

**A STUDY ON EMPLOYEE HEALTH AND SAFETY MEASURE IN  
TANFAC INDUSTRIES LIMITED, CUDDALORE**

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**ABSTRACT**

*Employee health and safety and welfare are measure of promoting the efficiency of employee. The various welfare provided by the employer will have immediate impact health, physical and mental efficiency alertness, morals and overall efficiency of the worker and thereby contributing to the higher productivity. Some of the facilities and service which fall within the preview of labour welfare includes adequate canteen facilities, accommodation arrangements, and recreation facilities, medical facilities transportation facilities for traveling from and to the place of work.*

*This paper highlights the welfare measure taken in the TANFAC industry the employee satisfaction level, and to identify the overall quality of work life of the employee. The data collection was don't through schedule. In some cases personal interview was needed at the time of filling up questionnaire. To analyze the collected data the research used simple percentage analysis, chi- square test, NOVA test. Different chart graph were graph were drawn to interpret the collected data.*

**KEYWORDS :** job satisfaction ,safety requirement, Employee Health, Human Resource Management.

**INTRODUCTION OF THE STUDY:**

Employee health and safety welfare are the measure of promoting the efficiency of employee. The various welfare measure provided by the employee will have immediate impact on the health, physical and efficiency alertness moral and overall efficiency of worker and there are

by contributing to the higher productivity. Some of the facilities and services which fall within the preview of employee welfare like adequate canteen facilities, accommodation arrangement recreational facilities medical facilities and transportation.

**The concept of employee health safety measure welfare:**

The concept of employee health and safety and measure are flexible and differs with respect to the time, region, industry, country, social value and customs, degree of industrialization the general socio economic development of the people and political ideologies prevailing during a particular time frame.

It is also modal according to the age group,sex social culture background, economic status and educational level of workers in various industries. Accordingly, the concept cannot very precisely define. However, experts treat it in their one way.

**Statement of the problem:**

Even previous researches have showed that high rates of injury and are unsatisfactory or nonexistent of health and safety system. Vassie and Lucas investigated health and safety management in the manufacturing sectors and the results indicated that empowered workers who played active health and safety role could result in health and safety performance improvements although the empowerment was limited. The study is to understand the overall employee welfare with special preference to safety and health programs for employee at TANFAC industries limited cuddalore. Surveys are conducted to know how the safety health and environmental improvements measure are taken by the company.

**Objective of the study:**

- To evaluate the existing health and safety measure provided to the employee
- To analyze the level of welfare facilities provided for the employee.
- To analysis the satisfaction level of employee regarding health and safety measures.
- To suggest provision of more welfare measure to improve the performance of the employee.

**Need of the study:**

- The need for the study arises from the very nature of the industrial system. When is characterized by two basic factored.
- One of the condition under which work is carried on are not congenial for health and second,
- When a labour joins on industry, they to work in an entirely strange atmosphere creed problem of adjustment.
- Welfare When a worker. who is in fact retaliate, comes to work in factory they has to work and live unhealthy congested factories and seem area, with no outdoor recreation facilities Of their and tedious and tedious job he absent himself become irregular and often undisciplined hence for the need for the need for providing service.

### **Methodology:**

This study covers both primary and secondary data. Primary data was collected by distributing questionnaire to the employee of the TANFAC industrial limited added TANFAC. Secondary data was collected from various, journals, articles, websites dissertation company records and annual report petering of the relevant methods of the subject under study. Connivance sampling method was adopted to carry out the study collected in this collection out of 162employees in TANFAC industrial limited cuddalore.

### **Data collection:**

Primary data was collected through person interview schedules was drafted to get information recording the employee morale. The structural interview schedules 25 question which included both open-ended and close-ended question .Most of them were multiple choice in nature schedule in such a manner that may be easily understood in view of educational level of employee. Secondary was collected from various books, journals, periodicals company records and annual report.

### **Sampling design:**

A sampling design is a definite design for obtaining a sample from the sample frame. In refers the techniques of the producer the research would adopt in selecting some

sampling unit from which inference about the population is drawn. Sampling design is determined before and data collected by convenience sampling.

**Sampling size:**

The sample size selected for the analysis was 162 employee TANFAC industrial limited.

**Hypothesis**

- Designation and the level safety measure are not independent.
- There is significant difference between Educational Qualification and satisfaction on safety provisions available in the organization.
- There is significant different between age and satisfaction on safety provision available in the organization.
- There is significant different between experience and satisfaction on safety provision available in the organization.

**Limitation of the study**

- Hesitation is the part of the employee to come out with their opinion regarding the present position.
- They may be personal bias of the respondents which affect the results of study.
- Some of the employees contacted were not relabeled to answer some questions.
- The employees are not willing to answer properly.
- Due to time constraints the sample size had to be confirmed to 162
- The respondents have replied to the queries and recalling from their memory. Therefore recall bias and personal bias are possible.
- Since the data was collected using a schedule, the interviewers inability to understand and record the responses correctly is possible.

**Tools and analysis:**

Simple percentage , Chi-square, ANOVA.

**Data analysis :**

**Age wise respondents**

Age	Frequency	Percent
20 to 30	34	21.0
31 to 40	60	37.0
41 to 50	47	29.0
Above 50	21	13.0
Total	162	100.0

Source: primary pdata

**Inference:**

The above table shows that out of 162 respondents' 60 respondents forming 37% of the total sample size belongs to the age category of 31 to 40 years. Out of 162 respondents' 47 respondents forming 29% of the total sample size belongs to the age category of 41 to 50 years,

**Years of experience**

experience	Frequency	Percent
Below 5 Years	47	29.0
5 to 10 years	49	30.2
10 to 15 years	24	14.8
Above 15 years	42	25.9
Total	162	Y100.0

Source: primary source

**Inference:**

30.2% of respondents are having 5 to 10 years of experience, while 29% of the respondents are having below 5 years of experience.

