

A Study on Safety and Ensuring Wellbeing of Employees in Accurate Product Corporation Private Limited

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ABSTRACT:

In contemporary organizational landscapes, prioritizing workplace safety and employee wellbeing is paramount for fostering a conducive and sustainable work environment. This study aims to delve into various facets of safety measures and strategies implemented across diverse industries to safeguard employees' physical and mental health while enhancing overall productivity and organizational effectiveness.

The research adopts a multi-dimensional approach, encompassing both quantitative and qualitative methodologies to analyze the effectiveness of safety protocols, policies, and interventions. Through surveys, interviews, and case studies, the study assesses the prevalence of workplace hazards, the efficacy of existing safety measures, and the impact of organizational culture on employee wellbeing.

Key areas of focus include occupational health and safety regulations compliance, risk management practices, ergonomic assessments, mental health support initiatives, and employee engagement strategies. By examining best practices and challenges faced by organizations, the study aims to offer insights into developing comprehensive frameworks for enhancing workplace safety and ensuring the holistic wellbeing of employees.

INTRODUCTION:

Due to rapid industrialization, industrial workers are exposed to several types of hazards and accidents. Every year lakhs of workers are injured due to mechanical, chemical, electrical and radiation hazards and it leads to partial or total disablement. So in recent years, greater attention is given to health and safety due to pressure from government, trade unions, labour laws and awareness of employers. The efficiency of workers depends to a great extent on the environment in which the work. Work environment consists of all the factors, which act and react on the body and mind of an employee. The primary aim is to create an environment, which ensures the greatest ease of work and removes all causes of worries.

Occupational health and safety is a discipline with a broad scope involving many specialized fields. In its broadest sense, it should aim at:

A. The promotion and maintenance of the highest degree of physical, mental and social well-being of workers in all occupations.

- B. The prevention among workers of adverse effects on health caused by their working conditions.
- C. The protection of workers in their employment from risks resulting from factors adverse to health.
- D. The placing and maintenance of workers in an occupational environment adapted to physical and mental needs.
- E. The adaption of work to humans. Successful occupational health and safety practice requires the collaboration and participation of both employers and workers in health and safety program, and involves the consideration of issues relating to occupational medicine industrial hygiene, toxicology, education, engineering safety, ergonomics.

OBJECTIVES OF THE STUDY:

- To study the awareness of the workers about health and safety in the work place.
- To find the occurrence of accidents happened at the work place.
- To identify the role of management in implementing health and safety.
- To find out the satisfaction level of the respondents towards health and safety measures.
- To give suggestions to improve the health and safety in the organization.

REVIEW OF LITERATURE:

Directory of Open Access Journals (Sweden)

Kassu Jilcha

2016

Full Text Available This literature review focuses on researches undertaken since 1980s onwards. The purpose of the study is to identify existing gaps on workplace safety and health management and propose future research areas. The review adds value to existing electronic database through integration of researches' results. To identify existing gaps, a systematic literature review approach has been used. The reviews were undertaken through keywords and safety related topics. In the literature, various characteristics of workplace safety and health problems were found emanating from the lack of operational activities of the employees, internal working environment and external environment those impose hazards on employee temporarily, permanently and on working environments. The integration of multidisciplinary approaches and collaborative model of hub and peripheral industries to protect workplace safety hazards to develop multilevel model has been undermined in many researches. The other face of finding is that knowledge transfer mechanism and industrial topology factors are left. Some researches finding showed that they have focused on single problems related to health and health factors leaving universal improving workplace safety. In general, this literature reviews compare various studies output based on their research method and findings to fills gap and add value to a body of knowledge.

Cole, Kerstan Suzanne; Stevens-Adams, Susan Marie; Wenner, Caren A.

2013

Workplace safety has been historically neglected by organizations in order to enhance profitability. Over the past 30 years, safety concerns and attention to safety have increased due to a series of disastrous events occurring across many different industries (e.g., Chernobyl, Upper Big-Branch Mine, Davis-Besse etc.). Many organizations have focused on promoting a healthy safety culture as a way to understand past incidents, and to prevent future disasters. There is an extensive academic literature devoted to safety culture, and the Department of Energy has also published a significant number of documents related to safety culture. The purpose of the current endeavor was to

conduct a review of the safety culture literature in order to understand definitions, methodologies, models, and successful interventions for improving safety culture. After reviewing the literature, we observed four emerging themes. First, it was apparent that although safety culture is a valuable construct, it has some inherent weaknesses. For example, there is no common definition of safety culture and no standard way for assessing the construct. Second, it is apparent that researchers know how to measure particular components of safety culture, with specific focus on individual and organizational factors. Such existing methodologies can be leveraged for future assessments. Third, based on the published literature, the relationship between safety culture and performance is tenuous at best. There are few empirical studies that examine the relationship between safety culture and safety performance metrics. Further, most of these studies do not include a description of the implementation of interventions to improve safety culture, or do not measure the effect of these interventions on safety culture or performance. Fourth, safety culture is best viewed as a dynamic, multi-faceted overall system composed of individual, engineered and organizational models.

