A study on employee safety towards in color dreams (ssm) in Dindigul

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Abstract
The concern for health and safety is legitimate in every context of human enterprise. In schools, for teaching staff's safety to be guaranteed, the equipment available should be properly maintained and installation for nonexistent ones done according to the health and safety policies. With a focus on Mbooni West district, this paper reports the findings of a survey which focused on the health and safety of teachers in secondary schools in the region. Many secondary school administrators do not consider teaching staff's involvement in recommending policies and procedures in curbing safety hazards. This makes it difficult for the teaching staff to take responsibility for their own safety. The study thus sought to establish teachers' perspectives on their role in ensuring health and safety workplaces in secondary schools. The study targeted all teachers and deputy principals working under Teachers Service Commission (TSC) and those working under the secondary schools' Board of Management (BOM). Although the study aimed survey principles, they were not available during the data collection period. The study was conducted using the descriptive research design. A questionnaire guide was used for data collection which was then analyzed by the use of Statistical Package for Social Science (SPSS) version 20. Frequency tables and charts were used for data presentation. From the findings, it emerged that majority of the teaching staff were not involved in the training programs that would equip them with safety skills in their workplace. Most of them were not involved in discussing safety policies in the workplace. This to a large extent jeopardized the safety of teachers at workplace affecting their preparedness on matters pertaining health hazards and thus their general performance. It is recommended that the Ministry of Education, Science and Technology, in conjunction with the school administrations organize training programs for the teaching staff, involve teachers in discussion of safety policies to align them with the institutions strategic plans as far as Health and Safety at workplce is concerned.

MEANING AND DEFINITION OF LABOUR SAFETY:

Industry is a place where some of products are produced by various machinery and workers. Because of too many workers do their work in a place, so they need to follow some rules and regulation to keep them healthy and safety.   As workers protection the main purpose of the OHS management system is to protect workers from all forms of occupational accidents and diseases. Demonstrate compliance with labour laws and regulations.

On analysis of the above definitions, a simple definition of labour safety can be framed as under:

Labour safety implies the setting up of minimum desirable standards of the provision of facilities like health, food, clothing, housing, medical education, job security, recreation etc. Such facilities enable the worker and his family to lead a good working life, family life and social life.

Labour safety thus embraces in its fold all efforts which have their object of improvement of health, safety and welfare and general well-being of the workers. It is confined to those activities which are undertaken statutorily or otherwise, inside the industrial premises or outside but any agency, government, employers which do not come under social insurance conditions, and which lead to improvement in health efficiency and happiness of industrial workers and their families e.g recreational, medical, educational, washing, bathing, transportation facilities canteens and crèches, ets.

BENITIES OF LABOUR SAFETY

(1) Compliance with regulations and reduced risk and legal liabilities and fines

To promote safety in the workplace, the Government has implemented a comprehensive set of guidelines that businesses are required to follow. By complying with these practices, companies can not only avoid legal penalties and fines, but also improve the overall culture and morale of their workforce. Moreover, it demonstrates a company's commitment to the quality of its operations and the care it takes in protecting its workers.

(2) Social responsibility

Prioritizing workplace safety enhances a company's public image and can strengthen its relationship with the community. A safety record can attract the best talent and the loyalty of customers who prefer to support businesses that are invested in doing good.

(3) Better crisis management

By having an effective safety and health practices in the workplaces, employees are equipped with the necessary tools and know-how to deal with emergencies effectively. Without proper safety and health practices in place, businesses may struggle to navigate unexpected events, leading to significant losses and potentially endangering the lives of those involved.

(4) Quality improvement

When the employees are in good health, they are able to perform their job functions to a higher standard, ensuring the workplace operates smoothly and efficiently. A healthy workforce has fewer instances of accidents and health issues, which can lead to focus more on their responsibilities, ultimately upgrading the level of work produced.

