

A STUDY ON EMPLOYEE SAFETY HEALTH AND WELFARE MEASURES IN SNS AUTOMOBILES IN MADURAI

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Abstract— The activity related Health and Safety Act accommodate the wellbeing, security and welfare of people in a vocation, and all people lawfully present at working environments and related issue. work environment and work surroundings that is sheltered, without wellbeing dangers and adequate as respects luxuries and arrangements for the specialist's prosperity at work ought to be keep up. Laborers ought to be all around educated of any dangers and going to happen threat identified with new innovation and they ought to contribute in the demand and audit of security and wellbeing measures. Tenant should likewise guarantee legitimate cleanliness, ventilation, lighting, seepage of floor, sterile accommodation, maintain a strategic distance from blockage and control air contamination, commotion and vibration at the working environment. Each tenant is required to build up a security and wellbeing board of trustees at the work environment in concurrence with controls recommended under the law. Preparatory and guarded moves ought to be made after appropriate hazard assessment (at any rate once every year) to guarantee that all synthetics, hardware, gear, apparatuses and process are sheltered and without hazard to wellbeing and conform to the provisions of security and wellbeing supplies in this Act.

KEY WORDS: Health, Safety and Welfare, Worker's wellbeing

I. INTRODUCTION

A developing concern is comprised of individuals are the most fundamental piece of big business in delivering great and the general population do benefit , offering of the item and make benefit . Subsequently no business undertaking can exist without individuals and

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associations nature of work and its viability relies on the worker who establish its workforce. Of the considerable number of variables of generation, human factor is by a wide margin the most essential the production lines act (1948) lays imperative on the working condition with respect to different issue identifying with the wellbeing , security and welfare of the laborers.

- To ensure specialists, unwary and in addition careless from mishaps.
- To secure shape the representative condition conducive to their wellbeing, wellbeing and welfare

1) EMPLOYEES HEALTH

The prosperity of the worker in the modern foundation is influenced coincidentally and by sick wellbeing physical and also mental. Wellbeing is riches for worker, understanding these representatives give an expansive number of wellbeing administration to their representative. Wellbeing assurance is lawful necessity as well .segment 11to20of the industrial facilities act, 1948 manage the soundness of laborer. Worker wellbeing a few measurements, for example, physical wellbeing, mental, clamor control, and employment push.

2) EMPLOYEE SAFETY

Thousands of employee die every day in factories due to accident. Accidents are partial or total, temporary or permanent. Safety, in simple term, means freedom from the occurrence or risk of injury or loss. manufacturing or employee safety refers to the defense of workers from the danger of industrial misfortune an accident, then, is an unintentional unrestrained event in which an act or reaction of an object, a person or a radiation results in personal injury.

3)IMPORTANCE OF EMPLOYEE SAFETY AND HEALTH

- Labor turnover and absenteeism are reduce to the minimum.
- Felling of oneness with the organization.
- Creating percent and settle labour force.
- Medical inspection is provided to the employee.
- Workers efficiency is considerably enhanced when they feel safety in work environment.
- Workers begin in feel interested in their work when they find that they are being well looked after bytheir .thus ,their morale is raised and industrial relation improve.
- Labor turnover and absenteeism rate decline when they work find the worker place and theycongenial and they employer sympathetic towards them.
- Improve in the efficiency of workers.
- Reducing damages to equipment, machinery and workers.

4)THE BASIC FEATURES OF LABOUR WELFARE MEASURES ARE AS FOLLOWS

- Labour wellbeing includes various amenities, services and provided to workers for civilizingtheir health, competence, financial betterment and social status.
- Welfare events are in addition to regular wages and other fiscal benefits available to worksdue to lawful stipulation and communal bargaining.
- Labour welfare schemes are flexible and ever-changing .new welfare measures are added tothe existing ones from time to time.

II. REVIEW OF LITERATURE

Niu, S. (2010). The ILO has a mandate to protect workers against sickness, diseases and injuries due to workplace hazards and risks including ergonomic and work organization risk factors. One of the main functions for the ILO is to develop international standards related to labour and work. ILO standards have exerted considerable influence on the laws and regulations of member States. The ILO standards take the form of international Conventions and Recommendations.

