

A STUDY ON EMPLOYEE SAFETY MEASURES AT DIXCY TEXTILES PVT. LTD., AT TIRUPUR

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Introduction about the Study

Employee safety measures has seen as one of the important measures of performance of an organization. The changes in the work life of employees and changes in the business environment internal as well as external has brought tremendous transformation in the organizational behavior. Globalization, Technology and other work-design factors have forced organizations to focus on employee safety measures. Organizations have set standard measures to take care of the employees professional and personal careers. Increase in reliance on technology, distributed work arrangements, increase in pace of work, and diversity in the work environment creating several challenges for Human Resource Management personnel. First, potential new hazards are emerging from the introduction of new technologies and through the performance of work in a more virtual organization. Second, businesses are becoming smaller and flatter and are redefining the content of work and the nature of the employment relationship.

Safety in the workplace means having an environment free from injury and hazards. Proper procures and procedures will allow employees to work without worrying about the safety. The concept of labour welfare is necessarily dynamic and has been interpreted in different ways from country and from time to time and even in the same country, according to social institutions, degree of industrialization and general level of social and economic development. Labor welfare includes under it "such services, facilities and amenities as adequate canteens, rest and recreational facilities, sanitary and medical facilities, arrangements for the travel to and from and for the accommodation of workers employed at a distance from their homes, and such other services, amenities and social facilities including security measures as contributing to

conditions under which workers are employed" Welfare activities influence the sentiments of the workers. When workers feel that the employers and the state are interested in their happiness, his tendency to grouse and grumble will steadily disappear.

The provision of various welfare measures such as better housing, canteen, medical and sickness benefits etc. Increasing number of accidents involving workers has drawn our attention towards safety measures in the factories. Accidents not only affect workers losing their livelihood but also employers in terms of compensation to be paid to the workers. Accidents are a significant cause of dispute between workers and management. With the coming in of new set up of industries e.g., steel production, engineering, fertilizers, chemicals and petro-chemicals, oil refining etc., and increasing use of machine power, industrial complexities in terms of process of production have increased. This has given rise to hazards and risks. Safety measures are to be adopted against such risks and hazards. The Factories Act, 1948 has laid down certain measures for the safety of workers employed in the factories. In this lesson, we shall study about the safety measures in factories.

Safety in simple terms means freedom from the occurrence or risk of injury or loss. Industrial safety or employee safety refers to the protection of workers from the danger of industrial accidents. In today's competitive world many organization are adopting advance technology. It has both merits and demerits. Increasing technologies involves high risk, where the question of safety arises. The life of industrial worker is full of risk. Every year lakhs of employees are injured in factories, mines etc. The main reasons for such activities are due to either unsafe act or unsafe condition. Today employers are obligated to give their employees a safe and secured work environment. The main purpose of effective safety program in organizations is to prevent work related injuries and accidents. The modern safety movement started around 1912 with the first cooperative safety congress and the organization of the National Safety Council in U.S.A safety is prior to security.

According to this concept, the present Factories several safety measures. The importance of industrial safety was realized because very year millions of industrial accidents occur which result in either death or temporary and permanent disablement of the employees and involve a good amount of cost such as resulting from waste man-hours, machine hours, etc. Safety is primarily the responsibility of the management. This responsibility should rest on the shoulder of all cadres of management. Such as production manager, Personnel manager, Maintenance engineer, Safety officer. Every organization should formulate and implement a safety procedure. Safety in industry helps to increase the rate of production, reduce the production cost, Reduce the damage to equipment and machinery, Prevent the premature death of talented workers who are an asset to the society, machinery, prevent the premature death of talented workers who are an asset to the society,

prevent the needless pain and suffering to the employees. Industrial safety saves costs, improves productivity, develops morale, safety is a legal requirement health and safety policies programs are concerned with protecting employees and other people affected by what the company produces and does against the hazards arising from their employment or their links with the company employees safety measures programs deal with the prevention of accidents and with minimizing the resulting loss the damage to persons and property. The union has developed this policy to inform members of their rights and their legal duties of employers under health and safety legislation to protect staff from workplace violence. The aim of the policy is to raise awareness of the potential for violence and aggression in the workplace and ensure that all FSU members are aware of such risks and the support available to them. Workplace violence is an unacceptable hazard and is something that should be eliminated in as far as possible. Workplace violence is not acceptable nor should it be tolerated by FSU members. The risk is often foreseeable; therefore it can be assessed, minimized or prevented. Employers have clear legal duties to do this. In short, Employers must make an assessment of the risks, remove those risks, and only where it is not possible to eliminate them, introduce comprehensive strategies to control and minimize them. According to this concept, the present factories several safety measures. The importance of industrial safety was realized because very year millions of industrial accident occur which result in either death or temporary and permanent disablement. Safety measures which are provided in the Factories Act, 1948, are considered to be minimum in terms of adequacy. Such measures are required to be effectively implemented. In addition to implementing safety measures provided in the Factories Act, there is also need for providing training in safety to workers, and installing safety equipment in the factories.

