



A Study on “Employee’s Safety & Security at Workplace”.

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ABSTRACT:

This research delves into the measures implemented across various industries to ensure the safety and security of workers within their workplaces. It explores the importance of fostering a safe working environment, examines the legal obligations of employers, and assesses the effectiveness of different safety measures and technologies through an extensive review of literature, case studies, and empirical evidence. Additionally, it investigates the impact of workplace safety on productivity, employee welfare, and organizational success. By analysing existing strategies and pinpointing areas for improvement, this study aims to provide valuable insights to businesses seeking to enhance the security and safety of their employees at work.

Keywords: Employees safety and security Techniques for improving safety and security Causes of accidents.

Introduction :

Employee safety and security have become increasingly crucial indicators of organizational performance due to shifts in both the work dynamics and the broader business landscape. Factors such as globalization, technological advancements, and changes in work design have compelled organizations to prioritize the well-being of their employees. To address these challenges, businesses have established standardized measures to support employees in their professional and personal endeavours.

With the rise of technology and distributed work arrangements, as well as the faster pace of work and greater diversity in the workforce, Human Resource Management faces numerous challenges. Firstly, new technologies introduce potential hazards, particularly in virtual work environments. Secondly, businesses are becoming leaner and more agile, altering the nature of work and the employment relationship.

Workplace safety entails creating an environment free from injury and risks. By implementing proper processes and procedures, employees can work without concern for their safety. The concept of labor welfare is dynamic and varies across countries and over time, influenced by social institutions, industrialization levels, and economic development.

Labor welfare encompasses a range of services and facilities, including adequate canteens, rest areas, medical provisions, transportation and accommodation arrangements, and security measures. These welfare activities play a crucial role in shaping workers' sentiments. When employees perceive that their employers and the state are invested in their well-being, dissatisfaction diminishes. Providing various welfare measures, such as improved housing and medical benefits, fosters a positive work environment.

The increasing number of workplace accidents underscores the importance of safety measures in factories. These accidents not only harm workers, leading to loss of livelihood, but also impose financial burdens on employers through compensation payments.

Improving the safety and security of employees involves implementing safety programs aimed at preventing accidents and minimizing damage to both property and lives. These programs are guided by five key principles:

1. Investigating root causes of industrial accidents, which may stem from factors like poor leadership or inadequate safety measures.
2. Identifying potential hazards & implementing effective safety measures.
3. Ensuring top management establishes and continuously monitors safety policies.
4. Holding personnel accountable for role in maintaining safety standards.
5. Providing comprehensive training & education on safety measures and equipment.

• *Safety Organization:*

Establishing a safety committee and appointing a safety director within an organization is crucial for determining and implementing various safety programs. These programs should focus on educating and training employees to recognize and avoid both mechanical and personal hazards.

• *Safety Engineering:*

Safety engineering plays a vital role in identifying and eliminating potential risks associated with processes and the operation of machinery or equipment. It's essential to provide safety equipment such as goggles, gas masks, and gloves free of charge to ensure protection.

• Safety Education and Training:

Safety education should be provided to all levels of management and every employee. The primary objectives of safety education are to cultivate a culture of safety awareness among personnel and to enhance employees' skills to ensure safe practices. Training equips employees with immediate knowledge to recognize hidden hazards, prevent accidents, handle materials safely, and maintain good housekeeping practices.

• Safety Competitions:

Certain organizations promote safety contests within their departments as a means to underscore the significance of safety measures.

• Enforcement Measures:

Organizations can implement disciplinary actions against employees found guilty of safety violations. The emphasis of safety programs and policies lies in safeguarding employee well-being, recognizing human resources as the most valuable assets, and highlighting the paramount responsibility of ensuring their safety.

Accidents can stem from three main factors:

Work-related issues, unsafe behaviours by employees, or random chance occurrences. Work-related factors may include faulty equipment, inadequate safety measures, poor maintenance, and subpar housekeeping, all of which can lead to accidents. Unsafe behaviours may result from worker carelessness or the use of risky procedures. Additionally, accidents may occur due to unfavourable working conditions, extended work hours, mishandling of materials, or insufficient training. These accidents can ultimately elevate production costs, either directly or indirectly. Consequently, management must prioritize measures to minimize accidents.

Research Methodology:

Title of the Study: "A Study on Employee's Safety & Security at Workplace"

Significance of the study:

The significance of this study lies in its ability to improve the physical safety and security of workers in hazardous environments. These workplaces inherently pose a greater risk of accidents, injuries, and even fatalities. By identifying and analyzing effective safety standards and best practices, this study can support the development and implementation of more robust safety measures. Ultimately, this could lead to a significant reduction in work-related illnesses and injuries, fostering a safer and healthier working environment for employees in industries with high risk factors.

Objective:

- To ascertain employees' awareness regarding safety and welfare amenities offered by the company.
- To determine the extent to which employees utilize welfare facilities.
- To gauge employees' satisfaction levels concerning labour welfare amenities.
- To discern employees' attitudes towards safety protocols and the work environment.

Research Design:

This study will employ an exploratory approach utilizing a survey methodology. The data collected will primarily consist of primary data. Given the objective of understanding and assessing employee safety and security within the organization, the study is qualitative in nature. This is because the information obtained is descriptive, focusing on aspects such as employee well-being, physical safety, workplace incidents, safety protocols, hazards, and medical provisions.

Sample & Sampling Method:

The study's sample will encompass all employees and workers involved in the organization's activities, operating successfully over the past 2-3 years, to explore safety and security concerns.

