

## A Study on Employee Safety and Welfare Measures Shah Plastics, Puducherry.

*Ms.A.Asmiya, MBA II Year,*

*Department of Management Studies,*

*Manakula Vinayagar Institute of Technology, Puducherry.*

*Ms.K.Kalaivani, Assistant Professor,*

*Kalaivanimba@mvit.edu.in*

*Department of Management Studies,*

*Manakula Vinayagar Institute of Technology, Puducherry.*

### ABSTRACT

The Project helped in gaining knowledge in the area of Human Resource Management, which enlightens followed to improve the awareness regarding safety measures among the workers and welfare facilities. The process you're referring to involves systematically gathering, analysing, and evaluating data to assess individuals' current skills and performance outcomes. This methodology is commonly employed in performance appraisals to inform decisions related to employee development, promotions, and organizational planning. The study provides various suggestion has provided for the development of the organization in order to performance effective task in the work place.

**Key words:** Safety Training, Employee Welfare and Employee Assistance Programs.

### INTRODUCTION TO EMPLOYEE WELFARE MEANING

Employee welfare refers to the encompasses all efforts aimed at improving the quality of work life, promoting comfort, and supporting the intellectual and social development of employees. In essence, it reflects initiatives taken to enhance the working and living conditions of employees, making their lives more fulfilling.

As defined by the International Labor Organization (ILO), employee welfare includes all services, conveniences, and amenities offered either within the workplace or nearby. These provisions aim to ensure that employees work in a safe, healthy, and stress-free environment. They also contribute to better physical and mental health, boost employee morale, and ultimately improve productivity.

### REVIEW OF LITERATURE

#### **Employee Welfare Programs and Their Impact on Productivity” (2018) by Patel, M.**

**Abstract:** In this study, Patel explores the influence of employee welfare initiatives such as health insurance, mental well-being assistance, and recreational amenities on workplace productivity and job satisfaction. Using data gathered from surveys and interviews, the research highlights a clear connection between comprehensive welfare programs and improved employee morale. The paper outlines different welfare approaches, ranging from basic medical benefits to more extensive support systems. Patel concludes that organizations focusing on employee well-being experience lower absenteeism rates and greater productivity. The study recommends customizing welfare programs to address the unique needs of the workforce effectively.

Keywords: Health Insurance, Productivity and Mental Health Support.

#### **Risk Management Frameworks for Workplace Safety(2020) by Wang, L., & Thompson, E.**

**Abstract:** This article reviews various risk management frameworks. Wang and Thompson analyze how these frameworks identify, assess, and

control potential hazards. Using examples from the healthcare and manufacturing sectors, they highlight the importance of a structured approach to risk management. The authors argue that risk assessments must be ongoing and adapt to changing workplace conditions. The results highlight that a structured approach to risk management plays a crucial role in minimizing accidents and enhancing workplace safety.

**Keywords:** Workplace Safety , Accident Prevention.

**"Legal implications of failing to provide a safe work environment" (2023)** by Susan Wright.

**Abstract:** Susan Wright explores the legal risks that employers encounter when workplace safety is neglected. The article outlines essential legal requirements, such as those set by OSHA, that organizations are obligated to follow. Through real-world case studies, it reveals how safety violations can lead to substantial financial losses and harm to a company's reputation. Wright emphasizes the need for organizations to adopt a proactive and preventive approach to safety management to avoid legal repercussions.

**Keywords:** Workplace Safety Regulations, OSHA Guidelines.

## RESEARCH METHODOLOGY

**Descriptive Research Design:** The study employs a descriptive research design, which aims to acquire knowledge by portraying the characteristics of a group, individual, or situation, and it is mostly qualitative in nature.

**Data Collection Methods:** The study gathered information using both primary and secondary sources, such as conducting structured interviews with staff and analyzing existing data from published materials and internal company documents.

**Sampling Plan:** The study used a simple random sampling method, with a sample size of 167 employees from a population of 300, conducted at Shah Plastics. over a two-month period.