Meaning

Safety is the state of being "safe" (from French *sauf*), 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.

There are two slightly different meanings of safety. For example, home safety may indicate a building's ability to protect against external harm events (such as whether, home invasion, etc), or may indicate that its internal installations (such as appliances, stairs, etc.) are safe (not dangerous or harmful) for its inhabitants. Security is the process or means, physical or human, of delaying, preventing, and otherwise protecting against external or internal, defects, dangers, loss, criminals, and other individuals or actions that threaten, hinder or destroy an organization's "steady state", and deprive it of intended purpose for being.

Definition

Safety is the condition of a “steady state” of an organization or place doing what it is supposed to do. “what it is supposed to do” is defined in terms of public codes and standards, associated architectural and engineering designs, corporate vision and mission statements, and operational plans and personnel policies. For any organizations, place, or function, large or small, safety is a normative concept. It complies with situation specific definitions of what is expected and acceptable.

Need for Study

Safety and Welfare is the main concern for the employees in the power generation plants. Minor neglects may also cause irreversible hazards. Hence, the malfunctions in day to day activities should be checked in every function. An environment should be created such that the employees work fearlessly, focusing on their work rather than safety issues. Welfare measures should be adopted by the organizations in a way to take utmost care of the employee and its family, in case anything happens. Organization should make an attempt to make its associates aware of all the related issues. This in turn will improve the employee productivity and efficiency. Organizational focus on employee safety can provide for higher morale and productivity in the workplace.

This is due to the perception that the company truly cares about the health and wellbeing of its employees, thus creating a sense of pride for the organization. Increased productivity as it correlates to safety and morale is a difficult metric to measure, but forward-thinking organizations realize that it does exist and can therefore justify the costs of their safety programs as compared to the productivity benefits that they provide. In contrast to measuring productivity as it relates to safety, the indirect costs of employee injuries are much more measurable. For example, a death or severe injury on the job site can shut down a project for extended periods of time while it is under investigation, and lost time equals lost money. Additionally, there is the cost of lost productivity of the affected employee, increased insurance premiums, cost of replacing the injured worker, cost of training the new worker and potential fines.

- Rapid industrialization with its complexities in manufacturing process and layout
- Expansion or modifications in existing factories.
- Setting of new industries involving hazards not known earlier
- Lack of safety consciousness on the part of both workers and management
- Inadequate realization of the financial implications of accident.

Techniques for Improving Safety Measures of Employees Safety Programmes

This deals with prevention of accidents, minimization of losses, and damages to the property and life of the employees. There are five principles for a safety programme.

- Industrial accidents can take place due various reasons such as lack of good leadership, lack of motivation safety mechanisms. The root cause has to be traced out.
- Identify the potential hazards and provide effective safety facilities.
- The top management should have safety policies, which should be continuously monitored.
- The accountability of the personnel should be determined for the safety performances.
- Thorough training and education regarding the safety measures and devices.

Safety Organization

An organization can set up a safety committee and a safety director for deciding Various safety programmes to be conducted in an organization. A safety programme must be developed to educate and train the employee to avoid mechanical as well as personal hazards.

Safety Engineering

The important function of safety engineering is to eliminate all the possible risks due to processes, handling of machines or equipment's. Safetyequipment such as glasses, gas masks, and gloves should be provided free for protection.

Safety Education and Training

Safety education for all levels of management and for every employee is a must.

The main objectives of safety education is two-fold: first, to develop safety consciousness among the personnel and second, to ensure safe performance by developing the skills of the employees. Training gives immediate knowledge that can help the employees understand the hidden hazards, the knowledge to prevent accidents, safe handling of materials, and good housekeeping.

Safety Contests

Some organizations encourage safety competitions among their departments to Emphasize the importance of safety.

Disciplinary Action

An organization can take against any employee in case they are found guilty of any violations. The safety programme and safety policy is based on the well-being of employees, and it stresses the fact that human resources are the most valuable assets, and their safety is the greatest responsibility.

Causes of Accidents

There are three factors that contribute to accidents. These causes can be work-related causes, unsafe acts by the employees, or chance occurrences. The work-

related factors can be defective equipment, inadequate safety devices, poor housekeeping and absence of maintenance of machines, which can result in accidents. Unsafe acts can be due to carelessness of the workers and use of unsafe procedures.

In other causes can be due to bad working condition, very long hours of work, carelessness in handling materials and lack of training. All these accidents can increase the cost of production directly or indirectly. Therefore, the management should take enough care to reduce the accidents to the minimum.

