

## A STUDY ON EMPLOYEES HEALTH AND SAFETY WITH REFERENCE TO OMICON ENGINEERING

**BY**

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## BONAFIDE CERTIFICATE

Certified that this project report entitled **"A STUDY ON EMPLOYEES HEALTH AND SAFETY WITH REFERENCES TO OMICON ENGINEERING" is the bonafide work of PREM VASANTH RAJ T (REGNO 411722631035)** who carried out the research under my supervision. Certified further, that to the best of my knowledge the work reported herein does not form part of any other project report or dissertation on the basis of which a degree was earlier occasion on this.

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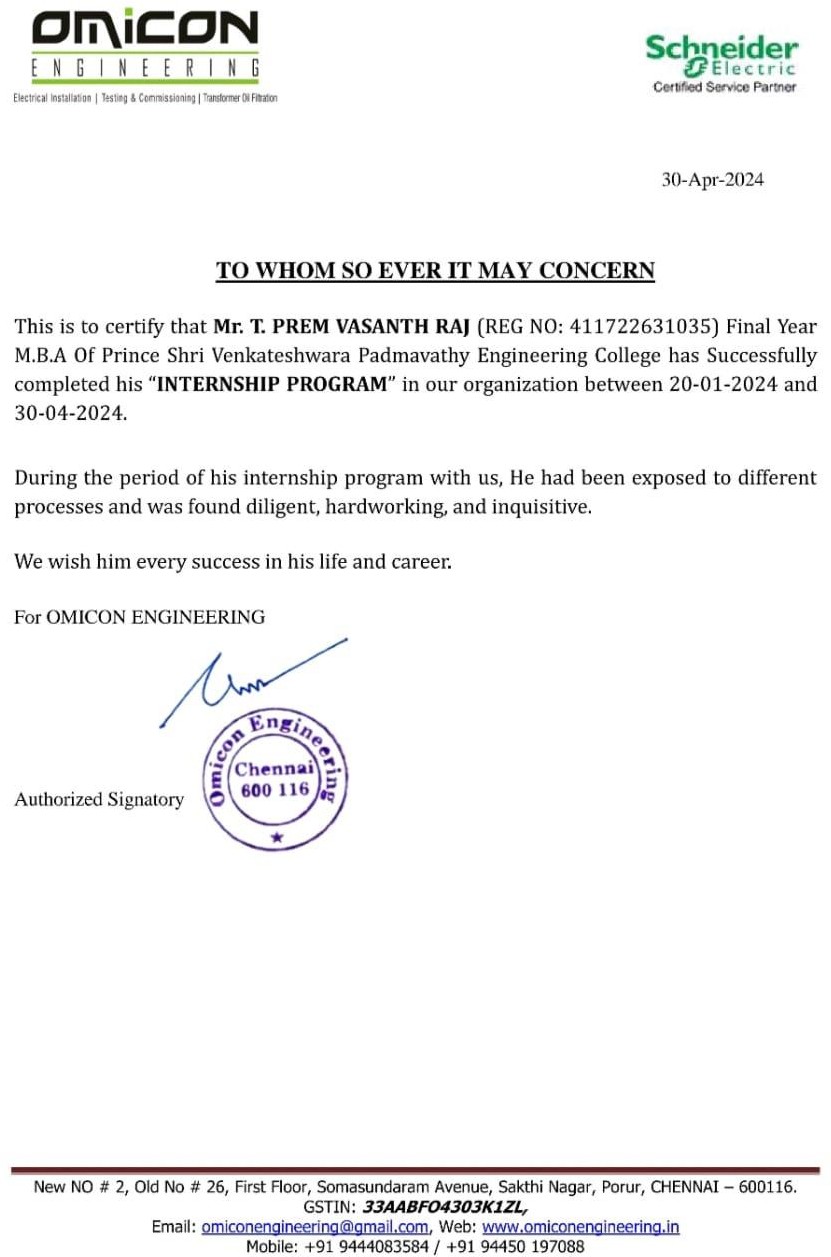
**DECLARATION**

I hereby declare that the project entitled **“A STUDY ON EMPLOYEES HEALTH AND “SAFETY WITH REFERENCE TO OMICON ENGINEERING”** Submitted for the M.B.A.

degree is my original work and the dissertation has not formed thebasis for the award of any degree, associate ship, fellowship or any other similar titles.

