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Title

**A STUDY ON SAFETY AND HEALTH PROVISION THAT
ACT AS A DRIVE FORCE FOR THE EMPLOYEES IN
MANUFACTURING SECTORS**

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ABSTRACT:

In the early stages of industrialization in Indian industries, provisions of safety, health, welfare measures for factory / manufacturing workers did not receive adequate attention. Employers were not inclined to accept the financial burden of those activities. Hence the state had to intervene, in discharge of its responsibility, by using its persuasive powers and/or by enforcing legislation and Compulsory provisions are thus incorporated in the Factories Act, 1948.

But in today's world, organizations and companies are focusing without the intervene of any body and they accessing various methods to increase manpower productivity and commitment of employees, especially in manufacturing sector, this study identified that there is a relationship between the effective provisions of safety, health measures that leads to productivity will lead to ultimate profit for the organization.

Keywords: Provisions of Safety & Health Measures, Occupational Health Psychology (OHP)

INTRODUCTION:

In the present global industrial scenario, for any industry to be successful, it is essential to inculcate safety culture, consciousness in health and environment aspects in each personnel of an organization. Many companies has identified this as a major thrust area from the beginning and its continuous efforts for improvement in the Safety, Health Systems in the organization have been appreciated and recognized by several Government bodies.

The proper and effective provisions of health and safety are a cross-disciplinary area concerned with protecting the safety, health and welfare of people engaged in work for employment. The goal of all occupational health and safety programs is to foster a safe work environment. As a secondary effect, it may also protect co-workers, family members, employers, customers, suppliers, nearby communities, and other members of the public who are impacted by the workplace environment. Since 1950, the International Labour Organization (ILO) and the World

Health Organization (WHO) have shared a common definition of occupational health. It was adopted by the Joint ILO/WHO Committee on Occupational Health at its first session in 1950 and revised at its twelfth session in 1995.

The definition reads: "**Occupational health should aim at the promotion and maintenance of the highest degree of physical, mental and social well-being of workers in all occupations; the prevention amongst workers of departures from health caused by their working conditions; the protection of workers in their employment from risks resulting from factors adverse to health; the placing and maintenance of the worker in an occupational environment adapted to his physiological and psychological capabilities; and, to summarize, the adaptation of work to man and of each man to his job**"[ILO].

Employers are responsible for providing safe and healthful workplace for their employees. This field is concerned with employees to identify work-related psycho-social factors that adversely affect the health of people who work, Occupational Health Psychology (OHP) is also concerned with developing ways to effect change in workplaces for the purpose of improving the health of people who work. if the above OHP, health psychology were planned and checked properly by the management means commitment towards the management increases.

LITERATURE REVIEW:

In the view of **Phil hughes, Ed ferrett-[2001]** Health the protection of the bodies & minds of people from illness resulting from the materials, processes or procedures used in the workplace. Safety is the protection of people from physical injury the borderline between health and safety is ill defined and the two words are normally used together to indicate concern for the physical and mental well being of the individual at the place of work.

Tapomoy Deb-[2006] safety and health is a crucial function of HRM is an organization in order to maintain physical and mental wellbeing of employees working in factories, mines, manufacturing by maintaining proper safety at workplace and health of employees is a responsibility of the management, both moral and legal of a business organization. By proper

safety and health of employees at workplace ensures higher morale and productivity. Hence cost incurred by an organization in making adequate provision of safety and health is investment and not an expense. Safety and healthy workplace results in increased employee morale, commitment, eventually higher productivity. Higher productivity contributes towards attaining the goals and objectives of the organization in effective and efficient manner.

Report of National Commission on Labour (2002), Government of India, made recommendations in the area of labour welfare measures which includes social security, extending the application of the Provident Fund, gratuity and unemployment insurance etc. **[Government of India, Ministry of Labour and Employment,]** On the basis of these Directive Principles as well as international instruments, Government is committed to regulate all economic activities for management of safety and health risks at workplaces and to provide measures so as to ensure safe and healthy working conditions for every working man and woman in the nation. Government recognizes that safety and health of workers has a positive impact on productivity and economic and social development.

