

Employee Safety and Welfare Measures

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Abstract- Labour health, safety and welfare area unit the measures of promoting the efficiency of labour. The various welfare measures provided by the leader will have immediate impact on the health, physical and mental efficiency alertness, morale and overall efficiency of the worker and thereby contributing to the higher productivity. Associate in Nursing organization's responsibility to its employees extends on a such plenty facet the payment of wages for his or her services. Some quite the facilities and services that fall among the preview of labour welfare includes adequate canteen facilities, accommodation arrangements, recreational facilities, medical facilities, transportation facilities for travelling from and to the place of work.

Keywords- Job Satisfaction, Safety wants, Employee Health, Human Resource Management

I. INTRODUCTION

Safety and welfare measures area unit inevitable to any organization where employees area unit involved. The employee's safety and welfare on and off the task among the organization is additional a necessary concern of the leader. Welfare helps to boost employee retention and creating positive image for extended amount of it slow. It helps to inspire and improve morale of the workers. Some quite of the facilities and services that fall among the preview of labour welfare like adequate canteen facilities, accommodation arrangements, recreational facilities, medical facilities and transportation. Providing a secure and healthy setting is additionally a pre-requisite for any productive effort.

1.2 OBJECTIVES OF THE STUDY:

1. To know the notice of safety and welfare facilities among the workers provided by Sai Deepa Rock Drilling Tools
2. To understand the effective utilization of welfare facilities by the workers of Sai Deepa Rock Drilling Tools.
3. To find out the amount of satisfaction with relation to worker safety and welfare facilities.

4. To analyze the expectation of the worker towards the protection and welfare measures at Sai Deepa Rock Drilling Tools.
5. To recommend provision of a lot of safety and welfare measures to enhance the performance of the workers at Sai Deepa Rock Drilling Tools.

1.3 NEED OF THE STUDY:

Safety and Welfare is that the main concern for the workers at Sai Deepa rock drilling tools. Its focus is on worker safety and it will offer for higher morale and productivity with in the geographical point. This can be to grasp the perception that the tradereally cares regarding the protection and well-being of its workers, therefore making a pride for the trade. Accrued productivity because it correlates to safety and morale could be a troublesome metric to live, however forward-thinking organizations notice that it will exist and may thus justify the prices of their safety programs as compared to the productivity advantages that they supply. In distinction to measure productivity because it relates to safety, the indirect prices of worker injuries square measure far more measurable. The on top of mentioned points stand as motivation factors to undertake this study.

1.4 SCOPE OF THE STUDY:

This study would provide an summary of the security and welfare measures existing at Sai Deepa rocks and drills. This study would throw light-weight on the perception of the workers concerning safety and welfare. Sai Deepa rocks and drills will establish the areas wherever it will improve thus on improve the performance of theworkers. This study would conjointly facilitate to investigate if there's dependence between departments and classes and therefore the level of satisfaction of safety and welfare measures and counsel provisions of more safety and welfare measures.

1.5 LIMITATIONS OF THE STUDY:

- The time assigned for situation was thirty days.
- The study is solely supported the data given by the vendors.

- The respondents were unable or unwilling to grant the response.
- As the company has several branches, the analysis was supported one branch and this is often a limitation within the facet of not really researching all the opposite branches.
- Research Methodology could be a thanks to consistently solve the analysis downside.
- It's obtained from the direct personal and indirect & oral investigation

1.6 RESEARCH METHODOLOGY:

Research Methodology could also be a because of systematically solve the analysis drawback.

Primary Information

It is obtained from the direct personal and indirect & oral investigation.

- Direct personal observation
- Direct oral interviews

Secondary Information

Secondary information is that the information that are already collected by and pronto offered from completely different Sources like literature reviews, websites, articles, journals, magazines and text books.

