



## HEALTH, SAFETY & WELFARE MEASURES FOR EMPLOYEES AT SHRI VISHAGAN TEX: AN EMPIRICAL STUDY

Mr.K.Dineshkumar<sup>1</sup>Mrs.V.Tamilselvi<sup>2</sup>Dr.B.Velmurugan<sup>3</sup>

<sup>1</sup>II MBA Student, Department of Management Studies, NPR College of Engineering & Technology, Dindigul

<sup>2</sup>Assistant Professor, Department of MBA, NPR College of Engineering & Technology, Dindigul

<sup>3</sup>Associate professor & HOD, Department of Management Studies, NPR College of Engineering & Technology, Dindigul

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### ABSTRACT

Labor health, safety and welfare are the measures of promoting the proficiency of labor. The various welfare measures provided by the employer will have immediate impact on the health, physical and mental efficiency alertness, morale and overall proficiency of the worker and thereby contributing to the higher productivity. Some of the facilities and services which fall within the preview of labor welfare include adequate canteen facilities, accommodation arrangements, and recreational facilities, medical facilities transportation facilities for traveling from & to the place of work. This research highlights the health, safety and welfare measures taken in the manufacturing industry, the employees' satisfaction level, and to identify the overall quality of work life of the employees. The Data collection was done through questionnaire. To analyze, the collected data the researcher used simple percentage analysis and Chi-Square test. Different charts and graphs were drawn to interpret the collected data.

**Keywords:** Safety Requirements, Employee Health, Welfare Measures, Factories Act.

### COMPANY PROFILE

Shri Vishagan Tex is one of the best Textile in Salem district. It is registered in Tamilnadu only. Sri Vishagan Tex provides you the best range of cotton dropping waste, cotton waste, cotton yarn waste, combed cotton yarn & cotton blended yarn with effective & timely delivery. The business type is either Retail or Wholesale. The Company established on 2017. GST number of Shri Vishagan Tex. is 33BLRPD5180M1ZQ. This is a Proprietorship. This business was registered under GST on 01/07/2017. This is GST number of Tamil Nadu state.

India is a traditional textile -producing country with textiles in universal, and cotton infastidious, being chief industries for the country. India is surrounded by the world's top producers of yarns and fabrics, and the export superiority of its products is ever escalating. Textile Industry is one of the biggest and oldest industries in India. Textile Industry in India is a self-reliant and independent industry and has enormous diversification and adaptability. The textile industry can be roughly classified into two categories, the organized mill sector and the unorganized decentralized sector. The organized sector of the textile industry represents the mills. It could be a spinning mill or a composite mill. Composite mill is one where the

spinning, weaving and processing facilities are carried out less than one covering. The decentralized sector is occupied chiefly in the weaving activity, which makes it heavily dependent on the organized sector for their yarn requirements. This decentralized sector is comprised of the three major segments viz., power loom, handloom and hosiery. In addition to the above, there are ready-to-wear garments, khadi as well as carpet manufacturing units in the decentralized sector. The

Indian Textile Industry has an overwhelming presence in the economic life of the country. India's textiles sector is one of the oldest industries in the Indian economy, dating back to several centuries. The industry is extremely varied, with hand-spun and hand-woven textiles sectors at one end of the spectrum, with the capital-intensive sophisticated mills sector at the other end. The fundamental strength of the textile industry in India is its strong production base of a wide range of fibre/yarns from natural fibres like cotton, jute, silk and wool, to synthetic/man-made fibres like polyester, viscose, nylon and acrylic. The decentralized power looms/ hosiery and knitting sector form the largest component of the textiles sector. The close linkage of textiles industry to agriculture (for raw materials such as cotton) and the ancient culture and traditions of the country in terms of textiles makes it unique in comparison to other industries in the country. India's textiles industry has a capacity to produce a wide variety of products suitable for different market segments, both within India and across the world.

## **SIGNIFICANCE OF THE STUDY**

A developing concern is comprised of individuals are the most fundamental piece of big business in delivering great and the general population do benefit, offering of the item and make benefit. Subsequently, no business undertaking can exist without individuals and associations. The nature of work and its viability relies on the worker who establishes its workforce. Of the considerable number of variables of generation, human factor is by a wide margin the most essential. The production lines act (1948) lays imperative on the working condition with respect to different issues identifying with the wellbeing, security and welfare of the laborers.

