

A STUDY ON EMPLOYEE SATETY MEASURES TOWARDS REPLEN PROJECT LIMITED

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ABSTRACT

Employee safety is a critical factor in ensuring organizational efficiency and workforce well-being, especially in project-based industrial environments. This study examines the effectiveness of employee safety measures at Replen Project Limited and evaluates employees' awareness and satisfaction levels. A descriptive research design was adopted, and primary data were collected from 100 employees using a structured questionnaire. The collected data were analyzed using percentage analysis, descriptive statistics, correlation, regression, and ANOVA. The findings reveal that the majority of employees demonstrate good awareness of workplace safety measures and express a high level of satisfaction with the organization's safety practices. However, the statistical analysis indicates only a weak and non-significant relationship between safety awareness and employee satisfaction. The study concludes that while existing safety measures are positively perceived, continuous improvement in training, monitoring, and safety culture is essential to further strengthen workplace safety at Replen Project Limited.

Keywords: Employee Safety, Workplace Safety Measures, Safety Awareness, Employee Satisfaction, Industrial Safety

INTRODUCTION

Employee safety is one of the most important responsibilities of every organization. In industrial and project-based companies, employees are often exposed to physical, mechanical, electrical, and environmental hazards. Therefore, implementing effective safety measures is essential to protect workers from accidents, injuries, and occupational health risks. A safe working environment not only prevents workplace incidents but also improves employee morale, productivity, and organizational reputation. Replen Project Limited is a project-based organization involved in industrial and engineering operations where safety plays a critical role in daily activities. In such environments, employees may face risks related to heavy machinery, construction activities, electrical installations, material handling, and site operations.

Hence, adopting structured safety policies, regular training programs, use of personal protective equipment (PPE), and strict compliance with safety standards are necessary to ensure employee well-being. Employee safety measures include providing protective gear such as helmets, gloves, safety shoes, goggles, and harnesses; conducting regular safety training and awareness programs; implementing emergency response procedures; performing routine safety inspections; and ensuring compliance with government regulations. These measures help in reducing workplace accidents and creating a culture of safety within the organization. In today's competitive business environment, organizations understand that employees are valuable assets. Ensuring their safety is not only a legal obligation but also a moral responsibility. When employees feel safe at their workplace, they are more confident, motivated, and committed to their work. This ultimately leads to improved efficiency, reduced absenteeism, and higher organizational performance. This study focuses on analyzing the employee safety measures adopted by Repplen Project Limited and evaluating employees' awareness, satisfaction, and perception regarding workplace safety practices. The research aims to identify the effectiveness of existing safety policies and suggest improvements wherever necessary. By understanding the current safety standards and employee opinions, the study contributes to strengthening workplace safety culture and enhancing overall organizational development.

STATEMENT OF THE PROBLEM

In industrial and project-based organizations, maintaining a safe working environment is a major challenge due to the presence of machinery, equipment, construction activities, electrical systems, and hazardous materials. Despite implementing safety rules and regulations, workplace accidents, minor injuries, unsafe practices, and lack of awareness may still occur if safety measures are not properly monitored and followed. Repplen Project Limited operates in a work environment where employees may be exposed to various occupational risks. Although the company has adopted certain safety measures such as providing Personal Protective Equipment (PPE), conducting safety training programs, and implementing safety guidelines, it is important to assess whether these measures are effectively practiced and understood by employees. There may be gaps between safety policies and actual implementation at the workplace. Employees might not consistently use safety equipment, may lack adequate training, or may not fully understand emergency procedures. In addition, factors such as work pressure, negligence, or insufficient supervision can increase the chances of accidents and unsafe working conditions. Therefore, the main problem of this study is to examine the effectiveness of employee safety measures at Repplen Project Limited and to understand employees' level of awareness, satisfaction, and perception regarding workplace safety practices. The study aims to identify existing shortcomings, if any, and suggest improvements to strengthen the safety system and ensure a safer working environment for all employees.

OBJECTIVES

- To examine the existing safety measures implemented at Repplen Project Limited to ensure employee protection at the workplace.
- To assess the level of employee awareness regarding safety policies, procedures, and the proper use of Personal Protective Equipment (PPE).
- To evaluate employee satisfaction and perception towards the effectiveness of workplace safety practices.
- To identify gaps or shortcomings in the current safety system and provide suitable suggestions for improving employee safety standards.