Pitcher, J., & Wijers, M. (2014). Drawing on research in the UK and the Netherlands, this article considers the respective legislative backgrounds, recent policy changes and their implication for sex workers in offstreet environments. It considers the impact of different regulatory models on the employment rights, safety and welfare of sex workers and explores how working conditions in different indoor settings might be improved through legal and policy changes.

Geldart, S., Smith, C. A., Shannon, H. S., & Lohfeld, L. (2010). We report the results of a mail questionnaire for 312 manufacturing firms in the province of Ontario (Canada). We conducted a crosssectional analysis of workplace level health and safety policies, practices and attitudes. Analyses were conducted across firm categories based upon lost-time frequency rate (LTFR) data. Lower LTFRs were associated with paternalistic initiatives, recording of occupational health and safety (OHS) measures, greater involvement of workers in decision-making, and better managerial attitudes concerning the importance of OHS.

World Health Organization. (2011) The economic crisis is expected to produce secondary mental health effects that may increase suicide and alcohol death rates. However, the mental health effects of the economic crisis can be offset by social welfare and other policy measures. For example, active labour market programmes aimed at helping people retain or regain jobs counteract the mental health effects of the economic crisis

1)OBJECTIVES OF THE STUDY

- To find out the labor welfare measures available to the workers in this organization
- To have a understanding on the safety provisions available to the workers in this organisation
- To analyze the working condition of the employees.
- To know the impact of welfare facility on employees performance

2) RESEARCH METHODOLOGY

Research methodology can be simply defined as the way in which the data are collected for theproject research in common parlance refers to

search for knowledge. It is the process of systematic and in depth study of any particular topic, subject (or) area of investigation based on collection, compilation, presentation and interpretation of relevant detail or data the purpose of research is to discover answer to question through application of direct interview with the employees

3) RESEARCH DESIGN

The research plan is purely the border or tactics for a study that guides the compilation and psychoanalysis of data. It is a blue print that is followed in implementation a study. It may be a worthwhile to mention here that a research design the framework for the study. The type of research here used is descriptive research. Main individuality of this method are the investigate has to control over the variable he can only report what has happen or what is happening

4) SAMPLING DESIGN

The sample design is a definite plan for obtaining a sample for a given population it refers to the technique or procedure would adapt to selecting a item for the sample

5) SAMPLE SIZE:

This refers to the figure of thing to be select from the world to constitute a The sample size used in this study is 40 numbers: they are employee at SNS Automobiles.

6) RANDOM SAMPLING

Selecting sample in random is a group of people or thing

7) DATA COLLECTION

A. PRIMARY DATA:

In the project, the data is collected to know about the health, safety and welfare at the organization, by directly communication with the employee's. The data are those, which are collected as fresh and first time, and thus happens to be original in character. Hence the data here used is said to be as primary data.

1) Tools and Techniques

- Percentage

- Chi square
- Correlation

8) HYPOTHESES

- Different between age and qualification
- Different between income and age
- Different between income and qualification
- Different between income and experience.

9) SUGGESTION

- Male employees can be given adequate locker facilities for proper maintenance of work related and personal items.
- Crèche facility can be improved by employing reliable care takers to facilities younger mother.
- Safety meeting can be put in order for a systematic implementation safety standard and ensure safety of employees.
- Since majority is female employee, extra care can be given to improve health hygiene facilities at the company.

III. CONCLUSION

- The well being of the employee in an industrial establishment is affected accidents and by ill health physical as well as mental. Health is wealth for employee, realizing these employee provide a large number of health service
- The employee Safety, in simple term, means freedom from the occurrence risk injury or loss industrial safety refers is a major concern in any industry "a health is a productive employee".
- The study clearly indicate a working environment with all the necessary measures provided to its employees in term of welfare and safety majority of the employee are female and adequate facilities are provided to fulfill their personal and job related needs. The employee is satisfied with the amenities provided by the organization. Equal importance is given to the male counterpart of employees. The company can make improvements in regularizing safety meeting and increase the awareness level of the safety, welfare and health measures offered by the organization.
- Lab our welfare entails all those activities of employer which are directed towards providing

the employee with certain facilities and service in addition to wages or salaries .the health, safety measures and welfare facilities are necessary for the employee to enhance culture and the encouragement for the employee that leads to achieve the organization objective.

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