

# A STUDY ON HEALTH , SAFETY AND WELFARE MEASURES AND ITS IMPACT ON EMPLOYEE PRODUCTIVITY

Ms.V.P.SWETHA <sup>1</sup>S.MANOJ KUMAR <sup>2</sup>

<sup>1</sup>Assistant Professor Dept. of Management Studies, Panimalar Engineering College, Chennai.

<sup>2</sup>Student Dept. of Management Studies, Panimalar Engineering College, Chennai.

**Abstract**-This study aims to examine how health, safety, and welfare initiatives affect employee productivity, focusing particularly on Thermal Pro. It stands for its proactive safety measures, Thermal Pro emphasizes thorough training and regular maintenance to ensure a safe work environment. Additionally, the company places significant importance on employee welfare, offering wellness programs and flexible scheduling. By acknowledging the strong connection between well-being and productivity, Thermal Pro cultivates a culture of loyalty and engagement among its employees. Research consistently shows that organizations prioritizing employee welfare tend to experience higher performance and job satisfaction levels. The interdependence of employee well-being and productivity highlights the significance of Thermal Pro's initiatives. Through its dedication to safety and welfare, Thermal Pro not only fulfills legal requirements but also fosters an environment conducive to employee growth. This study aims to explore how health, safety, and welfare measures contribute to organizational success by drawing insights from Thermal Pro's practices. By examining their impact on employee morale and performance, this research aims to offer valuable insights for businesses aiming to boost productivity. The results are expected to guide strategic decision-making processes, steering organizations toward practices that prioritize employee well-being.

**Key Words**—Health, safety and welfare measures

## I INTRODUCTION

In today's fast-paced and competitive business environment, the importance of prioritizing the health, safety, and welfare of employees cannot be overstated. Health, safety, and welfare measures are essential components of any thriving society, encompassing a broad spectrum of initiatives aimed at preserving and enhancing the well-being of individuals and communities. From ensuring safe working environments to promoting public health initiatives, these measures play a critical role in safeguarding

human lives and promoting quality of life. In today's interconnected world, health, safety, and welfare measures are more crucial than ever, as they address a wide range of challenges affecting individuals, communities, and the environment. From the prevention of accidents and injuries to the promotion of physical and mental well-being, these measures encompass proactive strategies and policies aimed at mitigating risks and enhancing overall quality of life. By prioritizing health, safety, and welfare, societies can create environments that foster resilience, inclusivity, and sustainable development for present and future generations. Health, safety, and welfare measures serve as the cornerstone of a thriving and equitable society, encompassing initiatives that promote physical, mental, and social well-being for all individuals. From workplace safety regulations to community health programs, these measures address diverse challenges and vulnerabilities, aiming to create environments that are conducive to human flourishing. By investing in comprehensive health, safety, and welfare strategies, societies can enhance resilience, reduce inequalities, and foster environments where everyone has the opportunity to lead healthy and fulfilling lives. From ensuring access to healthcare services and safe living conditions to promoting sustainable lifestyle choices, these measures encompass a wide range of interventions aimed at preventing illness, reducing risks, and enhancing overall quality of life. Health, safety, and welfare measures are integral components of responsible governance and sustainable development, encompassing policies and initiatives that prioritize the well-being of individuals and communities. By investing in comprehensive health, safety, and welfare strategies, governments and organizations can create environments that support human dignity, equality, and prosperity for all. Organizations across industries are recognizing that a robust framework of health and safety measures not only safeguards employees but also significantly impacts productivity and overall business performance. At the core of effective health, safety, and welfare initiatives lies a proactive approach to risk management and mitigation. By identifying and addressing potential hazards in the workplace, organizations can minimize the likelihood of accidents, injuries, and occupational illnesses, thereby safeguarding both employee well-being and organizational continuity. One significant impact of health, safety, and welfare measures on employee productivity lies in the reduction of workplace accidents and injuries. By implementing proper safety protocols, training programs, and ensuring compliance with regulations, organizations can minimize the risk of accidents, thereby preventing work-related injuries that can lead to absenteeism and decreased productivity. Furthermore, investing in employee wellness programs can have a direct positive impact on productivity. Health promotion initiatives such as offering gym memberships, wellness seminars, and healthy eating options can lead to improved physical health

