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A Study on Employees Welfare Measures

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ABSTRACT: Industrial workers face several risks and dangers in their daily lives. Any unsafe activity, their actions, a chance event, an unsafe work environment, an unsafe employee act, a flawed plant or shop layout, poor ventilation, an unsafe and insufficient amount of space for movement within the plant or shop, etc., could all contribute to the injuries. Therefore, by creating a safe workplace, this study highlights the significance of industrial safety for workers. The project's primary goal is to examine the organization's health and safety policies and practices. The study's secondary goals are to recommend corrective actions in light of the results.

KEYWORDS: training and development process, welfare facilities, and employee health measures.

I. INTRODUCTION

Providing a safe working environment for employees by implementing safe equipment and processes at work is known as an employee health measure. Maintaining a safe workplace for employees is crucial for boosting productivity and morale, both of which support the expansion and financial success of the business. Employees who do to follow safety protocols may face financial and legal consequences. An organization's employee safety mandate includes providing appropriate personal protective equipment (PPEs), conducting regular safety inspections, and providing safety training.

II. LITERATURE REVIEW

Todd [2020] -According to a society health measure, companies' voluntary efforts to improve worker wellbeing within the existing industrial framework working, housing, and cultural circumstances of the representatives beyond what is mandated by the law, industry norms, and market conditions.Employee contentment enchants the employees, who value the fulfillment of their jobs and the special work environments provided by the companies. The works provide their most notable assistance for the association's difference. The association's overall human resources are managed by the individual division.

Michael and Alexander [2020]: "Safety of employees" The audit focused heavily on distributed reports, primarily from 1980 to 1996, when training was used as a preventative measure to reduce the risk of business-related harm and disease. Eighty (80) of these reports were located and provided compelling evidence of the advantages of training in enhancing specialized knowledge of job hazards and influencing safer work practices and other beneficial activities in a variety of workplaces. Reports from a few overviews and analyses of worker injuries and workplace deaths were also obtained, and many of them mentioned a lack of preparation as a significant factor in the catastrophes.

"Employment health and safety following privatization" by **Jane et al. [2020]** The study asks whether work status following a job loss due to privatization affects health and health care utilization, and whether financial stress, psychological interventions, or health-related behaviors can shed light on any findings. The examination's conclusion is Following privatization, insecure re-employment and unemployment lead to increases in mild mental illness and general specialist consultations, which are likely caused by the enlarged minor mental gloom

Sabarirajan, Meharajan.t[2020] The study on the welfare of specialists in the textile sector was examined by "Employee Morale." According to the investigation, 15% of the workers are satisfied with their health status.According to their health measures, 39% of the MPs are average. Of these, sixteen percent are extremely dissatisfied. This study

sheds light on how health measures affect the quality of life (QWL) of material production line professionals in the Salam region.when depicting welfare in Indian

III. METHODOLOGY OF PROPOSED SURVEY

RESEARCH DESIGN design is the study design associated with the method for gathering and analyzing data in a way that seeks to have a purpose that is relevant.

Surveys and various types of fault-finding inquiries are examples of descriptive research designs. It is an exposit-facto study that addresses the current situation.

DATA SOURCE
Primary Data: A well-designed questionnaire is used to gather primary data. Direct consumer administration of the questionnaire and prompt information collection are the methods used to gather the data.

Secondary Data: Information about the company and its products is gathered from company documents.

SAMPLING DESIGN: The study's samples will be selected using stratified random sampling. Based on their physical positions, the entire city of Coimbatore was divided into several strata.

SAMPLE SIZE: A sample size of 150 was selected in order to provide precise information about subscribers' perceptions of the company.

STATISTICAL TOOLS USED FOR ANALYSIS

PERCENTAGE ANALYSIS : This method is used to compare two or more series of data, to describe the relationship or the distribution of two or more series of data.

$$\text{Percentage of respondents} = \frac{\text{Number of respondents}}{\text{Total respondents}} \times 100$$

CHI-SQUARE TEST : It is one of the simplest and widely used non parametric test in statistical work. The quantity chi-square describe the magnitude of the discrepancy between theory and observation.

$$\text{Chi} - \text{Square} = \frac{\sum(oi-Ei)2}{Ei}$$

Oi = Observed frequency, Ei = Expected frequency

CORRELATION : The correlation coefficient, which ranges between -1 and +1. A value of +1 indicates perfect positive correlation, -1 perfectnegative, and 0 no correlation.