Objectives of the Study

Primary Objective

To study about the employee safety measures at Dixcy textiles pvt.Ltd.

Secondary objective

- To understand the awareness of safety and welfare facilities among the employees provided by the organization.
- To find out the utilization of welfare facilities by the employees
- To know about the level of satisfaction of employees with regard to labour welfare facilities.
- To identify the employees attitude towards safety measures and work environment.

Scope of the Study

This study would enable the management to provide safety and secured working environment to all the employees and also this will help the company to improve the safety measures provided in company.

Limitations of the Study

Safety can be limited in relation to some guarantee or a standard of insurance to the quality and unharmed function of an object or organization. It is used in order to ensure that the object or organization will do only what it is meant to do. It is important to realize that safety is relative. Eliminating all risk, if even possible, would be extremely difficult and very expensive. A safe situation is one where risks of injury or property damage are low and manageable.

- More numbers of samples could not be included owing to time and cost constraints.
- Another important constraint is the hesitation from the side of employees and workers as they are unwilling to answer questions in the questionnaire.
- Stress and fatigue will be more.
- Study is based on limited sample.

Company Profile

Company name	:	DIXCY Textiles private limited
Company Status	:	Private Limited
Incorporation	:	20 February 2004
Registration No	:	10996,
Owner	:	Mr.PremPrakashSikka
Company Products	:	Drawer, vest, jetty, camisole, innerwear
No of Workers	:	1000
Paid up Capital	:	Rs.525,000,000
Company telephone	:	0421-3061111
Address	:	Dixcy, Dixcycampus, D.No.10/5-N.Maniosainagar, poosaripalayam, chengapalli, Tirupur-638 812,
Mail id	:	info@dixcy.co.in,
Web Address	:	www.dixcy.co.in.

Theoretical Review

Safety measures result in improving the conditions under which workers are employed and work. It improves not only their physical efficiency, but also provides protection to the life and limb. inadequate provision of safety measures in factories may lead to increase in the number of accidents. Human failure due to carelessness, ignorance, inadequate skill, and improper supervision has also contributed to accidents, and the consequent need for safety measure. Investigated small firm's awareness of responses to safety legislation. The key findings were the awareness varied by industry sector, by the ethnic background of the owner/manager of the business and size of the business. Retail business was less likely to identify relevant health and safety legislation and micro businesses were likely to be aware of legislation. The study found no overall difference between and ethnic minority groups. Pakistani and Bangladeshi business were the least likely to be aware of legislation .the authors do not identify a clear explanation for this findings but suggest it might be liked with other cultural variables Including acceptance of authority.

Safe manner while being unaware of work health and safety regulations.Inspectors describes this business as lacking in formal systems and paper work but showing good health and safety practice. This was seen being due to a commitment to good housekeeping and organization of the business as well as a concern for the workforce. Where this the businesses had significant problems this tended to be due to less obvious issues such as exposure to hazardous substances awareness of the regulations varied greatly by industry type with metals and engineering being the highest and food and drink being the lowest. Other factors giving rise to the need for safety measures are

rapid industrialization with its complexities in manufacturing process and layout, expansion are modifications in existing factories, setting up of new industries involving hazards not known earlier, lack of safety consciousness on the part of both workers and management inadequate realization of the financial implications of accidents.

Literature Review

C.S. Ramanigopal (2012) conclude the company has given maximum effort and dedication to implement the labor laws and regulations and it has succeeded in implementing effective safety and health and management considering the type of safety and health problems, accidents, employees and technology in its organization settings and also good level of satisfaction among employees regarding healthy and safety has been achieved

Rerumchev & Dhaliwal (2007) study on organizational factors on safety in Taiwan and japan reported that the influence of organizational factors in both countries were different due to dissimilar culture, for example, they discovered that Taiwanese leadership style was "Top-Down Directive " where top management communicated safety policies and involved in safety activities while Japanese safety leadership was more focused on "Bottom-Up Participative" where top management promoted employees' participation in any safety activities.

Jamieson (2008) safety is the condition of a "steady state" of an organization are place doing what it is supposed to do. "what it is supposed to do" is define in terms of public codes and standards, associated architectural and engineering designs, corporate vision and mission statements, and operational plants and personal policies. For any organization, place, or function, large or small, safety is a normative concept. It complies with situation-specific definitions of what is expected and acceptable.

Research Methodology

The research methodology is scientific and systematic for pertinent information on specific topic. It is a careful investigation or inquiry especially through search for new facts in any branch of knowledge. This research study is taken as a part of educational curriculum. Research is a systematized effort to gain knowledge and hence, it helps to practical knowledge in study various steps that are generated adopted by a research in studying his research problem along with the logic behind them.