Place: Chennai Signature of the student

Date: 21-05-2024 **(PREMVASANTHRAJ T)**



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## Signature of the Student

**(PREM VASANTH RAJ T)**

## ABSTRACT

This study has been enriched in OMICON ENGINEERING to identify the improving health and safety. Employees health and safety is a fundamental concern for organization worldwide. this abstract of explores the multifaceted aspects of safeguarding employees in the workplace. It discusses the legal obligations, risk assessment, and preventive measures that employees must implement.

Industries in rural areas are more prone to labour problems. In order to bring down labour problems, employee health, safety should be given due importance. Management must also ensure that facilities provided by should reach the employees. Through this analysis we shouldavoid probable accidents and injuries in ports and docks through personal protective equipments.

The study gives ideas about how far employees are satisfied with prevailing welfare facilities. To find out health related problems among the employee’s and how far the health facilities arehelpful and also to create the awareness regarding safety equipment among the workers.

All levels of management in rural industries must make health and safety a priority. They must communicate this by going out into the worksite to talk with workers about their concerns andto observe work procedures and equipment. In each workplace, the lines of responsibility fromtop to bottom need to be clear, and workers should know who is responsible for different healthand safety issues.

The objective of the study includes, to study about employee’s health and safety measures in Omicon Engineering, to identify whether the employee’s are satisfied with the welfare facilities provided to them, to identify the reasons for non use of Personnel Protective Equipment (PPE’S), to analyze the health related issues and health facilities provided to employees.

The research design is used for the study was descriptive research design. The descriptive research means the research which is done to know the current situation of the study. The data has been collected using structured questionnaire. The sample taken for this study was 200 outof population 300 at OMICON ENGINEERING. The type of sampling technique used for the study was simple random sampling.

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1

# A STUDY ON EMPLOYEE HEALTH AND SAFTY WITH REFERENCE TO OMICON ENGINEERING

* 1. **INTRODUCTION:**

The study was conducted in OMICON ENGINEERING, Mannur to find the effect of HSW measures of employees at work place. The research was conducted in order to check satisfaction level of the employees on the measures taken by the company and how they boost the employee's morale. This study indicates the satisfaction among the employees with regard to HSW measures.

## DEFINITIONS:

Employees Health implies "the arrangements guaranteeing the health of laborers in the in the conditions under which work is carried on the mechanical offices."

Employees Safety implies "the exercises that look to limit or to take out risky conditions that can cause real damage". Word related safety is worried about dangers in zones where individuals work; workplaces, producing plants, ranches, development locales, and business and retail offices, open safety is worried about perils in the home, in movement and amusement and in different circumstances that don't fall inside the extent of word related safety.

In port occupational health services have very broad functions, going far beyond medical supervision of the personnel and concerned at least as much with treatment, it will usually be convenient in a port of any size, for the port authorities to organize their own medical serviceswith medical services with medical and nursing personnel employed part time or full time according to the number of workers to be supervised.

Accidents and injuries in ports and docks may be caused by environmental factors like bad weather, confined spaces , poor lighting and so on and in many instances, by the need to workfast. A number of accidents could be attributed to non use of Personal

Protective Equipments (PPE’S). The type and degree of hazards during dock work varyaccording to the nature of the cargo and the working conditions.

