

A STUDY ON EMPLOYEE SAFETY AND WELFARE MEASURES AT BHARGAVE RUBBER PRIVATE LIMITED, MADURAI

Mr. M. Lakshmanan¹, Ms. R. Shruthi Laxmi²

¹Teaching Faculty, Department of Management Studies, Centre of Distance Education, Madurai, India.

²Research Scholar, Anna University, (M.A.M.B-School) Tamil Nadu, India.

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ABSTRACT

This study examines the effectiveness of employee safety and welfare measures at Bhargave Rubber Private Limited, Madurai. The research aims to evaluate the organization's adherence to safety protocols, identify gaps in welfare provisions, and assess their impact on employee satisfaction, productivity, and retention. Data was collected through structured questionnaires, interviews, and on-site observations, focusing on key areas such as workplace safety, health benefits, grievance handling, and work-life balance initiatives. The findings highlight the existing strengths of the company's welfare practices and pinpoint areas requiring improvement. Recommendations are provided to enhance the safety and welfare ecosystem, aligning with industry standards and employee expectations to foster a supportive and secure work environment. This study underscores the critical role of robust safety and welfare measures in building a motivated and resilient.

1. INTRODUCTION

Employee safety and welfare are pivotal components of organizational success, particularly in industries like manufacturing, where workers are exposed to various occupational risks. Bhargave Rubber Private Limited, located in Madurai, operates in a sector that demands stringent adherence to safety protocols and comprehensive welfare measures to safeguard its workforce.

This study seeks to explore the existing safety and welfare practices implemented by the organization, evaluate their effectiveness, and identify areas for improvement. By analyzing the impact of these measures on employee satisfaction, productivity, and overall organizational performance, this research aims to provide actionable insights that can enhance workplace well-being and foster a culture of safety and care. Through a systematic evaluation of policies, employee perceptions, and compliance with regulatory standards, this study will contribute to understanding the role of robust safety and welfare mechanisms in driving sustainable growth in industrial settings.

2. OBJECTIVE OF THE STUDY

- To study about the Employee Welfare Measures in bhargave Rubber
- To find the satisfaction level of employees regarding welfare 'measures in the organization.

Hypothesis of the Study:

H₀ - There is no significant relationship between age of respondents and satisfaction level of safety equipment.

3. REVIEW OF LITERATURE

A Saravanakumar & DR. S Akilandeswari (2017) in their work- A study on Employees Health, Safety and Welfare measures in a private industry in Coimbatore city declared that the, organization has provided sufficient health and safety measures.

But sure factors were diagnosed that a few personnel are happy and a few aren't happy with the existing welfare measures welfare refers to physical, intellectual and emotional wellbeing of the individual. So, in future, the control can properly think about enhancing the welfare with the aid of using consulting with employees.

B.R. Manasa & C.N. Krishnanaik (2015) in their work entitled- Employee Welfare Measures- a Study on Cement Corporation of India Units, in Thandur and Adilabad announced that the Employees welfare facilities provided by the company were satisfactory and it was commendable. Yet there was scope for further improvement in order to enhance efficiency, effectiveness and productivity of the employees that would help organization accomplish the organization goals.

G. Aarthi, & P. Srinivasan (2018) conducted the study on impact of employee welfare measures in automobile industry. By analyzing summary of the results, it was identified that the welfare safety activities, which was followed by the organization was satisfied and they wanted some improvement in the system. As the strength of an organization depends entirely on sincere working of all employees the management should take special care to frame certain policies procedures to improve welfare and safety measures of the organization.