Research Design

Research design is the arrangement of condition for collection and analysis of data in a manner that aims to combine relevance to the research purpose. The research design adopted for this study is descriptive research design descriptive research includes survey and facts- finding enquiries of different kinds. The major purpose of descriptive research is description of the state of affairs, as it exit as present. The main

characteristics of this method is that the researcher has no control over the variable, he can only report what has happened or what is happening.

Sampling Techniques

The sampling technique used for this study convenience sampling. This method of sampling involves selecting the sample element using some convenient method without going through the rigors of sampling method. The researcher may make use of any convenient base to select the required number samples.

Sources of Data

Primary Data

Primary sources of data are obtained by the researcher from respondent which has not been collected previously. Primary data are first- hand information collected through various methods such as observation and interviewing. The primary data was collected through questionnaire by surveying the mentioned sample unit. Such as observation and interviewing. The primary data was collected through questionnaire by surveying the mentioned sample unit. 2. Secondary Data. The secondary data on the other hand are those which have already been collected by someone else and passed through the statistical process. The research collected secondary data information's through the company journals, magazines, books and related websites.

Research Instrument

Questionnaire is used as a research instrument in the study. Primary Data is collected through open ended questionnaire.

Sample Universe

Total number of employee's in a Harrisons Malayalam Ltd is 450

Sample Size

The sample size taken for the study is 100 members.

Tools and Techniques for Analysis

- Percentage Analysis Method.
- Weighted Average Method.
- Chi- Square Test Method.

Percentage Analysis Method

One of the tools used for the analyzing the data is percentage method. Percentage refer to a special kind of ratio, which is used to describe relationship percentage reduce everything to a common ways and there by allows meaningful comparison to be made. Percentage is used in making comparison between two or

more series of data. Percentages are used in to describe relationship it can be used to compare.

In relative terms the distribution of two or more series of data.

Percentage analysis = (No. of respondents / Total no of respondents) x 100

Weighted Average Method

An average in which each quantity to be averaged is assigned a weight. These weight determine the relative importance of each quantity on the average. Weighted are the equivalent of having that many items with the same value involved in the average.

Weighted Avg = $W_1 X_1 + W_2 X_2 + \dots + W_n X_n$

Weighted Avg = $\frac{\sum WX}{\sum W}$

W = Relative weight (%)

X = Value

The weighted average formula is used to calculate the average value of a particular set of numbers with different levels of relevance. The relevance of each number is called the weight. The weight should be represented as a percentage of the total relevance. Therefore, all weights should be equal to 100% or 1

Chi – Square Test Method

A chi-square test is a statistical test commonly used for testing independence and goods of fit. Testing independence determines whether two or more observation across two population are dependent on each other (ie, whether on variable helps to estimate the other) Testing for goodness of fit determinants I on observed frequency distribution matches a theoretical frequency distribution. In both cases the equation to calculate the chi-square statistic is

$$(O-E)^2$$

$$\text{Chi-square test } (x^2) = \sum \frac{\text{-----}}{E}$$

Degrees of freedom = $(R-1) (C-1)$

Where as

O = Observed Frequency

E = Expected Frequently

R = Number of rows

C = Number of columns.

Where "O" equals the observed frequency and "E" the expected frequency the results of a chi-square test, along with the degree of freedom used with a previously calculate the table of chi-square distribution to find a p- value. The p- value can used to determinant the significance of the test.

Chi- Square Tests

	Value	Df	Asymp. Sig. (2-sided)
Pearson Chi-Square	10.420 ^a	6	.108
Likelihood Ratio	14.310	6	.026
Linear-by-Linear Association	4.596	1	.032
N of Valid Cases	100		

a. 7 cells (58.3%) have expected count less than 5. The minimum expected count is .40.

oi	Ei	(oi-ei) ²	(oi-ei) ² /ei
0	0.4	0.16	0.4
0	1	1	1
8	6.6	1.96	0.296
0	0.8	0.64	0.8
0	1.8	3.24	1.8
15	12.4	6.76	0.545
0	1	1	1
5	2.4	6.76	2.816
15	16.6	2.56	0.154
5	2.8	4.84	1.728
7	6.8	0.04	0.005
45	47.3	5.29	0.111

$$df = (r-1) (c-1)$$

$$= (4-1) (3-1)$$

$$= 3*2$$

$$= 6$$

$$cv = 10.420$$

$$tv = 12.592$$

$cv < tv$ Reject the null hypothesis

Accept the alternative hypothesis

Relationship between Employee experience and training programs.

Conclusion

The study was conducted to find the effectiveness of the safety and security available to the employees. The various safety measures, which have been implemented the factory, have been identified and the ways to improve the safety performance of the organization has been conducting a detail employee survey. Safety training is more important to all the employees. So the management has planned to improvement an effective safety training program this study it is found that the employees are moderately with the existing safety measures and some changes have to be implemented.

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