2

# INDUSTRY PROFILE

The electrical industry is a vital sector encompassing the design, production, and distribution of electrical components, devices, and systems essential for modern infrastructure and technology. With a rich history dating back to the discoveries of electricity by luminaries like Benjamin Franklin and Nikola Tesla, this industry has evolved into a cornerstone of global development. Today, it is characterized by a diverse range of subsectors, including power generation, transmission, and distribution, as well as electronics manufacturing, renewable energy technologies and smart grid solutions.

generation, transmission, and distribution, as well as electronics manufacturing, renewable energy technologies, and smart grid solutions.One of the defining features of the electrical industry is its constant innovation and adaptation to technological advancements. This sector drives progress in areas such as energy efficiency, automation, and renewable energy integration. Major players in this industry include multinational corporations developing cutting-edge power systems, small and medium enterprises specializing in niche electronics components, and

startups revolutionizing energy storage and grid management.

cutting-edge power systems, small and medium enterprises specializing in niche electronics components, and startups revolutionizing energy storage and grid management.The industry's impact extends beyond manufacturing and extends into infrastructure development. It plays a pivotal role in global efforts to transition towards sustainable energy sources, with a focus on reducing carbon emissions and enhancing energy security. Moreover, the electrical industry fuels the growth of emerging technologies such as electric vehicles, smart homes, and industrial automation.

electrical industry fuels the growth of emerging technologies such as electric vehicles, smart homes, and industrial automation.Challenges faced by the electrical industry are diverse and dynamic, ranging from supply chain disruptions to regulatory complexities. However, these challenges also present opportunities for innovation and collaboration within the sector. Investments in research and development are driving breakthrou ghs in energy storage, digitalization, and connectivity.

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## COMPANY PROFILE:

OMICON ENGINEERING Group was

established in 2006 in the field of Electrical & Electronics Industry. We are one of the most preferred supply & service provider to our customers from various market segments like MMM, Automobile, Oil & Gas, Utility, Health care, F&B, Chemical, Nuclear, Water Boards etc.

We have more than 300 employees with technically sound and certified professionals. We haveserved more than 200+ customers across southern part of India.

OMICON ENGINEERING is an

Certified Service Partner of "SCHNEIDER ELECTRIC" for

Power products and Industry.

OMICON offers you the latest technology with highest safety features backed by highly experienced professionals. We are the company offers one point solution to our customers right from the proposing suitable solution including supply, install, testing, commissioning and after sales support activities underone roof.

ACB's and Transformers. Specialized in projects like Revamps, Retrofits, Switchyards, MV

Switchgear Reconditioning and modernizations, Improving insulation and relay up gradations.

We are EPC Contract firm delivers complete electrical distribution system including supply, installation, positioning, erection, testing and commissioning upto 110KV

We support our customers with AMC contracts and spare parts management at site levels.

EPC CONTRACT

SPARES & Services VFD & Automation

OMICON ENGINEERING

OMICON ENGINEERING Group was

established in 2006 in the field of Electrical & Electronics Industry. We are one of the most preferred supply & service provider to our customers from various market segments like MMM, Automobile, Oil & Gas, Utility, Health care, F&B, Chemical, Nuclear, Water Boards etc.

We have more than 300+ employees with technically sound and certified professionals. We have served more than 300+ customers across southern part of India.

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OMICON offers you the latest technology with highest safety features backed by highly experienced professionals. We are the company offers one point solution to our customers right from the proposing suitable solution including supply, install, testing, commissioning and after sales support activities under one roof.

2

## NEED FOR THE STUDY

This study to ensure the safety, health and welfare at work of his or her employees. To manage and conduct work activities in such a way as to ensure the safety, health and welfare at work of all employees. To manage and conduct work acti vities in such a way as to prevent any improper conduct or behavior likely to endanger employees

## OBJECTIVES OF THE STUDY

* **PRIMARY OBJECTIVE:**
  + A Study on Employee's Heath And Safety in Omicon Engineering

## SECONDARY OBJECTIVES:

* Are Employee's using the given safety Equipment Properly.
* Awarness about Health and Safety offered by the company.
* Are the employees satisfied with the facilities provided by

the organization

* Are the employees experienced and Aware of handling materials

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## SCOPE OF THE STUDY

The study will give necessary information to management for further improvement in welfare measures of the employees in the rural industries. From this study the management can identifythe problem of employee’s regarding health and safety of the employees working in the various department of the rural industries. The study gives feedback in identifying right thing needed for employee’s, so as to provide better health and safety facilities.

