



Impact of Employee Health and Safety Measures towards Employee Satisfaction in Salzer Electronics Limited

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ABSTRACT

The organization's primary concern is the health and safety of its employees. In any facility or location where items are manufactured, produced, or processed, safety refers to the methods or practises used to reduce the risk of harm to people, property, or the environment. The safety measures variables are used to help frame the questionnaire. Descriptive research design was chosen for this study. Simple random sampling was the method of sampling employed in this study. Employee opinions of the organization's safety measures were gathered using a questionnaire with items graded on a 5-point scale, and the data was analyzed using percentage analysis, correlation, and Chi-square analysis. The findings show that the company's safety procedures are being well-received by the workforce. So, by providing orientation and safety workshops, the company can raise employee understanding of the safety policies.

KEYWORDS: Employee health and safety, correlation, chi-square analysis.

I. INTRODUCTION

According to the Occupational Health and Safety Act of 1993, the employer is required to create and maintain a workplace that is safe and poses no risk to the health of the employees. This means that the employer is responsible for making sure the workplace is free of any potentially harmful materials, such as benzene, chlorine, and germs, as well as any other objects, machinery, procedures, etc. that could result in harm, damage, or illness. If this is not possible, the employer must provide appropriate safeguards for a safe workplace and educate employees about these risks, how to avoid them, and safe workplace.

The employer is not supposed to be solely in charge of health and safety, though. The Act is founded on the idea that communication and collaboration between the employer and employees are essential to addressing workplace hazards. Health

and safety at work must be a shared responsibility between the company and the employees. To make the workplace safe, all parties must proactively identify risks and create management strategies. In this way, a system where health and safety representatives can frequently examine the workplace and report their findings to a health and safety committee, which in turn can make suggestions to the employer, involves both the employer and the workers. To ensure that this system works, every worker must know his or her rights and duties as contained in the Act.

II. OBJECTIVES OF THE STUDY

- To understand the degree of job satisfaction among employees.
- To determine whether the workers are treated favorably at work.
- To research the safety features now offered by the automotive system industry.
- To encourage employees to become loyal to the company.
- To make recommendations for ways to make the safety training offered to employees better.

III. RESEARCH METHODOLOGY

Sample Size: 170 respondents from Salzer electronics limited, Coimbatore make up the sample. Information gathered through the use of a questionnaire.

Sample design: Probability sampling, using stratified random sampling, is the sample design that was used. The data is gathered using a structured questionnaire that includes multiple choice questions. In light of this, the questionnaire was utilized as the data collection method in the study. Each and every one of the survey's questions is designed to produce the data necessary for the analysis of the data.

Statistical Analysis: Basic percentages and charts are the statistical tools used to assess the data gathered. A questionnaire was used to obtain the information for the analysis. 170 employees



answered the survey.

3.1 SOURCE OF DATA

Primary Data: A well-constructed questionnaire is used to obtain the primary data directly from the respondents.

Secondary Data: The term “secondary data” refers to information that has been gathered by another party and has already been published in books, websites, journals, or articles.

3.2 HYPOTHESIS

- ❖ Chi-square analysis
- ❖ Correlations

IV. REVIEW OF LITERATURE

Distelhorst G. et al., (2015) Bad working conditions inside international supply chains have sparked corporate movements to control labour laws in developing nations. But how successful are these control measures? This essay examines the results of international private regulation through an analysis of the supplier responsibility programme at Hewlett-Packard (HP). We discover that national context, not repeated audits, capability building, or supply chain power, is the major predictor of workplace compliance through analysis of factory audits, interviews with buyer and supplier management, and field study at production sites across seven nations. A quantitative research reveals that Chinese factories are significantly less compliant than those in nations with more robust regulatory and civil society systems. The role these local institutions

play in supporting global private regulation is then demonstrated through comparative field study. These findings suggest the limits of private control in environments with weak institutional frameworks, but they also point to chances for beneficial connections between transnational actors and the local state and society.

Jahangiri M. et al., (2016) This study sought to ascertain the degree to which occupational safety and health measures were implemented in micro-scale businesses (MSEs), as well as to evaluate the frequency of workplace injuries and accidents and their relationship to the occupational safety and health measures offered in the MSEs.

