

**A STUDY ON EMPLOYEES LIFE STYLE IN JSA ROOFING HI – TECH PVT LTD, ERODE****Dr, PARAMASIVAM V<sup>1</sup>, SHANKARAN T<sup>2</sup>**<sup>1</sup>Professor, Department of MBA, Paavai Engineering College, Namakkal, Tamil Nadu,<sup>2</sup>PG Student, Department of MBA, Paavai Engineering College, Namakkal, Tamilnadu, India**ABSTRACT**

The thriving urban construction sector in India, coupled with increasing disposable incomes in rural areas, is moving roofing solutions market to the next generation products. Industry sector is also witnessing a gradual shift towards prefabricated buildings, and is indicating an increased willingness to try contemporary roofing materials that are easy to maintain and long lasting. This is largely reflective of the rural landscape which is gradually shifting towards concrete, metal and fiber cement roofing. Warehousing is a leading demand driver for roofing products in India. Industry sources estimate demand for warehousing to grow at an annual rate of around 9% over the next five years. India roofing market was estimated at INR345 billion in 2019-20. Of the total market RCC accounted for a major share of around 56%. Therefore, whenever the economic conditions improve the first choice of the rural poor to replace the roof over their head with a stable roofing sheets. The rural spending is going to further be strengthened due to adequate rainfall in current year.

**1.INTRODUCTION**

Safety and welfare measures are inevitable to any organization where workers are involved. An organization's responsibility to its employees extends beyond the payment of wages for their services. The employee's safety and welfare on and off the job within the organization is a vital concern of the employer. Welfare helps to improve employee retention and creating positive image for longer time period. It helps to motivate and improve morale of the employees. Some of the facilities and services which fall within the preview of labour welfare like adequate canteen facilities, accommodation arrangements, recreational facilities, medical facilities and transportation. Providing a safe and healthy environment is a prerequisite for any productive effort.

**2.METHODOLOGY**

Research methodology is a way of systematically solving the research problem. The research design adopted for this study is Descriptive Research. 80 respondents were in this study. Primary data are those which are collected a fresh and for the first time and thus happen to be original in character. The secondary data on the other hand are those which have already been collected by some one else and which have already been passed through the statistical process. In this study, the data was collected from the primary source through interview schedule. Percentage Analysis The number of responses of each category is summarized to percentage format for the convenience to use other statistical tools name pie chart and bar diagrams.  $\text{Percentage} = (\text{No of Respondents} \times 100) / \text{Total number of Respondents}$   $\text{Percentage} = 80 / 80 \times 100 = 100\%$

**2.1 Sample size**

The sample size in the study is 80.

**2.2 Statistical tools**

- Simple percentage method
- Chi-square test

**PERCENTAGE METHOD**

Simple percentage analysis is one of the basic statistical tools which is widely used in analysis and interpretation of primary data. It deals with the number of respondents response to a particular questions in percentage arrived from the total population selected for the study.

$$\text{Percentage} = \frac{\text{No. of Respondents}}{\text{Total Respondents}} \times 100$$

## CHI-SQUARE TEST

A chi-square test is a statistical test used to compare observed results with expected results. The purpose of this test is to determine if a difference between observed data and expected data is due to chance, or if it is due to a relationship between the variables you are studying.

$$\text{Chi-square} = \frac{(O-E)^2}{E}$$

## 3.DATA ANALYSIS AND INTERPRETATION

### 1) AGE OF THE RESPONDENTS

**TABLE NO – 3.1**

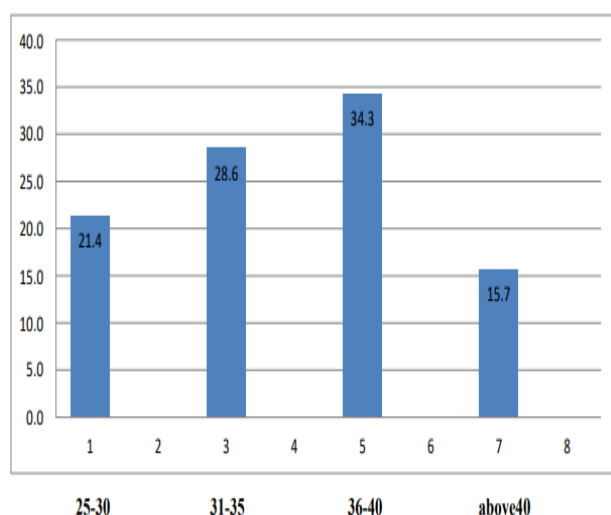
Sources: Primary data

AGE			
25to30	31to35	36to40	Above40
20	24	24	12
25%	30%	30%	15%

#### INTERPRETATION:

The on top of the table shows JSA HITECH roof having the employees are 25 to 30 in 25%, 31 to 35 in 30%, 36 to 40 in 30% and above 40 in 15%. JSA HITECH roof having maximum of employees are in 36 to 40 age of respondents.

