



A Study on Perception Towards Work Safety Measures and its Impact on Employee Satisfaction

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ABSTRACT

This study explores the perception of work safety measures and their impact on employee satisfaction. It assesses employees' awareness and understanding of safety protocols, evaluates the organization's response to reported incidents, and measures the impact of safety measures on well-being and job satisfaction. The study also examines whether a safe work environment reduces stress and improves work-life balance. Using surveys and statistical tools like the Mann-Whitney U test, Kruskal-Wallis H test, the study aims to evaluate the effectiveness of current safety practices, identify areas for improvement, and highlight the benefits of prioritizing workplace safety. The findings will offer recommendations to enhance workplace safety, boost employee satisfaction, and promote organizational success.

INTRODUCTION

Workplace safety is crucial for successful organizations. Safety encompasses actions to protect employees, reduce hazards, and foster a productive environment. The evolving labor laws, technological advancements, and changing work culture require a proactive approach. This study examines safety in HR management, emphasizing the importance of protecting employee welfare and organizational interests through a safety culture, legal compliance, robust risk management, and innovative technologies. Prioritizing safety enhances employee retention, morale, and organizational resilience, giving businesses a competitive edge. The Factories Act, 1948, outlines health, safety, and welfare provisions for factory workers, emphasizing compliance to prevent legal and financial consequences. Safety measures create a safety culture, boost morale, and enhance productivity. Organizations benefit from reduced accidents, lower costs, and improved reputations, attracting top talent and fostering growth. In summary, safety measures in HR management are fundamental for employee well-being, legal compliance, and organizational success.

REVIEW OF LITERATURE

Toma, Florina Ghindescu Negura, Roland Iosif Moraru, Florin Mureşan and Madalina Racautanu (2024), In Romania, workplace safety efforts have often overlooked the behavioral aspects of accidents and disorders. Emphasizing strategies based on scientific research, the study advocates for addressing human factors like behavior and decision-making to improve safety outcomes and overall productivity. **PanelJoana Eva Dodoo, Lilis Surienty, Hosam Al-Samarraie (2023)**, This study in Ghanaian gold mining finds that safety learning enhances employee safety citizenship behavior (SCB) and is positively influenced by safety voice, stewardship behaviors, and safety training. **ISasmita Samanta, Jyotiranjana Gochhayat (2023)**, A study on India's construction industry highlights key safety challenges like poor communication, lack of PPE, and stress, proposing solutions like regular training, ergonomic focus, and a safety-oriented culture. **Fatih Yilmaz (2023)**, The study found that construction employees often overestimate their safety knowledge, with a positive correlation between perceived and actual knowledge on certain OHS regulations, emphasizing the need for targeted interventions to align perceived and actual safety awareness. **Haleh Sadeghi, Xueqing Zhang, Saeed Reza Mohandes (2023)**, The study introduces the Ensemble Risk Analysis Fuzzy-based Framework (ERAFF) to enhance tower crane safety by identifying critical factors, prioritizing risks, and suggesting control measures, thereby improving safety decision-making and performance. **S. Maheswari (2020)**, Workplace safety is paramount for employee well-being and performance, necessitating efficient policies and preventive measures amidst rapid industrial growth. **Collin Lye Chin (2018)**, This research investigates the impact of job satisfaction on employee turnover intention in the Malaysian manufacturing industry, focusing on identifying factors influencing turnover and their correlation. **Nita Sukdeo (2017)**, A causal study examined the impact of the working environment on employee satisfaction and productivity at a shoe manufacturing factory, considering factors such as working conditions, remuneration, training, fairness, and job stability. **Morse, Amanda (2014)**, The study examined the relationship between employee satisfaction, ergonomics, and safety during Kaizen events, revealing substantial productivity gains and improved safety and ergonomics in the first event, while mixed results were observed in job satisfaction during the second event.

OBJECTIVES OF THE STUDY

- To assess the level of awareness and understanding among employees regarding existing safety protocols and guidelines.
- To evaluate the responsiveness of the organization in handling reported incidents and implementing corrective actions.
- To assess the impact of safety measures on employee's overall well-being and job satisfaction.
- To assess whether a safe work environment contributes to reduced stress and improved work-life harmony.

NEED OF THE STUDY

This study wants to understand how employees feel about safety at work and how it affects their happiness. It's looking into whether employees know about safety rules and if the company responds well when safety issues come up. It also wants to see if feeling safe at work makes employees less stressed and happier overall. By doing this, the study hopes to figure out if the safety rules in place are working well and if there are ways to make them better. It also wants to know how employees talk about safety and if they trust that their concerns will be taken seriously. By figuring out how safety and happiness at work are connected, the study hopes to find ways to encourage everyone to follow safety rules and make the workplace safer for everyone.

SCOPE OF THE STUDY

The study will deeply explore how safety measures at work affect how satisfied employees feel. This involves understanding what employees think about current safety rules, how well they know them, and how the company responds to safety issues. It also looks at how safety measures impact employees' overall well-being, stress levels, and how they balance work and life. By doing this, the study aims to give a clear picture of how effective safety practices are and how they affect employee happiness at work. It will also look at how new technologies and trends in the industry might change safety practices and employee satisfaction in the future, so the findings can stay useful over time.

RESEARCH METHODOLOGY

Descriptive research design is adapted in this study. Descriptive research aims to accurately and systematically describe a population, situation or phenomenon. In this study, the data are collected through two different sources. They are: Primary data and Secondary data. The primary data collection techniques used in this study is QUESTIONNAIRE METHOD. Secondary data in this study is collected through journals, magazines etc., The sampling method used in this study is PROBABILITY SAMPLING. Probability sampling means that every member of a population has an equal chance of being chosen. The sampling technique used in this study is Simple Random Sampling. The sample size for this study is determined using KREJCIE AND MORGON TABLE. The sample size for this study is 254, which is derived from the population(N) of 750. The collected data has been analyzed by the following statistical tools:

- Mann-Whitney U Test
- Kruskal Wallis H Test

DATA ANALYSIS AND INTERPRETATION

MANN-WHITNEY U TEST

H0: There is no significant difference between the mean rank of married and Unmarried with respect to Variables.

