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A STUDY ON EMPLOYEE SAFETY AND WELFARE MEASUREMENT WITH SPECIAL REFERENCE IN ANITHAA WEAVING MILL AT NAMAKKAL

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Abstract

This study titled employee safety and welfare measurement with special reference in Anithaa Weaving Mill at Namakkal, ensuring the welfare and safety of employees is paramount. This study conducts a thorough evaluation of the existing measures in place to safeguard the well-being of the workforce. Through a blend of quantitative and qualitative methods, including surveys and interviews, the effectiveness of these policies and practices is assessed (Smith, (2020)). By analysing employee perceptions and experiences, this research aims to identify areas of strength as well as potential areas for improvement. The insights gleaned from this study will serve to enhance the overall welfare and safety standards at Anithaa Weaving Mill, fostering a healthier and more secure work environment for all employees.

Keywords: Safety protocols, Welfare initiatives, Employee satisfaction, Productivity, enhancement, Continuous improvement.

INTRODUCTION

Anithaa Weaving Mill exemplifies ethical industrial standards and a focus on employee well-being in Namakkal's bustling textile hub. This study delves into the intricate dynamics of worker welfare and safety within the mill's operations. Situated amidst the vibrant textile landscape of Namakkal, the mill embodies the challenges and triumphs of an industry balancing market demands and technological advancements (Patel, 2019). Through qualitative analysis, this research aims to unearth insights crucial for textile and other industries, highlighting the symbiotic relationship between worker satisfaction, safety protocols, and productivity.

TEXTILE INDUSTRY

The textile industry, a vital sector in global manufacturing, encompasses processes from fiber to finished goods. Its economic significance is marked by substantial employment and GDP contributions. Utilizing a spectrum of techniques, from traditional craftsmanship to modern automation, it blends heritage with innovation (arcia, 2018). Recent trends prioritize sustainability and ethical practices, fostering a shift towards eco-conscious materials and production methods. Operating within complex supply chains, spanning raw materials to retail, it navigates market dynamics and consumer preferences. International trade agreements also shape its competitiveness and global reach.

RESEARCH OBJECTIVES

- To study the effectiveness of welfare and safety measures in reducing the accident rate and losses.
- To know the employee's perception regarding the safety program and practices.

- To find out the impact of industrial safety and work environment on productivity.
- To find out the employees' satisfaction on the welfare measures.
- To identify the ways and means of improving the facilities this affects the performance of the employees.
- To identify and suggest measures to improve welfare, safety for the working employees.

NEED OF THE STUDY

The study on organizational excellence and workforce well-being at Anithaa Weaving Mills in Namakkal explores the delicate balance between operational efficiency and employee welfare. Motivated by an evolving business landscape, it analyses the company's employee-centric approach, prioritizing safety and welfare measures (Johnson, 2017). Beyond regulatory compliance, the study evaluates their effectiveness in enhancing retention, productivity, and strategic decision-making. Through benchmarking against local industry standards, Anithaa Weaving Mills aims to set a precedent, emphasizing continuous improvement for sustained employee satisfaction and professional growth.

SCOPE OF THE STUDY

- To thoroughly assess safety protocols, welfare initiatives, and employee feedback mechanisms.
- To evaluate policies, training, emergency response, and overall safety culture.
- To analyze the impact of welfare initiatives on employee satisfaction and well-being.
- To compare safety and welfare measures across departments, roles, and shifts.
- To correlate these measures with organizational performance and provide improvement recommendations.

LIMITATION OF THE STUDY

- Limited data access may hinder thorough analysis of safety incidents and welfare metrics.
- Resource constraints like time and budget may limit study scope and depth.
- Industry variability poses challenges in generalizing findings across sectors.
- Complexity in measuring safety and welfare impacts study's standardization efforts.

