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A STUDY ON EFFECTIVENESS IN LABOUR HEALTH SAFETY ENVIRONMENT (HSE) MEASURES AT RAMCO CEMENTS LIMITED, VIRUDHUNAGAR.

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Abstract

This study is focused on the Health, safety, and environment (HSE) is the set that studies and implements the practical aspects of protecting the environment and maintaining health and safety at occupation. In simple terms it is what organizations must do to make sure that their activities do not cause harm to anyone.

INTRODUCTION:

Definition:

Any arrangement of working conditions which contribute to the worker's health and safety, comfort, efficiency, economic security, education. **Prof. Richardson**

Meaning: Health, safety, environment (HSE) refers to all the facilities for labourers to improve their working conditions, provide safety and security and raise their standard of living.

Importance:

- They lead to better physical and mental health of workers and thus promote a healthy work environment.
- Housing schemes, medical benefits, education facilities and recreation facilities for workers and for their families help in raising their standards of living. Workers pay more attention towards work and this increase their productivity.
- By providing welfare facilities employers get a more stable labour force as workers take active interest in their jobs and work with a feeling of involvement and participation.

Purpose:

The purpose of HSE & welfare measures:

- To increase efficiency and productivity among workers
- To prevent accidents and injuries
- To improve moral and loyalty
- To build up stable labour force and lower absenteeism
- To earn goodwill and enhance public image

Function:

- To ensure HSE facilities and various labour legislation to all section of workers in organized/unorganized sectors through enforcement of various labour laws.
- To ensure good environment relationship between employers and employees by reducing the level of conflict through speedy resolution of dispute and grievance

Other abbreviations than HSE are also used:

Acronym	Name	Group
OHS	Occupational health and safety	Occupational health and safety
WHS	Work health and safety	Work health and safety
HSE	Health, safety and environment	Health, safety and environment
EHS	Environment, health and safety	
SHE	Safety, health and environment	
QHSE	Quality, health, safety, and environment	Quality, health, safety, and environment
HSEQ	Health, safety, environment and quality	
HSSE	Health, safety, security and environment	Health, safety, security and environment
QHSSE	Quality, health, safety, security, and environment	Quality, health, safety, security, and environment
HSSEQ	Health, safety, security, environment, and quality	

NEED FOR STUDY:

This study gives ideas about how far employees are get satisfied with prevailing HSE measures. To find out health related problems among the employee’s and how far the health facilities are helpful and, also to create the awareness regarding safety equipment among the workers. Management must also ensure that facilities provided by Ramco cements limited should reach the employees. Through this analysis we should avoid probable accidents and injuries in this industry through the personal protective equipment.

STATEMENT OF THE PROBLEM:

- ❖ If there is no employee HSE & welfare measure in the workplace then there was unsecure and discomfort and risky working situation and we get lots of problems and issues for all the employees.
- ❖ If we provide best HSE measure to our employees then the work environment become a secure and comfort place to our employees. Then only employees can work with fulfilment. The welfare measures of the employees are essential because of the nature of the industrial system. Today workers are an essential contributing to the growth of the industry. If the employees are satisfied with the facilities offered by the industry, gradually the output will increase. This study analyses the various dimensions of labour welfare and HSE measures that are perceived by the employees that highlights the perception of the employees regarding the various HSE measures provided to them.
- ❖ So that only I chosen this topic, a study on effectiveness in labour HSE measure at Ramco cements limited. Finally we can analyse the positive and negative consequences of this measure and then we can give good opinion and suggestion to avoid from physical hazards, electrocution, welfare hazards, health hazards, safety hazards.

OBJECTIVES OF STUDY:

- To study about the employee's health, safety, environment measure in Ramco cements limited.
- To ascertain the level of awareness of welfare measures among the employees.
- To identify whether the employees are satisfied with the safety facilities provided by their Ramco cements limited.
- To analyse the health facilities provided to employees.

LITERATURE REVIEW

(Kumar, Amit2016) – “A study of industrial health and safety climate in automobile sector” objective of this research project was to examine the employees' satisfaction regarding industrial health and safety measures of the organization. To examine the health and safety provisions followed by the organizations in case of emergencies. The present study is an attempt to know the relationship between Health and safety and employees' satisfaction in the automobile sector in Haryana.

(Naik Yagneshkumar Sureshchandra 2017) – A study of Multidisciplinary Approach towards Occupational Safety and Health with Special Emphasis to Behavior Based Safety in Large Scale Steel Manufacturing Unit. The objective of research is to conduct behavioral safety training & implement BBS in steel industries, to train workforce to create BBS leaders for proper implementation of BBS at site.

(Singh, Ajay Kumar 2013) - Study of Safety System for Unsafe Acts Conditions at Construction Workplace. The objective of study is to study the workplace safety system and, to ascertain the challenges that the present status of the safety. The unsafe acts and unsafe conditions in construction industry is comparatively high as most of the organized factory.

