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A Conceptual Study on Employees Health and Safety Measures

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Abstract: ***The aim of this study is to define the employee health and safety policies. The study's need and significance were demonstrated by the health and safety interventions that mean improved employee and organizational efficiency. Organizations must conduct safety educational programs to raise employee understanding in order to minimize the accident of workplace injuries. Any organization's efficiency depends on satisfaction of employees, and the concept of employee health and safety has always been and will continue to be a part of organizational performance. These facilities may be provided voluntarily by progressive and enlightened employers as a social obligation to their employees, or legislation imposed by the government and trade unions may force them to provide these health and safety policies. Primary data has to be collect from 100 employees for this study using sampling methods and including statistical tools such as percentage analysis and chi-square analysis. In order to achieve the objectives of the study, data has to be tabulated and analyzed using statistical methods. This study will be extremely beneficial to the organization and its future growth.***
Keywords: Accident, Health, Organization efficiency, Safety and Safety education.

I. INTRODUCTION

The term "health" refers to a state of well-being. It encompasses not just physical but also mental and emotional well-being. Every employer has a duty to provide a safe working atmosphere for his employees. If he is cautious about their welfare, he will be able to avoid the costs of insurance compensation and the replacement of workers who are disabled or killed. The organization will improve the mental and physical well-being of its employees by implementing employee protection and wellness programs.

A. Health and Safety Is Needed To

1) Employee morale and quality of work can also improve. Employees that are in good health are more active and give better results.
2) Staff should be protected from any health risks that can arise as a result of their working conditions.
3) Maintain the physical and emotional well-being of all workers.
4) Absenteeism, turnover, deaths, and incidents can all be reduced.
5) Employees' trust in their work environment should be improved. Employee productivity is improved by health measures.

In recent years, the industry has seen a dramatic rise in the use of advanced machinery and plants. Although technological advancements in manufacturing companies have enabled the elimination of many physically demanding workers, they have also increased the risk of working in the manufacturing companies. As a result, worker safety has become increasingly important in recent years. There is no question that adequate precautionary steps, in combination with the instillation of safety consciousness among employees, can go a long way toward preventing industrial accidents that result in loss of life and property. Employees' willingness and desire to work may be harmed by an unsafe or hazardous work setting.

Poor safety and health conditions are likely to jeopardise workers' ability to meet their security needs, emphasizing the value of regulatory steps taken by various organizations in various sectors. The elements of working environments that can cause immediate and often violent harm to an employee are known as safety hazards. Loss of hearing, vision, or body parts, as well as sprains and broken bones, burns, and electric shocks, are examples of such losses.

In a manufacturing company, management should be held accountable for making employee health and safety a top priority. It's possible that this is a policy problem. Since incidents and injuries will occur in the work unit, and health risks will exist, operating managers are also responsible.

The personnel department is another important department that is responsible for health and safety. Personnel of large corporations have their own health and safety department. Personnel specialists assist managers by encouraging safe behavior on the part of staff, controlling safety violations, and assisting in the investigation of accidents.