[Report of International Labour Organization] Effective workplace health and safety programmes can help to save the lives of workers by reducing hazards and their consequences. Effective programmes can also have positive effects on both worker morale and productivity, and can save employers a great deal of money.

[Department of Labour] More substantial links between the implementation of health and safety programmes and their beneficial impact on a business's productivity and profits. One study of workstation changes demonstrated a 1,000 per cent productivity increase within less than three months, for the cost of \$5000. (Webb, 1989) A central belief in most of the occupational medicine/health promotion literature is that people perform better when they are physically and emotionally able to work and want to work, which in turn leads to higher productivity, which can lead to higher profits. Whilst the positive impact of health and safety on productivity is known, identifying and quantifying that impact remains challenging, in large part due to other initiatives being run concurrently, complicating the link between specific results and specific actions. Researchers have identified common elements in businesses that clearly demonstrate the link between quality of work and productivity: As recognition grows that safer and healthier

workplaces translate into increased productivity, more job satisfaction and stronger bottom-line results, the imperative to prove the links has grown stronger. This has been driven by government agencies, trade unions and progressive employers. (Brandt-Rauf, 2001; Occupational and Environmental Health Foundation (OEHF), 2004; Boles et al, 2004; De Greef and Van den Broek, 2004

"High levels of worker productivity are critical to the success of all sorts of organizations, whether for-profit, government, or non-profit... As a result, health [and safety] risks and productivity are being discussed within corporate medical departments, executive suites, academic centres, and government agencies around the world." (Brandt-Rauf et al, 2001)

The drive to link employees' productivity with their overall health and safety is fuelled by four things:

The need for more innovative ways to reduce the high rates of workplace injury and illness.

The pressure to reduce the social and economic costs of injury and illness, particularly compensation costs.

The need to improve labour productivity without employees needing to work longer hours and/or taking on more work.

The need to offer good working conditions as an enticement to recruit and retain skilled workers in a tight labour market.



Objective:

1. To analysis the Effective Provisions of Safety, Health Measures for Employees in manufacturing sector acts as drive force for Manpower Productivity.
2. The Reasons & way of applying the Effective provisions Safety, Health Measures act as an instrument for the commitment in manufacturing sector.

Limitation of study:

1. The period taken for the study is only short period of 2 months.
2. The questionnaire focuses on only two objectives because of short period of time taken for the study.

Scope for further research:

- 1 The study may focus on the comparative study of safety and health with different sector.
- 2 The study may focus on the large no of sample size with Provisions of Safety & Health, Welfare Measure.
3. The study can be done on the welfare measures towards the quality work life.

Methodology:

This study describes the Provisions of Safety, Health Measures to employees in manufacturing sector in Chennai, TamilNadu. Here the descriptive research was conducted to find out the information about the factor and to spotlight the areas that need the management's attention. In

this study we decided the sampling unit, employees in manufacturing sector in Chennai, Tamil Nadu, in that we selected 10 manufacturing units in Chennai, survey on Jan 2010 with the sample size of 100. The survey were conducted randomly to each company 20 questionnaire were used for data collection. The tools used were chi square and coefficient of variance. Analysis involved estimating the value of unknown parameters of the population and testing of hypothesis for drawing inferences. Interpretation refers to the task of drawing inferences from the collected facts from an analytical study. Interpretation is essential because the usefulness and utility of research finding lies in the proper interpretation.

Analysis and interpretation:

1. View of the organization:

Occupation environment and health foundation (OEHF) which plays the major role in uplifting the organization to involve in the effective provision of safety, welfare and health focus the profit oriented organization.

Table 2: Implementation of Effective Provisions of Safety, Health Measures for Employees based on organization views:

S.No	Org views	Respondents
1	Lower injury and illness costs	22
2	Changes in Hr polices	15
3	Reduced litigation costs	12
4	Developing safety system	15
5	Reduced sick pay costs	13
6	Reduced insurance and workers' compensation	16
7	Reduce the recruitment and retention costs	7
	Total	100

Source: computed data.

