



## A Study on Employee Safety Measure and Welfare towards KMB Granites Private Limited with Reference to Salem

M.Santhosh, Mrs.T.Gomathimba.

MBA, Gnanamani College of Technology, Namakkal, Tamil Nadu

M.Phil., Assistant Professor &HOD, Gnanamani College of Technology, Namakkal, Tamil Nadu

Date of Submission: 20-06-2025

Date of Acceptance: 30-06-2025

### ABSTRACT

The study gives ideas about how far employees are satisfied with prevailing welfare facilities. To find out health related problems among the employee's and how far the health facilities are helpful and also to create the awareness regarding safety equipment among the workers. All levels of management in rural industries must make welfare, health and safety a priority. They must communicate this by going out into the worksite to talk with workers about their concerns and to observe work procedures and equipment. In each workplace, the lines of responsibility from top to bottom need to be clear, and workers should know who is responsible for different health and safety issues. The objective of the study includes, to study about employee's Welfare, health and safety measures in industries, to identify whether the employees are satisfied with the welfare facilities provided to them, to identify the reasons for nonuse of Personnel Protective Equipment (PPE'S), to analyze the health related issues and health facilities provided to employees. The sample size taken for the study is 120 and the sampling design used for the study is stratified random sampling. Structured questionnaire were used to collect the primary data from the employees. The stratified tool which has been used is percentage analysis, weighted average method and chi square test. Numerous new findings has been derived from this research has helped to provide few suitable suggestions to improve the employee's welfare, health and safety measures in industries

### I. Introduction Of The Study

Safety is the state of being "safe", the condition of being protected from harm or other non-desirable outcomes. Safety can also refer to the control of recognized hazards in order to achieve an acceptable level of risk.

### TYPES OF WORKPLACE SAFETY

Safety hazards: Safety hazards are the most common type of hazard and they are present

in virtually every workplace at one time or another. These hazards are unsafe conditions in a facility that can cause injury, illness, or even death. Think of hazards like spills, working from heights, unguarded machinery, wiring issues, confined spaces, forklifts, and more.

### EMPLOYEE WELFARE

Employee welfare, also known as staff welfare, refers to the services and benefits provided by an employer for well-being of employees. It includes healthcare, paid time off, and amenities. These services extend from physical to mental health among employees, helping create an efficient and satisfied workforce. The main objective of employee welfare is to improve employee morale, develop a better image of the company, develop efficiency, and create a satisfied workforce.

Employee welfare refers to the various services, facilities, and amenities you provide to ensure the well-being of your employees. This comprehensive concept aims to enhance the quality of life for workers, both within and outside the workplace.

### II. Statement Of The Problem

An organization is influenced by various human resources factors. The labor healthy measure is one of the factors penetrating in the life of employees those who are working in the small scale sector. This study explores the employees' labor healthy and safety measures of the industry. It also studies the employee view about the Labor healthy measures on the productivity of product.

Another aspect identified in the study is the factors that contribute to improve the standard of labor healthy and safety measures of selective sample size. It covers every dimension of work including economic reward, security, working conditions and interpersonal relationship. Thus, the goal of this study was to gain knowledge about labor healthy measures and social security in the



organization. The various factors constitute to the labor healthy measures and social securities.

#### OBJECTIVES OF THE STUDY

- To find out the employee safety and welfare measures in KMB Granites Private Limited at Salem
- To analyze the labor safety measures of employees that may require improving the employee's productivity.
- To evaluate the existing service, on the job and orientation welfare measures of employees.
- To know the employees perception regarding the safety programmes and practices.
- To study the labors opinion with their expectation of health measures from the questionnaires
- To find out the organization which ever take care of necessary steps to the employees.

#### SCOPE OF THE STUDY

- In this research analyses workers welfare and safety measures how to provide by the organization. In the study mainly extends that the full fill their needs and wants.
- The scope of the study surveying for firm in Salem. In such as the industry has given privileges and important aspects of health measures to the selective employees.
- This study is on the various welfare measures provided by the company to their employees.
- This is an attempt to find out the level of satisfaction observed by the workers of the company regarding the welfare measures.
- The analysis and findings will be useful to improve the welfare measures offered company.
- The analyses add to general feeling of satisfaction with the company and reduce employee's turnover.

#### LIMITATIONS OF THE STUDY

- The study does not attempt to analyze the industry as a whole, but is limited to partially.
- The study is for a limited period of 90 days.
- The data and figures shown are as given by the industry.
- The employee does not response for my research schedule because they are working condition is busy.
- Some industries should not permission due to the security factors.

