A Study on Employees Perception Towards Implementation of Health Care Services in Industries in Kerala

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Abstract

Any nation's industries are a sign of its progress. Majority of people rely on industry as their source of income. Labour issues are more likely to arise in industries. The fundamental requirements for workers' health and safety as well as other facilities offered by the industry are where labour issues begin. Employee welfare, safety, and health measures should be prioritized in order to reduce issues. Additionally, management needs to make sure that the facilities are accessible to the staff, which will help them wear personal protective equipment and prevent potential accidents and injuries. The study provides insight into how satisfied workers are with the welfare facilities that are currently in place. to learn about health issues that employees face, how beneficial medical facilities are, and to raise awareness. Safety in the workplace requires clear lines of responsibility from top to bottom, ensuring workers understand their responsibilities for various health and safety issues. The sample size taken for the study is 500 employees, by stratified random sampling. Structured questionnaire was used to collect the primary data from the employees.

Key words: industries, health hazards, safety equipments and health care

INTRODUCTION

In Kerala industrial landscape, which is surrounded by a variety of industries, including tourism, IT, manufacturing, and processing, where there are unique challenges and opportunities for ensuring employee health. Among the issues that call for effective healthcare interventions are stress-related illnesses, occupational hazards, and lifestyle diseases. In addition to being a legal requirement, industries must implement comprehensive health care services as a strategic investment in the human capital that drives economic growth. It is becoming more and more accepted that a company's productivity and long-term viability depend on the health of its employees. Strong health care services in industrial settings are crucial in Kerala, a state known for its high literacy rates and advancements in healthcare. The factories act of 1948 says that every industry should make sure factory workers are safe and happy. To protect employees, hazardous dust, fumes, artificial humidity, and explosive dusts must be kept out of the premises, as required by law. For the successful implementation and utilization of these services, it is essential to comprehend the employees' perceptions. Their experiences, expectations, and feedback have the potential to provide valuable insights into the efficiency of existing programs and highlight areas for enhancement. The perceptions held by workers will be the subject of this investigation. By analyzing the employees' perspective, this research seeks to provide a comprehensive understanding of the current state of healthcare services in Kerala's industries and offer recommendations for enhancing their effectiveness. This will contribute to the development of healthier and more productive workplaces, ultimately benefiting both the employees and the industrial sector as a whole.

MATERIAL AND METHODOLOGY:

METHODS OF DATA COLLECTION:

A descriptive type of research is undertaken to determine the implementation of health care services in industries in Kerala. Data was collected directly from the respondents through questionnaires, personal interviews and

discussions with workers. The responses of the workers towards "safety, health and welfare" measures in the organization was analyzed through statistical tools like chi square test.

SAMPLE DESIGN

As per the list of central pollution control board red category industries were identified all over Kerala. By using multi stage random sampling method, first industrial area has been divided into three zones, namely North Kerala, Central Kerala and South Kerala.
From the list of red categories industries 15 are located in north Kerala, 33 are located in central Kerala and the remaining 30 are located in south Kerala. Then the total number of industries in each zone has been categoriesed. and found 20 chemical industries, 19 agro industries, 19 rubber industries, 8 cement industries and 12 other types of industries were found. From the total number of industries, which are below 10 industries, is given 100 percent representation and the number of industries, which are above 10, are given 50 percent of representation. Hence 10 chemical, 10 Agro, 8 cement, 10 rubber and 12 other categories of industries are selected for the study. After the selection of 50 industries and 10 employees from each industry was selected randomly and the total of 500 employees, were selected as samples.
HYPOTHESIS:
There is no significant association between the type of industries influences the nature of disease suffered by the employee in the units.
There is no association between the type of unit and provision of safety equipment.
There is no association between the year of service and periodic medical check-up