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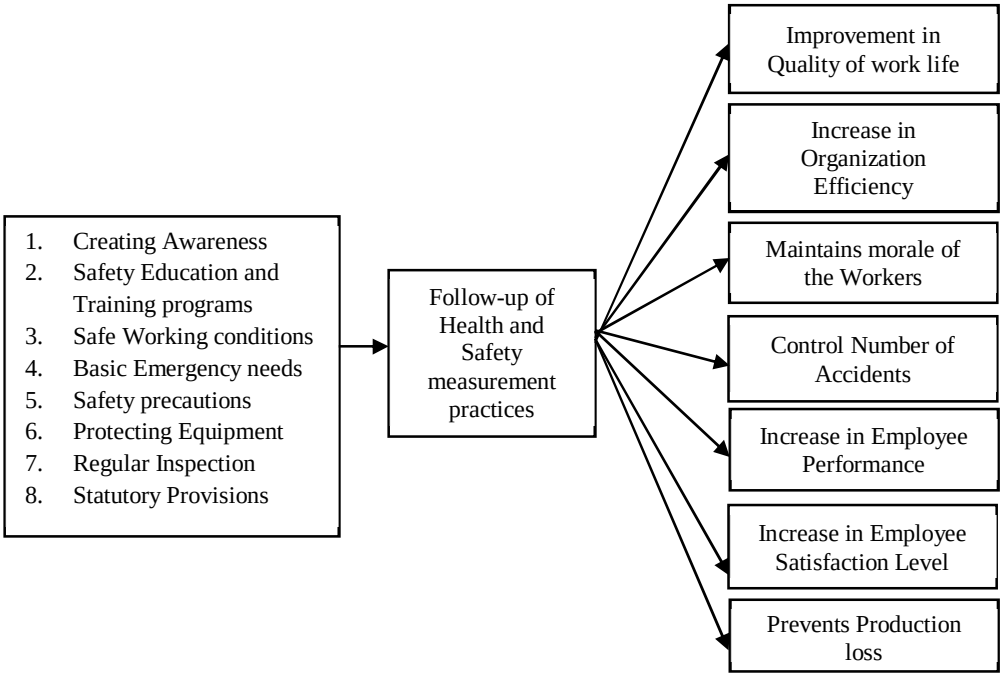
II. FRAMEWORK



III.LITERATURE REVIEW

Ramanigopal. C (2012) The company has put forth maximum effort and dedication to comply with labour laws and regulations, and it has succeeded in implementing effective safety and health management in its organizational settings, taking into account the types of safety and health problems, accidents, employees, and technology, as well as a high level of employee satisfaction regarding health and safety measures.

Satyanarayna and Reddi (2012) confirmed that the overall satisfaction rate of workers with the organization's health and safety policies are adequate. However, some people are dissatisfied with the organization's health and safety policies. As a result, it is recommended that current health and safety programs be further strengthened. Employees' quality of life and happiness levels are improved by such health and safety programs.

Sindhu (2012) Employee health and safety measures improve organization efficiency and foster fair labour relations, resulting in industrial peace. To keep their workers motivated, companies provide them with health and safety facilities. Businesses have a variety of statutory and non-statutory practises to ensure that their employees are satisfied. Employees have a high degree of satisfaction because they have decent canteen services, nice water to drink, clean toilets, clean and hygiene washrooms and restrooms, regular medical checkups, health insurances, Employee support program, grievance management department, better facilities to sit or good workplace. This allows a company to expand even more quickly.

Resma and Basavraju (2013) Employee health and safety, according to the company, is a broad concept that encompasses a variety of programs, incentives, and facilities available to employees in the industries. This research illuminates the definition of health and safety policies, as well as the employees' perceptions of the Donimalai Iron Ore Mine's various legislative health and safety measures.

Logasakthi and Rajagopal (2013) This study stated the employee health and safety is a comprehensive term including various services, benefits and facilities offered to workers in the company. The workers give their full support to the company's improvement. The personal department is in charge of the company's overall human capital. The management offers all health, safety, and welfare benefits to the workers, allowing them to perform better at work and in the workplace.

Srinivas (2013) Bosch Limited, Bangalore, defined health and safety facilities and employee satisfaction levels with health and safety facilities. The majority of health and safety services, such as medical, canteen, working climate, and safety measures, are provided by the company, and the majority of employees are pleased with the health and safety measures taken by the company to ensure the health and safety of its employees.

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Prabakar (2013) The purpose of the study is employees satisfaction & health and safety measures and to know the awareness about the concept of employees health and safety. Employees are pleased with current welfare policies, but some are dissatisfied, according to the reports. As a result, the management could review the problem with a soft mind, taking into account the global reality.

Joseph et.al. (2009) The article points out that a welfare state's structure is based on its social security fabric. The government, employers, and labour unions have all worked hard to improve working conditions.