among employees, resulting in reduced sick days and increased energy levels, ultimately boosting productivity levels. Psychological well-being is another crucial aspect that significantly influences employee productivity. High levels of stress, anxiety, or burnout can hamper an employee's ability to concentrate, make decisions, and effectively perform their duties. Therefore, organizations that prioritize mental health support and provide resources such as counseling services, stress management workshops, and mindfulness programs can help alleviate these issues and enhance employee productivity. Moreover, fostering a supportive and inclusive work environment where employees feel respected, valued, and psychologically safe can contribute to higher levels of engagement and productivity. When employees feel comfortable expressing their ideas, concerns, and opinions without fear of judgment or reprisal, they are more likely to collaborate effectively, contribute innovative solutions, and perform at their best. Social connections within the workplace also play a significant role in influencing employee productivity. Strong relationships among coworkers can foster a sense of camaraderie, teamwork, and mutual support, creating a positive work environment where employees feel motivated to help each other succeed. In addition to interpersonal relationships, organizational support for work-life balance is essential for maintaining employee well-being and productivity. Providing flexible work arrangements, such as telecommuting options, flexible scheduling, and paid time off, allows employees to better manage their personal and professional responsibilities, reducing stress and burnout while increasing job satisfaction and productivity. Furthermore, clear communication of expectations, goals, and feedback from supervisors and managers is critical for employee productivity. When employees understand their roles, responsibilities, and performance expectations, they can align their efforts with organizational objectives, prioritize tasks effectively, and make informed decisions to achieve desired outcomes. Training and development opportunities also play a significant role in enhancing employee.

## II. REVIEW OF LITERATURE:

**Dr. V.M. AnithaRajathi, D. Sivaranjini (2023)** The study reveals that the term employee welfare includes various services, benefits and facilities offered to the employees by the employer. Employee Welfare measures are one of the important factor to create healthy, satisfied and more efficient worker for the firm. The main objective of this study to analyse health, safety and welfare measures of the company. To know the opinion and satisfaction level of employees about health measures, safety measures and welfare measures followed in the company.

**S. Shreelekha, Prof. Kavita Achchalli (2023)** The study uses Sampling technique u to select the respondents was simple random sampling. Percentage analysis and Chi-square statistical tools were applied to analyze the data. Employers who offer employee welfare benefits see to it that their staff members are content and happy. These facilities aid management in motivating employees for better performance. Additionally, it fosters a friendly working relationship between the company and the worker. The comprehension of employee satisfaction with facilities is emphasised in the study.

**Sushree Sanghamitra, Dr. Kailash Chandra Mishra (2023)** The aim of this study is to examine the impact of labour welfare measures with different dimensions of work provision requirement on job satisfaction. This study observed to know that Labour Welfare measures play a significant role in influencing the level of job satisfaction of employees and help the employees in different ways. The findings of this research study shall be very important on the theoretical as well as practical scenario. The findings of this study are important to improve job satisfaction of the construction workers in the construction sites.

**Bhavani(2022)** This empirical research paper deals with study of the labour welfare provisions and its effect on the three dimensions of industrial relations like association of workers with organization, relationship of workers with management and supervisors. This study sheds light on the extent to which companies can sustain positive working relationships by gauging worker satisfaction with labour welfare indicators. The data were collected by using stratified random sampling from workers, some of the relevant tests were carried out like reliability test, percentage analysis, ANOVA and T-test.

**Grace Hemalatha, Hanna Lidia, Shobha (2022)** The study is to analyze, the collected data and the researcher used simple percentage analysis and Chi-Square test. The result shows that employees have a reasonable level of knowledge regarding workplace health and safety.

Organizational health and safety may be effectively implemented via management's efforts. It focuses on Workers' awareness of health and safety issues in the workplace will be studied and for the purpose of discovering how much priority the management places on the health and safety of employees.

**Kumari Sravani, Dr . A . Latha,M.Susheela (2022)** The study provides various suggestions to the management including various welfare measures to enhance level of satisfaction of employees in the "ASHOK LEYLAND". At the same time employees got opportunity to express their view about various components of the satisfaction level prevailing in "ASHOK LEYLAND". The sample size were limited and Data were analyzed using percentage analysis, based on th findings and interpretations, suitable suggestions were given to the company.

