

# A Study on Awareness of Safety Measures among Employees in the Organisations

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**Abstract - Industrial safety to employees is one of the important activities of the management through Human Resource Department. It has many benefits to the organization like, employees safety, morale of the employees on the higher side, fulfilling the legal requirements and effective management of the Human resource. In the modern times, HR manager in organizations face one of the biggest challenges is to fulfil the safety requirements of their employees. Workforce requirements and expectations towards work and work place safety are to be fulfilled to contribute to reduce turnover and to increase productivity. Employees regularly expect some safety training an awareness programs in the work place and for the work they perform. In this paper the survey was conducted to analyze the factors influencing awareness on work place safety at a product manufacturing company.**

**Keywords:** Industrial, employees, safety, training, awareness

## I. INTRODUCTION

HR professionals who are responsible for safety programs within their organizations have plenty on their plates, especially given the new concerns.. New challenges are always arising in the area of safety as they are in other HR areas. HR professionals are already meeting tomorrow's safety management challenges if they:

1. Have taken steps to prepare for an aging workforce
2. Benchmark the environmental health and safety management system against established best practices
3. Know how to calculate "internal rate of return," "net present value," and "payback" for safety investments
4. Follow up with ergonomic improvements with bionomics training,
5. Treat workplace violence as a workplace safety issue, and
6. Blend safety and risk to secure management support.

## II. REVIEW OF LITERATURE

Todd Nighswonger (2002) states that whether it is dealing with hazards as common as working within inches of motorists traveling at high speeds or as rare as finding what could be a pipe bomb, perhaps no occupational setting has a more diverse and complex set of perilous situations than highway work zones. Nearly 100 workers are killed and more than 20,000 are injured in work zones each year, according to the National Institute for Occupational Safety and Health.

Methods used to ensure safe conditions for workers and motorists on highway road projects need to be as varied as the hazards themselves. The challenge, according to John J. Meola, CSP, ARM, safety manager for VMS, a Richmond, VA-based company that operates and maintains a variety of roadways in several states, is that it can be hard to predict all hazards.

Jessica Marquez (2007) states that in the US Chemical Safety Board's recent report on the Mar 23, 2005, explosion at BP's Texas City, TX, refinery which resulted in 15 deaths and 170 injuries, investigators for the first time looked into how the company failed to establish a "corporate safety culture." Among its recommendations, the report suggested that BP should involve the relevant stakeholders to develop a positive, trusting and open process safety culture within each US refinery. For most organizations, HR executives should be the point people on creating and making sure that a corporate safety culture exists. To create a culture of safety, companies need to make someone accountable for the effort.

As per Don Williamson and Jon Kaufman (2006) In 2005, Golden Eagle Refinery completed the second year of a unique and successful safety incentive program that is changing the culture at a once-troubled facility. For years, they have been developing incentive and training programs that support behavior-based safety improvement initiatives. They recognize employees for their involvement, rather than the traditional milestone achievement, and this results in an empowered workforce. Kaufman, Levine & Partners Inc offered Golden Eagle an incentive structure that was more in line with boosting elements of the safety culture and acknowledged employee activism and involvement. After months of planning, The Golden Eagle WINGS (Willing Involvement Nurtures Greater Safety) Safety Incentive Program was unveiled at a company-wide luncheon for all employees on Jan 4, 2004. People are seeing that they can get WINGS points and hopefully keep someone from getting injured. There has been a change in the culture because people are participating and as that happens, incident rates will continue to come down.

Douglas P. Shuit, (2005) confronted with unacceptably high injury rates, United Parcel Service Inc (UPS) took a chance and flipped its traditional top-down management

approach to a ground-up safety program fashioned by drivers and parcel handlers. It worked. Today, injury rates among the company's 327,600 U.S. employees are tumbling, turnover is down and UPS reports that companywide attitudes toward safety have improved significantly. For its success at significantly improving its safety record and lowering turnover, UPS is the winner of the 2005 Optimas Award for Innovation.

William Atkinson and Steven Van Yoder(1999), Employee education used to take a back seat in workplace safety. Now it is considered vital, along with management buy-in and unrelenting attention on the part of safety officers, supervisors and workers alike. The payoff is a healthier, injury free (or almost) workforce and hefty savings.

HR focus (2002) Because the older workforce will be a large part of the labor force in future decades, employers should prepare now to handle the added costs and challenges of health and safety.

**III. OBJECTIVES OF THE STUDY**

- 1.To study the employees safety measures in Production Company in Erode, Tamilnadu.

2. To identify the various safety measures available to the employees.
3. To know their awareness towards the safety measures

**IV.RESEARCH METHODOLOGY**

**A.Sample Size**

Sampling is a finite subset of population and the process of selection of samples is called sampling. This refers to the number of items to be selected from the population to constitute a sample.The total sample size of 110 has been taken for this study. The entire questionnaire received was screened for errors, incomplete and missing responses.

**B.Sampling Method**

Stratified random sampling method is used for this study which comes under probability Sampling technique.

**V. ANALYSIS AND INTERPRETATION**

*Null Hypothesis (H<sub>o</sub>):* There is no significant relationship Between Age and safety training programs.

*Alternate Hypothesis (H<sub>1</sub>):* There is Significant Relationship between Age and safety training programs.

TABLE I AGE AND SATISFACTION WITH SAFETY TRAINING PROGRAMS

Age	Safety Training programs				
	Highly satisfied	Satisfied	Neutral	Dissatisfied	Highly dissatisfied
Upto 20	1	1	1	3	1
21 – 30	3	4	4	5	7
31 – 40	1	5	2	11	17
41 - 50	2	3	2	1	13
Above 50	2	2	3	7	9

Chi- square test:

Chi – square value : 15.463

Degrees of freedom : 16

Table value : 27.269

Significance level : Not significant

From the above analysis the calculated value is less than the table value and the result is not significant. Therefore  $H_0$  is accepted and there is no significance relationship between age and safety training programs

*Null Hypothesis ( $H_0$ ):* There is no significant relationship between length of the service and Satisfaction with safety training programs.

*Alternate Hypothesis ( $H_1$ ):* There is significant relationship between length of the service and Satisfaction with safety training programs.

TABLE II LENGTH OF SERVICE AND SATISFACTION WITH SAFETY TRAINING PROGRAMS

Length of the service	Safety training programs				
	Highly satisfied	Satisfied	Neutral	Dissatisfied	Highly dissatisfied
Up to 5 years	2	4	4	3	6
6-10 years	2	4	2	8	16
11-15 years	1	3	2	7	11
16-20 years	1	3	3	2	6
Above 20 years	3	1	1	7	8

Chi- square test:

Chi – square value : 14.837

Degrees of freedom : 16

Table value : 25.286

Significance level : not significant

From the above analysis the chi - square value is lesser than the table value and the result is not significant. Therefore  $H_0$  is accepted and there is no significance relationship between length of service and Satisfaction with safety training programs.

employees are under the impression that facilities can be thought as a safety measures.

## VI. CONCLUSION

The study clearly shows that the factors influencing with the satisfaction of safety measures provided by the companies. It is based on the information collected from the

Every individual organization growth is not a real growth. Every organization as well as employee growth with safety is a real growth. Taking safety work and working place and environment into consideration organization develops themselves as well as employee of that organization. Finally it can be reflect on the development of the economy

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