

Employees Attitude towards Health and Safety Measures At Jaysar Springs Private Limited, Namkkal

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Abstract: Industrial health and safety today mean protecting the life and health of people from the dangers arising during or through work. Industrial health and safety are one of the social components of industrialization. Jaysar Springs Private limited (JSPL) is a pioneer in the manufacture of laminated leaf springs & assemblies for automobiles. The objectives of this study is to find the awareness of health and Safety measures among the workers , too find the attitude of the workers towards industrial Health and Safety measure provided in the firm and to provide suggestions regarding Health and Safety measures. It is concluded that the employees have an overall positive attitude on health and safety measures provided by the firm and the study provide suggestions that the attitude of the employees can be increased by improving some of the measures as mentioned in the suggestions above.

Keywords: Industrial safety, attitude towards safety, Jayasar Springs, automobiles.

1. INTRODUCTION TO THE STUDY

They are supported to humanize not only technology and chemicals but also the whole working situation. The Status of industrial health and safety in a country is therefore determined to a large extent by the degree of industrialization. The status is a good indicator for the social, political, democratic and cultural standard of the state or society.

Health and safety is a discipline with a broad scope involving many specialized Fields. In its broadcast sense, it should aim at:

- The promotion and maintenance of the highest degree of physical, mental and social well-being of workers in all occupations.
- The promotion among workers of adverse affects on 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 workers in an occupational environment adapted to physical and mental needs.
- The adaptation of work to humans.

In other words, industrial health and safety encompasses the social, mental and physical well-being of worker, which is the “whole person”. Successful health and safety practice requires the collaboration and participation of both employers and workers in health and safety programmers’, and involves the consideration of issues relating to occupational medicine, industrial hygiene, toxicology, education, Engineering safety, ergonomics, psychology, etc.,

2. INTRODUCTION OF THE COMPANY

It has strong base of domestic customers and some of our products are exported. JSPL is located in Tiruchengodu, Namakal district and it is the first of its kind in the district. We have a team of highly experienced and skilled workers. JSPL have excellent infrastructure to design and develop leaf springs as per vehicle requirements. We are constantly on Research in developing and advancing our products.

Since the production equipments were indigenous and mostly semi-automatic company had to contend itself with supplies to lower end users in liquor and other allied industries. Company undertook expansion program that involved plant & machinery imports. Apart from upgrading production Capabilities Company undertook ISO certification

3. QUALITY

The raw materials used for our products undergo a series of checks before it is passed on for processing. We adopt stringent quality control procedures to ensure our springs are checked at each stage of manufacturing so that the end product is as per the required specifications and standards. We have advanced and precision testing facilities to ensure that our products are perfect in all aspects. Our quality objectives are,

- ✓ Supply of Zero defect products.
- ✓ The right product for the right vehicle.
- ✓ Ensure customer satisfaction.
- ✓ On time delivery

PRODUCTS:

- ✓ LCV
- ✓ HCV- Passenger
- ✓ HCV- trucks

OBJECTIVES OF THE STUDY:

- To find the awareness of health and Safety measures among the workers.
- To find the attitude of the workers towards industrial Health and Safety measure provided in the firm,
- To provide suggestions regarding Health and Safety measures.

LIMITATIONS OF THE STUDY:

- The study has to be completed within a stipulated time period.
- The study is limited to only 25 respondents.
- The study was conducted in limited area only.
- There may be possibility of errors due to non response among the workers.

4. RESEARCH METHODOLOGY

The design used in the study was Empirical research design.

POPULATION:

The number of employees is 58 out of them 28 employees are working in production department that 28 employees as population.

SAMPLE SIZE:

Here the sample size is 25 out of 28 in production department employees.

SAMPLING TECHNIQUE:

Simple Random Sampling was used.

DATA COLLECTION:

For this study the data was collected by means of primary sources.

METHODS OF DATA COLLECTION:

The primary data was collected through questionnaire.

STATISTICAL TOOLS USED:

The statistical tools used were Percentage Analysis.

5. DATA ANALYSIS AND INTERPERTATION

Gender wise classification:

92% of the employees are male and 8% of the employees are female. This may be due to high temperature machineries used in manufacturing a process so avoid female employees.

Age wise classification:

36% of the employees are under 25 year's age group, 44% of the employees are 25-35 years age group, 16% of the employees are 36-45 years age group and 4% of the employees are 46-55 years age group.

Educational wise classification:

72% of the employees are studied less than +2 & I.T.I, 24% of the employees are studied Diploma, and 4% of the employees are studied UG.

Experience:

40% of the employees are experienced below 1 year, 32% of the employees are experienced 1-5 years, 8% of the employees are experienced 5-10 years, 12% of the employees are experienced 10-20 years and 8% of the employees are experienced above 20 years in this field.

Environment:

68% of the employees say that there is a harsh and adverse environment and 32% of the employees say that there is a good ambience environment.

Opinion about health & safety apart from compensation:

40% of the employees say that there is a provided compensation apart from health and safety, 28% of the employees says that there is no compensation and 28% of the employees say that there is a no idea for in this question.

Opinion about awareness of general safety & rules:

84% of the employees are aware of general safety and rules and 4% of the employees are not aware about general safety and rules.

Opinion about awareness & usage of fire extinguisher:

28% of the employees know about awareness & usage of fire extinguisher and remaining 72% of the employees don't know about awareness & usage of fire extinguisher.

Opinion about employee's happiness in work place:

56% of the employees strongly agree that they are happy in work place, 28% agree and 16% neither agree nor disagree.