### III. Review Of Literature

**Tiwari.U (2023)** 'A study on employee safety and welfare facilities and its impact' the essential propose of representative welfare is to advance the life of workers and to keep them upbeat and directed. Welfare measures might be both statutory and non-statutory; laws require the business to stretch out specific advantages to employees in addition wages or pay rates. The review covers occupational safety and health research, organized in accident understanding studies, accident analysis studies and accident modeling studies, and occupational safety and health risk management, in particular risk criteria and limits.

**Srinivas (2023)** welfare measures recognized welfare facilities and worker's satisfaction level about welfare facilities embraced at the industry, Bangalore. It is found that the greater part of the, welfare facilities like helpful, bottle, working condition, security measures et cetera., are given by the association and the greater part of the employees are happy with the welfare facilities embraced by the association towards the worker's welfare.

**Sindhu (2023)** 'Employee welfare' expressed the employee welfare measures increment the profitability of association and advance healthy mechanical relations there by keeping up present day peace. Business houses give various such statutory and non-statutory things systems to keep up satisfactory level of their employee. When they hint at improvement bottle workplaces, incredible water to drink, clean restrooms, clean and cleanliness wash rooms and latrines, standard therapeutic checkups, health protections, Employee help program, grievance taking care of division, better workplaces to sit or awesome work put gives employee an anomalous condition of satisfactory level. This gives an association to develop considerably quicker.

#### RESEARCH METHODOLOGY

Research methodology is the way of systematically solving the research problem. It may be understood as a science of studying how research is done scientifically and systematically.

#### RESEARCH DESIGN

A research design is an arrangement of conditions for collection and analysis of data in a manner that aims to combine with relevance to the research purpose with economy in procedure.



### Sample Design

A sample is a subset from the total population. A sample is a subset from the total population. It refers to the techniques or the procedure to the research would adopt in selecting items for the sample (i.e) the size of the sample

### SAMPLING METHOD

Here the researcher used the convenience sampling method. The sampling technique used in this study is “convenience sampling” when the population element for inclusion in the sample is based on the ease of access. It can be called as convenience.

### Convenience sampling

This method is also called as chunk method a chunk refers to the fraction of the population to be investigated. This chunk is not selected by probability but select by judgment or convenience.

### SAMPLING SIZE

A part of the population selected for the study is called sample, here the researcher took 120 as a sample size.

### METHOD OF DATA COLLECTION

Data is collected from the customer buying the product of KMB Granites Pvt Ltd. The researcher had prepared a well-structured questionnaire to study the customer satisfaction.

### Chi-Square Tests

	Value	df	Asymp. Sig. (2-sided)
Pearson Chi-Square	2.627E2 <sup>a</sup>	16	.000
Likelihood Ratio	239.264	16	.000
N of Valid Cases	120		

a. 16 cells (64.0%) have expected count less than 5. The minimum expected count is 1.38.

### RESULT

Hence the value is less than 0.05, we accept null hypothesis and reject alternate hypothesis. So there is no significant difference between Income per month and Supervisors encourage or condone the work.

### Correlations

		Educational qualification	Personal feelings about the work load
Educational qualification	Pearson Correlation	1	.941**

### Primary Data

The primary data is collected directly from the customers i.e. data collected with the help of questionnaire.

### Secondary Data

The secondary data means already available data. Here, the data were collected from company records, website, annual reports and Journals etc... The researcher also collected information through primary data as well as secondary data. The research instrument used for the study is interview schedule which contain both closed and open ended questions.

### TOOLS AND TECHNIQUES

- Simple percentage analysis
- Chi-square analysis
- Correlation
- Anova

### CHI-SQUARE TEST NULL HYPOTHESIS

**H<sub>0</sub>:** There is no significance relationship between Income per month and Supervisors encourage or condone the work.

### ALTERNATIVE HYPOTHESIS

**H<sub>1</sub>:** There is a significance relationship between Income per month and Supervisors encourage or condone the work.

### CORRELATION

The table shows that the relationship between educational qualification and personal feelings about the work load.



	Sig. (2-tailed)		.000
	N	120	120
Personal feelings about the work load	Pearson Correlation	.941**	1
	Sig. (2-tailed)	.000	
	N	120	120

\*\* . Correlation is significant at the 0.01 level (2-tailed).

