

A STUDY ON EMPLOYEE PERCEPTION OF OCCUPATIONAL HEALTH AND SAFETY MEASURES

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ABSTRACT

The study Focus on assessing employee's opinions, satisfaction level, and awareness regarding health and safety measures in PMI Global Technologies - Chennai. The primary objective is to understand employee's perspectives towards safety measures. While secondary objectives includes evaluating satisfaction levels, identifying health risks, and examining relationships based on demographic factors. The study scope encompasses various aspects of safety. Such as personal protective equipment, machinery safety, physical discomfort, cleanliness, safety protocols, and incident reporting. The study involves all employees across departments with data collected using a structured questionnaire. Recommendations include conducting safety audits, providing training, establishing incident reporting system, implementing ergonomic measures. The study's findings will contribute to create a safer and healthier work environment for employees.

Key words: satisfaction level, demographic factor, physical comfort, safety protocols.

INTRODUCTION

Occupational safety is the process of eliminating or reducing an employee's risk of disease or injury while they are at work. It is the main objective of organizations that adhere to the highest standards of safety. Occupational safety strategies include policies, procedures, and safety hazard control methodologies. Industrial and factory safety regulations are sometimes developed to lower the risk of harm to every worker engaged in operations. Occupational health and safety (OSH) is dedicated to the preservation and safeguarding of human resources inside the workplace.

It focuses on promoting and preserving mental, social, and physical health among employees, preventing health deviations due to their working environment, and maintaining a work environment that suits their physical and mental needs.

The ILO sets essential standards for occupational health and safety, including protecting workers' rights, promoting decent working conditions, adopting relevant policies, consulting with social partners, prioritizing prevention and protection, and utilizing information for the development and successful implementation of policies and programs.

Health promotion is a critical aspect of occupational health practice, aiming to improve workers' social, emotional, and physical health. Employers, employees, and relevant authorities must all play roles in ensuring workplace safety, including providing first aid, following safety protocols, and creating, distributing, reviewing, and updating regulations. Compliance with occupational health and safety requirements and labor legislation is also crucial. To ensure workplace safety, employees should remain aware of their surroundings, adopt proper posture, take regular breaks, use appropriate equipment, and maintain a clear path to emergency exits. Reporting any safety concerns and maintaining good housekeeping techniques are also essential. Decrease stress at work by discussing concerns with your manager and wearing appropriate safety equipment, such as appropriate footwear, clothing, fire extinguishers, first aid supplies, hard hats, and caution when handling sharp or toxic objects. In conclusion, workplace safety is a vital component of employment, and adherence to safety procedures and guidelines can significantly reduce the risk of workplace injuries.

NEED OF THE STUDY

- Employees frequently have firsthand knowledge of workplace dangers. By identifying possible hazards that management might miss, their perspectives can aid in proactive hazard reduction. Recognizing employees' perceptions of safety standards might help identify non-compliance issues. Organizations can increase adherence to safety procedures and lower the risk of mishaps or injuries by addressing these attitudes. The organizational safety culture is significantly shaped by the attitudes of employees towards safety. Examining their viewpoints can assist in determining obstacles to a favorable safety culture and direct initiatives to encourage a safer workplace. Engaging workers in conversations around workplace health and safety cultivates a feeling of responsibility and ownership. Employees are more likely to report issues and actively participate in safety measures when they believe

their ideas are respected. Prosperity is enhanced in a secure workplace. Organizations can lower absenteeism, attrition, and disruptions brought on by occupational accidents or health problems by addressing employees' views of safety standards.

OBJECTIVES OF THE STUDY

- To evaluate the level of satisfaction of employees regarding the availability and effectiveness of safety in the workplace.
- To identify the physical, emotional and psychological health risks associated with job tasks and work environment.
- To examine relationship of workers on the basic of age, experience, gender, marital status towards the physical, emotional and psychological well beings.

SCOPE OF THE STUDY:

- Evaluating the most common workplace dangers in the industrial sector, such as noise levels, exposure to hazardous materials, ergonomic concerns, and mechanical mishaps, in order to learn how employees see these risks. Examining the efficacy of the manufacturing company's safety training initiatives, taking into account employee involvement, frequency, content, and delivery strategies, in order to determine how they affect workers' attitudes and actions about safety regulations. Examining the physical aspects of the workplace, such as lighting, ventilation, and cleanliness, to see how these affect workers' perceptions of safety and general well-being. Examining the manufacturing company's organizational culture with regard to safety, including peer-to-peer influence, leadership commitment, and avenues for safety issues to be communicated, in order to determine how these elements affect worker perception and compliance with OHS regulations.

RESEARCH METHODOLOGY

This chapter discusses research methodology, including methods such as research design, population and sample size, data collection, nature and source of data, statistical tools, method of data analysis, and reliability and validity of the instrument used to generate results. Descriptive research was adopted for the study to obtain a complete and accurate description of the situation. The sampling method used in this study is probability sampling,

which utilizes simple random sampling. The population and sample size for the study were all level of employees , with a sample size of 160 and 280. Data was collected through a structured questionnaire distributed to employees, which were validated and imported into SPSS.