Savitha, N., & Malathi, S. (2018) Nowadays, safety is a requirement across all industries. Because of this, fire safety measures ought to be put in place everywhere. There are many fire incidents that happen in industrial locations that seriously harm both people and property. In this study, several of the primary causes of fire accidents are examined, and safety precautions are examined depending on the technology available. A lot of the safety measures used nowadays are implemented via IOT. According to the survey, the majority of fire detection techniques find fire after it has started. The suggested system will execute fire safety procedures for the firecrackers sector. In that the primary source of the fire must be identified in order to stop it before it starts. Accidents involving this dangerous fire can be prevented, and many lives can be saved.

V. DATA ANALYSIS AND INTERPRETATION

TABLE SHOWING THE MONTHLY INCOME OF THE RESPONDENTS

S.NO	MONTHLY INCOME	NO. OF RESPONDENTS	PERCENTAGE (%)
1	Below Rs.10,000	0	0%
2	Rs.10,001 – Rs.15,000	67	39.4%
3	Rs.15,001 – Rs.20,000	70	41.2%
4	Rs.20,001 – Rs.25,000	19	11.2%
5	Above 25,000	14	8.2%
	Total	170	100.0

PRIMARY DATA INTERPRETATION AS SOURCE

INFERENCE: The above table shows that monthly income of the respondents, 0% of the respondents income are below Rs10,000, 39.4% of the respondents income are Rs10,001 to 15,000, 41.2% of the respondents income are 15,001 to 20,000, 11.8% of the respondents income are Rs 20,001 – Rs 25,000 and remaining 8.2% of the respondents income are above Rs 25,000.



Figure 1



TABLE SHOWING YEAR OF EXPERIENCE OF THE RESPONDENTS

S.NO	YEAR OF EXPERIENCE	NO. OF RESPONDENTS	PERCENTAGE (%)
1	Below 1 year	13	7.6%
2	1 – 3 years	34	20%
3	3 – 5 years	48	28.2%
4	5 – 10 years	47	27.6%
5	Above 10 years	28	16.5%
	Total	170	100.0

PRIMARY DATA INTERPRETATION AS SOURCE

INFERENCE: The above table shows that year of experience of the respondents, 7.6% of the respondents experience are below 1 year, 20% of the respondents experience are 1-3 years, 28.2% of the respondents experience are 3-5 years, 27.6% of the respondents experience are 5-10 years and remaining 16.5% of the respondents experience are above 10 years.