4. RESEARCH METHODOLOGY

The study on employee safety and welfare measures at Bhargave Rubber Private Limited, Madurai, adopts a descriptive research design to analyze the current practices and their impact on employee well-being. The studies is based on each number one and secondary data. Primary data will be collected through structured questionnaires and interviews with employees across various departments to understand their perceptions, experiences, and suggestions regarding safety and welfare measures. Secondary data will be gathered from company records, policy documents, and relevant literature. A sample size of employees will be selected using a stratified random sampling method to ensure representation of different job roles and levels. Quantitative data will be analyzed using statistical tools to identify trends and patterns, while qualitative responses will be examined to capture insights into employee concerns and expectations. The study aims to provide actionable recommendations for enhancing safety and welfare practices within the organization.

5. SCOPE OF THE STUDY

Employee welfare activities are based on the plan that higher productivity requires more than modern machinery and hard work. It requires co-operative endeavour of the both parties, employees. This is possible only when employee is given due importance of human elements is taken into account at every stage.

Table 1: CHI – Square Test

CHI-SQUARE TESTS			
	value	df	Asymp. Sig. (2-sided)
Pearson chi-square	267.406a	1	.000
Likelihood ratio	232.967	9	.000
Linear-by-linear association	98.590	9	.000
N of valid cases	100		

a. 4 cells (25.0%) have expected count less than 5. The minimum expected count is 2.78.

The Chi-square worth of the p value is less than 0.05, we accept the alternate hypotheses. This means that the assumption of homogeneity of variance holds, suggesting that the variances across the group are significantly different.

Issues in Employee Safety And Welfare Measures:

- Lack of Awareness Among Employees:** Employees may not be fully aware of their rights or the safety and welfare measures implemented by the company.
- Inadequate Implementation:** Gaps between policies and actual practices, leading to ineffective safety and welfare measures.
- Resistance to Change:** Resistance from management or employees to adopt new safety standards or welfare programs due to cost or time constraints.
- Data Collection Challenges:** Difficulty in obtaining honest feedback from employees due to fear of repercussions or a lack of trust in the study's purpose.
- Industry-Specific Risks:** The inherent risks of working in a rubber manufacturing environment, such as exposure to hazardous materials and physical strain, complicating the evaluation of safety measures.

Challenges in Employee Safety And Welfare Measures:

- Limited Awareness Among Employees:** Employees may lack awareness of safety and welfare measures, leading to difficulty in obtaining insightful feedback.
- Reluctance to Share Honest Feedback:** Fear of management retaliation may prevent employees from openly discussing safety and welfare concerns.
- Data Accessibility:** Accessing internal data and records related to safety incidents and welfare policies may be restricted due to confidentiality or management policies.
- Dynamic Workplace Environment:** Changes in workplace conditions or organizational policies during the study may affect the consistency and reliability of the findings.
- Compliance with Legal Standards:** Difficulty in assessing whether the organization meets all statutory safety and welfare requirements due to the complexity of labor laws.

Remedial measure to overcome the issues and challenges:

- **Awareness Campaigns:** Conduct preliminary awareness sessions for employees to educate them on the importance of safety and welfare measures and their rights, fostering informed participation.
- **Anonymous Feedback Mechanism:** Use anonymous surveys or suggestion boxes to encourage employees to share honest opinions without fear of repercussions.
- **Collaboration with Management:** Build rapport with the management to gain access to relevant data while ensuring confidentiality and emphasizing the study's value to the organization.
- **Regular Monitoring and Updates:** Adapt the study design to account for changes in workplace conditions or policies, ensuring that findings remain current and relevant.
- **Consult Legal Experts:** Engage with legal professionals or auditors to accurately evaluate the organization's compliance with statutory safety and welfare requirements.

6. CONCLUSION

A study based on "Employees Welfare Measure was conducted at Bhargave, Madurai. The main objective of the study was to analysis the level of welfare measures of employees is partially satisfied with their job. The management must find out the reason for dissatisfaction among employees and adopt remedial strategies, they make take all necessary steps to build a better work climate and thus reduce the distress among employees. The employees at Bhargave rubber are satisfied with payment bonus, leave policy, recreation, facility, compensation etc. this will help the management to build up goodwill with in the organization.

7. REFERENCES

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