H1: There is a significant difference between the mean rank of married and Unmarried with respect to Variables.

TEST STATISTICS OF U TEST

| | Awareness and understanding | Reporting and Incident Response | Job security and well being | Work Life Balance |
|-------------------------|-----------------------------|---------------------------------|-----------------------------|-------------------|
| Mann-Whitney U | 7449.000 | 5757.500 | 7057.000 | 7025.000 |
| Wilcoxon W | 17179.000 | 15487.500 | 16787.000 | 16755.000 |
| Z | -.937 | -3.873 | -1.621 | -1.672 |
| Asymp. Sig. (2- tailed) | .349 | .000 | .105 | .095 |

Grouping Variable: **MARITAL STATUS**

INFERENCE:

From the above table we conclude that, Reporting and Incident Response has their significance value (P Value) lesser than 0.05, thus Null hypothesis H₀ is rejected. Hence there is a significant difference between the men rank of male and female with respect to Factors impacting employee engagement. Awareness and Understanding, Job Security and well-being and Work Life Balance. has their significance value (P Value) greater than 0.05, thus it fails to reject the Null hypothesis(H₀). Hence there is no significant difference between the men rank of male and female with respect to Employee engagement initiatives, Employee recognition, Recommendation to enhance support system.

KRUSKAL WALLIS H TEST

H₀: There is no significant difference between the mean rank of respondents age with respect to Variables.

H₁: There is a significant difference between the mean rank of respondents age with respect to Variables.

TEST STATISTICS OF H TEST

| | Awareness and Understanding | Reporting and Incident Response | Job security and well-being | Work Life Balance |
|-------------|-----------------------------|---------------------------------|-----------------------------|-------------------|
| Chi-Square | 1.820 | 1.385 | 2.185 | 14.858 |
| df | 3 | 3 | 3 | 3 |
| Asymp. Sig. | .611 | .709 | .535 | .002 |

a) Kruskal Wallis Test

b) Grouping Variable: **AGE INFERENCE:**

From the above table we conclude that, Work Life Balance has their significance value (P Value) lesser than 0.05, thus Null hypothesis H₀ is rejected. Hence there is a significant difference between the men rank of male and female with respect to Factors impacting employee engagement. Awareness and Understanding, Reporting and Incident Response and Job Security and well-being. has their significance value (P Value) greater than 0.05, thus it fails to reject the Null hypothesis(H₀). Hence there is no significant difference between the men rank of male and female with with respect to Employee engagement initiatives, Employee recognition, Recommendation to enhance support system.

FINDINGS

The survey results indicate that a significant portion of respondents fall within the age group of 18-25 (42%), are undergraduate (35%), and work in the production department (36%), with a notable percentage from short-term temporary employment (39%) and 0-2 years of experience (41%). The majority are unmarried (55%) and belong to joint families (56%). While a significant portion is moderately familiar with current safety protocols (34%) and understands them moderately (46%), confidence in applying safety guidelines in daily work remains moderate (31%), with occasional participation in safety training sessions (33%). Perceptions of the organization's responsiveness in incident handling vary, with a notable percentage rating it as average (41%) and remaining neutral on timely communication (46%) and efficiency in implementing corrective actions (53%). Furthermore, there's a moderate perception that the organization encourages stakeholder feedback (49%) and analyzes incidents to prevent recurrence (52%). However, respondents tend to remain neutral regarding the effectiveness of safety measures in protecting them (42%), contributing to job satisfaction (42%), and overall well-being (42%). Similarly, perceptions are neutral concerning clear communication on safety measures (49%), adequate support with resources (47%), confidence in implemented safety measures (44%), and the contribution of safety practices to reducing stress levels (47%) and improving productivity (47%) in the workplace.

SUGGESTIONS

Based on the findings, it's evident that the organization can focus on several areas to enhance safety measures and consequently improve employee satisfaction. Suggestions include offering tailored safety training programs for younger employees aged 18-25 and implementing regular safety briefings, particularly for short-term temporary staff. Considering that a significant portion of respondents come from joint families, offering resources to help balance work and family responsibilities can indirectly contribute to well-being and safety awareness. Encouraging more frequent participation in safety training, ensuring readily available personal protective equipment (PPE), and promoting PPE usage by management and supervisors are vital. Clear communication during incident resolution, seeking input from employees for process improvement, and providing access to resources and equipment are also crucial. Establishing effective communication channels, mechanisms for feedback, and involving employees in safety improvement processes, along with regular safety awareness campaigns, are key steps toward ensuring a safer and more satisfying work environment.

CONCLUSION

In Conclusion, the study highlights various areas where the organization can focus on development and improvement of safety measures to enhance employee satisfaction. By offering targeted safety training programs, provide PPE's for employees, implementing regular safety briefings, and providing resources to support employees in balancing work and family responsibilities, the organization can foster a safer and more supportive work environment. Encouraging frequent participation in safety training sessions, ensuring clear communication during incident resolution, and actively seeking input from employees can further strengthen safety practices and promote a culture of collaboration. Additionally, establishing clear communication channels and mechanisms for employee feedback on safety measures demonstrates the organization's commitment to employee well-being. Through these initiatives, the organization can not only enhance workplace safety but also improve overall employee satisfaction and morale.

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