**Sagar Sathyan, Ms.Vaishali Pillai (2022)** This study revealed that, the employee's health and safety measures are adopted in the company and are provided to the employees according to the requirement s of the factories act. The above result highlights that the awareness of employees's health, safety and welfare in the workplace. The collected data using the printed questionnaires was analyzed using simple statistical tools like percentage analysis, Mann Whitney Test and Kruskal-Wallis Test.

**Dr. K. Selvavinayagam and C. Ram Kumar (2021)** The study's conclusions demonstrated a strong and favourable correlation between affective, normative, and continuous commitment and occupational health and safety management. In Ghana's mining sector, this study aims to investigate the relationship between the effects of occupational health and safety on workers' organisational commitment. The study investigates the various facets of organisational commitment as well as occupational health and safety.

**Sugandha Sinha, Shivani Trivedi, and Namrata Suthar (2021)** According to the survey, employee wellness programmes are in charge of keeping workers in the company. The employees have provided effective welfare facilities. This study is to know the effectiveness of various employees' welfare measures provided in the organization and to suggest which factors affects workers to perform their tasks effectively at workplace. This study identify remedial measures to improve the employee welfare. Tools such as the Chi-Square Test and the Simple Percentage Method have been used to analyse the data that have been gathered.

**Neethu Teressa Thomas (2021)** The Employee welfare work aims at providing such service facilities and amenities as would enable the workers employed in the industries/factories to perform their work in a healthy and pleasant surroundings favorable to good health and high

morale. Simple percentage analysis was used to analyse the data, and appropriate recommendations were made to the company based on the results and interpretations.

### **III. NEED FOR THE STUDY**

A study on health, safety and welfare measures is one of the valuable endeavor to evaluate employee productivity and performance, this study delves into the realm of health, safety and welfare measures within the esteemed context of Thermal Pro. Amidst the evolving landscape of corporate governance and employee-centric strategies, understanding the profound implications of such measures on workforce well-being and performance is imperative for organizational sustainability and competitiveness. This research endeavors to scrutinize the effectiveness of existing health and safety protocols implemented by Thermal Pro, with a keen focus on their tangible influence on employee morale, job satisfaction and productivity outcomes. Employing a blend of comprehensive literature review and empirical methodologies including surveys, interviews and observational studies, this study seeks to unravel the intricate mechanisms through which health, safety and welfare initiatives intersect with employee engagement and performance within the organizational framework. Situating the investigation within the specific context of Thermal Pro, the aim is to offer bespoke, evidence-based recommendations tailored to the company operational realities and strategic imperatives. This study aims to enhance employee well-being and productivity within Thermal Pro by providing scholarly insights and practical guidance for strategic decision-making. The analysis aims to provide stakeholders with actionable insights to guide strategies for employee welfare and productivity optimization.

### **IV. OBJECTIVES OF THE STUDY**

- To study the awareness of workers about the health and safety measures in the work place.
- To identify the role of the management in implementing health and safety measures.
- To study the level of satisfaction of employee regard safety and welfare.
- To examine the effectiveness of employee health,safety,welfare measure.

## **V. RESEACH METHODOLOGY**

### **RESEARCH DESIGN**

A research design is the arrangement of condition for collection and analysis of data in a manner that aims to combine connection to the disquisition purpose with economy in procedure. It's concerned with decision regarding what, were, when, how important, by what means covering and inquiring for a disquisition study constitutes a disquisition design. Research design is demanded because it facilitates the smooth sailing of disquisition operation, thereby making disquisition as effective as possible, yielding and most information with minimal expenditure of trouble, time and capitalist. The researcher has used descriptive disquisition design which is Descriptive disquisition studies are those studies which are concerned with delivery the characteristics of a particular individual group. A descriptive design studies is concerned with specific prophecy with history of data and characteristics concerning individualities group or situations.

### **SAMPLING TECHNIQUES**

Convenience sampling method is used for this research.

### **SAMPLE SIZE**

The total population is nearly 230 to 240 employees in organization.

The sample size is 150 (respondents).

### **SOFTWARE USED**

#### **SPSS 16.0**

One feature-rich data analysis tool is SPSS 16.0, the statistical software for social sciences. SPSS can create tabular reports, complex statistical analyses, and charts and maps of distributions and trends using data from almost any type of file. SPSS increases the ease of use and accessibility of statistical analysis for both inexperienced and seasoned users. Simple menus and dialog box selections allow you to do complex analysis without typing a single line of command syntax. The Data Editor offers a simple and functional spreadsheet-like interface for dealing with files and entering data.