**CHART NO – 3.1**  
**AGE OF THE RESPONDENTS**



### 2) EDUCATIONAL QUALIFICATION OF RESPONDENTS

**TABLE NO – 3.2**

Sources: Primary data

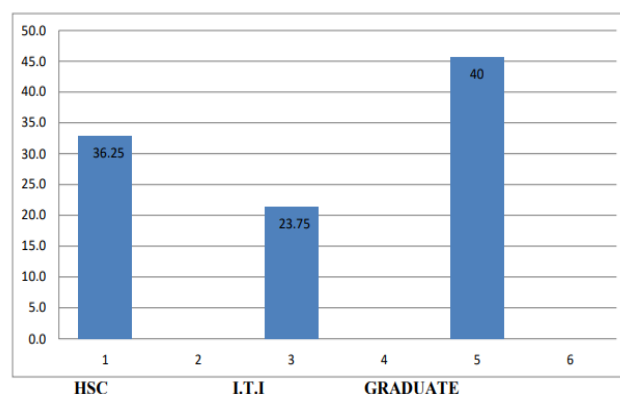
EDUCATIONAL QUALIFICATION OF RESPONDENTS		
HSC	I.T.I	GRADUATE
29	19	32
36.25%	23.75%	40%

#### INTERPRETATION:

The above table depicts that 36.25% of the respondents are in HSC level, 23.75% of the respondents in 21.4% and 40% of the respondents in Graduate level.

**CHART NO - 3.2**

#### EDUCATIONAL QUALIFICATION OF RESPONDENTS



### 3) CATEGORY OF WORKERS

**TABLE NO - 3.3**

CATEGORY OF WORKERS			
Helper	Officer	Engineer	Drivers
30	20	20	10
37.5%	25%	25%	12.5%

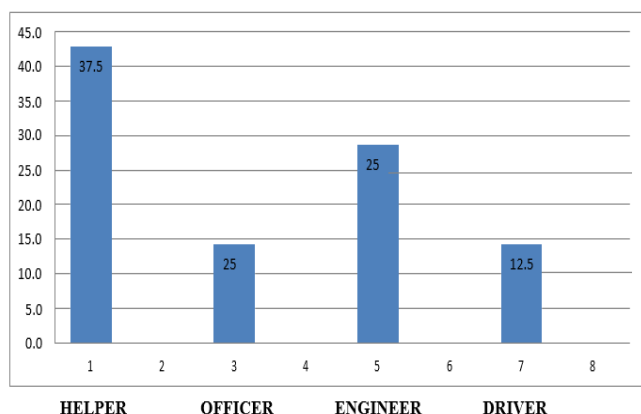
Source: Primary data

## INTERPRETATION:

The above table depicts that 37.5% of the respondents are in Helper level, 25% of the respondents in officer level, 25% of the respondents of Engineer level and 25.5% of the respondents in driver level

CHART NO - 3.3

CATEGORY OF WORKERS



## 4) STRESS LEVEL OF WORKERS

TABLE NO - 3.4

STRESS LEVEL			
High	Low	Medium	Nil
10	19	40	11
12.5%	23.75%	50%	13.75%

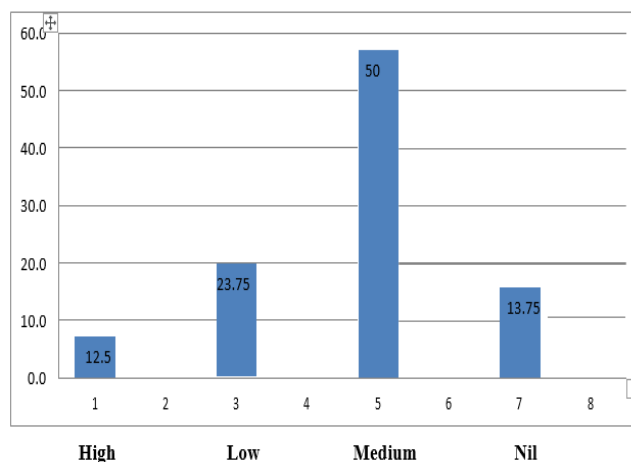
Source: Primary data

## INTERPRETATION:

The above table depicts that 12.5% of the respondents are in high level of stress, 23.75% of the respondents are in low level of stress, 50% of the respondents are in medium level of stress and 13.75% of the respondents are in nil level