II. LITERATURE REVIEW

- **According to Beriha, G S. (2011)** the intention of the analysis was to create an aassociate applicable traditional for benchmarking activity health and safety performance. The study was performed in aassociate industrial setting therefore shortcomings with regards to safety may be highlighted. The foremost purpose of their study was to evolve ways in which to reinforce the performance and efficiency of the staff.
- **According to Patro (2015)** in a comparative associate analysis of welfare measures publically and private sector found that an employee's" welfare facility is the key dimension to smooth employer-employee association. These welfare facilities improve the employees "morale and loyalty towards the management thereby increasing their pleasure, fulfilment and performance.

III. COMPANY PROFILE

SAI DEEPA ROCK DRILLING TOOLS

INTRODUCTION:

- Sai Deepa is a leading International supplier of rock drilling tools for construction, mining, water well and Oil & Gas segments. Sai Deepa develops foremost merchandise mistreatment economical raw materials and leading edge producing technology.world-class products using efficient raw materials and cutting edge manufacturing technology. Combining a novel and versatile delivery model with client satisfaction, they cater to any crucial and trivial necessities of our purchasers.
- Sai Deepa has foremost, progressive infrastructure that gives a large vary of drilling merchandise at extremely competitive terms creating it the leading rock drilling tools manufacturer in Asian nation.. Their strength lies in their workers WHO follow the core company principles of client service, team play and mutual respect. With their facilities, Sai Deepa has continued to boost the bar in creating progressive and technologically advanced rock drilling tools. They are committed to systematicallydevelop, manufacture and distribute, fine quality rock drilling tools that result into lower value per meter trained.

VISION:

Sai Deepa Rock Drills vision is to supply our customers with Property Solutions. To attain our vision, we've got to figure in shut cooperation with our customers and develop deep understanding of user processes.

MISSION:

Sai Deepa is committed to repeatedly develop, manufacture and distribute the most effective quality, most economical rock drilling tools for mining, construction & water well segments, and provides the effective potential price for its main stakeholders – customers, shareholders and workers. These tools area unit designed to transmit optimum impact energy into the rock with the smallest potential loss of energy, and area unit created to handle the toughest jobs around the globe. We tend to conceive to success market leadership through set of principles that guide choices and behaviour throughout the corporate.

CORE VALUES:

- Customer Success
- Team Play
- Mutual Respect

- The Truth
- Realistic Goals
- Sai Deepa’s Integrity
- Creativity
- Delivery
- Commitment
- Experience

IV. DATA ANALYSIS AND INTERPRETATION

Work environment at Sai Deepa Rock DrillingTools?

Table 1: Work environment.

Particulars	Respondents	Percentage (%)
Excellent	66	66
Average	1	1
Good	33	33
Poor	0	0

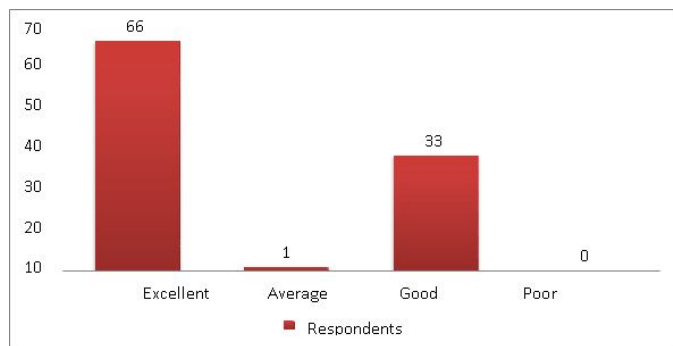


Fig 1: Graphical representation of work environment

Interpretation:

From the above table it is referred that 66% of employees felt that work environment at Sai Deepa Rock Drilling tolls as excellent because organization is surrounded by greenery, with safety equipment’s required and low work pressure. 33% of respondents felt good because of high security reasons. Only 1% felt average as many restrictions are to be followed at work place like prohibition of phones.

Awareness of the safety and welfare measures adopted in the Sai Deepa Rock Drilling Tools?