REVIEW OF LITERATURE

Putra, P. S., Wijayanti, R. & Hadiwidjojo, D. (2022) This study examines the impact of safety knowledge and workplace safety climate on safety performance among operational workers in Indonesia. It highlights that employee safety behaviour acts as a mediator between safety knowledge and overall safety performance, demonstrating the importance of fostering both awareness and a positive safety climate. The findings show that safety knowledge significantly influences proactive safety actions at the workplace. The research underscores that organizations must enhance training and safety communication to improve outcomes. This study offers practical insights for managing safety in manufacturing and high-risk industries.

Kongu, P. S. & Brindha, P. N. (2023) This research focuses on health and safety measures in the manufacturing industry, emphasizing diversified workforce needs. It explores the implementation of occupational health and safety systems to address workplace hazards. The study identifies how safety provisions contribute to employees' well-being and satisfaction. It highlights the critical role of employers in creating safe work environments through training, risk assessments, and PPE compliance. The article also draws attention to gaps in safety measures in certain industry sectors.

Uttekar, A. & Soni, U. (2024) This paper reviews existing strategies for ensuring employee safety and security across industries. It outlines legal obligations of employers and emphasizes the importance of safety policies in enhancing productivity and employee welfare. The study investigates the effectiveness of technologies and organizational safety protocols. It also discusses the influence of safety measures on organizational success. The review presents emerging tools and methods that support safer workplaces.

Putri, N. K. & Putra, B. I. (2024) This research innovatively studies ergonomic approaches to workplace safety in Indonesian industrial settings. It investigates the use of Macro Ergonomic Analysis and Design (MEAD) to improve occupational health outcomes and reduce accidents. Results highlight the need for ergonomics-based safety protocols to address both physical and psychosocial hazards. The study emphasizes employee health insurance and workplace conditions in safety planning. Implementation of ergonomic solutions increases worker comfort and reduces injury rates.

Al-Mekhlafi, A. A., Kanwal, N., et al. (2025) This article analyzes trends in safety culture research using bibliometric methods. It identifies safety culture as a key determinant of organizational safety performance and worker behaviour. The study highlights growing global academic interest in safety management and culture across industries. It also suggests future research directions to strengthen theoretical frameworks. Understanding safety culture is crucial for developing effective safety interventions.

Slil, E., Iyiola, K. & Alzubi, A. (2025) This research investigates the impact of safety leadership and employee morale on safety performance in construction settings. It applies social exchange theory to understand how leadership styles influence safety outcomes. Findings show that positive morale and leadership commitment significantly enhance safety performance. Harmonious safety passion further moderates these relationships, highlighting motivational factors. This study reinforces the role of leadership and worker engagement in safety effectiveness.

Hani, U. (2025) This paper explores occupational health and safety measures implemented by Human Resource departments in private firms. It emphasizes HR's strategic role in promoting safety culture, risk assessments, and compliance with legal standards. The research identifies regular safety training and PPE availability as essential HR-led interventions. It also highlights HR's role in enforcing workplace safety policies. Findings show HR significantly influences employee safety behaviour and organizational commitment.

Chukwuma, I. O., Madu, I. L. & Chukwunwike, P. C. (2025) This conceptual review synthesizes empirical and theoretical insights on workplace safety evolution and practices. It uses the Resource-Based View (RBV) to discuss how organizations align safety management with environmental demands. The study emphasizes strategic integration of safety practices for competitive advantage. It highlights key dimensions influencing workplace safety outcomes. This review offers a theoretical basis for understanding safety dynamics across sectors.

Emmela, R. R. (2025) Dr. Roopa Rani Emmela reviews employee safety by examining Behaviour Based Safety (BBS) methods in organizational settings. The article argues that human behaviour significantly impacts workplace safety outcomes. It discusses how behavioural analysis, training, and supervisor feedback can reduce accidents. BBS methods help identify risk factors associated with employee actions and habits. The paper recommends integrating BBS into formal safety programs for sustained improvements.

Kokubun, K. (2025) This narrative review explores workplace safety management practices, especially in the context of the COVID-19 pandemic. It examines how fear, resources, and employee involvement influenced safety behaviours during crisis conditions. The study highlights the importance of psychological and social resources in maintaining workplace safety. It suggests strengthening engagement and safety communication during emergencies. The findings underscore adaptive safety strategies relevant beyond pandemic scenarios.