DATA ANALYSIS AND INTERPRETATION
General information
Age: 49 percent of the respondent belongs to the age group between 30-40, 39 percent of the respondent belongs to the age group below 30, 10 percent of the respondent belongs to the age group between 40-50, and the remaining 2 percent are above 50 age group. Hence it is clear that more than 85 percent of the respondents are young.
Educational qualification: Majority (53 Percent) of the respondents has studied up to SSLC, 20.2 percent of them have acquired HSS, 14.8 percent of them qualified Diploma and the remaining 3 percent of them are graduates.
Designation of the Employees: 89 percent of them are labours, 10 percent are supervisory and executive cadre and 1 percent are contract labours.
Duration of service: 58 percent of the employees have 5-10 years of experience, 16 percent of them have below 5 years of experience, 15 percent of them have 11-15 years of experience, 6 percent of them have 16 – 20 years of experience and the remaining 5 percent of them have more than 15 years of experience.
Usage rate of safety equipments: 93 percent of the employees are using the protective equipment during the working hours, where as 7 percent are not using such equipments.
Various disease suffered by the respondents: various kind of disease are prevailing among the respondents while cough is suffered by most of the respondents, followed by sore throat, stuffy nose, headache, asthma, irritation of eyes, tiredness, impaired vision, respiratory disease, inflammation, nausea and other disease.
Health problems faced before joining the industry: 73 percent did not have any disease before joining the unit. Only 27 percent of the employees were facing health problem before joining the unit. Hence it can be concluded that air pollution substantially influences the health of the employees.
Informing about the health problems to the employer: 51 percent of the respondents informed the employer about the health problem and remaining 49 percent did not inform about the health problem to the employer.
Kinds of medical assistance: 30.6 percent of the respondents receive medical help by way of monetary compensation, 15.4 percent of the respondent receives medical treatment directly from the company and only 5 percent of the employees are receiving monetary compensation as well as direct medical help. However, the

remaining 49 percent of the respondents are not receiving any kind of help from the employer. Along with the assistance of the company all the employees are also getting treatment from outside.

Reasons for the treatment from outside hospitals: 39 percent of the respondents feels that they have no improvement in the treatment provided by the management, 30 percent of them feels that there is no regular treatment, 22 percent of them opined that there is no availability of medicine and the remaining 10 percent opines that there is no specialized doctor.

OPINION FROM EMPLOYEES:

STATEMENT - 1: PROVIDED SAFETY EQUIPMENT IN THE SAMPLE UNIT

Chemical industry:500/500*100=100%, Agro industry: 384/500*100=76.8%, Cement industry: 302/400*100=75.5%, Rubber industry: 272/500*100=54.4%, Other: 371/600*100=74.2%

Source: calculated value using Likert's five-point scaling technique

the score in all the category of units is above 51 percent, which shows the majority of the respondents favor the statement "provided safety equipment provided" in the sample unit to the employees.

In chemical industries all the employees are provided with safety equipments (100 percent), in agro industries 76.8 percent of them agree with the statement, in cement industries 75.5 percent of them agree with the statement, and in other industries 74.5 percent agree but in rubber industries only 54 percent of them agree with the statement. Hence it can be concluded that majority of the industries has a provision for providing safety equipments but noticeable one is not all the workers are properly safeguard with the provision of safety equipments.

STATEMENT - 2: SATISFACTION OF THE PROTECRIVE EQUIPMENT BY THE RESPONDENTS

Chemical industry 500/500*100=100%, Agro industry 275/350*100=78.4% Cement industry 275/350*100=78.4%, Rubber industry 162/200*100=81% Other 164/225*100=72.8%

Source: calculated value using Likert's five-point scaling technique

majority of the respondents in all categories of industry agree with the statement "satisfaction of the protective equipment" provided to them. It shows a favorable attitude of respondents towards this statement. which shows the industries are providing safe guard to the employees.