# LITERATURE REVIEW

## A Baker; (2023)

Suggested that the organization should provide good fencing facilities to avoid accidents in the industry. Health and safety also suggested that the organization should provide safety equipmentto all workers, who work at height occasionally or daily. The occupational health and safety implications associated with compressed and extended work periods have not been fullyexplored in the mining sector. Absenteeism and incident frequency rate data were collected overa 33 month period that covered three different roster schedules. The only significant

change in absenteeism rates was an increase in the maintenance sector in the third data collection period.

## J M Harrington; (2023)

Emphasized that The European Community Directive on Working Time, which should have been implemented in member states of the European Community by November 2017. This paper reviews the current evidence relating to the potential effects on health and performance of extensions to the normal working day. Research to date has been restricted to a limited rangeof health outcomes--namely, mental health and cardiovascular disorders. Other potential effectswhich are normally associated with stress--for example, gastrointestinal disorders, musculoskeletal disorders, and problems associated with depression of the immune system, have received little attention. It is concluded that there is currently sufficient evidence to raise concerns about the risks to health and safety of long working hours

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* 1. **RESEARCH METHODOLOGY**

## Meaning of Research:

Systematic investigative process employed to increase or revise current knowledge by discovering new facts. It is divided into two general categories: Basic research is inquiry aimedat increasing scientific knowledge, and applied research is effort aimed at using basic research for solving problems or developing new processes, products, or techniques.

Research refers to a search for knowledge. It can also be given as a scientific and systematic search for pertinent information on a specific topic. In fact research is an art of scientific investigation. The Advanced Learner’s Dictionary of current English lays down the meaning of research as “a careful investigation or inquiry especially through search for new facts in any branch of knowledge.” Some people consider research as a movement from the known to the unknown. It is actually a voyage of discovery.

## RESEARCH METHODOLOGY:

Research methodology is a way to

systematically solve the research problem it guides us to howresearch

is done scientifically. It consists of different steps that are generally adopted by a researcher to study his research problems along with logic behind them. The research methodology by itself is a process. It has a many stages of activities, grouped together yield thesolution to the problem.

## RESEARCH DESIGN:

A research design is purely and simply the frame work or plan for a study that guides the collection and analysis of data.

It is the arrangement of condition for collection and analysis of data in a manner that aims to combine relevance to research purpose with economy in procedure.

It is the conceptual structure within research is conducted it constitutes the blueprint for the collection measurement and analysis of data.

In the research survey conducted, the research design adopted is “DESCRIPTIVERESEARCH DESIGN”

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## DESCRIPTIVE RESEARCH:

In social sciences and business research we quite use the term Ex Post Facto research for descriptive research studies. The main characteristics of this method is that researcher has no control over the variable; he can only report what has happened and what is happening. Descriptive research is the one the simply describes something such as demographic characteristics of consumers who used the product/services. The study is something occurs or how two variables vary together. This study is typically hypothesis.

The research design followed for the study is descriptive type of research. It is typically concerned with determining the frequency with

which something occurs or how two variables vary together. Descriptive research studies are those studies which are concerned with the characteristics of a particular individual, or of a group.

## Sampling:

Sampling is a process used in statistical analysis in which a predeterminded number of observation are taken from a larger population

## Sampling design:

A sample design is a finite plan for obtaining a simple random sampling from a given population.

## Population:

The Employees of “OMICON ENGINEERING” Mannur constitute the work place of the study.

The employees of the company are300, and it forms the work place for the present study.

## Sample size:

Number of the sampling units selected from the population is called the size of the sample. Sample

of 200 respondents were obtained from the population.