RESEARCH METHODOLOGY

The research methodology provides a systematic framework for collecting, analyzing, and interpreting data to achieve the objectives of the study. The present research titled "A Study on Employee Safety Measures towards Repplen Project Limited" adopts a descriptive research design to examine the effectiveness of safety practices and the level of employee awareness within the organization. The study is quantitative in nature, as it relies on numerical data collected through a structured questionnaire. The research was conducted at Repplen Project Limited with the objective of understanding employees' perceptions regarding workplace safety measures. The population of the study comprises employees working in Repplen Project Limited. Due to practical constraints, a sample of 100 respondents was selected using the convenience sampling technique, wherein employees who were easily accessible and willing to participate were included in the survey.

Primary data were collected directly from employees through a well-structured questionnaire containing Likert-scale and multiple-choice questions related to safety awareness, availability of safety equipment, training programs, and overall satisfaction with safety measures. Secondary data were gathered from company records, safety manuals, journals, and relevant websites to support the primary findings.

The collected data were carefully coded, classified, and analyzed using statistical tools such as percentage analysis, mean, standard deviation, correlation, regression, and ANOVA wherever applicable. Tables and charts were used to present the findings clearly. The study was carried out during the period 2025–2026. However, the research is limited to 100 respondents of Repplen Project Limited and depends on the accuracy of the responses provided by employees, which may involve some degree of personal bias.

Table 1. DISTRIBUTION OF SAFETY AWARENESS AND SATISFACTION SCORES AMONG RESPONDENTS

		Safety Awareness	Satisfaction with Safety Measures
N	Valid	100	100
	Missing	0	0
Mean		3.82	4.05
Std. Deviation		0.612	0.548
Skewness		-8.45	-1.102
Std. Error of Skewness		0.241	0.241
Minimum		2	3
Maximum		5	5

INTERPRETATION

The data collected from 100 respondents indicate that the mean score for safety awareness is **3.82**, showing that most employees have a good level of awareness regarding workplace safety measures. The standard deviation of **0.612** reveals moderate consistency in responses.

Similarly, the mean score for satisfaction with safety measures is **4.05**, which indicates a high level of employee satisfaction towards the safety practices followed in the organization. The relatively low standard deviation (**0.548**) shows that responses are closely clustered around the mean. The negative skewness values for both variables indicate that the majority of responses are on the higher side of the scale, reflecting a positive perception of employee safety measures at Replen Project Limited.

Table 2. EMPLOYEE SATISFACTION LEVEL TOWARDS SAFETY MEASURES

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Highly Satisfied	48	48.0	48.0	48.0
	Satisfied	38	38.0	38.0	86.0
	Neutral	10	10.0	10.0	96.0
	Unsatisfied	4	4.0	4.0	100.0
Total		100	100.0	100.0	—

INTERPRETATION

The table shows the level of employee satisfaction towards safety measures at Repplen Project Limited. Out of 100 respondents, 48% of employees are highly satisfied and 38% are satisfied with the safety measures implemented in the organization. About 10% of employees remain neutral, while only 4% expressed dissatisfaction. Overall, 86% of employees have expressed satisfaction, indicating that the safety measures followed by the organization are effective and well-received by the majority of employees. This reflects a strong positive perception of workplace safety practices.