Inference:

The table indicates that the 22 respondents indicated that the implementation of effective provisions of safety, health measures for employees is to reduce the injury and illness costs.

2.Implementation of effective provision:

The safety provision makes the employees to increase the productivity level in the organization and also helps the employees to work with full satisfaction of their individual goals.

Table 2: Reason for implementation of Effective Provisions of Safety, Health Measures for Employees in manufacturing sector.

Reasons for implementation	% of respondents	Mean	Std. Deviation	t-test
Productivity	79	3.79	0.84	2.20
Growth in business	69	3.74	0.86	1.80
Commitment	64	3.64	0.90	1.38
Increase higher profits	50	3.38	0.85	-0.90
Involves in company growth	55	3.48	0.87	-0.17
Sustaining employees	55	3.57	1.15	0.40
Reduces absenteeism	55	2.93	0.97	-3.81*
Improves the organizational climate	24	2.81	0.83	-5.37*
Reduced staff turnover	29	2.48	1.03	-6.52*
improving the psychological workforce	12	3.14	0.97	-2.50*
Improve the quality work	60	3.49	0.93	-1.53
Increase the quality of worklife	38	3.57	1.09	-0.53

*($p < 0.001$) Source: computed data.

Inference: From the above table it is inferred that there is productivity plays the major role in implementation the effective provisions of safety and health measure in the organization growth, and commitment towards the profitability.

3. Effectiveness in work place:

The major role the organization is to involve the employees towards the quality in work life by avoiding accident, injury, absenteeism and labour turnover. This table shows the various variables involved in work place.

Table no 3: Applying innovative Safety and health measures to reduce the high rates of workplace injury and illness to helps higher productivity.

S.no	Variables	Chi square value	Table value	Result
1	Improvement in management monitoring	6.88	7.815*	NS
2	Personal protective equipment	8.783*	7.815**	Significant
3	Education and training measures	10.109*	9.488**	Significant
4	High-quality work environment	20.88*	9.488**	Significant
5	Improve in inter-personnel communication	6.88	7.85*	NS

*NS – No significance difference

Source: computed data.

**Significance at 0.05 levels

Inference:

There is significant relationship between applying innovative Safety and health measures to reduce the high rates of workplace injury and illness that helps to increase higher productivity and High-quality working environment.

Findings:

- There is strong link between effective provisions of safety and health measures helps higher productivity, growth of business and commitment.
- The majority of the respondents indicated that the implementation of effective provisions of safety and health measures for employees is to reduce the accident costs.
- The higher officials as to be trained to implement world standards safety and health to develop the present scenario.
- By installing the effective provisions of safety and health measures, the organization may retain the skilled and trained employees.
- Based on the employees view that they need world class training Education and training measures for safety and health plays the foremost role.

Suggestion:

- 1 The higher officials will helps to develop their skills and knowledge to avoid accidents, illness, injury's etc.
- 2 The way of implementation of training for safety and health should depend on how the organization make employee to learn to overcome the accidents, illness, injuries inside and outside plant.
- 3 Some employees will prefer to development of new working methods and equipment to improve working postures and decrease the strain level of physical work.
- 4 Proper investigation and audit of safety and health programs should be organized when needed.
- 5 Provide technical training regarding prevention of accidents.
 - 6 Training the employees for the safety conscious, coordinate health and safety programs for all level of employees

Conclusions:

The proper functioning of an organization, the employer has to ensure safety and security of their employees. Health and safety form an integral part of work environment. The work environment should enhance the employees by preventing the accident in productivity area. Security refers to protecting facilities and equipments from unauthorized access, so the organization is responsible of employee's health and safety. As a HR manager they help to coordinating safety programs, making employees aware about the health and safety policy of the company. The supervisors, managers and departmental heads were responsible for maintaining safe working conditions act as a drive force for productivity and commitment.

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