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## STATISTICAL TOOLS:

SPSS (STATISTICAL PACKAGE FOR SOCIAL SCIENCE):

Statistical package for social sciences (SPSS) is mean for statistical analysis of data. It has toolsto obtain accurate result. SPSS is a computer program used for survey authoring and deployment, data mining, text analytics, statistical analysis, and collaboration & deployment. The following statistical tools were used in this study:

* Chi-square
* Anova
* Correlation
* Regression

## 1.9 LIMITATIONS OF THE STUDY

* Few of the respondents hesitated to give correct information
* Few workers were busy with the work. So, they fail to accept the questionnaire
* Some of the respondents discussed among themselves before answering
* Few of the respondent hesitated to give opinion about their management
* Helps in identifying strategies for improving health and safety

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Table 2.1 Table showing the Gender of the respondents

|  |  |  |  |
| --- | --- | --- | --- |
| * S.NO | GENDER OF THE  RESPONDENTS | NO. OF  RESPONDENTS | PERCENTAGE |
| 1 | MALE | 152 | 76% |
| 2 | FEMALE | 48 | 24% |
|  |  | 200 | 100% |

INTERPRETATION:

From the above table 76% of employees are male and 24% of employees are female in the study area.

Chart 2.1(a) Chart showing the Gender of the respondents

80% ~~76%~~

70%

60%

50%

40%

30%

24%

20%

10%

0%

MALE

FEMALE

Gender of the respondents

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Table 2.2 Table showing the Age of the respondents

|  |  |  |  |
| --- | --- | --- | --- |
| S.NO | AGE IF THE  RESPONDENTS | NO.OF  RESPONDENTS | PERCENTAGE |
| 1 | 18-24 | 98 | 49% |
| 2 | 25-35 | 56 | 28% |
| 3 | ABOVE 35 | 46 | 23% |
|  |  | 200 | 100% |

INTERPRETATION:

From the above table showing 49% of employees are between the age group of 18-25, 28% of employees are between the age group of 25-35 and 23% of employees are above 35 age group.

Chart 2.2(a) Chart showing the Age of the respondents

60%

50%

49%

40%

30%

28%

23%

20%

10%

0%

18-24

25-35

ABOVE 35

Age of the respondents

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## Chi-Square Test

**Chi-Square Test**

Chi-Square:

Null hypothesis (H0):

There is no significant difference between Experience of the respondent and Procedure for handling and storing flammable materials

Alternative hypothesis (H1): There is a significant difference between Experience of the respondent and Procedure for handling and storing flammable materials

**Experience of the respondent**

|  |  |  |  |
| --- | --- | --- | --- |
| Observed N | | Expected N | Residual |
| 0-5 years | 50 | 60.0 | 10.0 |
| 5-10 years | 50 | 55.0 | 5.0 |
| 10-15 years | 60 | 65.0 | 5.0 |
| above 15 years | 40 | 45.0 | 5.0 |
| Total | 200 |  |  |

**Procedure for handling and storing flammable materials**

|  |  |  |  |
| --- | --- | --- | --- |
| Observed N | | Expected N | Residual |
| Strongly Agree | 50 | 55.0 | 5.0 |
| Agree | 40 | 45.0 | 5.0 |
| Neutral | 40 | 38.0 | 8.0 |
| Disagree | 50 | 55.0 | 5.0 |
| Strongly Disagree | 20 | 25.0 | 5.0 |
| Total | 200 |  |  |

# FINDINGS

* + - Majority 44% of the respondents do know how to properly use and maintain respiratory protective Equipment
    - Majority 42% if the respondents are knowledgeable about the guidelines for workings during extreme weather condition
    - Majority 43% of the respondents do know the proper procedure for handling and storing flammable materials
    - Majority 44% of the respondents have received training on safe Driving practices for Company vehicles

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# SUGGESTION

1. Employees Health has been affected with pollution factors so the administration office should be reengineered with dust free glass doors & windows
2. Employees have been satisfied with the rural Industries hospital even through Employees need referrals for outside treatment so it should be given to the needy employees
3. Awareness regarding safety be given to the workers related to the use of personal protective Equipments like Documentary films seminars taken over by speaker & real life examples like Direct talk among the workers with the affected workers by the non-use of PPE's
4. To create Awareness program of Employees

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## CONCLUSION

From the above study it is analysed that safety equipments provided to employees and they are not availing it properly and it causes many injuries inside the organisation, by concluding from the study that there may be a safety equipments utilized by the employees in the organisation and causes of Injuries can be reduced.

.

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