

SHIV SHAKTI

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A STUDY ON HEALTH, SAFETY AND MEDICAL FACILITIES

PROVIDED IN SR LEATHER INDUSTRIES

Dr.S.Poongavanam

Assistant Professor, AMET Business School, AMET University, Chennai. E.Mail:

s.poongavanam@gmail.com

ABSTRACT

Labour health, safety and medical facilities measures and improves the performance and efficiency of the organization and employees. The various welfare measures provided by the employer will have immediate impact on the health, physical, morale and overall efficiency of the worker and thereby contributing to the higher productivity. This paper highlights the welfare measures taken in SR Leather, the employees' satisfaction level, and to identify the overall quality of work life of the employees. The Data collection was done through self designed questionnaire. To analyze, the collected data the researcher used simple percentage analysis, and Chi-Square test.

Key words: Transport facilities, Urinals, Health and Medical.

INTRODUCTION

In India, labour welfare started in its broader meaning but has gradually become narrower in outlook. The main objective of their labour welfare scheme is to induce a happy employer and employee relations. Generally, it provides a psychologically satisfactory work environment. To meet the legal requirements one must provide labour welfare facilities. The social reform movement of the 20th century included within their scope, the term labour welfare.

Labour health, safety and welfare activities in India are urgently needed because India is an industrial backward country and the working conditions are not satisfactory in Indian industries. The workers are poor and illiterate. They are generally blamed for being irresponsible and lazy. Labour health, safety and welfare activities are necessary for improving their working conditions and their economic and living standards. In modern society, economic development of labourers plays a vital role in production. Hence, by uplifting labour, the economic development of the nation increases markedly which in turn increases the National productivity.

OBJECTIVES:

To study the health & medical facilities provided in the company.

To analyze the safety measures available in the company.

To study the awareness of employees about the welfare measures provided by the organization.

RESEARCH METHODOLOGY

A research design is the arrangement of conditions for collection and analysis data in a manner that aims to combine relevance to the researcher purpose with economy in procedure. Descriptive research has been adapted in this research. Descriptive research includes survey and fact-finding enquiries of different kinds. The major purpose of descriptive research is description of the state of affairs, as it exists at present.

Convenience sampling method, which falls under Non-probability sampling method, has been adopted for the study and the sample size is 50. As its name implies convenience sampling refers to the collection of information from members of the population who are conveniently available to provide it. The respondents are met as per their convenience and the responses are collected.

Methods of data collection

While deciding about methods of data collection to be used for the study, the researcher should keep in mind two types of data.

- Primary data
- Secondary data

Primary Data:

The primary data are those, which are collected afresh and for the first time and thus happen to be original in character.

Secondary data:

The secondary data, on the either hand are those which have already been collected by someone else and which have been already passed through the statistical process.

Collection of primary data

There are several methods of collecting primary data in descriptive research but for this project primary data is going to be collected through questionnaires.

Collection of data through questionnaire

This method of data collection is quite popular. In this method a set or a series of questions in logical order is asked to the respondents and the researcher collects the desired information. The questions may be asked verbally or in writing and the responses may be either form and it is mainly constructed for the purpose of mailing.

Questionnaires need to be carefully developed, tested and debugged before they are administered on a large scale.

Collection of secondary data

Secondary data are generally published sources which have been collected originally for some other purpose. Such sources are internal company records, reports and journals, records, advertising media and library.

TOOLS FOR ANALYSIS

data collected was tabulated and analyzed with the help of percentage analysis, Correlation analysis and Chi-Square test. This is used to frame a list of findings which is useful to give suggestions.

LIMITATION OF THE STUDY

The time period given to research was short.

The survey totally depends on respondents, they are seems too biased in nature.

Some of the employees don't have time to response the questionnaire.

Some respondents did not given full information as they felt the research to be a spy from other companies.

ANALYSIS AND FINDINGS

Table No: 1

Employee Gender

	No. of respondents	Percentage
MALE	16	32%
FEMALE	34	68%
Total	50	100%

From the above table it is inferred that 66% of respondents are male and 34% of the respondents are female.

Table No: 2

Working environment

Particulars	No. of respondents	Percentage
Very good	21	42%
Good	24	48%
Fair	1	2%
Poor	3	6%
Very poor	1	2%
Total	50	100%

From the above table it is inferred that 42% of the respondents are very good, 48 %of the respondents are good, 2 % of the respondents are fair, 6%of the respondents are poor and 2 % of the respondents are very poor.