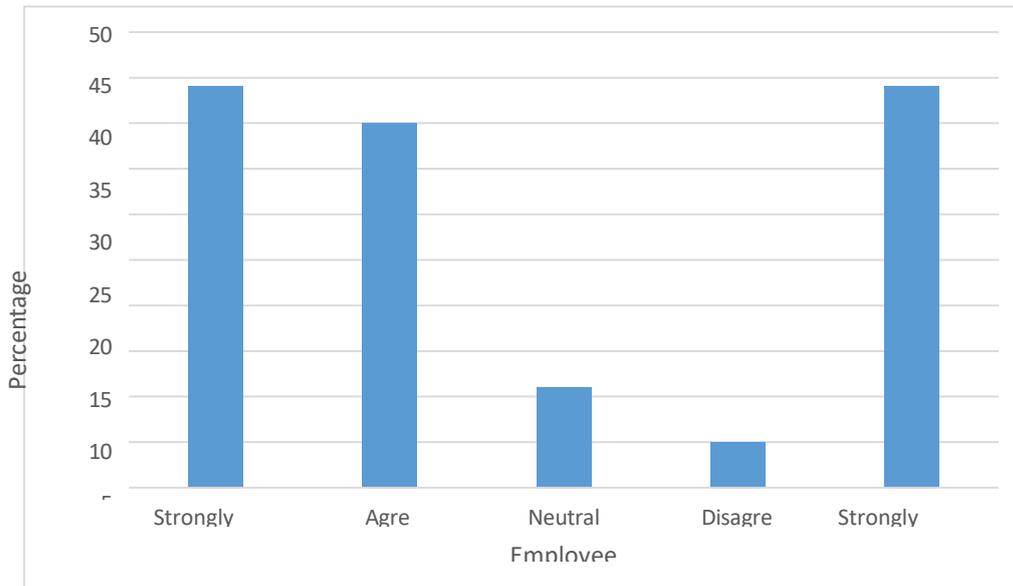
Table 3. EMPLOYEE AWARENESS OF WORKPLACE SAFETY MEASURES

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Agree	44	44.0	44.0	44.0
	Agree	40	40.0	40.0	84.0
	Neutral	11	11.0	11.0	95.0
	Disagree	5	5.0	5.0	100.0
	Strongly Disagree	44	44.0	44.0	44.0
Total		100	100.0	100.0	—

INTERPRETATION

The table indicates the level of employee awareness regarding workplace safety measures at Repplen Project Limited. Out of 100 respondents, 44% strongly agree and 40% agree that they are well aware of the safety measures followed in the organization. About 11% of employees are neutral, while only 5% disagree. Overall, 84% of employees have expressed positive awareness, which shows that the organization has effectively communicated and implemented safety policies among its workforce.

Figure1. EMPLOYEE OPINION ON WORKPLACE SAFETY MEASURES



INTERPRETATION

The bar chart illustrates employees’ opinions regarding workplace safety measures. The majority of respondents fall under the categories of Strongly Agree (44%) and Agree (40%), indicating that most employees have a positive perception of the safety measures implemented in the organization. A smaller proportion of employees (11%) expressed a neutral opinion, suggesting moderate uncertainty among a few respondents. Only 5% of employees disagreed, showing minimal dissatisfaction. Overall, the chart clearly indicates that employees generally perceive the workplace safety measures at Repplen Project Limited as effective and satisfactory. This reflects the organization’s strong commitment toward maintaining employee safety and a secure working environment.

Table 4. EMPLOYEE AWARENESS OF SAFETY MEASURES VS SATISFACTION WITH SAFETY MEASURES

		Perception on AI-Driven HR Practices					
		Highly Satisfied	Satisfied	Neutral	Dissatisfied		
Perception on AI-Driven HR Practices	Strongly Agree	30	11	2	1	44	
	Agree	15	19	4	2	40	
	Neutral	2	6	2	1		
	Disagree	1	2	2	0		
	Strongly Disagree	30	11	2	1		
Total		52	38	6	4	100	

INTERPRETATION

The cross-tabulation reveals a clear positive relationship between employee awareness of safety measures and their satisfaction level. Among the employees who strongly agree that they are aware of safety measures, the majority (30 out of 44) are highly satisfied. Similarly, most respondents who **agree** with safety awareness also report satisfaction. In contrast, employees with neutral or lower awareness show comparatively lower satisfaction levels. Overall, the table indicates that higher safety awareness is associated with higher employee satisfaction, suggesting that effective communication and training on safety practices significantly improve employee perception of workplace safety at Replen Project Limited.

Table 5. CORRELATION BETWEEN EMPLOYEE SAFETY AWARENESS AND SATISFACTION WITH SAFETY MEASURES

		Employee Safety Awareness	Satisfaction with Safety Measures
Employee Safety Awareness	Pearson Correlation	1	0.118
	Sig. (2-tailed)	—	0.235
	N	100	100
Satisfaction with Safety Measures	Pearson Correlation	0.118	1
	Sig. (2-tailed)	0.235	—
	N	100	100

INTERPRETATION

The Pearson correlation coefficient between employee safety awareness and satisfaction with safety measures is 0.118, indicating a very weak positive relationship between the variables. The p-value (0.235) is greater than the significance level of 0.05, which shows that the relationship is not statistically significant. This means that although there is a slight positive association between safety awareness and satisfaction, it is not strong enough to be considered meaningful in this study of Replen Project Limited.