Respondents will be selected using a non-random sampling method, incorporating representatives from each department of the organization. Specifically, participants will be drawn from departments such as Production, General Assembly, Material, R&D, and others for inclusion in the survey.

Sampling method:

Random sampling method.

Tools Of Data Collection

Quantitative data collection techniques will be employed to gather primary data from employees and workers. The primary method of data collection will be through the use of a questionnaire, comprising a maximum of 28 straightforward and easy-to-answer questions. Secondary data will be sourced from journals, internet resources, and books to supplement the primary data collected.

Scope of the study

This research aims to empower management in establishing a safe and secure work environment for all employees. Furthermore, it will aid the company in enhancing its existing safety protocols.

Workplace security is essential for protecting employees and physical premises from potential harm. A robust workplace security strategy should safeguard critical business data and information from cyber threats like hackers. Additionally, it ensures compliance with the latest laws and regulations applicable in your country or region.

Variables:**Independent variable:**

- Safety climate
- Safety perception
- Management strategies
- Unsafe behaviour
- Physical unsafe conditions

Dependent variables:

- Number of injuries
- Frequency of accidents
- Risk

Universe:

The universe includes all survey elements that are eligible for inclusion in the research study, which identifies the subjects or objects of interest and is established by the research question. The universe may consist of one or more people, teams, businesses, or even physical objects.

The universe will be all employees working in manufacturing unit.

Population:

Middle level employees and bottom level workers in Cosmos Engitech Pvt. Ltd. and Supreme industries in the Vadodara and Halol district.

Sample size

The sample of the study will be around 35 + respondents.

The employees should be working in the past 2-3 years

The employees and workers who are working in technical as well as commercial background.

Data Processing and Analysis:

Processing of the collected data would be done through data tabulation; themes would be generated and codes will be prepared.

Findings:

All the respondents were below the age of 50 years. Majority respondents were in the age group of 18-25.

Out of all respondents it was found that male respondents were 89% and female respondents were 11%. From the finding it is clear that company is diversified in gender.

Majority of the respondents were working in production Department.

About the health of the employees, so 94% of the employees are healthy enough and 6% of the employees are having the problem. A small percentage of employees reported having health issues.

At the organization, Half of the employees are satisfied with the organization's hygiene, and a quarter are very satisfied. 50% of employees are satisfied with their organization's hygiene, 28% employees are very satisfied, 19% of employees has chosen to be neutral, 3% of employees are not satisfied with their organization's hygiene maintenance.

According to employee ratings, 23% of the organization has concerns, whereas 77% of the organization feels safe. This data points to several areas where people's perceptions of safety could be improved, necessitating more research and focused initiatives. The majority of employees rated the organization's safety positively.

While all employees polled 100% agreed that their employer respects safety laws, this finding may be subject to response bias or a small sample size, necessitating further analysis to confirm generalizability.

Most employees reported receiving safety training, with the majority receiving it 1-3 times. 82% of employees reported getting workplace safety training, the remaining 18% did not, indicating a potential gap in achieving a completely safety-conscious workforce.

A sizable percentage of staff members completed all of the organization's training programs. Between 9% and 21% of workers have simply completed certain safety training modules, whereas 40% of workers have completed comprehensive training that includes hazard awareness, protocols, emergency procedures, and reporting.

In the organization, 65% of employees selected Yes and 35% of employees selected No. Not all employees have access to an occupational health centre or a safety kit.

Majority respondents 85% gets safety kit and remaining 15% are not getting safety kit from the organization.

While the organization offers financial support to employees who are injured at work, not all employees are aware of this benefit. A significant portion of employees 79% get the financial support and remaining 21% are not getting any financial support.

A significant portion of employees 39% have witnessed workplace accidents, and 61% of employees have not witnessed workplace accidents.

More than half 54% of the employees believe there is room for improvement in the organization's safety protocols. And 46% of employees believe there are no room for improvement.

Of the workforce, 79% would notify their supervisor of a possible hazard. 9% of workers will try to address the possible hazard, while 12% of workers would ignore it and carry on with their work.

A combination of internal and external staff members lead the safety training. Out of all the employees, 33% have received safety training from outside trainers, 49% have received it from internal safety officers, and 18% have received it from the human resources department.

Nearly half 52% of the employees did not receive a certificate or proof of completion after safety training while 48% are receiving.

The most typical way to raise safety issues is to go straight to a supervisor, 39% of employees will report directly to their supervisor, 12% will report through an online reporting system, 6% do not have a specific reporting system in place, and 42% will report in person to the safety officer.

61% of workers get rewards for attending safety training. Within the company, 39% of workers have not been compensated or given incentives for their active participation in safety training.

In the organization, that 61% of the employees have received incentives or rewards for actively participating in safety training while 39% of the employees have not received any incentives or rewards for actively participating in safety training.

67% of employees required medical attention due to work-related accidents/injuries. 30% received delayed treatment, while 3% didn't get immediate attention.

91% of workers received organizational help finding medical care after work-related injuries. Only 9% received no assistance.

Most employees 81% were given clear instructions on how to file a worker's compensation claim, while 19% did not receive any guidance at all.

Nearly all 94% employees reported that the organization investigated the cause of accidents or injuries.

The majority of employees 77% agreed that the organization took appropriate disciplinary action in response to accidents or injuries., 16% believe that proper disciplinary action was taken but was insufficient, and 7% believe that no disciplinary action was taken.