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A Study on Perception of Employees About Safety Training and Health Needs

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Abstract:

This study aims to look into how Exemed Pharmaceutical Pvt. Ltd. employees perceive safety training and health needs. This includes knowledge of the training techniques used, the employee's knowledge of health and safety in the workplace, their attitude toward work, and the challenges or problems that they have encountered within the organisation. In this study, 108 employees from Exemed Pharmaceutical Pvt Ltd various departments were selected using the simple random sampling method. The majority of employees are satisfied with the safety training provided and the health-related needs met by the company, according to the study's conclusion. Additionally, we could inferred from employee perceptions that the firm places a higher priority on safety, and we find that the workers and employees maintain adequate and suitable safety and health precautions.

I. INTRODUCTION

Employers and employees must work together on all health and safety initiatives for occupational health and safety practices to be effective. Because they are typically more challenging to address, occupational health issues receive less attention than occupational safety issues. But when safety is discussed, health is too, since a safe workplace must also be one that is healthy and vice versa. It is critical that every workplace handle both health and safety. The majority of industries lack a dedicated budget and policy for employee health and safety. Additionally, it should be noted that most industries only have dedicated safety wings or departments if required to by law. Except for the support provided by the government operated agencies, safety research is virtually non-existent in Indian businesses. In the workplace, there is always a chance for an accident or for someone's health to be harmed. People are at risk while working, whether it is from manually handling loads, hazardous machinery, toxic substances, electricity, using technology with displays, or even psychological risks like stress. Employers are required by law to give workers a secure working environment. Everyone at work, including workers, contractors, and visitors, is affected by the issue of health and safety. The wellbeing of employees and the environment at work will improve with effective safety management in an organization.

CONCEPT OF SAFETY

Accident-free conditions are referred to as safety. In other words, safety refers to safeguarding employees against the risk of accidents. Simply put, safety is the absence of the possibility or threat of harm or loss. Industrial safety, often known as employee safety, relates to safeguarding employees against the risk of industrial accidents. An accident is a sudden, unexpected event in which a person suffers bodily injuries due to the action or response of an item, a chemical, a person, or a radiation.

CONCEPT OF HEALTH

Not only the absence of illnesses, health is a condition of whole physical, mental, and social wellbeing. It's a wholesome, lively idea that denotes more than the absence of disease.

1. Physical Fitness: Reduced productivity, high rates of risky behaviour, and more absenteeism are all effects of employee health.

2. Mental Health: Typically, a mental health service is provided in the following ways: • Medical counselling. • Collaboration and advice from outside psychiatrists and experts. • Training firm employees on mental health issues and their significance. • Creation and upkeep of a successful human relations program.

2. REVIEW OF LITERATURE

Dhara. S (1990) said that the vast majority of the Indian labour force remains uncovered by safety regulations, e.g., 150 million agricultural workers and 4 million construction labour. A large number of factories use over-aged and poorly maintained equipment. Their managements are unwilling to make even small investments to increase plant safety as such investments are 'unproductive'. The most hazardous jobs are often done by ununionized temporary or contract workers, not generally covered by safety regulations.

Gangopadhyay A. (1997) studied on 'Human Factor Perspectives in Safety and Health Management', where the author has stated that effective management of safety and health in an organization implies humanistic management, that is to say, creation of work and work environment respecting the basic human nature which is universal as well as the acquired human characteristics in a specific social milieu and not in terms of just applying the traditional human relations principles. In practical terms, the questions to consider are the following: Does the way the work is organized and the existing physical and social environment result in harmful physical or behavioural consequences from safety and health point of view? If the answer implies arriving at this conclusion, is it based on humanistic or economic consideration? In the latter case the tendency would be to follow the traditional way of managing people with the objective of changing them to meet the economic or technological requirements. The undesired physical and behavioural outcomes in terms of safety and health criteria being mostly the function of the nature of work and work environment, what are the factors and what changes could be made as corrective measures? How are these corrective measures to be brought about? Whether the problem is better tackled as management-directed strategy or through participative, problem solving, working through strategy? Unless these questions are answered authentically, the search for valid safety and health management strategies would be a futile exercise. If the present, often misplaced emphasis on managing people (as if treating them for their accident behaviour) is continued, as a preoccupation in the field of safety and health, it would be the precursor of tragedies, big or small, as it was in the past.