Table No: 3

Medical benefits provided by the Organization

Particulars	No. of respondents	Percentage
Very good	13	26%
Good	23	46%
Fair	8	16%
Poor	5	10%
Very poor	1	2%
Total	50	100%

From the above table it is inferred that 26% of the respondents had said that medical

benefits provided by the organization is very good, 46 %of the respondents had said good, 16% of the respondents said it is fair, 10% of the respondents are poor and 2 % of the respondents are very poor

Table No :4

Rate the working hours of the organization

Particulars	No. of respondents	Percentage
Very good	12	24%
Good	20	40%
Fair	8	16%
Poor	7	14%
Very poor	3	6%
Total	50	100%

From the above table it is inferred that 24% of the respondents rates the working hour as very good, 40 %of the respondents said it is good, 16% of the respondents said it is fair, 14% of the respondents said it is poor and 6% of the respondents said it is very poor.

Table No :5
SAFETY FACILITES

Particulars	No. of respondents	Percentage
Very good	8	16%
Good	25	50%
Fair	7	14%
Poor	10	20%
Very poor	2	4%
Total	50	100%

From the above table it is inferred that 16% of the respondents said safety facilities provided by the company is very good, 50 %of the respondents said it is good, 14% of the respondents said it is fair, 20% of the respondents said it is poor and 4% of the respondents said it is very poor.

Table No: 6
Health check up

Particulars	No. of respondents	Percentage
High satisfied	14	28%
Satisfied	20	40%
Neutral	7	14%
Dissatisfied	5	10%
High dissatisfied	4	8%
Total	50	100%

From the above table it is inferred that 28% of the respondents are highly satisfied with the health check up provided in the organization, 40 % of the respondents are satisfied, 14% of the respondents are neutral, 10% of the respondents are dissatisfied and 8% of the respondents are highly dissatisfied.

Table No 7
TRANSPORT FACILITIES

Particulars	No. of respondent	Percentage
Strongly agree	21	42%
Agree	19	38%
Neural	4	8%
Disagree	6	12%
Strongly disagree	0	0%
Total	50	100%

From the above table it is inferred that 42% of the respondents are strongly agree with the transport facilities, 38 %of the respondents agree with it, 8% of the respondents are neutral, & 12% of the respondents disagree with the transport facilities.

Table No: 9
AWARNESS OF WELFARE MEASURES

Particulars	No. of respondents	Percentage
Yes	50	100%
No	0	0%
Total	50	100%

From the above table it is inferred that 100% of the respondents says yes that they are aware of the welfare facilities.

Table No: 10
LATRINES AND URINALS AT CONVENIENT PLACES

Particulars	No. of respondents	Percentage
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Yes	30	60%
No	20	40%
Total	50	100%

From the above table it is inferred that 60% of the respondents are says yes and 40 % of the respondents are says no.

Table No: 11

REST ROOM AND LUNCH ROOM FACILITY

Particulars	No. of respondents	Percentage
High satisfied	28	28%
Satisfied	50	50%
Neutral	2	2%
Dissatisfied	14	14%
High dissatisfied	6	6%
Total	100	100%

From the above table it is inferred that 28% of the respondents are high satisfied, 50 % of the respondents are satisfied, 2% of the respondents are neutral, 14% of the respondents are dissatisfied and 6% of the respondents are high dissatisfied.

MAJOR FINDINGS

48% of respondents are said that good about the work environment

46% of respondents said that the medical benefits good provide by the organization for the employees and their families.

40% of respondents are said that good about the working hours facilities.

42 % of respondents said that transport facilities are strongly agree

60% of respondents said that yes various medical benefits provided by organization.

60% of respondents said that yes about the safety measures for employee safety facilities.

40% of respondents said that agree safety and improve the performance.

60% of the respondents said that yes sufficient no of latrines and urinals at convenient places.
28% of the respondents said that high satisfied rest room and lunch room facility.

CONCLUSION

Employee welfare is an important thing in any organization. Welfare means faring or doing well. It is comprehensive terms, and refers to the physical, mental, moral, and emotional well being of an individual. Employee's welfare is the inevitable thing concerned with every organization. If organization provides good welfare facility to the employees, moreover it can reduce absenteeism, employee's grievances etc. it means employees welfare is a significant term regarding with any organization. Every organization must give more attention the employee's welfare. Ultimately satisfaction in welfare measures leads to job satisfaction of the employees. The study clearly shows that majority of the employees are satisfied with the existing welfare measures in SR Leathers Industries.

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