CHART NO - 3.4

STRESS LEVEL OF WORKERS



## 5) THE HAZARDS OF WORK

TABLE NO - 3.5

HAZARDS OF WORK			
Below 25%	25 to 50%	50 to 75%	Above 75%
11	19	38	12
13.75%	23.75%	47.5%	15%

Source: Primary data

## INTERPRETATION:

The above table depicts that 13.75% of the respondents are in below 23.75% hazards of work, 47.5% of the respondents are in 25to50% hazards of work, 15% of the respondents are in 50-to75% hazards of work, and 10.0% of the respondents are in above 75% hazards of work.

CHART NO - 3.5

THE HAZARDS OF WORK

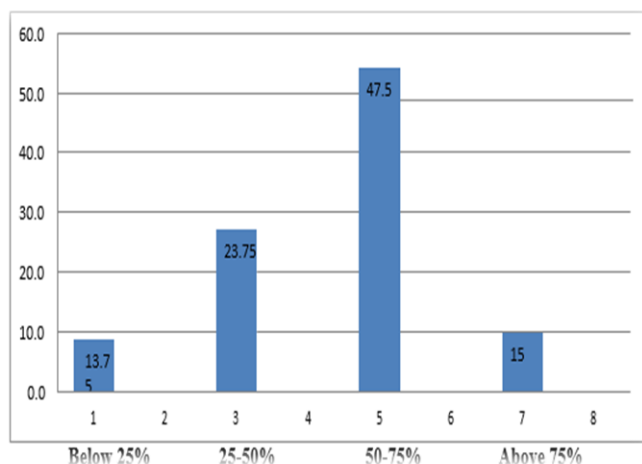
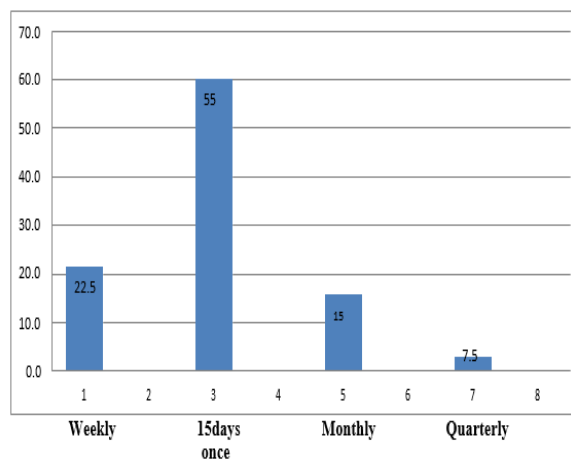


CHART NO - 3.6

SAFETY TRAININGS



6) SAFETY TRAININGS

TABLE NO - 3.6

SAFETY TRAININGS			
Weekly	15 days once	Monthly	Quarterly
18	44	12	6
22.5%	55%	15%	7.5%

Source: Primary data

INTERPRETATION:

The above table depicts that 22.5% of the respondents are agreed with weekly safety trainings, 55% of the respondents are agreed with 15days once safety trainings, 15% of the respondents are agreed with monthly safety trainings, and 7.5 % of the respondent arewith quarterly safety trainings .

7) THE WORK AND REST HOURS

TABLE NO - 3.7

WORK AND REST HOURS			
EXCELLENT	AVERAGE	POOR	NONE
14	37	20	9
17.5%	46.25%	25%	11.2%

Source: Primary data

INTERPRETATION:

The above table depicts that 17.5% of the respondents are agreed with excellent, 46.25% ofthe respondents are agreed with average, 20% of the respondents are agreed with poor, and 11.25% of the respondent are agreed with none. The above chart depicts that the respondents are majority 46.25% in average work and resthour are agreed and 50.0% are in excellent, poor, and none.