Asish Kumar Mandal (2009) said that the Improvement of occupational health requires strengthened organization and appropriate leadership in trade unions, conscious workers, who are able to control the work process, and generation of unbiased information about occupational health risks. The author proposed the strategies and steps for the improved conditions of occupational health status include:

• Work should be given depending upon two principles, which are, 'worker fit for job' and 'fit the job for worker', so that the employer generates interest on the work and avoids lack of attention

• Need for policymakers to change their attitude towards occupational health and recognize that occupational health improvement is a vehicle for socioeconomic development

• Impose a strict vigilance upon hazardous materials by investigators.

Gouri Shankar Beriha et al. (2012) said that the purpose of their study is to assess the perceptions of safety officers on occupational health on different aspects of practices being adopted in construction, refractory, and steel industries in India. The work environment in these sectors considered, in their study, is generally viewed as hazardous compared to other sectors due to usage of heavy equipment, unsafe and primitive tools, injurious materials, and dust produced during processing. The workers often overexposed to occupational injury because they are concentrated in very high-risk industries and they know little or nothing about their rights or duties, or about the prevention methods available to them. Therefore, cultural adaptation of OHS measures must be promoted through commitment by both employers and employees. It was inferred from the survey that the management and safety officers have the opportunities to influence the sense of safety and the quality of work environment in these industries.

Vidhya Venugopal et al. (2016) in their study on "Occupational Heat Stress Profiles in Selected Workplaces in India", health and productivity impacts from occupational heat stress have significant ramifications for the large workforce of India. This study profiled occupational heat stress impacts on the health and productivity of workers in select organized and unorganized Indian work sectors. During hotter and cooler seasons, Wet Bulb Globe Temperatures (WBGT) was used to quantify the risk of heat stress, according to international workplace guidelines. The novel findings from this study are as follows: (1) workers in India are subjected to high heat conditions in their workplaces irrespective of the season; and (2) occupational heat stress had negative implications on health and productivities of exposed workers. The current study provides clear evidence to re-emphasize that heat stress is a significant occupational health risk in tropical settings like India, especially in the context of climate change. Interventions to tackle this issue will benefit industries and workers in multiple ways such as improving their health, productivity, and economy. With the threat of climate change and increasing temperatures the detrimental impacts of heat stress on working population can be expected to also increase. It is imperative to include cost-effective, feasible and sustainable measures to control workplace heat stress.

III. RESEARCH METHODOLOGY

SIGNIFICANCE OF THE STUDY:

To know the awareness about Safety training and health needs among the employees. To know about their perception about the said study, what they think of it or what are the importance of safety and health needs.

OBJECTIVES OF THE STUDY:

1. To study the perception of employees regarding safety training and health needs in working institution.

2.To study the benefits of safety training and provisions of health needs.

3.To study the principles for selecting or developing a safety and health training program.

4.To study the effectiveness of safety training program and health needs of employees as per their perception.

5.To provide suitable suggestion for safety training and health needs.

UNIVERSE:

The universe of the study is 150 employees working in pharmaceutical industries.so this study is of relevance to understand their Health & Safety of the employees in the organization

SAMPLE SIZE:

The size of the sample consists of 108 respondents from EXEMED PHARAMACEUTICAL PRIVATE LIMITED.

SAMPLING METHOD:

The sampling method adopted is simple random sampling. The sample of 108 employees will be selected.
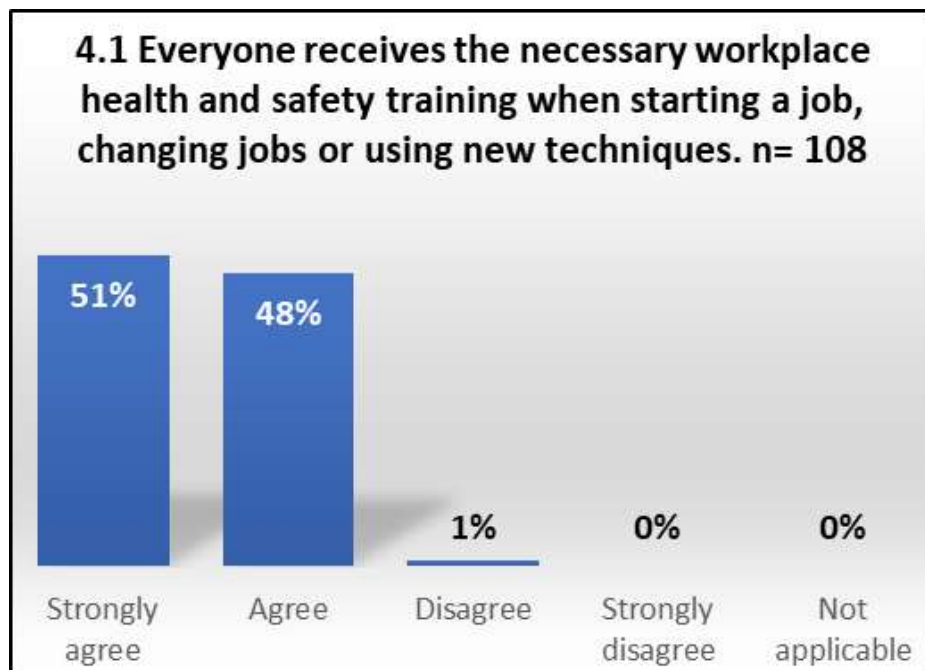
RESEARCH DESIGN:

