that surveying with the use of a questionnaire would be the most efficient method after doing a literature review. They analyzed the collected data statistically using IBM SPSS Statistics software.

Prabakar Rajendran & Karthigaipriya, 2020) Journal of Destination & Management, Does customer-based destination brand equity help customers forgive firm service failure in a steel firm ecosystem, Volume 31, March 2020, 100866. The authors investigated the most prevalent Steel-related fatalities. With the use of a questionnaire survey, they were able to determine the level of adaptation of safety measures in the local Steel industry. According to the poll, most Steel sites have failed to adapt to safety measures, and fatalities are caused by four different sorts of deadly accidents: falls, being struck by an object, electrocutions, and being caught between two objects.

(Singh, Ajay Kumar 2021) - journal of safety measures, Analyzing the experiences of Augmented Reality, Volume 76, January 2021, 103577. Study of Safety System for Unsafe Acts Conditions at Steel Workplace. The objective of study is to study the workplace safety system and, to ascertain the challenges that the present status of the safety. The unsafe acts and unsafe conditions in Steel industry is comparatively high as most of the organized factory.

Nanthagopal et al. 2021) Protean Images of steel firm: Revaluation of Past Styles in New Settings. Human resource management: A contemporary approach, Harlow, Pearson Education Limited, 189-229. Examined the results of employing steel slag as a coarse aggregate in concrete. The authors found that concrete with steel slag had higher compressive and flexural strengths when compared to normal concrete. This increase in strength is the result of the strong mechanical qualities of steel slag, which include its high density, high strength, and low porosity. The authors also found that adding steel slag reduced the permeability of concrete, increasing its durability.

Lee et al.'s other study (2022) steel iron trends and its impact on society: A case study on apparel trends of Indian society. Indian Journal of Industrial Relations, 49, 2, 270-285. Looked at how the use of steel slag as a subgrade material for roads affected the environment. The authors discovered that steel slag had a lower impact on the environment than conventional materials. Steel slag's high stability and low permeability, which can help to prevent soil erosion and reduce water pollution, are to blame for this reduction in environmental impact

Jia and co. 2022) health and safety firm iron Services, steel brands on retail websites: performance expectancy and e-word-of-mouth, Volume 41, March 2022, Pages 131-141. looked into the use of steel slag to stabilize soil. Steel slag was found to improve soil's mechanical properties and reduce its permeability when added to it, making it a viable option for soil stabilization, according to the researchers. The use of steel slag also reduced the soil's swelling potential, which can help to prevent soil heave and improve the material's stability.

(Khobragade, Bhambulkar, & Chawda, 2023) International Journal of Production Economics, with strategic customers in the sharing economy, Volume 218, December, Pages 185-195. Iron oxides, calcium oxides, silicon oxides, magnesium oxides, and aluminum oxides make up steel slag, which is a complex material. It is a material that can be used in a variety of industries, including agriculture, road Steel, and Steel. Steel slag's properties, applications, and effects on the environment are the subject of this literature review

Bhambulkar et al., 2023) Innovation capabilities evaluation approach for Chinese steel iron firm enterprises. Wireless Communications, Networking and Mobile Computing (WiCom) International Conference, New York, USA. A summary of the current understanding of It was discussed how steel slag aggregate is used in pavement engineering. The researchers found that using steel slag aggregate in pavement Steel can be both economical and sustainable. According to the study, the usage of steel slag aggregate enhanced the pavement's mechanical characteristics, including its compressive strength and modulus of elasticity. The use of steel slag aggregate, which reduced the material's permeability, also improved pavement durability, according to the authors. The study came to the conclusion that using steel slag aggregate in pavement engineering can be a viable option that is also good for the environment.

RESEARCH METHODOLOGIES

INTRODUCTION

Research Methodology describes the research procedure, which includes the overall research design and the data collection method.

Research Design

A research design is the specialization of measure and procedure for the information needed to solve problems in the overall operational pattern of Framework of the project that stipulates what information is to be collected from which sources by what procedure.

The research Design that is used by the investigator is descriptive Research design.

DESCRIPTIVE RESEARCH DESIGN

The Descriptive Design is marked by the prior formulation of specific research problem. The investigator already knew a substantial amount of the research problem. The investigator should be able to define clearly what is that he/she wants to measure and to setup appropriate and specific means for measuring it.