(5) Reduced workplace injuries and illnesses

Implementing health and safety practices is a proactive approach that targets the mitigation of risks and the prevention of workplace hazards. By doing so, businesses effectively minimized the occurrence of accidents and health-related absences that can disrupt the flow of work. This strategic prevention leads to a health their workforce with fewer injuries and illnesses, which is a crucial factor in maintaining continuous and efficient operations.

(6) Lower absenteeism

By minimizing the number of injuries and promoting a healthier workspace, employees are more likely to feel secure and motivated at work. This, in turn, leads to fewer sick days and absences, which can significantly benefit the operational flow and output of a business. Moreover, a consistent workforce leads to better customer service, higher-quality products and services, and a more organized and efficient work environment.

(7) Reduced worker's compensation cost

Implementing health and safety practices at workplaces helps prevent common workplace hazards, leading to fewer and illnesses. This results in less downtime for workers and reduces the costs associated with worker's compensation and medical leave.

(8) Creation of permanent labour force

These facilities will provide an attraction to the workers to stay longer in the undertaking. In the absence of such facilities, the workers often leave for their villages in search of recreation etc. Efficient workers can also search for better chances and may switch over to other establishments. In order to create a permanent labour force, such facilities are essential.

SIC FEATURES OF LABOUR SAFETY

- Labour safety measures and amenities are provided not only to the employees of the undertaking but also to their family members.
- The facilities and safety amenities provided are not identical all over the world. The differ widely depending on the historical, cultural and environmental condition.
- They measures are provided not only by the employers but also by the government, trade unions and by other outside agencies.
- These measures do not include those facilities, which are statutory or obligatory under any contract between the employer and the employee. Thus they are only optional, and voluntarily provided.

APPROACHES OF LABOUR SAFETY

1. Paternalistic Approach
2. Industrial Efficiency Approach
3. Social Approach

STATEMENT OF THE PROBLEM

Employee's safety and welfare measures also have beneficial on the workers. The welfare and safety measures influences the sentiments of the workers are contribute to the maintenance of industrial peace. Better housing, sickness and maternity benefits, provided funds and pension educational facilities and entertainment etc. Creates a feeling and among the workers that they have a state in the industry the workers become more stabilized and committed and economically efficient, and mental and moral health of the worker is improved.

OBJECTIVES OF THE STUDY

- To identify the various employee's safety measures adopted in the organisation.
- To analyse the employee satisfaction level towards employee safety measures followed in the company.
- To know the impact of safety measures on employee performance.
- To know about the awareness of employee regarding the safety measures followed in the company

NEED OF THE STUDY

Employee safety improves an organization's competitiveness and fosters fair labour relations by improving production. Employee safety and welfare facilities minimize employee discontent and increase employee loyalty to the company. Assistance to the poor housing schemes, medical benefits, for worker's families all help to improve their living standards. This causes workers to pay more attention to their jobs and, as a result, their morale rises. Employers can obtain a stable workforce by

delivering social services. Workers take an active interest in their careers and approach their work with a sense of commitment and participation. If they improve employees 'physical and mental health, the company would be a safer and health their place to work.

SCOPE OF THE STUDY

- To recognize the link between efficiency and health and safety to minimize the costs, losses and disruption which arise from accidents ill health and dangerous occurrences?
- To provide monitor and maintain a working environment that is safe and without risk to health and adequate as regards facilities for welfare.
- To comply with the statutory requirements as a minimum standard for health, safety and welfare of employees at work.
- First-aid kits, safety symbols signs, fire extinguishers, and alarms are the most important safety measures in the manufacturing units.
- Ensure sanitary facilities for the workers to encourage personal hygiene.

HYPOTHESIS OF THE STUDY

NULL HYPOTHESIS

Ho: There is no significance relationship between the job satisfaction of the employee and safety measures followed.

ALTERNATIVE HYPOTHESIS

H1: There is significance relationship between the job satisfaction of the employee and safety measures followed.