This is descriptive study. The purpose behind it is to comprehend the safety training and health needs of employees, which gets hinder while indulge into the working process. Its motive is to see the perception of employees regarding their organization safety training and health needs.
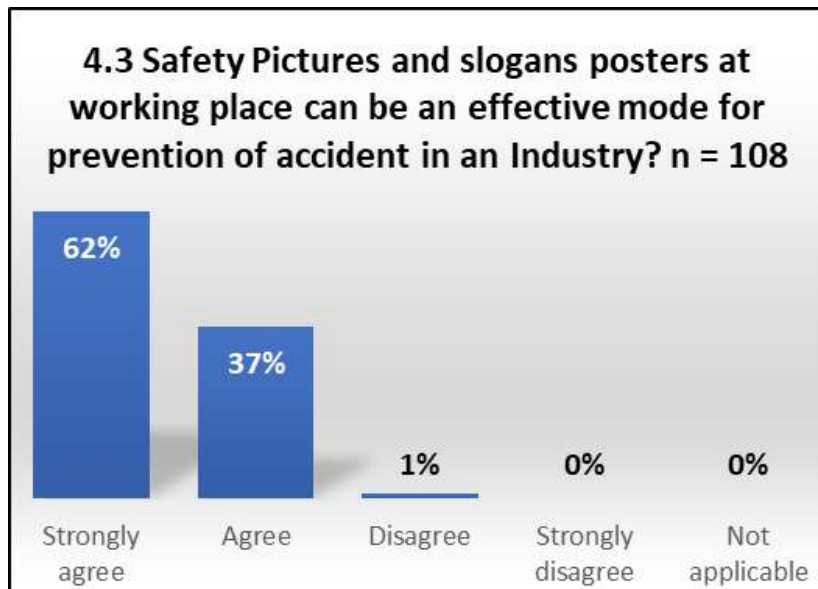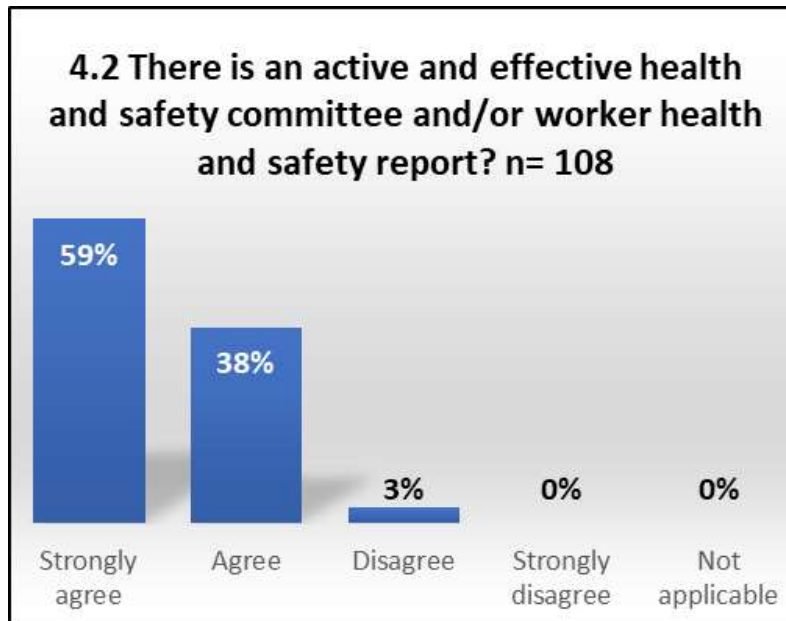
TOOL OF DATA COLLECTION:

A questionnaire was prepared for the data collection. The questionnaire was distributed
to the respondent's personally. The respondents were made aware about the content
and objective of the study and at of giving the questionnaire and total confidentiality was ensured to them.