$$= \frac{\sum XY}{\sqrt{(\sum X^2)(\sum Y^2)}}$$

ANOVA : ANOVA identifies differences between two or more means using significance tests by comparing between-group and within group variations:

F = Anova Coefficient, MST = Mean sum of squares due to treatment, MSE = Mean sum of squares due to error

$$F = \frac{MST}{MSE}$$

IV. DATA ANALYSIS AND INTERPRETATION

EVER SUFFERED A WORK-RELATED INJURY OR ILLNESS

WORK-RELATED INJURY OR ILLNESS	NO. OF RESPONDENTS	PERCENTAGE (%)
Yes	97	64.7
No	53	35.3
Total	**150**	**100.0**

Source: Primary data

INTERPRETATION: The majority 64.7% of the respondents have experienced a work-related injury or illness.

CORRELATIONS

		human development process	working nature of the working environment
human development process	Pearson Correlation	1	.949**
	Sig. (2-tailed)		.000
	N	150	150
working nature of the working environment	Pearson Correlation	.949**	1
	Sig. (2-tailed)	.000	
	N	150	150

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

NON -PARAMETRIC CORRELATIONS

CORRELATIONS

			human development process	working nature of the working environment
Kendall's thumb	human development process	Correlation Coefficient	1.000	.932**
		Sig. (2-tailed)	.	.000
		N	150	150
	working nature of the working environment	Correlation Coefficient	.932**	1.000
		Sig. (2-tailed)	.000	.
		N	150	150
Spearman's rho	human development process	Correlation Coefficient	1.000	.954**
		Sig. (2-tailed)	.	.000
		N	150	150

	working nature of working environment	the Correlation Coefficient	.954**	1.000
		Sig. (2-tailed)	.000	.
		N	150	150

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

RESULT:

This is positive correlation. There is relationship between the age of the respondents educational qualification of the respondents.

V. ANOVA ANALYSIS

NULL HYPOTHESIS-Ho: There is no significant relationship between objectives of labour health measure implement and Satisfied your accommodation and opinion about personal feelings.

ALTERNATIVE HYPOTHESIS-H_1: There is a significant relationship between objectives of labour health measure implement and Satisfied your accommodation and opinion about personal feelings

DESCRIPTIVE

objectives of labour health measure implement	N	Mean	Std. Deviation	Std. Error	95% Confidence Interval for Mean		Minimum	Maximum
					Lower Bound	Upper Bound		
Highly satisfied	8	1.00	.000	.000	1.00	1.00	1	1
Satisfied	45	1.87	.344	.051	1.76	1.97	1	2
Neutral	39	2.74	.442	.071	2.60	2.89	2	3
Dissatisfied	49	3.43	.500	.071	3.28	3.57	3	4
Highly dissatisfied	9	4.56	.527	.176	4.15	4.96	4	5
Total	150	2.72	.963	.079	2.56	2.88	1	5

ANOVA

objectives of labour health measure implement

	Sum of Squares	Df	Mean Square	F	Sig.
Between Groups	111.382	4	27.845	150.330	.000
Within Groups	26.858	145	.185		
Total	138.240	149			

HOMOGENEOUS

objectives of labour health measure implement

Satisfied your accommodation and opinion about personal feelings		N	Subset for alpha = 0.05				
			1	2	3	4	5
Duncan[a]	Highly satisfied	8	1.00				
	Satisfied	45		1.87			
	Neutral	39			2.74		
	Dissatisfied	49				3.43	
	Highly dissatisfied	9					4.56
	Sig.		1.000	1.000	1.000	1.000	1.000

Means for groups in homogeneous subsets are displayed. Uses Harmonic Mean Sample Size = 16.427

RESULT

Based on the analysis above, we can conclude that H1 is accepted because the computed F-value of 148.663 is positive. Age and monthly income have a significant link, as indicated by the P value of 0.000 being less than < 0.05. At the 5% level, the results are substantial.

VI. CONCLUSION

The safety situation at work is currently adequate. Although the welfare facilities provided to employees are of high quality, there is room to improve health measures and offer a comprehensive range of amenities that could raise the living standards of the organization's workforce. Employee performance improves as a result of effective safety regulations and welfare programs, which boosts the organization's efficacy.Lastly, it can be claimed that employees' attitudes and behaviors suffer when they believe that the organization does not prioritize safety. In addition to lowering losses and improving overall safety compliance records, investing in a safety program that emphasizes hazard identification, training, prevention, and evaluation could mean the difference between a company being a leader in its sector and simply another ordinary one.

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