Sabarirajanet.al.(2010) Health and safety measures plays important role in employee satisfaction and it results in improved quality of work life. This study throws light on the impact of health and safety measures on QWL among the employees of textile mills in Salem district.

Josephine. M & Rudolph L. (2011) The aim of this study is to learn how different workers of small and medium businesses feel about what can be done to improve workplace health and safety. According to the findings, where good health and safety policies are not in place, incidents, major and minor injuries may occur, as they do in the past with the majority of workers in other businesses.

This means that if health and safety is not handled efficiently, both the workers and the company will suffer, since the organization requires employees to operate effectively, and people need to work to sustain in the organization.

Tiwari U (2014) Employee health and safety's main goal is to improve workers' lives and keep them happy and productive. Statutory and non-statutory health and safety measures exist; regulations mandate employers to provide such benefits to workers in addition to wages or salaries.

The aim of this study is to investigate employee health and safety facilities and their effect on employee productivity at VindhaTelelinks Ltd. in Rewa, Madhya Pradesh. It can be concluded that the company's employee health and safety services are satisfactory and commendable, but there is still room for growth. So that organizational priorities can be met with greater performance, effectiveness, and productivity.

Nanda and Panda (2013) According to the statement, the Rourkela Steel Plant has implemented improved health and safety practises, resulting in a more productive working climate. The organization provides various health and safety schemes to its workers, such as medical allowance, death relief fund, insurance, accommodation and transportation facilities, recreation club, and so on, in order to improve the industrial relationship. The facilities and departments are kept in good working order. In addition, the company has implemented proper protection measures. All matters concerning employee health and safety are properly enforced.

Upadhyay and Gupta (2012) To sum up, contact plays a critical role in can employee satisfaction. Employees who are happy are said to have high morale. Workplace health and safety policies, as well as work experience, do not always correlate with job satisfaction.

As a result, it is recommended that an organization have appropriate health and safety measures without burdening itself by raising the cost of doing so in order to gain a competitive advantage and declare itself the most desirable company. Other variables, such as effective and open communication, offering motivational factors, empowerment, and so on, should be considered in order to improve employee satisfaction in the organization.

Zanko M. and Dawson P. (2012) This paper suggests, based on an examination of the research literature on occupational health and safety (OHS), that the increase in the number of OHS specialists has resulted of a shift in focus from more scholarly questions traditionally discussed by academics in the fields of psychology and sociology to policy and practice. Even though OHS is increasingly seen as a core organizational and strategic concern of business organizations, there has been a pause, as demonstrated by the general lack of management studies.

Sulaiman J and Alaguthankamani (2013) The aim of the study is to learn about an employee's overall well-being, with a focus on Safety and Health programs, in the two-wheeler spare parts manufacturing industry in Chennai. Surveys are undertaken to learn how the industry approaches Safety, Health, and Environmental Improvements. The majority of employees believe the current efforts made by the two-wheeler spare parts manufacturing industry in Chennai on safety measures and work environment are satisfactory, according to the findings of this report.

Ragin (2007), Health and safety is a universal factor that must be considered, especially in small and medium-sized businesses, as it is becoming a major issue for employers around the world. According to Tailor, the health and safety of workers in small and medium businesses has long been neglected in Africa, resulting in an increase in the number of injuries in these businesses. In small and medium businesses, there is also a lack of management support since most of them are focused on the income rather than improving working conditions, resulting in poor employee health and safety.

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IV. CONCLUSIONS

In every organization, human resources are crucial. Every organization's health and safety is a critical factor in increasing production and productivity. The company must strictly adhere to the government's directives. By undertaking an in-depth literature review on the topic, the current conceptual research aims to add new information to the existing literature on Health and Safety. This study can achieve its objectives by defining health and safety policies and statutory compliance among employees. Overall the study concludes, If the Organization conducts health and safety programs and following the measures, it increases the awareness of the employees regarding health and safety and it also reduces the accidents in the organization and also improves the organization growth.