Science.gov (United States)

Laberge, Marie; Ledoux, Elise

2011

Many overview articles, reports, book chapters and literature reviews have examined the health and safety of young workers. These sources discuss the relationships between the work conditions of young workers and the various indicators of accidents and occupational diseases. Breslin et al. [12,13] conducted two literature reviews of quantitative studies to determine which factors best predicted work accidents and occupational disorders in young people. The present article proposes a review of young people's occupational health and safety (OHS) factors (e.g., demographic, individual, professional, organizational, temporal and operational factors) in both qualitative and quantitative studies. Five types of problems were analyzed in greater depth, namely MSD symptoms, respiratory, allergy and toxicological problems, mental health and well-being, alcohol and drug consumption, and fatigue. This review likewise examines related dimensions that allow us to adopt a more global perspective on this subject by considering such elements as young people's values, their knowledge and attitudes, safety practices in companies, the safe integration of young people, and rehabilitation. A total of 189 scientific articles were selected on the basis of certain criteria. These articles came from refereed OHS journals published between 1994 and 2005.

RESEARCH METHODOLOGY

RESEARCH DESIGN:

A Research design is an arrangement of condition for collection and analysis of data in a manner that aims to combine relevance to the .research purchase with economy in procedure. Fundamental to the success of any research project is the sound research design. The research design took for the study was exploratory as well as Descriptive Research Design.

SOURCES OF DATA:

- PRIMARY DATA:

The primary data has been obtained from the selected employee and senior executive of the company.

- SECONDARY DATA:

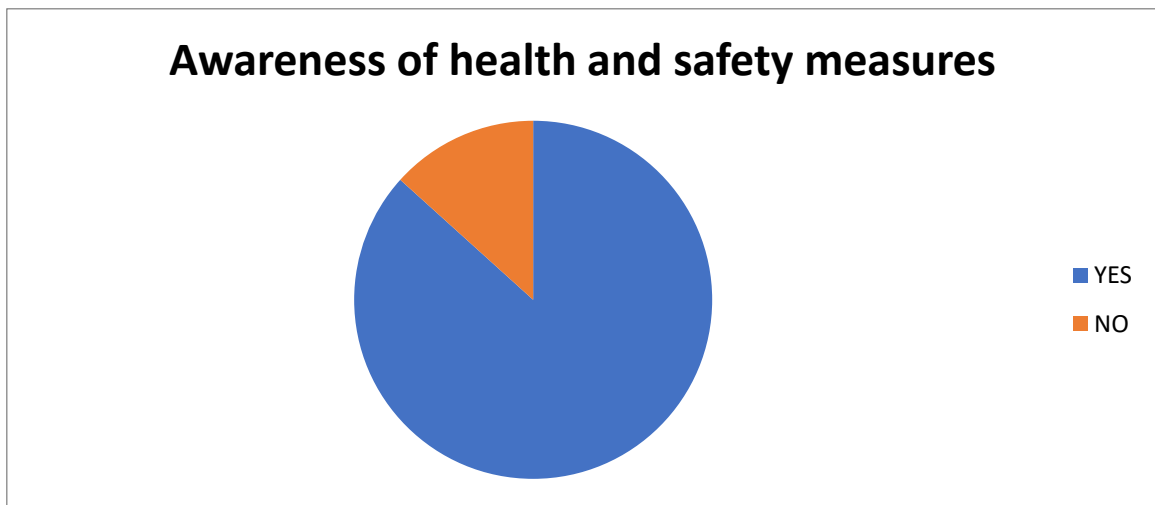
The secondary data has been obtained from published as well as unpublished literature on the topic and

from Books, journals, News Papers, Research Articles, Thesis, Websites etc.

PERCENTAGE ANALYSIS:

Table showing awareness of health and safety measures.