Sample Design

A sample design may be defined as a plan for obtaining a sample from a given population. It therefore refers to the technique or procedure the researcher would adopt in selecting item.

Sampling Techniques:

The researcher had made use of stratified sampling technique to collect data.

Stratified random sampling:

In many surveys the population is heterogeneous. Stratified random sampling refers to a sampling design where the entire universe is divided into group or strata (1)there is a greater homogeneity as possible with in each stratum (2)as marked difference as possible between the strata.

Sample size:

The research has drawn 120 respondents as sample for these collections of data.

Data collection Method:

There are different tools for data collection one has to make proper planning before deciding the sources for collection of data for investigation. They have to decide the purpose of enquiry. There are some principle sources of collection of data, which are as follows.

Primary Data

Primary data are those, which are collected for the first time. They are original in character the data collected by the investigator for the first time for their own use is usually classed as primary data.

Methods of collecting primary data Direct personal investigation – Interviewing In Direct oral investigation - Enumerator Investigation through questionnaire.

Secondary Data

Secondary data are those that have already been collected by others. These are usually available in journals, periodicals, dailies, research publication official records etc., they may either be available in published form or in an unpublished form. When it is not possible to collect the data by primary method, the investigator may make use of this method.

Methods of collecting secondary Data

International publication, Government publication, Educational publication, Union Organization, Research, Report of committees the tool that is handled in this project to collect the data was through structured questionnaire.

ANALYTICAL TOOLS USED

After collection of data it was compiled, classified and tabulated. The table was prepared from given information and filled Questionnaire to collected data Using mathematical model, data was processed.

- Simple Percentage analysis
- Chi-Squares analysis
- Correlation analysis

FINDINGS

- Majority 33.3% of the respondents age are 20-25.
- Majority 75% of the respondents are male.
- Majority 62.5% of the respondents are married.
- Majority 28.3% of the respondents income are below Rs10,000.
- Majority 35.8% of the respondents experience are 1-3 years.
- Majority 35.8% of the respondents qualification are diploma.
- Majority 71.7% of the respondents are provide safety measures by the firm.
- Majority 35.8% of the respondents are often supervisor encourage or condone the work.
- Majority 40.8% of the respondents are prefer to attend safety program in work place.
- Majority 44.2% of the respondents are always provide safety and healthy work environment.
- Majority 74.2% of the respondents are not suffered a work related injury or illness.
- Majority 9.2% of the respondents are satisfaction in provide medical facility.
- Majority 40.8% of the respondents are strongly agree in firm provide safety information to employees.
- Majority 56.7% of the respondents are fire safety measures provide by the organisation.
- Majority 35.8% of the respondents main objective of labour safety measures are frustration of Industrial work.
- Majority 37.5% of the respondents are satisfied in working environment.
- Majority 35.8% of the respondents are friendly relationship with management and coordination.
- Majority 26.7% of the respondents major element of planning process are motivating people.
- Majority 32.5% of the respondents are life expectancy factors are human development process.
- Majority 26.7% of the respondents personal feelings are below about work load.
- Majority 36.7% of the respondents are satisfied in safety awareness program.

- Majority 49.2% of the respondents are highly satisfied in ventilation facility.
- Majority 40.8% of the respondents are satisfied in drinking water facility.
- Majority 37.5% of the respondents are highly satisfied in canteen facility.
- Majority 43.3% of the respondents are satisfied in medical facility.
- Majority 40.8% of the respondents are highly satisfied in insurance facility.
- Majority 34.2% of the respondents are highly satisfied in bonus and incentives facility.
- Majority 54.2% of the respondents are highly satisfied in physical training facility.

SUGGESTIONS

- The researcher wish to bring the following suggestion to the management of Supreme steel Company at Trichy
- Recreational activities can be taken care of by the management.
- The organization should improve the benefit and services provided to the employee's interest would be stimulated.
- The company can make the benefit and services attractive to personnel.
- The company should plan out the safety activities in an effective way to improve the organization image in the eyes of the public.

CONCLUSION

Safety facilities provided to the employees at was found to be satisfactory. It has been found from the study that the worker had a positive attitude towards their job and management. The study conducted also revealed that a majority of the workers of Granites plant were satisfied with their job and work environment. The relationship with the supervisors and the co-workers also provides conducive work environment for the workers. The study therefore highlights the various aspects on safety facilities provided satisfaction for the employees.

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