Opinion about rest intervals in working hours:

64% of the employees strongly agree that rest intervals in working hours are properly given, 16% agree, 16% neither agree nor disagree and 4% disagree.

Opinion about tools & equipment provided to employees:

80% of the employees strongly agree about adequate tools & equipment are properly provided by the company, 16% agree and 4% neither agree nor disagree.

Opinion about safety measures in company:

32% of the employees strongly agree about safety measures followed by the company, 32% agree, 24% neither agree nor disagree and 3% disagree.

Opinion about industrial safety rules:

84% of the employees strongly agree about industrial safety rules, and 16% agree about industrial safety rules.

Opinion about safety equipments:

76% of the employees strongly agree about safety equipment provided by the company, 16% agree and 4 % neutral.

Opinion about overhauling of machines regularly:

68% of the employees strongly agree that they are regularly overhauling the machines, 28% agree and 4 % neutral.

Opinion about safety at work:

92% of the employees strongly agree they there is a full safety in work, 8% agree and nobody disagree that.

Opinion about emergency escape facilities:

100% of the employees strongly agree that emergency escape facility is completely provided by the organization. There is no window and doors all are open place so easy to escape in emergency times.

Opinion about securely covered:

80% of the employees strongly agree about securely covered all the machines and motors and 20% agree, no one disagree

Opinion about sufficient light:

28% of the employees strongly agree that they are lighting facilities in the company, 48% agree, 8% neutral and 16% disagree.

Opinion about drinking water facilities:

40% of the employees strongly agree that they are proper drinking water facilities provide by the company, 12% agree, 4% neutral and 8% disagree.

Opinion about toilet facilities:

48% of the employees strongly agree about toilet facilities provided by the company, 32% agree, 12% neutral and 8% disagree.

Opinion about disposal of wastes:

44% of the employees strongly agree about properly arrangement in disposal of wastages inside the company, 20% agree, 16% neutral, 8% disagree and 12% strongly disagree.

Opinion about protection dust & fumes in factory:

20% of the employees strongly agree about protect dust & fumes in factory, 36% agree, 36% neutral, and 8% disagree.

Opinion about safety training program:

12% of the employees strongly agree in about safety training program held in the organisation, 20% agree, 48% neutral, and 20% disagree about training program.

Opinion about health check up:

4% of the employees strongly agree about health check up provided by the company in every year, 8% agree, 28% neutral, 56% disagree and 4% strongly disagree.

Opinion about group insurance policy:

12% of the employees strongly agree about group insurance policy covered by all the employees, 8% agree, 36% neutral, 32% disagree and 12% strongly disagree.

Company provided Warm clothes:

88% of the employees strongly agree about warm clothes are provided every year by the company, 4% neutral and 8% strongly disagree.

Company provided refreshment things between working hours:

From the above table shows that 100% of the employees strongly agree about refreshment things like tea is provided in between working hours, no one disagree.

6. FINDINGS

- ❖ 28% of the employees are aware about the existence and usage of fire extinguisher and 72% of the employees are not aware.
- ❖ 84% of the employees have the awareness about of the general safety measures and rules and 16% of the employees are not aware.
- ❖ 84% of the employees strongly agree on following the industrial safety rules specified by the company, 16% agree.
- ❖ 76% of the employees strongly agree on provision of safety equipments, 20% agree, 4% neither agree nor disagree.
- ❖ 68% of the employees strongly agree on overhauling of machines, 28% agree, 4% neither agree nor disagree.
- ❖ 100% strongly agree about the provision of escape facilities.
- ❖ 80% strongly agree to the existence of securely covered all machines, 20% agree.
- ❖ 28% strongly agree to the existence of lighting facility, 48% agree, 8% neutral, 16% disagree.
- ❖ 40% strongly agree to the existence of drinking water facility, 48% agree, 4% are neutral and 8% disagree.
- ❖ 48% strongly agree about cleanness in toilets 32% agree, 12% neutral and 8% disagree.
- ❖ 44% strongly agree to provision for disposal of wastes, 20% agree, 16% neutral, 3% disagree and 12% strongly disagree.
- ❖ 20% strongly agree to provision for protection against dust and fumes, 36% agree, 36% neutral and 8% disagree.
- ❖ 12% strongly agree on providing training programs which educate about the safety measures and other precautions and 20% agree, 48% neutral and 20% disagree.

7. SUGGESTIONS

Based on the study workers attitude towards health and safety Measures at Jaysar springs private limited, it is understood that the company is providing good health and safety measures and the required precautions.

However the awareness about safety measures is less among the helper category of employees. Hence the organization should take care and ensure that proper training and awareness is provided to them.

The study also indicated a few areas where improvements can be made and some corrective measures can provide much more satisfaction to the employees.

8. RECOMMENDATIONS

- To provide good and clean drinking water facility.
- To provide good lighting facilities in both side of the company.
- To provide pickup vehicle facilities.

- The company strictly making an order about wear shoes, gloves, earplug and hard glasses.
- To maintain clean toilets.
- To give proper training to employees for using a fire extinguisher in emergency time.

9. CONCLUSION

From the present study, it is concluded that most of the employees are aware of the health and safety measures of the firm. Also the employees have an overall positive attitude on health and safety measures provided by the firm and the study provides a suggestion that the attitude of the employees can be increased by improving some of the measures as mentioned in the suggestions above.

10. SCOPE FOR FUTURE STUDY

This study can be extended to total automobile industry.

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