

**A STUDY ON EMPLOYEE HEALTH SAFETY IN ONE OF THE LEADING HOSPITALS IN BANGALORE****Dr.V.Uma<sup>1</sup>, L.Ajith Kumar<sup>2</sup>,***<sup>1</sup>Head, Department of Hospital Administration, Dr.N.G.P. Arts and Science College,  
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**Abstract** - In the healthcare sector, employees play a vital role and act as the backbone of the organization. In every organization, employee health safety is an extremely important factor, which is why the employer provides workers with statutory and non-statutory benefits along with their proper compensation to enhance their motivation. A closed-ended structured questionnaire design will be applied to study employee safety and employee opinions about the safety facilities. The hospital can align employee goals with their goals and make them believe that the organization is their own organization and their work is also playing a role in the growth of hospitals with this we can enhance their working quality and in addition the general execution level. The aim of employee safety is to determine the awareness and level of satisfaction of the employees towards the working condition, and safety schemes provided by the hospital to the employees.

**Key Words:** Employee Safety, Work environment, EPF, Pay-scale & safety measures.

**I. INTRODUCTION**

Occupational safety and health (OSH), also commonly referred to as occupational health and safety (OHS), occupational health, or occupational safety that is provided to employees and workers working in hospitals. Occupational health and safety refers to programs, policies, and procedures that safeguard the safety, well-being, and health of everyone who works or works in a job. Any health and safety program's purpose is to establish the safest possible working environment and to reduce the risk of workplace accidents, injuries, and fatalities. When health and safety measures are implemented correctly, they can aid in the prevention of accidents and the reduction of the risk of employee injury and disease.

**Aims of employee health safety**

i. Reducing harm to your employees

ii. Promoting and maintaining overall wellbeing of workers in all occupations.

iii. To ensure safe and healthful working conditions for workers by setting and enforcing standards and by providing training, outreach, education and assistance.

**Employee Benefits**

The Hospital offers the following statutory and welfare schemes benefits for the employees

**STATUTORY SCHEME**

1. **EMPLOYEE STATE INSURANCE (ESI)** - Implemented strictly as per the provision enumerated in the ESI Act 1948 and hospital rules.

2. **EMPLOYEES PROVIDENT FUND (EPF)** - Implemented strictly as per the provision enumerated in the EPS Act 1952 and hospital rules.

3. **EMPLOYEES DEPOSIT LINKED INSURANCE SCHEME (EDLI)** - This scheme is applicable to the employees who are eligible for EPF. In case of an employee while in service, benefit will be payable to the nominee or the family member by EPFO.

4. **GRATUITY** - The payment of gratuity to the employees is as per the payment of Gratuity Act 1972.

5. **LEAVE ENCASHMENT** - This is available to all the eligible employees and can be availed at the end of the calendar year as per policy.

**OBJECTIVES OF THE STUDY**

1. To study the awareness of the employees about health and safety in the work place
2. To find out satisfaction level of respondents towards health and safety measures
3. To give suggestions to improve the health and safety in the organization.

## II. LITERATURE REVIEW

According to the **David E. Cantor** the purpose of this paper was to review the literature and call for additional research into the human, operational, and regulatory issues that contribute to workplace safety in the supply chain. This paper identifies several potential research opportunities that can increase awareness of the importance of improving a firm's workplace safety practices.

According to **Simon Chapple and Tracy Mea**, Most OECD countries rely on a mixture of market forces, tort liability, compulsory insurance and government regulation to deal with workplace safety and health issues. There are also other non-efficiency reasons for government involvement in workplace safety and health