## Tests of Normality

	Kolmogorov-Smirnov <sup>a</sup>			Shapiro-Wilk		
	Statistic	df	Sig.	Statistic	df	Sig.
Awareness and Understanding	.138	150	.000	.953	150	.000
Reporting and Communication	.182	150	.000	.889	150	.000
Resources and Involvement	.165	150	.000	.920	150	.000
Effectiveness and Satisfaction	.104	150	.000	.975	150	.007

a. Lilliefors Significance Correction

### Interpretation:

The tests of normality, it can be inferred that the collected data for all factors - Awareness and Understanding, Reporting and Communication, Resources and Involvement, and Effectiveness and Satisfaction - is not normally distributed. Hence non-parametric.



## NON- PARAMETRIC TESTS

### 1.CORRELATION

Correlations

		Awareness and Understanding	Reporting and Communication	Resources and Involvement	Effectiveness and Satisfaction
Spearman's rho	Awareness and Understanding	1.000	.928**	.700**	.894**
	Correlation Coefficient				
	Sig. (2-tailed)	.	.000	.000	.000
	N	150	150	150	150
	Reporting and Communication	.928**	1.000	.765**	.754**
	Correlation Coefficient				
	Sig. (2-tailed)	.000	.	.000	.000
	N	150	150	150	150
	Resources and Involvement	.700**	.765**	1.000	.526**
	Correlation Coefficient				
	Sig. (2-tailed)	.000	.000	.	.000
	N	150	150	150	150
	Effectiveness and Satisfaction	.894**	.754**	.526**	1.000
	Correlation Coefficient				
	Sig. (2-tailed)	.000	.000	.000	.
	N	150	150	150	150

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

#### Interpretation:

1. **Awareness and Understanding:** There is a strong positive correlation between awareness and understanding and all other factors: reporting and communication ( $\rho = 0.928$ ,  $p < 0.01$ ), resources and involvement ( $\rho = 0.700$ ,  $p < 0.01$ ), and effectiveness and satisfaction ( $\rho = 0.894$ ,  $p < 0.01$ ). This indicates that individuals who have higher awareness and understanding regarding health and safety policies tend to also

perceive better reporting and communication, resource allocation and involvement, and effectiveness and satisfaction with safety measures.

2. **Reporting and Communication:** Similar to awareness and understanding, reporting and communication also show strong positive correlations with all other factors: awareness and understanding ( $\rho = 0.928, p < 0.01$ ), resources and involvement ( $\rho = 0.765, p < 0.01$ ), and effectiveness and satisfaction ( $\rho = 0.754, p < 0.01$ ). This suggests that good reporting and communication practices are associated with higher levels of awareness, better resource allocation and involvement, and greater perceived effectiveness and satisfaction with safety measures.
3. **Resources and Involvement:** There is a strong positive correlation between resources and involvement and awareness and understanding ( $\rho = 0.700, p < 0.01$ ), reporting and communication ( $\rho = 0.765, p < 0.01$ ), and effectiveness and satisfaction ( $\rho = 0.526, p < 0.01$ ). This indicates that better resource allocation and involvement in safety measures are associated with higher levels of awareness, better reporting and communication, and greater perceived effectiveness and satisfaction.
4. **Effectiveness and Satisfaction:** Lastly, there is a strong positive correlation between effectiveness and satisfaction and awareness and understanding ( $\rho = 0.894, p < 0.01$ ), reporting and communication ( $\rho = 0.754, p < 0.01$ ), and resources and involvement ( $\rho = 0.526, p < 0.01$ ). This suggests that individuals who perceive safety measures as more effective and are more satisfied with them tend to also have higher levels of awareness, better reporting and communication, and better resource allocation and involvement.

Overall, the correlation analysis indicates strong positive associations between these factors, suggesting that improvements in one area of health and safety in the workplace are likely to positively influence other areas as well.