**RESULT**

This is a positive correlation. There are relationships between educational qualification and personal feelings about the work load

**Ho:** There is no significant relationship between age of the respondents and year of experience.

**ALTERNATIVE HYPOTHESIS**

**H<sub>1</sub>:** There is a significant relationship between age of the respondents and year of experience

**ANOVA**

**NULL HYPOTHESIS**

**ANOVA**

Age	Sum of Squares	df	Mean Square	F	Sig.
Between Groups (Combined)	165.901	4	41.475	174.932	.000
Linear Term Unweighted	113.669	1	113.669	479.428	.000
Weighted	163.688	1	163.688	690.397	.000
Deviation	2.213	3	.738	3.111	.029
Within Groups	27.266	115	.237		
Total	193.167	119			

**IV. Result**

From the above analysis, we find that calculated value of the F-value 174.932 is a positive value, so H1 accept. Since the P value 0.000 is less than < 0.05 regarding there is a significant relationship between age of the respondents and year of experience. The results are significant at 5% level.

**V. Suggestions**

- Company must provide smoking zone for the employee regarding safety in organization.
- Organization needs to conduct more safety training programs for the employees. Need to supply safety equipment wherever required and supervising to follow safety measures by the employees.
- Organization should implement safety in entrance gates with CCTV cameras installation, bomb detector equipment and electricity fencing around water canals.
- Organization should provide separate rest rooms and wash rooms for each department for both male and female employees.

- Organization should provide drinking water facilities near the plant or outside of plant for working labour as well as employees.
- Promotions and allowances should be provided to the employees based on their performance rather than their experience.
- Organization should improve medical facilities regarding services and treatment.
- Organization should provide liveries and PPEs for working labour and employee where ever it is required.

**VI. Conclusion**

Every industry is dynamic and different from each other therefore people policies and practices are different for the industries. When considering the industry, it is asset intensive and engineering driven. Interestingly, people in the industry generally have a long term commitment towards the organization and this commitment goes on for generations. Precision is one of the most crucial skills in the power sector, where the work performed has to be virtually error-free with a zero margin error. Consequently, roles take longer to



mature as an employee needs to spend three to four years in a particular job profile to become an expert in a particular domain.

Normally, it takes four to five years to build a plant. The challenge is that technology in the industry changes very rapidly and integration of new technologies is a very challenging task. At present the safety condition in work place is satisfactory. Welfare facilities rendered to the employees are of good quality but there is a scope for improving safety & welfare measures for the employees to provide full range of amenities that may improve living standards of the employees in the organization. The effective and efficient safety policies and welfare facilities make the employee to perform the job better, which leads to effectiveness of the organization.

#### **Bibliography**

- [1]. **J. ChineduUmeh (2002)** Rural health and labour supplies: Empirical evidence from the World Bank assisted agricultural development project in the Kwara State of Nigeria *Social Science & Medicine* Volume 32, Issue 12, 1991, Pages 1351-1360 Available online 1 July 2002
- [2]. **Rene Loewenson (2002)** Labour insecurity and health: An epidemiological study in Zimbabwe *Medical School, P.O. Box A 178, Avondale, Harare, Zimbabwe Social Science & Medicine* Volume 27, Issue 7, 1988, Pages 733-741 Available online 16 July 2002
- [3]. **Michael Lechner (2009)** Long-run labour market and health effects of individual sports activities *Journal of Health Economics* Volume 28, Issue 4, July 2009, Pages 839–854 Received 5 September 2008, Revised 26 May 2009, Accepted 28 May 2009, Available online 8 June 2009
- [4]. **Yu-Fu Chen , Michael Funke (2009)** China's new Labour Contract Law: No harm to employment? Received 8 October 2008, Revised 27 February 2009, Accepted 20 March 2009, Available online 5 April 2009 *China Economic Review* Volume 20, Issue 3, September 2009, Pages 558–572
- [5]. **M.N. Vinodkumar, M. Bhasi (2009)** Safety climate factors and its relationship with accidents and personal attributes in the chemical industry *Safety Science* Volume 47, Issue 5, May 2009, Pages 659–667 Received 15 October 2004, Revised 17 September 2008, Accepted 18 September 2008, Available online 5 November 2008
- [6]. **K. Savolainen , L. Pylkkänen, H. Norppa, Safety Science** Volume 48, Issue 8, (2010) October 2010, Pages 957–963 Nanotechnologies, engineered nanomaterials and occupational health and safety – A review Available online 10 April 2010