DATA COLLECTION PERIOD:

The study was conducted during the month of June to November at Exemed Pharmaceutical Pvt Ltd, Luna Padra.

IV. DATA ANALYSIS AND INTERPRETATION

4.1 Everyone receives the necessary workplace health and safety training when starting a job, changing jobs or using new techniques. n= 108

4.2 There is an active and effective health and safety committee and/or worker health and safety report? n= 108

4.3 Safety Pictures and slogans posters at working place can be an effective mode for prevention of accident in an Industry? n = 108

From the above table it is found that 55 (51%) of the respondents were strongly agree about Everyone receives the necessary workplace health and safety training when starting a job, changing jobs or using new techniques, followed by 52 (48%) of the respondents were agree and 1 (1%) of the respondents were disagree about Everyone receives the necessary workplace health and safety training when starting a job, changing jobs or using new techniques.

From the above table it is found that 64 (59%) of the respondents were strongly agree about There is an active and effective health and safety committee and/or worker health and safety report, followed by 41 (38%) of the respondents were agree and 3 (3%) of the respondents were disagree about There is an active and effective health and safety committee and/or worker health and safety report.

From the below table it is found that 67 (62%) of the respondents were strongly agree about Safety Pictures and slogans posters at working place can be an effective mode for prevention of accident in an Industry, followed by 40 (37%) of the respondents were agree and 1 (1%) of the respondents were disagree about Safety Pictures and slogans posters at working place can be an effective mode for prevention of accident in an Industry.

V. FINDINGS

- ➢ Majority of the employees 55 (51%) are strongly agree about everyone receives the necessary workplace health and safety training when starting a job, changing jobs or using new techniques.

- ➢ Majority of the employees 64 (59%) are strongly agree about there is an active and effective health and safety committee and worker health and safety report.

> ➢ Majority of the employees 67 (62%) are strongly agree about safety pictures and slogans posters at working place can be an effective mode for prevention of accident in an industry.

VI. SUGGESTIONS

> ➢ The vast majority of people are pleased with the safety education and programs provided to them by the business Bustillo of the individuals would deem it inappropriate because each employee's opinion is unique.

> ➢ Workplace injuries and accidents are common, especially in factories and construction sites. Hence, employers must provide health and safety training to their employees from time to time. Employees must be trained in first aid as well to create a safe work environment.

> ➢ Alcohol consumption can hinder your concentration, impair movement and increase the chances of workplace injuries and accidents. Hence, never take drugs or alcohol before or during work. You must stay sober throughout to be aware of the surroundings and use machines and equipment the right way. This is important for your health and safety.

> ➢ If you notice any unsafe conditions at your workplace, inform your boss or supervisor about it at the earliest. Any unsafe condition can result in accidents and injuries, so do not take it lightly. If you are working in an unsafe environment or your job involves a certain percentage of risk, make sure you are covered under group medical insurance. You can also take an additional health insurance policy for better coverage.

> ➢ Many workplace accidents and injuries happen when your stress levels are high. If you are stressed out due to workload, job insecurity or any other reason, look for a solution. You can talk to your boss about the same or look for stress management techniques, such as deep breathing, yoga and meditation.

VII. CONCLUSION

The Exemed Pharmaceuticals Pvt Ltd workplace is very pleasant, and all employees and workers have access to amenities that are related to safety and health, including a Medi-claim policy, clean drinking water, adequate ventilation, a good atmosphere, the availability of ambulances, doctors, and health checks, among other things.

Our findings support the conclusion that employees are happy with the safety training offered and health-related needs met by the company. Within the company, employees take the mandatory safety oaths, which aids in their adherence to it.

We can infer from employee perceptions that the firm places a higher priority on safety. Last but not least, each individual is responsible for his or her personal safety. If everyone abides by the regulations and receives the necessary training, there will be less opportunities for accidents to occur in the workplace.

VIII. REFERENCES

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