## 2. Mann Whitney U Test

**Null hypothesis:** There is no significance difference between mean ranks of gender with respect to factors of study.

**Alternate hypothesis:** There is significant difference between mean ranks of gender with respect factors of study.

### Ranks

	Gender	N	Mean Rank	Sum of Ranks
Awareness and Understanding	Male	120	76.44	9172.50
	Female	30	71.75	2152.50
	Total	150		
Reporting and Communication	Male	120	74.56	8947.50
	Female	30	79.25	2377.50
	Total	150		
Resources and Involvement	Male	120	74.46	8935.00
	Female	30	79.67	2390.00
	Total	150		
Effectiveness and Satisfaction	Male	120	77.38	9285.00
	Female	30	68.00	2040.00
	Total	150		

### Test Statistics<sup>a</sup>

	Awareness and Understanding	Reporting and Communication	Resources and Involvement	Effectiveness and Satisfaction
Mann-Whitney U	1687.500	1687.500	1675.000	1575.000
Wilcoxon W	2152.500	8947.500	8935.000	2040.000
Z	-.531	-.534	-.595	-1.064
Asymp. Sig. (2-tailed)	.595	.593	.552	.287

a. Grouping Variable: Gender

### Interpretation:

- Awareness and Understanding:** The test statistic (Z) is -0.531 with an asymptotic significance of 0.595 ( $p > 0.05$ ). Therefore, there is no significant difference between the mean ranks of males and females in terms of awareness and understanding.
- Reporting and Communication:** The test statistic (Z) is -0.534 with an asymptotic significance of 0.593 ( $p > 0.05$ ). Thus, there is no significant difference between the mean ranks of males and females regarding reporting and communication.

3. **Resources and Involvement:** The test statistic ( $Z$ ) is  $-0.595$  with an asymptotic significance of  $0.552$  ( $p > 0.05$ ). This indicates no significant difference between the mean ranks of males and females concerning resources and involvement.
4. **Effectiveness and Satisfaction:** The test statistic ( $Z$ ) is  $-1.064$  with an asymptotic significance of  $0.287$  ( $p > 0.05$ ). Consequently, there is no significant difference between the mean ranks of males and females regarding effectiveness and satisfaction.

In summary, based on the Mann-Whitney U test results, there is no significant difference between the mean ranks of gender concerning any of the factors studied: Awareness and Understanding, Reporting and Communication, Resources and Involvement, and Effectiveness and Satisfaction. Therefore, we fail to reject the null hypothesis for all factors. Null hypothesis is accepted.

### 3. KRUSKAL WALLIS H TEST

Null Hypothesis  $H_0$ : - There is no significance difference between the mean rank of respondents qualification with respect to factors involved in study

Alternate Hypothesis  $H_1$ : - There is a significance difference between the mean rank of qualification designation group with respect to factors involved in study

### Ranks

	Educational qualification	N	Mean Rank
Awareness and Understanding	Diploma level	15	58.00
	Ug degree	50	74.50
	Pg degree	85	79.18
	Total	150	
Reporting and Communication	Diploma level	15	58.00
	Ug degree	50	70.25
	Pg degree	85	81.68
	Total	150	
Resources and Involvement	Diploma level	15	98.83
	Ug degree	50	65.00
	Pg degree	85	77.56
	Total	150	
Effectiveness and Satisfaction	Diploma level	15	60.50
	Ug degree	50	77.00
	Pg degree	85	77.26
	Total	150	

### Test Statistics<sup>a,b</sup>

	Awareness and Understanding	Reporting and Communication	Resources and Involvement	Effectiveness and Satisfaction
Chi-Square	3.098	4.984	7.636	2.012
df	2	2	2	2
Asymp. Sig.	.212	.083	.022	.366

a. Kruskal Wallis Test

b. Grouping Variable: Educational qualification

### Interpretation:

1. **Awareness and Understanding:** The chi-square statistic is 3.098 with 2 degrees of freedom and an asymptotic significance of 0.212 ( $p > 0.05$ ). Therefore, there is no

significant difference between the mean ranks of respondents' educational qualification groups regarding awareness and understanding.

2. **Reporting and Communication:** The chi-square statistic is 4.984 with 2 degrees of freedom and an asymptotic significance of 0.083 ( $p > 0.05$ ). Thus, there is no significant difference between the mean ranks of respondents' educational qualification groups concerning reporting and communication, although the p-value is close to the significance threshold.
3. **Resources and Involvement:** The chi-square statistic is 7.636 with 2 degrees of freedom and an asymptotic significance of 0.022 ( $p < 0.05$ ). This indicates a significant difference between the mean ranks of respondents' educational qualification groups regarding resources and involvement.
4. **Effectiveness and Satisfaction:** The chi-square statistic is 2.012 with 2 degrees of freedom and an asymptotic significance of 0.366 ( $p > 0.05$ ). Consequently, there is no significant difference between the mean ranks of respondents' educational qualification groups concerning effectiveness and satisfaction.