Sr No	Range	No of Respondents	Percentage
A	Yes	52	86.6%
B	No	8	13.3%
Total		60	100

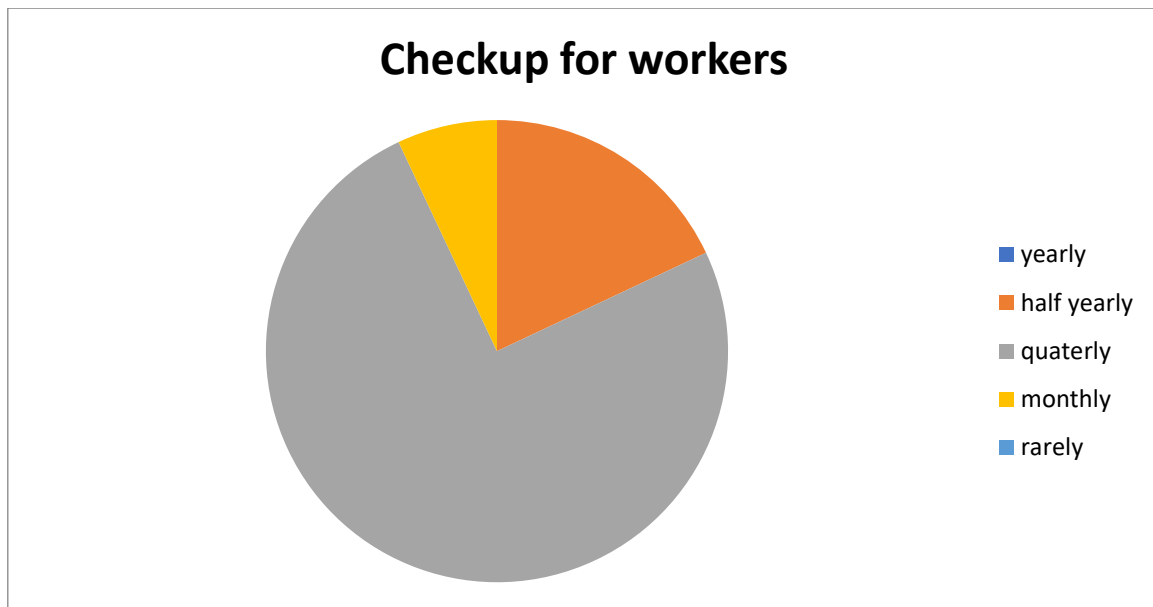


INTERPRETATION:

The table depicts that: 86.6% of the respondents were aware about the safety measures and 13.3% of the respondents were not aware about the safety measures.

Table showing health checkup for workers:

Sr No	Range	Respondents	Percentage
A	Yearly	0	0
B	Half yearly	11	18%
C	Quarterly	45	75%
D	Monthly	4	7%
E	Rarely	0	0
Total		60	100

**INTERPRETATION:**

This table depicts that:

18% of the respondents say health checkup is conducted half yearly, 75% of respondents say health checkup is conducted quarterly and 7% of respondents say that health checkup is conducted monthly.

FINDINGS:

- Almost of the respondents are highly satisfied with the health and safety measures taken on the company.
- Around 75% of the respondents stated that health check up for workers is done quarterly.
- Around 50% of the respondents stated that yearly once training is offered to the employees.
- Around 53% of the respondents stated that they sometimes face stress towards work and only 7% of respondents stated that they rarely get stress towards work.
- All the respondents stated that they always have drinking water facility provided to them.
- Around 87% of respondents stated that safety requirements for work are provided to them and 13% of respondents stated that safety requirements are not provided to them.
- Around 53% of the respondents stated that they sometimes face stress towards work and only 7% of respondents stated that they rarely get stress towards work.

SUGGESTIONS:

- Orientation programs can be conducted to make the workers to feel that their work environment is safe to work.
- The management has to take necessary steps to reduce the stress level of workers
- Air purifying machines can be implanted in the manufacturing plant so the workers can breathe pure air.
- Cordial relationship has to be maintained between the management and workers to implement health and safety policies and measures in a smooth manner.

LIMITATIONS OF THE STUDY:

- The study is restricted to only 60 employees of the company.
- The information provided by the respondents may be biased.
- Additional employee information would have allowed for a more thorough investigation, but time constraints prevented it from happening.

CONCLUSION:

- It is revealed from the study that safety and wellbeing of the employees provided in Accurate Products private limited is highly satisfactory to the employees working there. It reveals the adequate awareness of health and safety in the workplace to the employees. The role of management in implementing health and safety in the organization is very effective.
- The internship has provided the company analysis of each and every department. The study has drawn my attention towards the importance of how the work is being done and also provided real life work experience. Through this internship, I got a clear knowledge about the functioning of an Organization.

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