CHART NO - 3.7

THE WORK AND REST HOURS

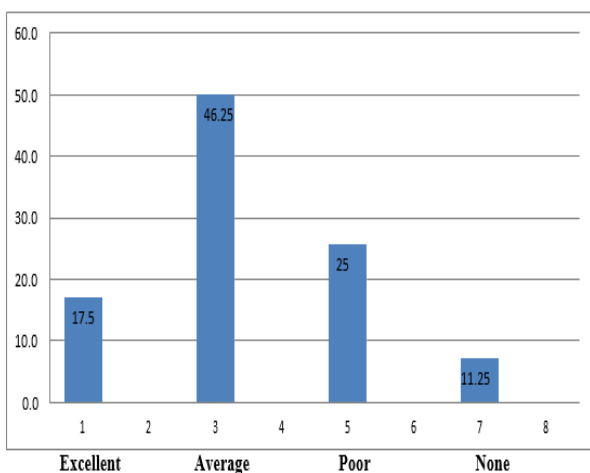
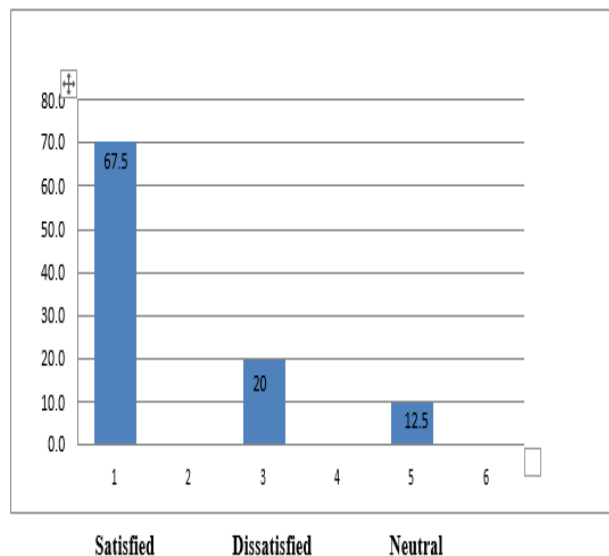


CHART NO - 3.8

THE SATISFIED WITH SALARY



8) THE WORKERS SALARIES AND ALLOWANCES ARE SATISFIED

TABLE NO - 3.8

SATISFIED WITH SALARY			
satisfied	dissatisfied	neutral	None
54	16	10	0
67.5%	20%	12.5%	0

Source: Primary data

INTERPRETATION:

The above chart depicts that the Majority 67.5% of the respondents satisfied with their salary and 30% are in dissatisfied and neutral.

9) HOW DOES THE SAFETY RULES FOLLOWED

TABLE NO - 3.9

SAFETY RULES FOLLOWED		
strictly	partially	Never
52	24	4
65%	30%	5%

Source: Primary data

INTERPRETATION:

The above chart depicts that the respondents are reed majority 71.4% of the workers aresaid strictly follow the rules by our company.

CHART NO - 3.9

THE SAFETY RULES FOLLOWED

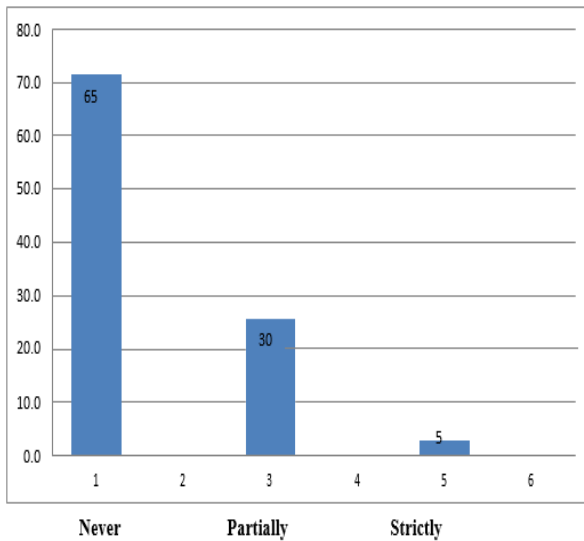
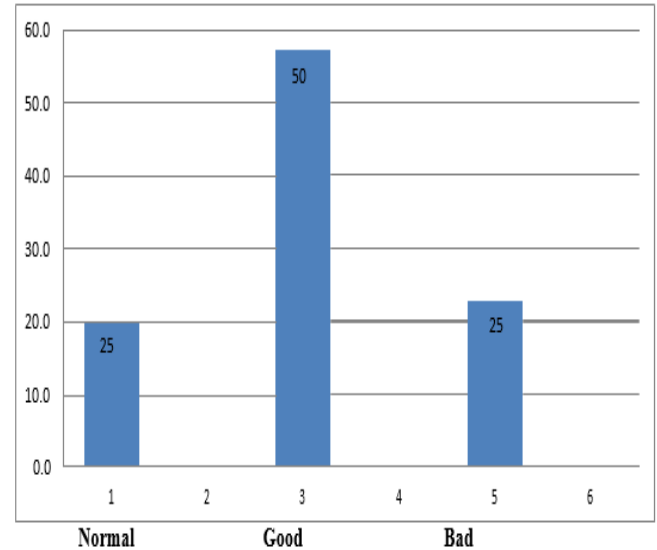