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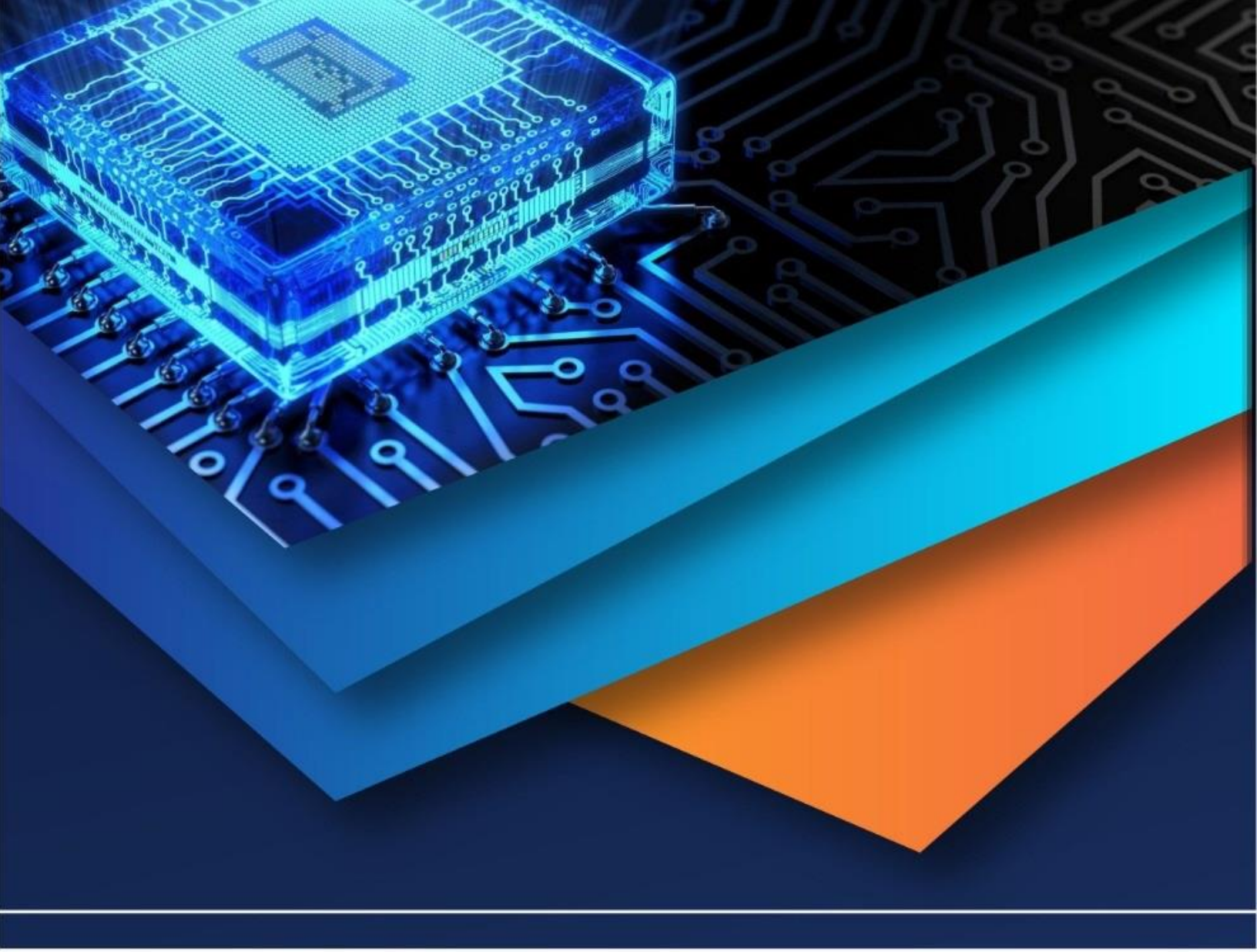

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