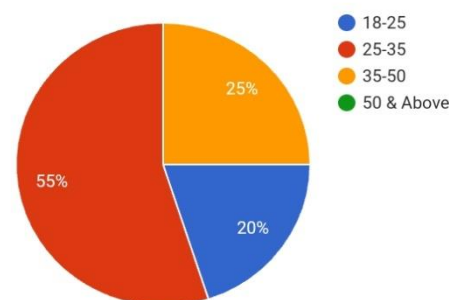
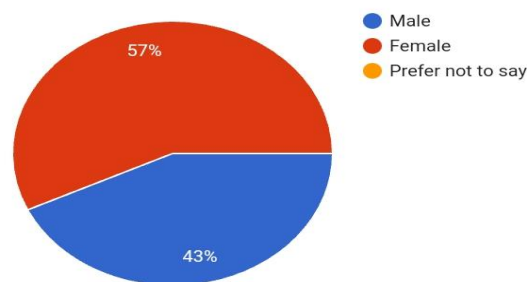
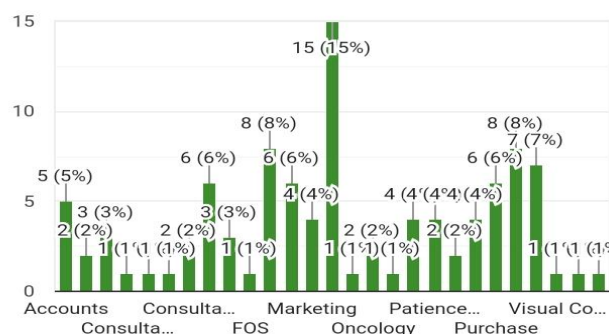
According to **Maynard, Andrew D, Article from newsletter by Andrew Maynard** summarizing the current level of development and government investment in nanotechnology research and development, how nanotechnology presents a potential challenge to conventional approaches to understanding health hazards in the workplace, and how the United States National Institute of Occupational Safety and Health is working to address current and potential adverse health impacts in the workplace from nanotechnology.

## III. METHODOLOGY

This is a primary research aimed at the employees of the selected hospital and their opinion and satisfaction about the presence of employee benefits in their hospital. The simple random sampling method is used to collect data on 100 employees in the different medical and non medical departments of the hospital, a questionnaire was designed to ensure that the research questions were appropriate to what the researcher was trying to find out and to provide direction and form for the research. For this survey, a closed-ended structured questionnaire was used, divided into two parts. The first part contains demographic questions such as age, gender, and department and the second part consists of eleven questions that test the opinion and satisfaction level of the employees.

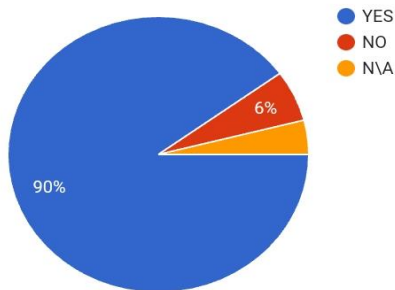
## IV. ANALYSIS

**Chart - I** Chart showing the demographic data of the respondents

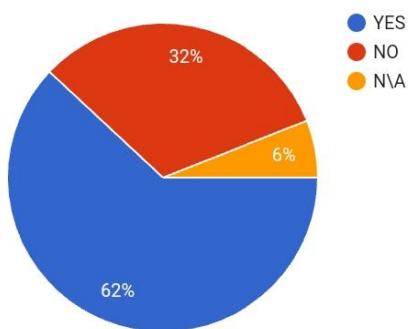


The above chart I shows three demographic variables in this study. It shows number of respondents in both medical and non medical department . It can also be seen that 57% of males and 43% of females reported. Employees ranging in age from 18 to 25 years, 20 percent from 25 to 35 years, 55 percent from 35 to 50 years, and 25 percent from Above 50 years have taken part.collected 100 data respondents in different departments in hospital.

**Chart II Chart showing the hospital having regular training regarding health and safety (e.g. Induction, management training)**



**Chart III Chart respondents to the question “Does health and safety meetings held effectively?”**



From the chart III, 62% of employee’s reported they have health and safety meetings effectively. .32% of employee’s reported they are not having meetings regarding health and safety.

## V. MAJOR FINDINGS & RECOMMENDATIONS

- Majority, 57% of the respondents were women and only about 43% were men. This shows that women are more interested in giving their opinion
- Medical department having proper health and safety measures than the non-medical department
- 62% of employee’s reported they have health and safety meetings regularly.32% of employee’s reported they not having meetings regarding health and safety.only 6% of employee’s reported not applicable for the health and safety meeting.

The recommendations include,

1. During the data collection,it is observed that, the hospital is not focusing non medical department health safety regularly.
- 2.Create a safety committee-and hold monthly safety meetings.
3. It is essential to provide training on clinical and management aspects for new employees
- 4.Record and report safety issues.
- 5.Provide visual safety aids and messages.

## VI. CONCLUSION

The recommendations in this report are intended to improve health and safety in mines and ensure that all workers arrive home to their friends and family each day. The aim is to integrate occupational health and safety improvements while supporting innovation and fostering productivity in the sector. The publication of this report marks an important milestone along our journey of change and improvement. This is not the end point of the process put in place to improve mining health and safety.

## VII. REFERENCES

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