## DEFINITION OF EMPLOYEE SAFETY AND WELFARE MEASURES:

by Snell, S., & Bohlander

In Managing Human Resources, Snell and Bohlander define employee welfare initiatives as efforts and support services aimed at promoting both the physical and psychological health of workers, including wellness programs and counselling assistance.

## LIST OF EMPLOYEE SAFETY AND WELFARE MEASURES:

Here We are classified the List of employee safety and welfare measures into the Four types they are:

- OCCUPATIONAL SAFETY AND HEALTH
- FIRST AID FACILITIES
- WORKLIFE BALANCE INITIATIVES
- EMPLOYEE WELFARE PROGRAMS

## OCCUPATIONAL SAFETY AND HEALTH:

Organizations set safety guidelines to prevent accidents and injuries. This includes emergency procedures, fire drills, evacuation plans, and policies on wearing protective equipment (like helmets, gloves, or goggles).

## FIRST AID FACILITIES:

Every first aid kit, regardless of its design or structure, should be easy to recognize. It must include a clear and updated list of its contents. The kit should be constructed using durable materials that effectively protect the medical

supplies inside from dust, moisture, and other forms of contamination. This ensures the items remain clean, safe, and ready for use in any emergency situation.

#### WORKLIFE BALANCE INITIATIVES:

Some companies also provide additional paid leave for family care or parental leave to support employees during significant life events. It help employees manage their work and personal lives better, leading to improved job satisfaction and reduced burnout.

#### EMPLOYEE WELFARE PROGRAMS:

Acknowledging employees for their dedication and accomplishments plays a key role in boosting motivation and maintaining high morale. Offering comprehensive financial support including budgeting tools, retirement planning assistance, and access to loan programs can substantially reduce employees' financial burdens.

#### OBJECTIVES OF THE STUDY

- Identify the various safety and welfare measures provided by the organization.
- To find out the factors influencing employees safety and welfare measures.
- To provide valuable suggestions recommendations to improve the safety and welfare measures.

#### DATA ANALYSIS AND DATA INTERPRETATION

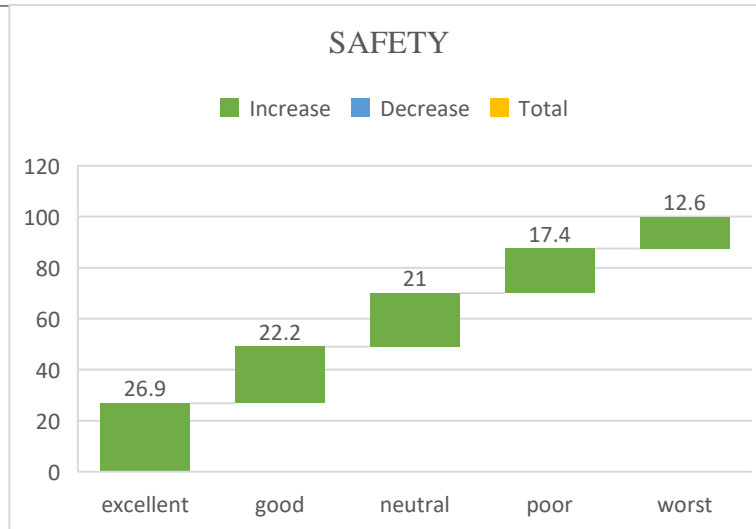
#### CORRELATION BETWEEN SAFETY CULTURE PROVIDED BY SHAH PLASTICS AND TOP LEVEL MANAGEMENT HYPOTHESIS:

##### SAFETY OF THE RESPONDENTS

| S.NO | PARTICULARS | FREQUENCY | PERCENTAGE |
|------|-------------|-----------|------------|
| 1    | Excellent   | 45        | 26.9       |
| 2    | Good        | 37        | 22.2       |
| 3    | Neutral     | 35        | 21.0       |
| 4    | Poor        | 29        | 17.4       |
| 5    | Worst       | 21        | 12.6       |
|      | Total       | 167       | 100.0      |