In summary, based on the Kruskal-Wallis test results:

- There is no significant difference in the mean ranks of respondents' educational qualification groups regarding awareness and understanding and effectiveness and satisfaction.
- There may be a significant difference in the mean ranks of respondents' educational qualification groups concerning reporting and communication ( $p = 0.083$ ), although it's not conclusive.
- There is a significant difference in the mean ranks of respondents' educational qualification groups regarding resources and involvement.

Therefore, we fail to reject the null hypothesis for awareness and understanding and effectiveness and satisfaction. We also fail to reject the null hypothesis for reporting and communication, although it's not conclusive. However, we reject the null hypothesis for resources and involvement.

Null hypothesis accepted for awareness and understanding and effectiveness and satisfaction and alternative hypothesis is accepted for reporting and communication and resources and involvement.

## VI. SUGGESTIONS

To ensure the optimal safety and well-being of employees, it's imperative to adopt a multifaceted strategy that aligns with the specific demographics and responses elucidated in the data. Recognizing that a significant portion of the workforce comprises men aged 26-35

with undergraduate qualifications, it becomes evident that tailored training initiatives are paramount. These programs should transcend traditional methods, incorporating interactive and immersive techniques to effectively disseminate knowledge on pertinent health and safety protocols.

Moreover, the efficacy of communication channels within the organization warrants a critical review. Enhancing the clarity and accessibility of information pertaining to health and safety policies is crucial. Whether through town hall meetings, digital platforms, or visual aids strategically placed across the workplace, ensuring that every employee is well-versed in these protocols is non-negotiable.

In parallel, bolstering the involvement of management in safety-related activities is indispensable. Their active participation not only demonstrates a genuine commitment to prioritizing employee welfare but also fosters a culture of accountability and vigilance. Regular safety inspections and audits led by management serve as proactive measures to identify potential hazards and mitigate risks before they escalate.

Transparency emerges as another cornerstone of an effective safety culture. Employees must feel empowered to report incidents, accidents, or near-misses without fear of reprisal. Management's transparent handling of such occurrences instills confidence and reinforces the notion that safety is a collective responsibility.

Facilitating avenues for employee engagement and feedback channels is equally paramount. Actively soliciting input from the workforce on safety concerns or improvement suggestions cultivates a sense of ownership and fosters a collaborative environment geared towards continuous enhancement.

The ergonomic design of workstations and equipment cannot be overstated in its significance. Investing in ergonomic assessments and interventions not only prevents injuries but also contributes to long-term employee well-being and productivity.

Regular monitoring of the impact of safety measures on morale and job satisfaction is essential. An organizational commitment to promptly address any identified issues underscores the



genuine concern for employee welfare.

Ultimately, through a concerted effort to tailor training programs, enhance communication channels, increase management involvement, foster transparency, encourage employee engagement, prioritize ergonomic design, and monitor impact, the workplace can cultivate a culture of safety and well-being that permeates every facet of the organization.

## VII. CONCLUSION

In conclusion, company needs to improved and more integrating health, safety, and welfare measures into the core of its operations is imperative for sustaining a thriving and responsible workplace environment and help to get more productivity ,reduce the also rare happening incidents.By acknowledging the specific demographics and responses highlighted, the company can develop targeted initiatives to bolster employee well-being. This includes comprehensive training programs tailored to address the predominant workforce demographic, fostering a deep understanding of health and safety protocols.Effective communication channels are essential for disseminating vital information on safety policies and procedures, ensuring that every employee is well-informed and equipped to prioritize their well-being.Furthermore, fostering a culture of transparency and accountability, wherein incidents and near-misses are reported without fear of repercussion, establishes trust between employees and management, facilitating a proactive approach to risk mitigation.Investing in ergonomic design solutions not only prevents workplace injuries but also demonstrates a commitment to promoting employee comfort and welfare. Regular feedback mechanisms empower employees to voice their concerns and suggestions, driving continuous improvement in safety practices.By prioritizing the holistic health and welfare of its workforce, the heat exchanger manufacturing company can create a workplace environment that not only ensures physical safety but also nurtures employee morale, satisfaction, and overall well-being. This, in turn, fosters a culture of excellence, innovation, and sustainability, positioning the company for long-term success in the industry.

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