

## **An Empirical Study on Employees Health and Safety at H&R Johnson Ltd, Karaikal**

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**ABSTRACT:** *Employees' health and safety is the biggest asset of any growing organization. The organization which takes utmost care in the employees' health and take timely decision on all health related issues leads to improve the productivity of the organization. The above said reason influences the researcher to choose this topic for the study. 120 respondents were taken for the study to collect primary data. Chi square test and percentage analysis are used to measure the outcome statistically. Based on the findings suitable suggestion were given.*

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### **I. INTRODUCTION**

The World Health Organization defines health as 'a state of complete psychic, mental and social well-being does not merely consist of an absence of disease or infirmity'.

The scope of health and safety includes protection of the worker's well-being, social and psychological as well as physical.

Social well-being may be affected by the organization of work, such as space, working time patterns, isolation; psychological well-being (psychosocial hazards) may be affected by factors such as workload and speed, stress at work, monotony, lack of social contacts, absence of collective representation and unfair remuneration

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.

#### **1.1 Health and Safety Hazards**

Hazards are considered to be potentially dangerous substances or behaviors that can cause harm or injury to an employee.

There are several hazards employees can be exposed to in the workplace. Health hazards can range from infectious diseases spread from one worker to another to poisonous chemicals that are not properly stored and maintained.

For example, some industries are exposed to dangerous gases such as carbon monoxide. These industries must follow specific safety procedures in the event of an emergency situation involving the substance. In some industries like jute industries, the environment will lead to cause tuberculosis to their workers. So the company should provide safety measures like providing mask, conducting periodic medical checkup and create awareness to their workers.

#### **1.2 Objectives of the study**

- To study the overall opinion of the employees about health and safety in H&R Johnson (I) limited
- To find out appropriateness safety facilities provided by the management
- To find out the safety appliances provided by the management

### **II. RESEARCH METHODOLOGY**

#### **2.1 Research Design**

- The study was descriptive in nature.

- The study as also meant to collect the opinion about the work, environment, safety equipments provided and involvement of employees in hazardous work.
- The sampling technique used in this study is simple random sampling.
- The primary data are collected from the employees through direct structured questionnaires.
- Secondary data was collected through the Books, Journals, Articles, magazines, and websites.

**III. DATA ANALYSIS**

**Table No.3.1**

*Personal Details of the respondents*

Sl. No.	Personal Details	Category	No. of respondents	%
1	Gender	Male	105	88
		Female	15	12
2	Age	20-25	20	17
		26-30	20	17
		31-35	64	53
		36-40	10	8
		Above 40	6	5
3	Designation	Supervisor	24	20
		Non - Supervisor	96	80
4	Educational Qualification	HSC	35	29
		Diploma	62	52
		U.G	19	16
		P.G	4	3
5	Experience	0-2 Years	30	25
		3-5 Years	45	37
		5-7 Years	20	17
		9-11 Years	15	13
		Above 11Years	10	8

**Table 3.2**

*Opinion about the facilities provided by the Management*

	HS	%	S	%	N	%	DS	%	HDS	%
Medical facilities	25	21	61	51	28	23	4	3	2	2
Health facilities	61	51	34	28	20	16	3	3	2	2
Safety appliances	64	53	26	22	24	20	3	2	3	3
Safety education	21	18	63	52	30	25	6	5	0	0
Danger signal facilities	60	50	32	27	22	18	3	2	3	3
Ambulance service	30	25	65	54	25	21	0	0	0	0
First aid box	30	25	64	53	24	20	2	2	0	0
Safety campaigns	25	21	60	50	28	23	5	4	2	2

**HS-** Highly satisfied, **S** – Satisfied, **N**-Neutral, **DS-** Dissatisfied, **HDS-** Highly dissatisfied

**Inference**

This table shows that most of the respondents 51% opinion are satisfied about the medical facilities provided by the management and 23% of them opinion about the medical facilities provided by the management are neutral and 21% of them opinion are highly satisfied.