RESEARCH DESIGN

This study involves the descriptive research design .It includes surveys and fact findings of different kinds, which is one of the most suitable ways to carry out projects .The main purpose of this research design is it has no control over the variables. It gives report only what has happened or what is happening.

The study was conducted for a period of 3 month, the type of research conducted was descriptive, because the employee's opinions are qualitative in nature. It can only be analyzed and described.

Descriptive research design in this research study, the researcher has used descriptive research design. Descriptive study, who, what, when, where, how are the questions for researcher to find their answers during the study. A descriptive study may be simple or complex. This research study topic is according to the descriptive study. I have needed to find that all answers of these questions which come in descriptive study.

Sampling: The basic idea of sampling is that by selecting some of the sample from the population researcher may draw conclusions about the sample study and generalize for entire population. A population element is the individual participant or object on which the measurement is taken.

Sample Size: Sample size is a part of target population, carefully selected to represented the population.

RESEARCH METHODOLOGY

Research methodology is a way the systematically solve the research problems. Research methodology may be understood as a science of studying how research is done scientifically.

In this study the descriptive research design was adopted, since it includes surveys and fact findings enquire of different kinds, which is one of the most suitable ways to carry out projects.

SAMPLE DESIGN

Sampling may be defined as the selection of some part of an aggregate or totality on the basis of which a convenience or inference about the aggregate or totality is made. In other words, it is the process of obtaining information about an entire population by examining only a part of it.

SAMPLING TECHNIQUES

The sampling technique used in this study is "convenience sampling" when the population element for inclusion in the sample is based on the ease of access. It can be called an convenience.

REVIEW OF LITERATUTE

Ms.R. Suriya and Ms.P.Vinotha (2015) In other research it is observed that an investigation on mechanical well-being and security methods in H and R Johnson India pvt. Ltd at then angudi says that, there is a necessity to perceive and disruption the welfare and security threats at the labour place and emphases on hat security tools are imperative to safeguard the senates from the mishaps at the working place.

R. Muthuviknesh, K.Anil Kumar (2014) In other research is observed that, the outcome of work-related wellbeing and safety organization on labour atmosphere, an eventual study states that the amount of word associated security has forward-looking bit by bit and frequently in graceful of societal, political, creative and fiscal fluctuations. Globalization of creation thrifts and its imports have been viewed such as the finest authority for modification in the area of labour, therefor in the degree of word related security and wealth, in together optimistic and harmful ways.

Rejoice seldom ameteph (2011) In other research it is observed that, work correlated health and safety the casual supervision fragment in the Sekondi-Takoradi metropolitan area, illuminates roughly the emerging source of labour for wide number of early stages in sub-Sahara Africa and further more for recognized experts pursuing subsequently commercial purposes and others adapting to plain modifications in the provinces corporate.

D.M. Yakabu, I.M.Bakri etal(2011) In other research it is observed that, assessment of wellbeing and health performance on construction sites (kuala lumpur) word related wellbeing and well-being (Act 514) obligate each corporate to provide and retain up a privileged and curative work atmosphere for every one of his legislature. Improvement is a risky corporate with a great covenant of injuries and illness, because of deprived welfare implementation of pledged employees on expansion localities.

DATA ANALYSIS AND INTERPRETATION

PRODUCTION AND QUALITY:

S.NO	PARTICULAR	NO.OF RESPONDENT	PERCENTAGE
1	Strongly agree	12	10
2	agree	72	60
3	Neutral	26	21.66
4	Disagree	12	8.33
5	Strongly Disagree	0	0
	Total	**120**	**100**

WORKPLACE INCIDENTS AND ACCIDENTS:

S.NO	PARTICULAR	NO.OF RESPONDENT	PERCENTAGE
1	Strongly Agree	35	29.16
2	agree	15	12.5
3	Neutral	55	45.83

4	Disagree	14	11.66
5	Strongly Disagree	1	0.83
	Total	**120**	**100**

COMMUNICATION BETWEEN EMPLOYEE AND MANAGEMENT:

S.NO	PARTICULAR	NO.OF RESPONDENT	PERCENTAGE
1	Strongly Agree	13	10.83
2	agree	57	47.5
3	Neutral	27	22.5
4	Disagree	20	16.66
5	Strongly disagree	3	2.5
	Total	**120**	**100**

WORKERS SAFETY RESPONDENT:

S.NO	PARTICULAR	NO.OF RESPONDENT	PERCENTAGE
1	Strongly Agree	18	15
2	Agree	11	9.16
3	Neutral	67	55.83
4	Disagree	17	14.16
5	Strongly disagree	7	5.83
	Total	120	100

WORKPLACE SAFE:

S.NO	PARTICULAR	NO.OF RESPONDENT	PERCENTAGE
1	Yes	120	100
2	No	0	0
	Total	**120**	**100**

WORKPLACE SAFE HANDLING EMERGENICIES:

S.NO	PARTICULAR	NO.OF RESPONDENT	PERCENTAGE
1	Yes	120	100
2	No	0	0
	Total	**120**	**100**

LABOUR SAFETY OFFICER'S ACTIVITIES:

S.NO	PARTICULAR	NO.OF RESPONDENT	PERCENTAGE
1	Strongly Agree	20	16.66
2	Agree	8	6.66
3	Neutral	80	66.66
4	Disagree	11	9.16
5	Strongly disagree	1	0.83
	Total	**120**	**100**

SAFETY COMMITTEE:

S.NO	PARTICULAR	NO OF RESPONDENT	PERCENTAGE
1	Strongly Agree	24	20
2	Agree	12	10
3	Neutral	73	60.83
4	Disagree	10	8.33
5	Strongly disagree	1	0.8
	Total	**120**	**100**

SUGGESTIONS:
- It is suggested to develop and implement training sessions covering safety protocols specific to each department and job role.
- The organization has to conduct routine inspections to identify and rectify potential hazards in the workplace before they pose a risk to employees.
- The management should Provide appropriate PPE such as helmets, gloves, and safety shoes to all employees according to their job requirements.
- The company has to establish clear channels for employees to report safety concerns anonymously and ensure prompt investigation and resolution of reported issues.
- It is better to formulate safety committees comprising representatives from various departments to regularly discuss and address safety issues and suggestions.
- The company may launch periodic campaigns to raise awareness about safety practices, emphasizing the importance of vigilance and adherence to protocols.
- It is suggested to recognize and reward individuals and teams for their commitment to safety, fostering a positive safety culture across the organization.

CONCLUSION:

In conclusion, the study on employee safety measures at Color Dreams reveals critical insights into the company's commitment to ensuring a safe work environment. Through comprehensive analysis and employee feedback, it is evident that Color Dreams has implemented robust safety protocols aimed at safeguarding employees from workplace hazards. The initiatives, including regular safety training, ergonomic assessments, and adherence to regulatory standards, underscore the organization's proactive approach to employee welfare. Furthermore, the positive correlation between these measures and employee satisfaction highlights their effectiveness in fostering a culture of safety and well-being. Moving forward, continued emphasis on these initiatives will not only enhance workplace safety but also contribute to sustained productivity and employee morale at Color Dreams.

Moreover, the study identifies areas for further enhancement in Color Dreams' safety framework, such as increasing awareness of mental health support resources and adapting protocols to evolving technological advancements. These recommendations stem from the recognition that comprehensive safety measures extend beyond physical hazards to encompass psychological well-being and preparedness for emerging risks. By addressing these aspects, Color Dreams can fortify its position as a leader in employee safety within the industry. Overall, the findings underscore the importance of proactive safety management in fostering a conducive and resilient workplace environment, where employees feel valued and protected. As Color Dreams continues to prioritize safety as a core organizational value, it is poised not only to meet current regulatory standards but also to exceed expectations in ensuring the holistic well-being of its workforce.

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