(Manavalani2013) - Study on The Occupational Health and Safety Awareness Among the Unorganized Sector Workers. Objective-To measure the level of OH&S awareness among the unorganized workers of various sectors and to devise the measures to improve the prevailing OH&S conditions. . Sample size a sample of 100 workers in each sector was inquired. There was a mixed response from both genders of workers in each industry.

(Rani, Anita 2014) - In the article “A study of health and safety standards in small and medium enterprises in Haryana” objective -To study the implementation of health and safety standards in small and medium enterprises in Haryana. It has been found in the study that most of the respondents were agreed to the implementation status of Health and Safety standards in small scale and medium enterprises in Haryana.

HYPOTHESIS TESTING:

One-Way Anova:

Null Hypothesis (H₀): There is no association between work experience in Ramco and relation

between supervisor and workers.

Alternative Hypothesis (H1): There is an association between work experience in Ramco and relation between supervisor and workers.

ANOVA (one way) independent variable is of nominal scale with more than two categories and the dependent variable is metric or at least on interval scale in the present study, one way ANOVA was conducted to differ for the factor to test the following hypothesis.

Table 2.1
ANOVA
Work experience in Ramco

	Sum of Squares	df	Mean Square	F	Sig.
(Combined)	6.043	2	3.022	1.521	.224
Between Groups	5.308	1	5.308	2.672	.105
Unweighted Linear	3.561	1	3.561	1.792	.184
Weighted Term	2.482	1	2.482	1.249	.266
Deviation	192.707	97	1.987		
Within Groups	198.750	99			
Total					

Interpretation:

Using Anova from above table the, p value is .266, since the p value is more than 0.05 in case of work experience in Ramco. So the null hypothesis is accepted and the alternative hypothesis is rejected. From the analysis it concluded that, There is no association between work experience in Ramco and relationship between supervisor and workers.

Table 2.2

Mean score analysis was made based on the respondents for satisfaction level of welfare measure

(**HS**-highly satisfied, **S**-satisfied, **N**-neutral, **DS**-dissatisfied, **HDS**-highly dissatisfied)

S.NO	FACTORS	HS	S	N	DS	HDS
1..	First aid appliances	82	18	0	0	0
2.	Ambulance facilities	66	34	0	0	0
3.	Washing facilities	53	38	9	0	0
4.	Lunch room facilities	53	38	9	0	0
5.	Facilities for sitting	53	35	12	0	0
6.	Shelter facilities	60	30	10	0	0
7.	Canteen facilities	54	38	8	0	0
8.	Recreation facilities	56	28	16	0	0
9.	Medical and dispensary facilities	82	18	0	0	0
10.	Transport facilities	58	29	13	0	0

Table 2.3

S.NO	CALCULATION	TOTAL	MEAN SCORE
1.	$(82*5) + (18*4) + (0*3) + (0*2) + (0*1)$	482	0.482
2.	$(66*5) + (34*4) + (0*3) + (0*2) + (0*1)$	466	0.466
3.	$(53*5) + (38*4) + (9*3) + (0*2) + (0*1)$	444	0.444
4.	$(53*5) + (38*4) + (9*3) + (0*2) + (0*1)$	444	0.444
5.	$(53*5) + (35*4) + (12*3) + (0*2) + (0*1)$	441	0.441
6.	$(60*5) + (30*4) + (10*3) + (0*2) + (0*1)$	450	0.45
7.	$(54*5) + (38*4) + (8*3) + (0*2) + (0*1)$	446	0.446
8.	$(56*5) + (28*4) + (16*3) + (0*2) + (0*1)$	440	0.44
9.	$(82*5) + (28*4) + (16*3) + (0*2) + (0*1)$	482	0.482
10.	$(58*5) + (29*4) + (13*3) + (0*2) + (0*1)$	445	0.445

4.54

MEAN SCORE = $4540 / (10*100) = 4.54$

Interpretation:

From the above analysis, it is clear that the variable First aid appliances is 0.482 and medical & dispensary facilities is 0.482. These two variables carries the highest mean.

SUGGESTION:

- Latrines and urinals should be improved in cleanliness for the employees.
- For the employees children’s education allowance should be improved, for lower cater level employees full school fees should be given for the needy students.
- And want to increase the spittoons for the employees, and it should be maintained neat and clean.
- Worker should not get irritate to use of PPE. so, well equipped and newly designed personal protective equipment should be given to them so it will make a desire towards PPE’s and they will become a regular user of PPE’s.

CONCLUSION:

Health and safety training at the workplace is a fundamental aspect of organizational success. A healthy and safe working environment promotes staff morale, increases efficiency and productivity, mitigates staff turnover, and prevents the cost implications of workplace

injuries and illnesses Health, Safety, and Environment (HSE) are integral aspects of creating a safe and sustainable workplace environment. By implementing effective management systems, organizations can protect the well-being of their employees, minimize risks, and ensure compliance with regulations. Prioritizing HSE yields multiple benefits, including improved employee well-being, reduced incidents, regulatory compliance, enhanced reputation.

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