- To ensure specialists, unwary and in addition careless from mishaps.
- To secure shape the representative condition conducive to their wellbeing, wellbeing and welfare

## **EMPLOYEES HEALTH**

The prosperity of the worker in the modern foundation is influenced coincidentally and by sick wellbeing – physical and also mental. Wellbeing is riches for worker, understanding these representatives give an expansive number of wellbeing administration to. Their representative. Wellbeing assurance is a lawful necessity as well. Section 11 to 20 of the industrial facilities act, 1948 manage the soundness of laborer. Worker wellbeing a few measurements, for example, physical wellbeing, mental, clamor control, and employment push.

## **WELFARE AND SAFETY REPRESENTATIVES PERFORM THEIR ACTIVITIES**



All activities regarding the designation, function and training of representatives must be performed during normal working hours.

Welfare and safety representatives are entitled to do the following:

### **Welfare and Safety Audits**

Representatives may check the effectiveness of welfare and safety measures by means of welfare and safety audits.

### **Identify Potential Dangers**

Representatives may identify potential dangers in the workplace and report them to the welfare and safety committee or the employer.

### **Investigate Incidents**

Representatives may together with the employer investigate incidents, investigate complaints from workers regarding welfare and safety matters, and report about it in writing.

### **Make Representations**

Representatives may make representations regarding the safety of the workplace to the employer or the welfare and safety committee or, where the representations are unsuccessful, to an inspector.

## **REVIEW OF LITERATURE**

**Jane et.al. [2021]** - 'Employment0health0and0safety0after0privatization' the paper states that whether work status after employment misfortune because of privatization impacts health and utilization of health administrations and whether money related strain, psychosocial measures, or health related practices can clarify any discoveries. The finish of the examination is Insecure rebusiness and joblessness after privatization result in increments in minor mental horribleness and interviews with a general specialist, which are conceivably because of the expanded minor mental dreariness.

**Sabarirajan, Meharajan.t [2020]** - 'Employee Morale' analyzed the investigation on specialist welfare in Textile industry. The investigation shows that 15% of the laborers are representatives are content with their welfare measures. 39 % of the representatives is ordinary with their welfare measures. 16% of them are in significantly disappointed level. This examination hurls light on the impact of welfare measures on QWL among the specialists of material production lines in Salam region." While portraying the Welfare in Indian Industrial Sector

**Ken.w[2019]** - 'Uncertainty-Welfare Economics of Medical Care' the objective of this research project was to develop a formal safety program that addresses these problems, then to develop a method to promote the new program. The development of the new program was to be accomplished by analyzing the current safety program and comparing this program to others that the consultant had developed, and similar industries.

## **RESSEARCH OBJECTIVES**

To conduct the company study, the following objectives were drafted:

- To know about the various welfare facilities provided to the welfare.



- To have a understanding on various safety provisions available to the worker..
- To gain knowledge on the health provisions available to the workers.
- To study the impact of SHW facility on the performance of the workers.

## **RESEARCH METHODOLOGY**

Research methodology can be simply defined as the way in which the data are collected for the project research in common parlance refers to search for knowledge. It is the process of systematic and in depth study of any particular topic, subject (or) area of investigation based on collection, compilation, presentation and interpretation of relevant detail or data the purpose of research is to discover answer to question through application of direct interview with the employees

## **RESEARCH DESIGN**

The research plan is purely the border or tactics for a study that guides the compilation and psychoanalysis of data .it is a blue print that is followed in implementation a study .it may be a worthwhile to mention here that a research design the framework for the study The type of research here used is descriptive research. Main individuality of this method are the investigate has to control over the variable he can only report what has happen or what is happening

## **SAMPLING DESIGN**

The sample design is a definite plan for obtaining a sample for a given population .it refers to the technique or procedure would adapt to selecting a item for the sample

## **DATA COLLECTION**

### **PRIMARY DATA:**

In the project, the data is collected to know about the health, safety and welfare at the organization, by directly communication with the employee's .the data are those, which are collected as fresh and firsttime, and thus happens to be original in character. Hence the data here used is said to be as primary data.

## **TOOLS AND TECHNIQUES**

- Percentage
- Chi square
- Correlation

## **HYPOTHESES**

- Different between age and qualification
- Different between income and age
- Different between income and qualification
- Different between income and experience.