STATEMENT - 3: PERIODICAL MEDICAL CHECKUP

Chemical industry 320/500*100=64%, Agro industry 200/500*100=40%, Cement industry 155/400*100=38.6%, Rubber industry 225/500*100=45%, Other 280/600*100=46.6%

Source: calculated value using Likert's five-point scaling technique

majority of the industries are below 51 percent thus, the statement periodical medical checkup carried out in industries is rejected by majority of the respondents, where as 64 percent of the respondents in Chemical industries agree with the statement. Hence it can be assumed that majority of the respondents are not getting any regular medical checkup in the industries.

STATEMENT - 4: IMPLEMENTATION OF AIR POLLUTION CONTROL MEASURES IN THE UNIT

Chemical industry 410/500*100=82%, Agro industry 255/500*100=51% Cement industry 340/400*100=85%, Rubber industry 230/500*100=46%, Other 300/600*100=50%

Source: calculated value using Likert's five-point scaling technique

majority of the respondents in the sample unit agree with the statement "implementation of air pollution control measures" in the sample unit, whereas the respondents in the rubber and other industries disagree with the statement. Hence it is found that majority of the respondents are under the opinion that the employer takes sufficient air pollution measure for the safety of the employee, but it is noticeable that all the industries are not having adequate air pollution control measures in the units. This shows a huge set back in the performance of inspection of the units at regular interval.

STATEMENT - 4: SMOKY ATMOSPHERE AROUND THE FACTORY

Chemical industry 130/500*100=26%, Agro industry 160/500*100=32% Cement industry 250/400*100=42.5%, Rubber industry 160/500*100=32%, Other 200/600*100=33.3%

Source: calculated value using Likert's five-point scaling technique

vast majority of the respondents in all categories of industries disagree with the statement "smoky atmosphere around the factory". Hence it is clear that necessary precaution arranged by the authority around the factory.

STATEMENT - 5: TRAINING PROGRAME CONDUCTED BY THE INDUSTRY

Chemical industry 290/500*100=58%, Agro industry 120/500*100=24% Cement industry 275/400*100=68.7%, Rubber industry 280/500*100=56%Other 35/600*100=55%

Source: calculated value using Likert's five-point scaling technique

majority of the respondents agree with the statement "training programs regarding air pollution conducted by the management" for the respondents, but majority of the respondents in agro industries disagree with the statement. Hence it can be concluded that not all the industries are conducting training programs to make awareness among the respondents regarding air pollution, which means no industries are taking serious effort to make awareness regarding air pollution among the respondents.

TEST OF HYPHOTHESIS: To study the relationship between the different Variables the researcher has used the chi-square test. The result obtained is presented below.

Null hypothesis - 1: there is no significant association between Type of industry and Provision of safety equipment

Type of industry * provision of safety equipment

Chi-Square Tests

	Value	Df	p- value
Pearson Chi-Square	391.209	4	.000

Significant at 1% level (p less than =0.001)

The calculated value of chi-square is 391.209, which is found to be significant @ 1% level. Hence the hypothesis is rejected. It can be concluded there is a strong association between type of units and provision for safety equipments. Hence it can be concluded that the type of industries influences the safety equipment provided to the employees in the sample units.

SUGGESTIONS

Morden technology of aerial photographic techniques and remote sensing techniques for monitoring air are to be established. Pollution control board should be geared up to meet the challenges that may rise in this endeavor. There may be compulsory periodic medical check-up to ascertain the health problems of the workers at the earliest.

A specialized doctors can be made available in the premises in a regular interval.

Not all the employees are wearing protective equipment, hence quality Protective equipments can be provided to all the employees and an awareness can be given for using safety equipments.

The workers may be educated about the risks involved in the job and the importance of the personnel protection.

Pollution control board can appoint local area environment committees adopt in the role of facilitator for industries to maintain good environmental standards.

Since not all industries have fully implemented welfare measures, extra care must be taken to ensure that at least the current facilities are implemented in a totally committed manner.

Training and awareness programme can be given to employees regarding health care and to keep healthy atmosphere inside the factory.

By Appointing more technical staff to reduce pollution inside the industry.

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