Figure 2

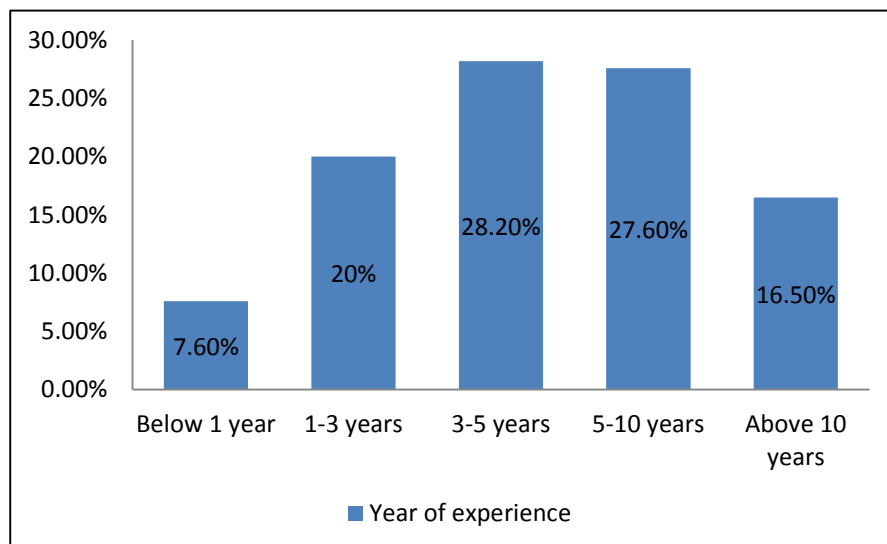




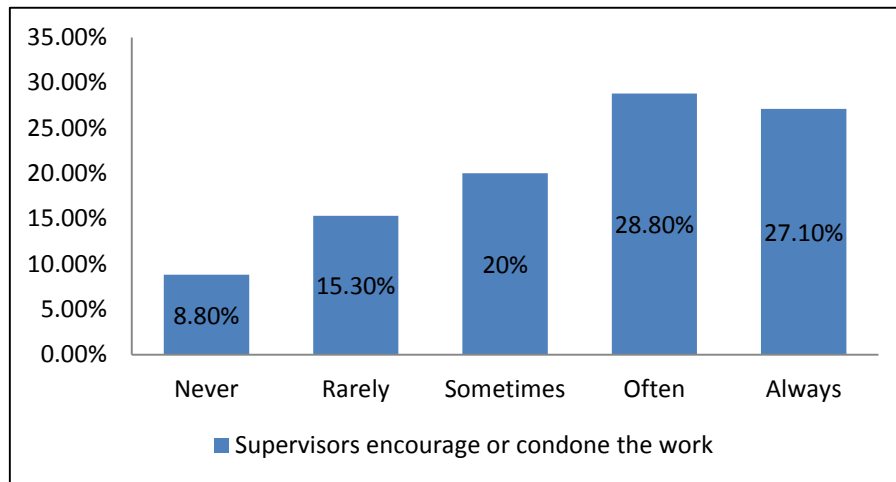
TABLE SHOWING SUPERVISORS ENCOURAGE OR CONDONE THE WORK

S.NO	SUPERVISORS ENCOURAGE OR CONDONE THE WORK	NO. OF RESPONDENTS	PERCENTAGE (%)
1	Never	15	8.8%
2	Rarely	26	15.3%
3	Sometimes	34	20%
4	Often	49	28.8%
5	Always	46	27.1%
	Total	170	100.0

PRIMARY DATA INTERPRETATION AS SOURCE

INFERENCE: The above table depict that supervisor encourage or condone the work, 8.8% of the respondents are never supervisor encourage or condone the work, 15.3% of the respondents are rarely supervisor encourage or condone the work, 20% of the respondents are sometimes supervisor encourage or condone the work, 28.8% of the respondents are often supervisor encourage or condone the work, 27.1% of the respondents are always supervisor encourage or condone the work.

Figure 3



6. TESTING OF HYPOTHESIS

CHI-SQUARE ANALYSIS

Null Hypothesis

HO: There is no significance relationship between Income per month and Supervisors encourage or condone the work.

Alternative Hypothesis

H1: There is a significance relationship between Income per month and Supervisors encourage or condone the work.

Case Processing Summary

	Valid		Cases Missing		Total	
	N	Percent	N	Percent	N	Percent
Income per month * Supervisors encourage or condone the work	170	100.0%	0	0.0%	170	100.0%



Income per month * Supervisors encourage or condone the work Crosstabulation

Count

	Supervisors encourage or condone the work					Total
	Always	Never	Often	Rarely	Sometimes	
Income per monthAbove Rs.25,000	3	1	2	2	6	14
Rs.10,001 - Rs.15,000	15	10	18	13	11	67
Rs.15,001 - Rs.20,000	23	1	25	8	13	70
Rs.20,001 - Rs.25,000	5	3	4	3	4	19
Total	46	15	49	26	34	170

Chi-Square Tests

	Value	df	Asymptotic Significance (2-sided)
Pearson Chi-Square	18.105 ^a	12	.113
Likelihood Ratio	19.104	12	.086
N of Valid Cases	170		

a. 8 cells (40.0%) have expected count less than 5. The minimum expected count is 1.24.
null hypothesis accepted

INTERPRETATION:

From the test the minimum expected count is 1.24, but more cells expected count less than 5. So null hypothesis is accepted, reject alternative hypothesis. So there is no significant difference between Income per month and Supervisors encourage or condone the work.

CORRELATIONS

The table shows that the relationship between year of experience and income per month.

Correlations

		Income per month	Year of experience
Income per month	Pearson Correlation	1	.077
	Sig. (2-tailed)		.319
	N	170	170
Year of experience	Pearson Correlation	.077	1
	Sig. (2-tailed)	.319	
	N	170	170

Null hypothesis accepted

INTERPRETATION:

This is a positive correlation. There are relationships between year of experience and income per month.

VI. SUGGESTIONS

➤ Recreational activities can be taken care of by the management.

➤ The company should enhance the advantages and services offered so that employees' attention is piqued.



- The organization can make the benefit and services appealing to employees.
- The corporation needs to strategically organize its safety initiatives if it wants to enhance its standing with the general public.

VII. CONCLUSION

The safety amenities offered to the staff at were deemed to be satisfactory. The study revealed that the employee had a favorable opinion regarding both their job and management. The study also showed that most of the employees at the electronics facility were content with their jobs and working conditions. The workers' relationships with their managers and coworkers also contribute to a positive work environment. The study emphasizes the numerous components of safety facilities that gave workers satisfaction.

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