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A STUDY ON EMPLOYEE WELFARE AND SAFETY MEASURES WITH REFERENCE TO UNIQUE SHELL MOULD INDIA PRIVATE LTD, COIMBATORE

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Abstract

This study aims to explore the employee welfare and safety measures implemented at Unique Shell Mould India Private Ltd, Coimbatore, with a focus on understanding their effectiveness and areas for improvement. The welfare and safety of employees are paramount for organizational success and sustainable growth. This research endeavours to examine the existing policies, procedures, and initiatives undertaken by the company to ensure the well-being and safety of its workforce. The methodology involves a comprehensive review of literature on employee welfare and safety practices, including relevant laws and regulations governing these aspects in India. Primary data will be collected through structured interviews, surveys, and observations conducted among employees and management personnel at Unique Shell Mould India Private Ltd.

Keywords: Employee welfare, Human resource management (HRM), Facilities, Well-being, Efficiency, Occupational health, Safety measures, Satisfaction, Perception.

INTRODUCTION

Human resource management (HRM) is a function in the organizations designed to maximize employee performance in service of an employer's strategic objectives. HR is primarily concerned with the management of people within organizations, focusing on policies and on systems.

REVIEW OF LITERATURE

Lucia Artazcoz; Imma Cortes; Vincenta Escriba-aguir; Lorena Cascant (2007), proposed that framework for epidemiological research on work and health that combines classic occupational epidemiology and the consideration of work in a structural perspective focused on gender inequalities in health.

Maynard, Andrew D, summarized that the current level of development and government investment in nanotechnology research and development, how nanotechnology presents a potential challenge to conventional approaches to understanding health hazards in the workplace.

Journal of occupational health Psychology. Volume 6 issue2. Job insecurity research has focused primarily on attitudinal (example., job satisfaction), behavioural (example., employee turnover), and health outcomes. Moreover, research in the area of workplace safety has largely focused on ergonomic factors and personnel selection and training as primary antecedents of safety.

Ann Davis, Lucy Gibson, (1994) "Designing Employee Welfare Provision", Personnel Review, Vol. 23 Iss: 7, pp.33 – 45. Describes a process through which organizations might seek to implement interventions relating to employee wellbeing. Emphasizes the importance of a comprehensive needs

assessment both in obtaining the breadth of information needed to design appropriate interventions and also in providing baseline information against which to evaluate programme effectiveness.

NEED FOR THE STUDY

Human resources are the most valuable and important resource to any organization. With the changes in the work force demo graphics, employee expectations and attitudes also have changed.

SCOPE OF THE STUDY

- To study the perception of the employees regarding the safety and welfare measures provided to the employees.
- To analyse the level of satisfaction regarding Welfare schemes (ESI, PF, Loans, Health Insurance)

OBJECTIVES OF THE STUDY

- To study employees’ perceptions regarding safety measures and Welfare schemes.
- To study the employees’ satisfaction with safety measures and Welfare schemes provided by the company
- To create awareness in the use of Personnel Protective Equipment (PPE)
- To identify and suggest measures to improve the health, safety, and Welfare of the employees.

RESEARCH METHODOLOGY

METHOD OF DATA COLLECTION

- Primary data

Sampling Method:

Sampling Method: Simple Random Sampling

Sampling Size:

Respondents are selected randomly. Sample size is limited to 112 that it represents the overall perception, views and ideas of the employees in the company.

ANALYTICAL TOOLS

- Percentage Analysis
- Analysis using Karl Pearson's correlation
- Chi- square test

DATA ANALYSIS AND INTERPRETATION

SATISFACTION LEVEL OF EMPLOYEE WELFARE MEASURES

	No of Respondents	Percentage
Highly satisfied	32	28.6
Satisfied	32	28.6
Neutral	21	18.8
Dissatisfied	14	12.5
Highly dissatisfied	13	11.6
Total	112	100.0

INTERPRETATION

The above table explains that satisfied with labour welfare measure in your company 29% of the respondents are highly satisfied, 29% of the respondents are satisfied, 19% of the respondents are neutral, 12% of the respondents are dissatisfied, 11% of the respondents are highly dissatisfied. The result inferred that majority 29% of the respondents are “highly satisfied and satisfied”.

CHI SQUARE TEST

Chi-Square Tests	Value	DF	Asymp. Sig. (2-sided)
Pearson Chi-Square	1.275	4	.866
Likelihood Ratio	1.298	4	.862
Linear-by-Linear Association	.151	1	.698
N of Valid Cases	112		

RESULT

The Pearson Chi-Square test statistic is 9.048 with 3 degrees of freedom, resulting in a p-

value of 0.029. Similarly, the Likelihood Ratio test statistic is 11.086 with a p-value of 0.011. Since the p-value (0.029) is less than the significance level of 0.05.

CORRELATION

Symmetric Measures	Value	Asymp. Std. Error	Approx. Tb	Approx. Sig.
Interval by Interval Pearson's R	.005	.091	.054	.957c
Ordinal by Ordinal Spearman Correlation	.011	.095	.115	.908c
No of Valid Cases	112			

RESULT

Both Pearson's R (interval by interval) and Spearman's correlation (ordinal by ordinal) coefficients are close to zero (0.070 and 0.081, respectively), suggesting minimal correlation between the variables. Additionally, the p-values ($p = 0.318$ for Pearson's R and $p = 0.247$ for Spearman correlation) exceed the significance threshold of 0.05.

FINDINGS

It is clear that 29% of the employees are satisfied with the labour welfare measures provided by the organization. Most of the respondents 47% are satisfied with the housing facilities provided by the company. Most of the respondents 39% are highly satisfied with the medical facilities provided by the company.

SUGGESTION

The Management shall arrange more programmes to improve the employee's awareness about and social security schemes. The welfare measures working conditions. The management shall conduct regular meetings and allow the employees to participate in it. It will help to improve the employee employer relationship.

CONCLUSION

Human resource plays an important role in any organization, employee's welfare facilities are concerns to this department, if the employee happy with welfare measures, then only the productivity of that organization can be increased.

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