REVIEWS OF LITERATURE

Viswanadham Silaparasetti (2017): The several aspects of occupational health and safety (OHS) are examined critically and evaluated in this study, which also clarifies the variables influencing construction workers' behavior in various Oman building projects. Its goal is to raise knowledge of occupational health and safety among construction workers employed by Omani social entrepreneurs.

M. Balakrishna (2020): Safety is a top priority in many on-site sectors these days, including manufacturing, construction, and power generation. OHSAS 18001 (Occupational Health and Safety Assessment Series) states that wearing an industrial safety helmet has become mandatory in on-site companies as a means of protecting workers from head injuries. In order to withstand unfavorable events, safety helmets should have strong resisting qualities. The purpose of this study is to examine and contrast the industrial safety helmet that we manufacture utilizing composite material with the ones that are currently in use. The safety helmet that is manufactured will be utilized in both theoretical and practical processes.

P.Lakshmana Kumar (2020): For tasks and employee safety, industrial safety is essential. The small accidents that occurred in certified steel factories were assessed in this inquiry. Three parameters were chosen for the input: department, operator, and machine maintenance. Three divisions, including material handling, fettling, and casting, were taken into account. Three categories of workers were taken into consideration: skilled, semi-skilled, and unskilled. Three different types of maintenance were taken into consideration: inappropriate, periodic, and breakdown maintenance. The Taguchi and ANOVA techniques were utilized to examine the minor incidents that transpired inside accredited steel sectors.

G.Ramachandran (2014): Examining the current occupational health and safety laws in India and how they are being implemented is crucial given the emphasis on the industrial sector. This article makes the case that the existing disrespect for the health and safety of employees could have significant long-term effects and that any expansion in manufacturing must include a clear, workable system to protect employees' health and safety at work.

Test of Hypothesis

Statement of Hypothesis

U TEST-GENDER

Descriptive Statistics

	N	Mean	Std. Deviation	Minimum	Maximum
Physical dimension	160	19.98	2.508	13	25
Emotional dimension	160	18.81	2.511	12	28
Psychological dimension	160	18.08	2.746	10	25
GENDER	160	1.91	.292	1	2

Ranks

	GEN DER	N	Mean Rank	Sum of Ranks
Physical dimension	1	15	92.30	1384.50
	2	145	79.28	11495.50
	Total	160		
Emotional dimension	1	15	84.53	1268.00
	2	145	80.08	11612.00
	Total	160		
Psychological dimension	1	15	82.53	1238.00
	2	145	80.29	11642.00
	Total	160		

Test Statistic

	Physical dimension	Emotional dimension	Psychological dimension
Mann-Whitney U	910.500	1027.000	1057.000
Wilcoxon W	11495.500	11612.000	11642.000
Z	-1.046	-.358	-.180
Asymp. Sig. (2-tailed)	.296	.721	.857

a. Grouping Variable: GENDER

The descriptive statistics provide insights into the distribution of each dimension and the gender variable.

Mann-Whitney U tests assess whether there are significant differences in the ranks of dimensions between two gender groups.

Results indicate that there are no statistically significant differences in the ranks of Physical dimension, Emotional dimension, or Psychological dimension between the two gender groups, as all corresponding p-values are greater than 0.05.

Therefore, based on these findings, there is insufficient evidence to conclude that gender significantly influences the ranks of the dimensions in the dataset.

SUMMARY OF FINDINGS

Most had less than a year of experience (31.87%). Most respondents were satisfied with PPE availability (63.75%), safety with heavy machinery (38.15%), and physical discomfort or pain neutral (33.75%). Cleanliness and hygiene were maintained (48.15%), and safety protocols effectively prevented physical injuries (49.57%). Employers' care for emotional well-being (41.875%) was satisfactory (41.875%). Most respondents reported neutrality in anxiety or stress related to work (31.25%). They felt comfortable reporting incidents (47.5%) and were adequately supported in case of a mental health crisis (35.625%). Work-life balance was satisfied (53.75%), and most expressed opinions or concerns about safety measures.

SUGGESTIONS

A thorough workplace safety audit is essential for identifying hazards and implementing measures. Regular employee training is crucial for understanding safety protocols. Reporting incidents and concerns is encouraged. Ergonomics are implemented to reduce discomfort. Assistance programs and mental health resources are offered for employees. Regular surveys evaluate the effectiveness of safety measures.

CONCLUSION

The project aimed to assess and implement effective strategies to promote the well-being and safety of employee within the workplace. Throughout the project, various health and safety measures were analyzed and implemented to mitigate risks and protect employees from occupational hazards. In conclusion, the project's findings provide valuable insights for organizations to improve health and safety measures for their employees. It is recommended to conduct a comprehensive safety audit and risk assessment, provide regular safety training, establish a robust incident reporting system, implement ergonomic measures, offer mental health support, and regular evaluate the effectiveness of the implemented measures. By prioritizing the well-being and safety of employees, organizations can create a conducive work environment that promotes productivity, satisfaction, and overall employee well-being.

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