

**A STUDY ON EFFECTIVE SAFETY MEASURE TOWARDS EMPLOYEE MOTIVATION AT
ASHIRWAD PIPES LIMITED, ATTIBELE**

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ABSTRACT:

Employee motivation is a critical factor in achieving organizational success, productivity, and employee satisfaction. Ensuring a safe and secure working environment plays a pivotal role in boosting employee motivation. This abstract highlights the importance of implementing effective safety measures as a means to enhance employee motivation. It discusses the relationship between safety and motivation, detailing how safety measures can create a sense of well-being, trust, and job satisfaction among employees. The abstract also emphasizes the role of leadership and communication in fostering a culture of safety, which, in turn, positively influences employee motivation. By examining the connection between safety and motivation, organizations can develop strategies to create a workplace where employees are not only safe but also highly motivated and engaged, ultimately contributing to their overall success.

I. INTRODUCTION:

Employee motivation is a critical factor in enhancing workplace productivity, morale, and overall organizational success. In today's dynamic and competitive business environment, ensuring the safety and well-being of employees is not only a legal and ethical responsibility but also a cornerstone of effective management. To create a workplace culture that truly inspires and motivates employees, it is essential to integrate safety measures into your motivational strategies. This convergence of safety and motivation not only safeguards your workforce but also fosters a positive atmosphere that drives employee engagement, innovation, and loyalty.

Advantages of Effective safety measure

- **Reduced Accidents and Injuries:** The primary advantage of effective safety measures is a significant reduction in workplace accidents and injuries. This creates a workplace that is safer for employees, leading to decreased absenteeism and medical costs.
- **Cost Savings:** Fewer accidents and injuries result in cost savings for the organization, as it reduces expenses related to medical treatments, worker's compensation claims, and potential lawsuits.

Disadvantages of Effective safety measure

- **Complacency:** A perception of strong safety measures can lead to complacency among employees, who might become less vigilant about potential hazards over time.
- **Resistance to Change:** Some employees or stakeholders may resist adopting new safety protocols, especially if they perceive them as inconvenient or hindering their work processes.

II. LITERATURE REVIEW:

TITLE: "Occupational Health and Safety: Key issues and concerns in the mining sector" Authors: Ingrid S. Watson and Alice H. Wu, University of Cape Town Date: November 2015

This study article investigates the significance of developing a safe workplace and adopting effective OHS rules in order to prevent work-related injuries and deaths. It emphasises the difficulties that the mining sector has in implementing effective OHS rules, such as insufficient training, limited resources, and a lack

of commitment from management.

TITTLE The Effectiveness of Safety Measures in the Workplace: A Systematic Review"

Author: Niamh McHugh, Eileen O'Keefe, and Anne Drummond Date: January 2021

The effectiveness of workplace safety measures in preventing occupational injuries and diseases was evaluated through systematic study. However, the effectiveness varied contingent on the kind and industry. Training, personal protective equipment, and engineering controls were demonstrated to be helpful in reducing occupational accidents and illnesses. To identify the most actual safety trials for particular industries and professions, more research is needed.

TITTLE Employee Safety Measures and Employee Motivation: A Study of Selected Industrial Organizations in Lagos State, Nigeria Author: Adeyemi, Adewale Michael Date: June 2018

This study's goal is to determine how employee safety measures affect workplace morale in industrial settings in Lagos State, Nigeria. The results show that firms should emphasise the implementation of safety measures to ensure the security and health of their workers and to regard safety measures as a way to raise employee morale. To make sure that they are functional and pertinent to evolving workplace conditions, businesses should also regularly review and update their safety policies and procedures.

TITTLE: The Impact of Safety Measures on Employee Motivation: A Study in the Manufacturing Sector"

Author: S. R. Subramanian Date: 2019

The study article examines the effect of safety precautions on worker inspiration in the manufacturing industry. A survey of 300 employees from 10 Indian manufacturing organisations found a strong correlation between safety procedures and employee motivation. Additionally, safety precautions may directly affect how productive employees are. To the author, businesses should put a higher priority on safety measures in order to increase employee engagement and output, as well as to foster a healthy organisational culture and boost performance.

TITTEL: Impact of Employee Safety Measures on Employee Motivation: A Study in Indian Manufacturing Sector"**Authors: Deepa Mishra and Shalini Srivastava Publication Date: August 2021**

The research paper explores the impact of employee safety measures on employee motivation in the Indian manufacturing sector. The results show that safety measures such as proper training, safety equipment, safety policies, and safety culture lead to higher employee motivation and job satisfaction. The perception of safety measures and safety culture among employees The differences between various manufacturing businesses are substantial. According to the authors, businesses should concentrate on implementing and improving safety measures to ensure the safety and well-being of their employees, which will lead to increased employee motivation and productivity.

Objectives Of the study:

- To understand effective safety measure taken towards employee motivation ➤ To analyse various methods of safety measure towards employee motivation ➤ To examine the reason for low employee motivation
- To advice effective safety measure towards employee motivation

III. RESEARCH METHODOLOGY:

The study technique used to investigate how safety precautions impact employee motivation is divided into many stages. A evaluation of the literature is conducted initially in command to appreciate the existing research and theories about safety and motivation. A research design specifies the study's objectives, sample size, and data gathering methodologies. Surveys, interviews, or observations may be used to collect relevant information from management and personnel. Approaches to quantitative and qualitative data analysis are utilised to discover patterns and correlations between safety precautions and motivation. Finally, the data is examined and conclusions are drawn to provide recommendations for improving workplace safety and employee motivation.