CHART NO - 3.10

THE RELATIONSHIP WITH CO-WORKERS



10) THE RELATIONSHIP WITH CO-WORKERS

TABLE NO - 3.10

RELATIONSHIP WITH CO-WORKERS		
Normal	Good	Bad
20	40	20
25%	50%	25%

NULL HYPOTHESIS

**H<sub>0</sub>:** There is no significance relationship between the gender and respondents way of preferring to get the fast food.

ALTERNATIVE HYPOTHESIS

**H<sub>1</sub>:** There is a significance relationship between the gender and respondents way of preferring to get the fast food

LEVEL OF SIGNIFICANCE

The level of significance is 5%

INTERPRETATION:

The above table depicts that 25% of the respondents are normal with their co-workers, 50% of the respondents are good with their co-workers, 25% of the respondents are bad with their co-workers.

The above chart depicts that the respondents are majority 50% of the respondents are good understanding with co-workers.

### CHI SQUARE TEST

O	E	O-E	(O-E) <sup>2</sup> /E
30	23	7	2.130
5	6	-1	0.166
5	10.5	-5.5	2.880
0	0.5	-0.5	0.5
10	8.05	1.95	0.472
2	2.1	-19	171.9
1	3.675	-2.675	1.947
1	0.17	0.83	4.052
6	14.95	-8.95	5.358
5	3.9	1.1	0.310
15	6.825	8.175	9.792
0	0.325	-0.325	0.325
	79.995		199.832

Level of significance : 5%

Table value : 3.999

### RESULT

Since the Calculated value is less than table value. So the Null Hypothesis is accepted.

## 4.RESULTS AND DISCUSSION

### 4.1FINDINGS

- More than 50% of workers are under stress.
- All of our respondents have accepted there is risk in their job based on their jobnature every one has their opinion on risk they are facing.
- Alertness, focus, sleeplessness, loss of appetite, increased blood pressure and heartrate, high body temperature
- Majority of respondents are suffering from the family
- On an overall we can come to know that proper rest hours are given. We can find thatthis may me one main reason for employees working for longtime
- Maximum number of workers are found following the safety procedure
- Majority of respondents are not completely aware of their own wages and allowance
- Majority of the workers sufficient with their co workers but not with the superiors

Degrees of Freedom = (r-1) x (c-1)

= (3-1) x (4-1)

= 6

## 4.2 SUGGESTIONS

- Gathering can be arranged in regular period of intervals at various mediation or yogasession can be arranged for required persons
- Proper safety training must be given and basic fire fighting and first aid training must be given
- Must given proper pre periodical medical checks ups
- Arrange stress relief programs and arrange sessions to balance family and work
- To improve or maintain the same
- Company must allow them for getting knowledge of that
- Educate them and give adequate knowledge how to approach for management

## 4.3 CONCLUSION

A majority of the respondents feel secure while working at textile industry and feel that the safety measures help to reduce the severity of accidents. The study again shows that there is a clustering of respondent's opinion in the satisfactory region regarding the level of satisfaction of welfare measures. This reveals that a majority of respondents are satisfied with the existing welfare measures. The management may take up steps to convert these into highly satisfactory

The few welfare measures which were dissatisfactory with transport facilities, rest room facilities and the time lapse. The management may concentrate on these areas to increase the satisfaction level of employees towards the welfare measures.

Based on the study and from the empirical results, it could be concluded that in future a researcher can carry out more elaborate study on the textile employees' safety and welfare measures at the state level. The future researcher can aim to increase the safety and welfare measures in to highly satisfactory level of employees.

## 5. REFERENCES

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