##### TOP LEVEL MANAGEMENT OF THE RESPONDENTS

| S.NO | PARTICULARS | FREQUENCY | PERCENTAGE |
|------|-------------|-----------|------------|
| 1    | Excellent   | 53        | 31.7       |
| 2    | Fair        | 35        | 21.8       |
| 3    | Neutral     | 42        | 25.1       |
| 4    | Poor        | 19        | 11.4       |
| 5    | Worst       | 18        | 10.8       |
|      | Total       | 167       | 100.0      |



### Correlations

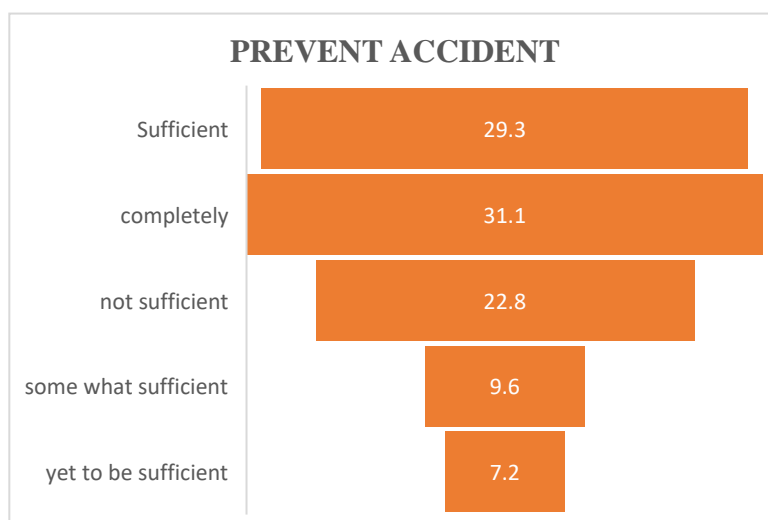
|           |                     | workplace | level  |
|-----------|---------------------|-----------|--------|
| workplace | Pearson Correlation | 1         | .960** |
|           | Sig. (2-tailed)     |           | .000   |
|           | N                   | 167       | 167    |
| conflict  | Pearson Correlation | .960**    | 1      |
|           | Sig. (2-tailed)     | .000      |        |
|           | N                   | 167       | 167    |

**R = 0.960**

### INFERENCE

Hence, a positive correlation is observed, indicating a significant relationship between the safety culture promoted by Shah Plastics and the involvement of top-level management.

### PIE CHART



## FINDINGS

- It is found that 31.1% of the respondent are completely satisfied with prevent accident by Shah Plastics and 7.2% respondents are yet to be sufficient.
- The study reveals that 43.1% of respondents are satisfied with the regular feedback they receive, while 10.8% expressed a high level of dissatisfaction.

## SUGGESTIONS

- It is kindly suggested that the Expand the regular safety training to include advanced topics such as mental health, first aid, and emergency response. Conduct periodic training evaluations to ensure effectiveness.
- Conduct comparative studies with other companies in the same industry to benchmark performance.

## CONCLUSION

The analysis emphasizes the vital need to focus on employee health, safety, and overall well-being within the organization. By implementing comprehensive safety protocols, providing necessary training, and fostering a supportive work environment, the project aims to minimize workplace risks, prevent accidents, and promote a culture of care and well-being. . Ultimately, this project reflects a commitment to creating a safer, more inclusive, and supportive workplace for all employees, aligning with both ethical responsibilities and long-term organizational success.

## REFERENCES

- 1.Reese, C. D. (2018) (3rd ed.). CRC Press.
- 2.Armstrong, M. (2021)(15th ed.). Kogan Page Publishers.
- 3.Panner Selvam. *Research Methodology* (7th ed.). PHI Learning Pvt. Ltd., New Delhi.