**Designation and the Satisfaction level on safety measures**

<b>Chi-Square Tests</b>			
particulare	Value	df	Asymp. Sig. (2-sided)
Pearson Chi-Square	5.427	16	.000
Likelihood Ratio	7.591	16	.000
Linear-by-Linear Association	2.792	1	.095
N of Valid Cases	162		

The chi-square value obtained is 5.427. The value is significant as the P-value (.000) is less than 0.005. Therefore the null hypothesis between Designation and the Satisfaction level on safety measures are independent is rejected. i.e., Designation and the Satisfaction level on safety measures are not independent.

**One way Anova between Educational Qualification and satisfaction on safety provisions available in the organization**

H0: There is no significant difference between Educational Qualification and satisfaction on safety provisions available in the organization.

H1: There is significant difference between Educational Qualification and satisfaction on safety provisions available in the organization

**ANOVA**

<b>Educational Qualification and satisfaction on safety provisions available in the organization</b>					
Healthy					
particulare	Sum of Squares	df	Mean Square	F	Sig.
Between Groups	1.734	3	.578	3.847	.011

Within Groups	23.734	158	.150		
Total	25.468	161			

ANOVA table provides information for testing hypothesis. F-value is used as a test of significance of differences in means across groups. F-value is the ratio between groups' mean square and within group mean square. The F-value is 3.847 and its associated p-value is 0.11. It indicates probability of observed value happening by chance. Since p-value is greater than 0.05 null hypotheses is accepted and say that there is no significant difference between Educational Qualification and satisfaction on safety provisions available in the organization.

**One way anova between Age and satisfaction on safety provisions available in the organization**

There is no significant difference between Age and satisfaction on safety provisions available in the organization.

H1: There is significant difference between Age and satisfaction on safety provisions available in the organization

**ANOVA**

<b>Age and satisfaction on safety provisions available in the organization</b>					
particulare	Sum of Squares	df	Mean Square	F	Sig.
Between Groups	2.143	3	.714	4.838	.003
Within Groups	23.325	158	.148		
Total	25.468	161			

ANOVA table provides information for testing hypothesis. F-value is used as a test of significance of differences in means across groups. F-value is the ratio between groups' mean

square and within group mean square. The F-value is 4.838 and its associated p-value is 0.003. It indicates probability of observed value happening by chance. Since p-value is smaller than 0.05 null hypotheses is rejected and say that there is significant difference between Age and satisfaction on safety provisions available in the organization.

**One way ANOVA between Experience and satisfaction on safety provisions available in the organization**

H0: There is no significant difference between Experience and satisfaction on safety provisions available in the organization.

H1: There is significant difference between Experience and satisfaction on safety provisions available in the organization.

**ANOVA**

<b>Experience and satisfaction on safety provisions available in the organization</b>					
Healthy particular	Sum of Squares	df	Mean Square	F	Sig.
Between Groups	1.740	3	.580	3.862	.011
Within Groups	23.728	158	.150		
Total	25.468	161			

ANOVA table provides information for testing hypothesis. F-value is used as a test of significance of differences in means across groups. F-value is the ratio between groups' mean square and within group mean square. The F-value is 3.862 and its associated p-value is 0.011. It indicates probability of observed value happening by chance. Since p-value is smaller than 0.05 null hypotheses is rejected and say that there is significant difference between Experience and satisfaction on safety provisions available in the organization.

**Findings:**

1. Age wise frequency of respondents 37% show of less of level of 31 to 40 years.
2. 30.9% frequency of respondents has graduation as their diploma,



3. 37% of respondents of monthly income.
4. Designation frequency of respondent 38.5% high level in below supervisory level.
5. 30.2% experience frequency of respondent high level in below 5 to 10 year experiences

#### **Finding from chi-square**

- Designation and the satisfaction level on safety measure are not independent, they are dependent each other.

#### **Findings from ANOVA**

- There is no significant difference between Educational Qualification and satisfaction on safety provisions available in the organization.
- There is significant difference between Age and satisfaction on safety provisions available in the organization.

#### **SUGGESTIONS**

- Almost all the respondents have stated that the accidents occur every week or every month. So the management has to take steps in order to reduce the accidents so that it will improve the quality of work life.
- Majority of respondents have stated that cleanliness in the organization is average which means that they are not satisfied with the cleanliness, so the cleaning process has to be taken care so that the employees' perception regarding work life will increase and the satisfaction level among employees will boost up.
- Almost all the respondents have stated they are dissatisfied with the overall quality of work life in the organization so the management has to take steps so that the satisfaction level increases and it improves the satisfaction level among employees in the organization.
- Large number of respondents has stated that the awareness regarding quality of work life is not high so the supervisors and the higher officials of the organization has to begin explaining the importance of quality of work life so that the employees will think about the quality of work life and try to contribute to increase the quality of work life.
- The higher officials of the organization shall take all these suggestions in a positive

- set and try to implement the suggestion.

#### **CONCLUSION:**

The study on a employee health and safety measure in industries limited in cuddalore ,with an aim of finding the satisfaction level on health and safety measure of employee, to find the of accident met by the employees in the organization and to give few valuable suggestion to the organization. Based on the analysis it can be stated that employees are satisfied with the and safety measure in the organization and the employees meet personal accidents due to old machines. Few suggestion were given to the organization so if the organization takes up those suggestion in a positive manner and begins to implement, a non accidental company shall be created in the organization, then the organization will have a better performance. The study and findings are based on the date collected from the sample size, so if the organization implements this study for all the employees then they will be able come to a clear picture.

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