

# HEALTH, SAFETY & WELFARE MEASURES FOR EMPLOYEES AT ANIL FOODS DINDIGUL: AN EMPIRICAL STUDY

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**Abstract**— Labor health, safety and welfare are the measures of promoting the proficiency of labor. The various welfare measures provided by the employer will have immediate impact on the health, physical and mental efficiency, alertness, morale and overall proficiency of the worker and thereby contributing to the higher productivity. Some of the facilities and services which fall within the purview of labor welfare include adequate canteen facilities, accommodation arrangements, and recreational facilities, medical facilities, transportation facilities for traveling from & to the place of work. This research highlights the health, safety and welfare measures taken in the manufacturing industry, the employees' satisfaction level, and to identify the overall quality of work life of the employees. The data collection was done through questionnaire. To analyze, the collected data the researcher used simple percentage analysis and Chi-Square test. Different charts and graphs were drawn to interpret the collected data.

**Keywords:** Safety Requirements, Employee Health, Welfare Measures, Factories Act.

## I. INTRODUCTION

### 1) ABOUT ANIL FOODS

Anil is a leading FMCG company with interests in varieties of healthy food choices. Our focus is to nourish people's lives by offering a wide range of convenient, delicious and affordable food products for the entire family to enjoy a balanced health diet.

Anil as the master brand for varieties of vermicelli and flour has been an ethical food industry leader since 1984. Presently, we are operating with 49 state of the art factories located in and around south

India producing high quality products. By delivering best products holding ourselves responsible, we have earned the trust of millions of families across generations.

Health is a state of complete harmony of mind, body and soul. Eating nutritious foods is vital to achieve this harmony. Our products have been instrumental in enriching millions of lives across Tamil Nadu, Karnataka, Kerala, Andaman, Mumbai, Dubai and Singapore for over three decades.

Anil group was founded in the year 1984 by Mr. Nagarajan. His legacy is being followed by Mr. Kamal Hassan and Mr. N. Sugumar, the second generation entrepreneurs in Dindigul district of Tamil Nadu. Originating from humble roots, the brand ANIL has come to rule every household through steady hard work, sincerity, loyalty and honesty. Guided by relentless principles and values. The core founder's team and the extended team of ANIL move forward to inspire people of all strata to lead healthier and happier lives by connecting them to real quality food.

ANIL works together with dealers and clients extensively across boundaries to meet the needs of customers thus rising to become one of the chief manufacturers and distributors in the food industry. Starting with vermicelli, today, ANIL brand encompasses a wide range of products that cater to most of the food needs in households.

### 2) SIGNIFICANCE OF THE STUDY

Health is generally being defined as "a state of complete physical, mental and social well-being and not merely the absence of disease or illness". Safety refers to the absence of accidents. Safety refers to the protection of workers from the danger of accidents. Industrial safety or employee safety refers to the protection of the employees from the

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danger of industrial accidents. Welfare includes anything that is done for the comfort and improvement of employees and is provided over and above the wages. Welfare helps in keeping the morale and motivation of the employees high. The welfare measures need not be in monetary terms only but in any kind/forms.

Therefore, Employee welfare necessitates all those activities of employer which are directed towards providing the employees with certain facilities and services in addition to wages or salaries as a concern towards safety, health, efficiency and wellbeing of the employees at the work place.

### **3) PROVISIONS REGARDING THE HEALTH OF WORKERS**

Sections 11 to 20 of the Act contain certain provisions intended to ensure that the conditions under which work is carried on in factories do not affect the health of the workers injuriously. Summary of the provisions of the Factories Act relating to the health of workers

### **4) PROVISIONS REGARDING THE SAFETY OF WORKERS**

Sections 21 to 40A, 40B and 41 of the Act lay down rules for the purpose of securing the safety of workers. Summary of the provisions of the Factories Act regarding the safety of the workers (Sections 21 to 41).

## **II. REVIEW OF LITERATURE**

**Tompa, Emile PhD; Dolinski, Roman MA; de Oliveira (2022)**, we reviewed the occupational safety intervention literature to synthesize evidence on financial merits of such interventions. A literature search included journal database, existing systematic reviews, and studies identified by content experts. We found strong evidence that ergonomic and other musculoskeletal injury prevention intervention in manufacturing and warehousing are worth undertaking in terms of their financial merits. The economic evaluation of intervention in this literature warrants further expansion. The review also provided insight into how the methodological quality of economic in this literature could be improved.

**Conor CO Reynolds; M. Anne Harris; Peter A Cripton; Meghan Winters (2021)**, Bicycle has the potential to improve fitness. Understanding ways of making bicycling safer is important to improving population safety. We reviewed studies of the impact of transportation infrastructure bicyclist safety. To assess safety, studies examining the following outcomes were included: injuries, injuries severity, and crashes. Result to date suggests that sidewalks and multi-use trails pose the highest risk, major road are more hazards than minor road, and the presence of bicycle facilities lowest risk. Street lighting, raved surfaces, and low-angled grades are additional factors that appear to improve cyclist safety.