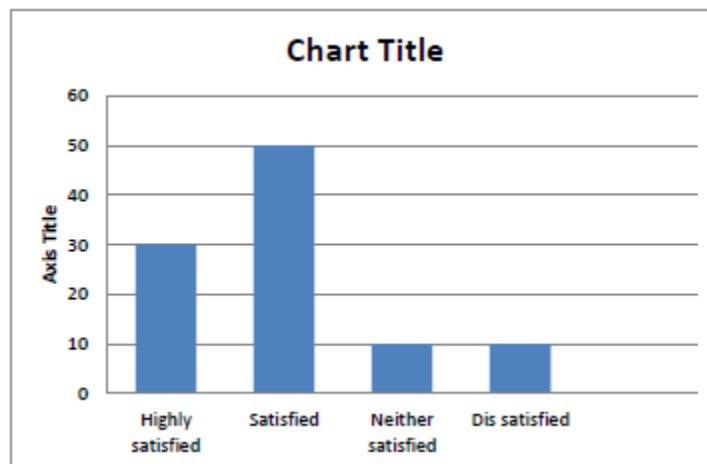
**LIMITAIONS OF THE STUDY**

- Some the employee may be given wrong and inadequate information, due to lack of time and workpressure.
- Prejudice of some of the employees
- The research study was conducted a limited sample so a detailed and comprehensive study not be made

**DATA ANALYSIS AND INTERPRETATION**

**CHART: 1.1**

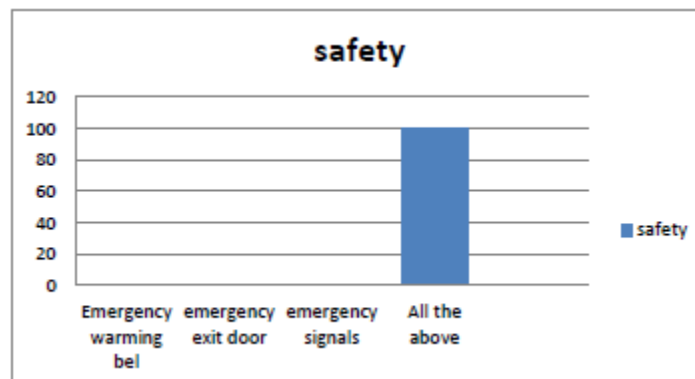
**DISTRIBUTION OF RESPONDENTS BY SATISFACTION LEVEL OF SAFETY POLICIES**



The above data indicated 30% of respondents are highly satisfied, 50% of respondents are Satisfied, 10% of respondents are neither satisfied or dissatisfied.

**CHART: 1.2**

**CHART SHOWING DISTRIBUTION OF RESPONDENTS BY SAFETY TOOL AVAILABE IN YOUR COMPANY PERMISES**



The above data indicated majority by 20% of respondents are agree that they have givenwith all the safety tools.

**SUGGESTION**



- Male employees can be given adequate locker facilities for proper maintenance of work related and personal items.
- Crèche facility can be improved by employing reliable care takers to facilities younger mother.
- Safety meeting can be put in order for a systematic implementation safety standard and ensure safety of employees.
- Since majority is female employee, extra care can be given to improve health hygiene facilities at the company.

## CONCLUSION

- The wellbeing of the employee in an industrial establishment is affected accidents and by ill health physical as well as mental. Health is wealth for employee, realizing these employee provide a large number of health service
- The employee Safety, in simple term, means freedom from the occurrence risk injury or loss. industrial safety refers is a major concern in any industry “a health is a productive employee”.
- The study clearly indicate a working environment with all the necessary measures provided to its employees in term of welfare and safety majority of the employee are female and adequate facilities are provided to fulfill their personal and job related needs. The employee is satisfied with the amenities provided by the organization .equal importance is given to the male counterpart of employees. The company can make improvements in regularizing safety meeting and increase the awareness level of the safety, welfare and health measures offered by the organization.
- Lab our welfare entails all those activities of employer which are directed towards providing the employee with certain facilities and service in additional to wages or salaries .the health, safety measures and welfare facilities are necessary for the employee to enhance culture and the encouragement for the employee that leads to achieve the organization objective.

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