51% opinion are highly satisfied about the health facilities provided by the management and 28% of them opinion about the health facilities provided by the management are satisfied and 16.5% of them opinion are neutral.

53% opinion are highly satisfied about the safety appliances provided by the management and 22% of them opinion about the safety appliances provided by the management are satisfied and 20% of them opinion are neutral. 52.5% opinion are satisfied about the safety education provided by the management and 25% of them opinion about the safety education ties provided by the management are neutral and 17.5% of them opinion are highly satisfied.

50% opinion are highly satisfied about the danger signal facilities provided by the management and 27% of them opinion about the danger signal facilities provided by the management are highly satisfied and 21% of them opinion are neutral. 54% opinion are satisfied about the ambulance service provided by the management and 25% of them opinion about the ambulance service provided by the management are highly satisfied 21% of them opinion are highly neutral. 53% opinion are satisfied about the first aid box provided by the management and 25% of them opinion about the first aid box provided by the management are highly satisfied and 21% of them opinion are neutral.

50% opinion are satisfied about the safety campaigns and posters helps in organization and 23% of them opinion about the safety campaigns and posters helps in organization are neutral and 21% of them opinion are highly satisfied. 50% opinion are highly satisfied about the safety education helps to improve your performance and 33% of them opinion about the safety education helps to improve your performance are satisfied and 12% of them opinion are neutral.

#### 4.1 Statistical Analysis:

##### Testing of Hypothesis:

##### Hypothesis 1

**H<sub>0</sub>** : There is no significance difference between opinion of health facilities provided by management and gender.

**H<sub>1</sub>** : There is significance difference between opinion of health facilities provided by management and gender.

Calculated value=2.25

$\chi^2$  Table Value For 5%

##### Degrees of freedom

$$=(r-1)(c-1)$$

$$= (2-1) (5-1)$$

$$= 4$$

$\chi^2$  Table value for 5% at 4

d.f =9.488.  $\chi^2$  Calculated value <  $\chi^2$  table value. Therefore calculated (2.25) is less than value (9.488). So, we accept H<sub>0</sub>.

##### Hypothesis 2

**H<sub>0</sub>** : Two attributes opinion of medical facilities provide by the management and age are independent.

**H<sub>1</sub>** : Two attribute opinion of medical facilities provide by the management and age are not independent

Calculated value=13.45

$\chi^2$  Table Value For 5%

##### Degrees of freedom

$$= (r - 1)(c - 1)$$

$$= (5-1) \times (5-1)$$

$$= 4 \times 4$$

Table value 5% of 16=26.29

$\chi^2$  Table value for 5% at 4 d.f =26.29  $\chi^2$  Calculated value <  $\chi^2$  table value

Therefore calculated (13.45) is less than (26.29). So, we accept H<sub>0</sub>.

#### IV. FINDINGS AND SUGGESTION

##### 4.1 Findings:

- Age groups of 31-35 years are high in numbers.
- Experience of 3-5 years are high in numbers
- Health facilities provided by the management is satisfied
- Safety appliances like helmet, goggles, shoes provided by the management is satisfied
- Safety training provided by the company is satisfied
- Danger signal facility provided by the management is satisfied
- Ambulance service in the organization is satisfied
- Safety complains and poster posted by the organization is satisfied
- Safety education helps to reduce accidents is satisfied
- Lighting facilities provided by the management is satisfied

##### 4.2 Suggestions:

- Management should improve the bathing facilities
- Management should provide additional rest room facilities
- It is suggested that the employees properly use safety appliances in the work spot
- Safety training should be conducted periodically by the management
- Management should provide the periodical medical check up to improve the health of employees.

#### V. CONCLUSION

Health and safety is a vital concept in every organization. In H&R JOHNSON also health and safety was moderately functioning even though as my finding is some of defects are found through executives. That defect must be covered by taking necessary action taken by the management. Must concrete safety training properly provided to each and every employee which should help employee's improvement.

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