Table 6. REGRESSION BETWEEN EMPLOYEE SAFETY AWARENESS AND SATISFACTION WITH SAFETY MEASURES

Model	Variables Entered	Variables Removed	Method
1	Safety Awareness ^b	.	Enter
a. Dependent Variable: Satisfaction with Safety Measures			
b. All requested variables entered.			

INTERPRETATION

The regression analysis was conducted to examine whether employee safety awareness predicts satisfaction with safety measures. The model used the Enter method, with safety awareness as the independent variable and satisfaction with safety measures as the dependent variable. The results indicate a weak positive relationship between the variables ($r = 0.118$) with a significance value of $p = 0.235$, which is greater than the standard threshold of 0.05. This shows that safety awareness does not significantly predict employee satisfaction in this study. Although the relationship is positive, it is not statistically significant, suggesting that other factors may also influence employee satisfaction with safety measures at Repplen Project Limited.

Table 7. ANALYSIS OF VARIANCE (ANOVA)

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	0.164	1	0.164	1.421	0.235
	Residual	11.312	98	0.115		
	Total	11.476	99			
a. Dependent Variable: Satisfaction with Safety Measures						
b. Predictors: (Constant), Employee Safety Awareness						

INTERPRETATION

The ANOVA results indicate the relationship between employee safety awareness and satisfaction with safety measures. The calculated F value is 1.421 with a significance value of 0.235, which is greater than the standard level of 0.05. This indicates that the regression model is not statistically significant. Although a positive trend exists between safety awareness and satisfaction, the result suggests that safety awareness alone does not significantly explain variations in employee satisfaction at Repplen Project Limited. Additional factors may influence employee perceptions of workplace safety.

FINDINGS OF THE STUDY

- The study reveals that the majority of employees possess a good level of awareness regarding workplace safety measures in Repplen Project Limited.
- A high mean score for satisfaction indicates that employees are generally satisfied with the safety practices implemented by the organization.
- About 86% of respondents reported being either highly satisfied or satisfied with the existing safety measures.
- Most employees agreed that the organization provides necessary safety equipment such as PPE and related protective facilities.
- The bar chart analysis shows that a large proportion of employees strongly agree that safety measures are effectively implemented.
- Cross-tabulation results indicate that employees with higher safety awareness tend to report higher satisfaction levels.

- The correlation analysis shows a weak positive relationship between safety awareness and satisfaction.
- The p-value (0.235) indicates that the relationship between awareness and satisfaction is not statistically significant.
- Regression analysis confirms that safety awareness alone does not significantly predict employee satisfaction.
- Overall findings suggest that while safety systems are positively perceived, additional factors beyond awareness may influence employee satisfaction.

SUGGESTIONS

- The organization should conduct regular and mandatory safety training programs to strengthen employee awareness.
- Management should ensure strict monitoring of PPE usage at all work sites.
- Periodic safety audits and inspections should be carried out to identify potential hazards.
- The company should introduce advanced safety technologies and digital monitoring systems.
- Employees should be encouraged to report unsafe conditions without fear of penalty.
- Safety signboards and visual instructions should be displayed more prominently in work areas.
- Management should organize emergency drills such as fire and evacuation drills at regular intervals.
- Supervisors should provide continuous safety briefings before starting daily operations.
- The organization should establish a formal feedback system to collect employee suggestions on safety improvements.
- Future studies should include larger samples and additional variables such as safety culture, leadership support, and work pressure.

CONCLUSION

The study concludes that Repplen Project Limited has implemented effective employee safety measures that are positively perceived by the majority of employees. Most respondents reported good awareness and satisfaction regarding workplace safety practices, indicating the organization's commitment to maintaining a safe working environment. However, statistical analysis shows that safety awareness alone does not significantly influence employee satisfaction, suggesting the presence of other contributing factors. Therefore, the company should continue strengthening its safety programs through regular training, strict monitoring, and continuous improvement initiatives. By enhancing both physical safety systems and safety culture, Repplen Project Limited can further improve employee well-being, reduce workplace risks, and achieve higher organizational performance.

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