RESEARCH METHODOLOGY

- Research design: Descriptive Research Design.
- Collection Method: Data were collected through structured questionnaires.
- Sampling Techniques: Convenience sampling (Simple random sampling).
- Sample size: The sample size is 210 respondents.
- Tools used for analysis: 1.Simple percentage analysis.2.Chi-square.3.Correlation

LITERATURE REVIEW

Smith et al. (2019), explore cutting-edge techniques for evaluating employee safety, highlighting innovations in safety measurement. **Johnson (2020)**, investigates the correlation between safety initiatives and employee well-being, aiming to uncover connections between workplace safety and holistic health. **Wang et al. (2021)**, assess the impact of welfare programs, focusing on financial assistance and healthcare benefits, to understand their influence on employee satisfaction and well-being. These studies collectively contribute to advancing understanding in employee safety, well-being, and the effectiveness of organizational initiatives in fostering a safe and supportive work environment.

ANALYSIS & INTERPRETATION

Simple percentage analysis: The demographic profile of respondents reveals a generally positive perception among respondents regarding various aspects of their workplace environment, safety measures, and welfare initiatives. Majority of respondents are male (93%) and fall within the age group below 30 (62%), with a significant proportion having educational qualifications of undergraduate level (41%). Most respondents are unmarried (80%) and earn monthly incomes between 16,000 to 20,000 (38%). Additionally, a large portion of respondents have family sizes above 5 (57%) and working experience of less than a year (55%). The majority express satisfaction with the company's official engagement practices (81%), working environment (65%), and medical facilities (71%). However, there are areas of neutrality or dissatisfaction, particularly in terms of safety policies (48%), job satisfaction (24%), and welfare measures (24%), suggesting room for improvement to address employee concerns and enhance overall satisfaction.

Chi-square analysis: relationship between the age and provide better medical facility for the employees.

Test	Value	DF	p-value
Pearson	2.941E2	12	.000
Likelihood	266.368	12	.000
Linear-by-Linear	51.465	1	.000

Thus alternative hypothesis is accepted and it is finding that there is a significant association between age and the provision of better medical facilities for employees.

Correlation method: Relationship between working shift and ambiance facility to provide the employees.

Correlation Test	Value	Approx. T	Approx. Sig.
Pearson's R	0.058	1.036	0.471
Spearman's ρ	0.063	1.082	0.349

Thus null hypothesis is accepted and it is finding that there is no significant correlation between the working shift and the provision of ambiance facilities for employees.

FINDINGS

The majority of respondents were male (93%) and below 30 years old (62%), with a significant portion being undergraduate (41%) and unmarried (80%). Most respondents earned monthly incomes between 16,000 to 20,000 (38%) and had family sizes above 5 members (57%). Additionally, a majority had less than a year of work experience (55%) and worked night shifts (35%). The majority agreed with various aspects of company policies and facilities, including the examination of shifts (81%), work environment (65%), medical facilities (71%), and safety policies (61%). Furthermore, satisfaction was evident in areas such as productivity and job satisfaction (68%), statutory welfare measures (68%), and relationship between employers and employees (61%). Overall, the majority expressed satisfaction with various aspects of their workplace environment and company policies, indicating a generally positive perception among respondents.

SUGGESTIONS

- Foster diversity and inclusion through targeted recruitment and diversity initiatives to address gender imbalances.
- Tailor engagement programs to meet the preferences of younger employees, enhancing retention and motivation.
- Provide avenues for career advancement and education to cater to the aspirations of undergraduate employees.
- Implement flexible policies and benefits to support the unique needs of unmarried employees.
- Enhance overall employee well-being by investing in healthcare, safety, and welfare measures, ensuring compliance and continuous improvement.

CONCLUSION

The study ensuring employee safety and welfare is crucial for fostering a productive and healthy workplace environment. Organizations can achieve this by implementing robust safety measures, providing adequate resources, and promoting a culture of safety awareness. Prioritizing employee well-being mitigates risks, enhances organizational success, and boosts satisfaction. Continuous assessment and improvement of safety protocols are vital for maintaining a safe and thriving workplace for all.

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