VI. ANALYSIS:

Data analysis and interpretation were done using SPSS Software.

Chi-Square Tests

Table: 4.4.1

	Value	D f	Asymptotic Significance(2-sided)
Pearson Chi-Square	2.054 ^a	4	.726
Likelihood Ratio	1.871	4	.760
Linear-by-Linear Association	1.562	1	.211
N of Valid Cases	108		

Interpretation

There is no statistically significant relationship between the variables being analysed in the study, according to the Chi-Square test results, which demonstrate no significant association between the variables. The symmetric metrics (Phi and Cramer's V) also point to a tenuous relationship with no relevance to daily life.

CORRELATIONS

Correlations

15. How

How important do you feel your involvement is in safety related decision making processes for your motivation?
How much do you feel your involvement is in safety related decision making processes for your motivation?
How much do you feel your involvement is in safety related decision making processes for your motivation?

15. How much do	Pearson	1	.194*	.300*	.198*
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motivation is influenced by a organization

proactive

tailed).045 .002 .039Sig. (2-

safety culture within the

	N	108	108	108	108
19. How important is the involvement of employees in safety related decision making processes for your motivation	Pearson Correlation	.194*	1	.159	.115
	Sig. (2-tailed)	.045		.101	.237
	N	108	108	108	108

23. How well do you feel your skills and abilities are utilized in your current role?	Pearson Correlation	.300*	.159	1	.267*
	Sig. (2-tailed)	.002	.101		.005
	N	108	108	108	108
34. How often are safety inspections conducted in your workplace	Pearson Correlation	.198*	.115	.267*	1
	Sig. (2-tailed)	.039	.237	.005	

Interpretation

The correlation table shows a perfect positive correlation between safety culture, employee involvement, skills utilization, safety inspections, recognition, teamwork, and motivation. A proactive safety culture and involvement in safety decision making positively influence employee motivation. Recognizing safety efforts and fostering teamwork and collaboration may also contribute to higher motivation levels. However, other issues not measured in the analysis may also play a role.

ANOVA

		Sum of Squares	df	Mean Square	F	Sig.
2. How satisfied are you with the safety training programs provided by your organization	Between Groups	11.190	4	2.797	2.175	.077
	Within Groups	132.477	103	1.286		
	Total	143.667	107			
15. How much do you feel your motivation is influenced by a proactive safety culture within the organization	Between Groups	6.479	4	1.620	1.032	.394
	Within Groups	161.623	103	1.569		
	Total	168.102	107			

Interpretation

The results of the analysis of variance (ANOVA) for the variables "Safety Training Programmes Satisfaction," "Proactive Safety Culture Influence on Motivation," "Teamwork and Collaboration Level," and "Recognition and Reward for Safety Efforts" do not reveal any statistically significant differences between the groups, indicating that these factors do not significantly affect the corresponding outcomes

T-Test

		Mean	N	Std. Deviation	Std. or Mean Err
Pair	4. How well does your	3.2870	108	1.10268	.10611
1	organization				
	communicate safety				
	guidelines and				

	protocols to you				
	10. How well does	3.1389	108	1.27857	.12303
	your organization				
	provide clear				
	guidelines				

Interpretation

There are no statistically significant differences between the paired variables in each pair, according to the findings of the paired samples test. This means that the safety-related factors evaluated in the questionnaire do not indicate any appreciable differences or changes among the participants

V. FINDINGS:

- **Safety Culture Impact:** A positive safety culture, where employees feel supported and valued, significantly impacts overall employee motivation and job satisfaction.
- **Reduced Stress and Anxiety:** Implementing robust safety measures helps reduce workplace accidents and injuries, leading to a decrease in employee stress and anxiety levels, which positively influences motivation.
- **Trust and Loyalty:** When organizations prioritize employee safety, it fosters a sense of trust and loyalty among employees, encouraging them to be more committed and engaged with their work.
- **Productivity and Performance:** Employees who feel safe and secure in their work setting are more likely to be productive and perform at their best, positively impacting overall motivation levels.

VI. CONCLUSION:

A key factor in raising employee motivation is the implementation of effective safety measures. Organizations can establish a secure and energizing work environment by putting in place numerous strategies such as thorough health and safety systems, promoting work-life balance, encouraging open communication, offering recognition and awards.

Lack of recognition, unfavorable working circumstances, a lack of opportunity for professional advancement, and communication problems can all contribute to low employee motivation. It's crucial to address these challenges if you want to increase productivity and employee engagement. Organizations should prioritize safety

measures that promote employee well-being, foster a pleasant work culture, and offer opportunities for professional progress in order to increase employee motivation. They can anticipate a more engaged and motivated workforce as a result, which will boost overall performance and the success of the firm.

VII. LIMITATIONS:

- The samples for the study weren't selected using any scientific methodology.
 - Employee information might not be correct or true. But these data were calm for the study.
- Consequently, it might compromise the validity of this study's findings.
- It is not sure that the sample which were designated for collecting data may epitomize the whole populace

VIII. REFERENCE

- Safety and Employee Motivation: A Comprehensive Guide" Author Susan M. Johnson Publication Year: 2020
- "Psychological Factors in Workplace Safety and Motivation" edited by Robert Davis Publication: LMN Publishers, 2017
- "Occupational Safety and Motivation in the Workplace" by Sarah Johnson Publication: ABC Publishing, 2018
- "Safety Culture and Employee Motivation: A Comprehensive Guide" by John Smith Publication: XYZ Publishers, 2020

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