**Dec W. Edington Alyssa B. Schultz (2019)**. The aim was to present the literature which provides evidence of the association between health risks and the workplace economic measure of time away from work. Reduced productivity at work, health care costs and pharmaceutical. A search of PubMed was conducted and high quality studies were selected and combined with studies known to the authors. A strong body of evidence exists which shows that health risks of workers are associated with health care costs and pharmaceutical costs. A growing body of literature also confirms that health risks are associated with the productivity measures. The paper shows that measures of success will continue to be important as the field of worksite health management moves forward.

**David E. Cantor (2016)**, the purpose of this paper was to review the literature and call for additional research into the human, operational, and regulatory issues that contribute to workplace safety in the supply chain. This paper identifies several potential research opportunities that can increase awareness of the importance of improving a firm's workplace safety practices. This paper identifies 108 articles which inform, how the logistics and transportation safety has evolved. The paper identifies 14 further research opportunities within the workplace safety in the supply chain, that have been identified can have a positive effect on practitioners confronted with safety issues.

### III. OBJECTIVES OF THE STUDY

Based on the conceptual discussions made above the following objectives are framed for the successful conduct of this study.

1. To examine and analyze various safety, health and welfare measures adopted in an organization.
2. To know the employees opinion regarding the safety programs and practices.
3. To identify the role of management in implementing health, safety and welfare.
4. To identify the employees' satisfaction level on the measures those are provided.
5. To prominence on new technology to develop various safety measures.
6. To determine the increased productivity after implementation of health, safety and welfare measures.

#### 1) HYPOTHESIS:

**H1** - There is significant relation between the health, safety and welfare measures and designation.

**H2** - There is significant relation between the Training programs conducted and designation.

**H3**- There is significant relation between the Types of Safety Measures provided by the organization with the age group of employees.

**H4** - There is significant relation between handling emergency situation at the workplace and Gender.

#### 2) RESEARCH DESIGN AND METHODOLOGY

The study focuses on finding out the need for Health, Safety & Welfare measures and for this purpose primary data is collected from the employees. The secondary sources of data are articles, journals, research papers, internet, thesis, books. A detailed questionnaire is prepared for the purpose of data collection. The research has been conducted in Anil food where Simple random sampling method is adopted and the questionnaire was distributed to 150 employees out of whom 110 employees have been taken for the research purpose. Statistical tools like percentage analysis, graphical method; chi-square test has been used to analyze the data. For analyzing such data the software that has been used is SPSS to determine the solitary purpose of the study and to come to a

conclusion and to forecast the importance of health, safety and welfare measures.

#### 3) DATA SOURCES

**Primary Data:** Primary data are those, which are collected for the first time. They are original in character. The data collected by the investigator for the first time for their own use is usually classed as primary data.

**Secondary Data:** Secondary data are those that have already been collected by others. These are usually available in journals, periodicals, dailies, research publication official records etc., they may either be available in published form or in an unpublished form. When it is not possible to collect the data by primary method, the investigator may make use of this method

#### 4) STATISTICAL TOOLS APPLIED

Statistical tools like simple percentage and chi square used in the compilation and computation of data.

- Percentage Analysis
- Chi-Square Test
- Correlation Analysis

The primary data had was collected from the samples from various areas and have been properly arranged, edited and tabulated in a systematic format and analyzed by using appropriate statistical tools. A bipartite correlation and liner regression analysis were carryout using SPSS

#### 5) FINDINGS

• Due to lack of employment opportunities, people tend to care less about health & safety measures at the workplace.

• Poor health, safety and welfare measures are the major issues in informal sectors which lead to industrial accident.

• A proper health, safety and welfare measures increases the efficiency of the employee and hence it increases the productivity of the organization.

• It also motivates the employee and minimizes employee turnover.

## 6) SUGGESTIONS

- The company should see that proper grievance handling procedure is to be followed so that if any grievance arises, the management will be able to handle it and solve the problem.
- The company should see that accidents that happen should be reduced by taking proper actions i.e., providing proper training to the workers.
- The company should be open to take suggestions from the employees for better improvement.
- Awareness about the hazards at the workplace should be known fully to the employees
- Proper training should be provided to the employees so that they can handle any kind of emergency situation at the workplace

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## IV. CONCLUSION

It is revealed from the study that, the health, safety & welfare measures adopted in Anil Food Limited are extended to the workers according to the provisions of the factories Act. It discloses that the awareness of the workers about health and safety in the workplace is poor. Suitable ideas were suggested to avoid the accidents and to improve the health and safety measures. The management's role in implementing health and safety in the organization is very effective. Most of the workers were satisfied with the health and safety measures adopted in the company. If the Anil food limited implements effective disciplinary procedures; it will help the company to go with their policies and also to maintain health, safety and Welfare measures in the organization.

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