Table 2: Awareness of safety and welfare measures

Particulars	Respondents	Percentage (%)
Yes	100	100
No	0	0

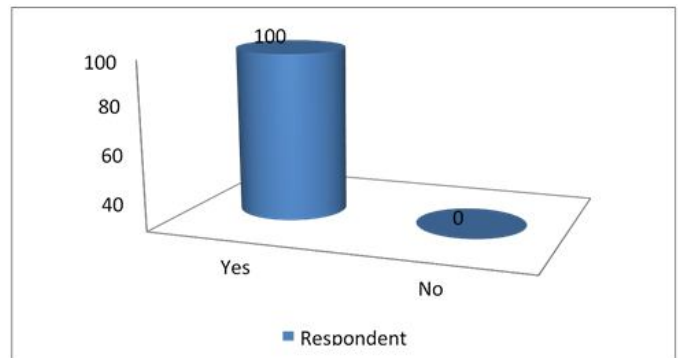


Fig 2: Graphical representation of Awareness of the safety and welfare measures

Interpretation:

From the above table it is interpreted that employees are well aware of all the safety and welfare measures provided by the organization as the management give orientation to the employees on or before joining date.

Utilizing the welfare measures provided by Sai Deepa Rock Drilling Tools?

Table 6: Utilizing the welfare measures

Particulars	Respondents	Percentage
Effective	81	81
Neutral	19	19
Ineffective	0	0

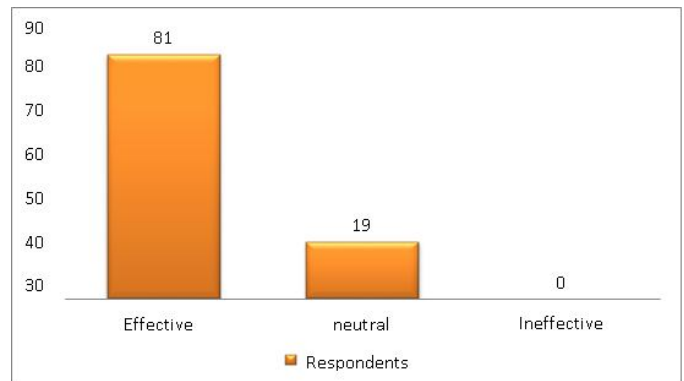


Fig 6: Graphical representation of utilizing the welfare measures

Interpretation:

From the table it is inferred that 81% of respondents are more effectively utilizing accordingly all the benefits provided by the organization depending on their need. 19% of respondents said neutral as some welfare measures are not

properly given due to some conditions and limitations and are using other welfare measures effectively.

The safety requirements for work in Sai Deepa?

Table 10: Safety Requirements in Sai Deepa

Particulars	Respondents	Percentage (%)
Yes	98	98
No	2	2

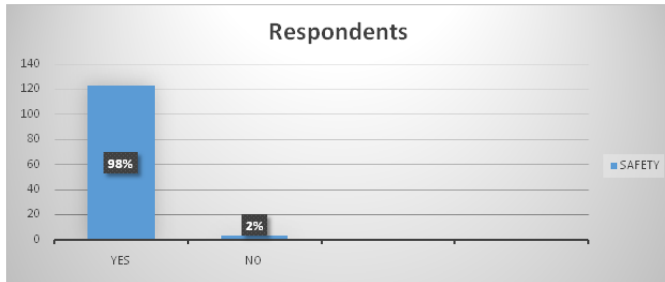


Fig 10: Graphical representation of Safety Requirements in Sai Deepa

Interpretation:

The above analysis states that 98% of respondents are satisfied with safety requirements because they are providing effective safety measures. 2% of respondents are not satisfied with safety requirements because they need some extra updated safety measures.

5) Satisfactory level of the health and safety measures taken Sai Deepa?

Table 12: Satisfactory level of health and safety measures in the Sai Deepa?

Particulars	Respondents	Percentage (%)
Highly satisfied	35	35.
Satisfied	5	5
Neutral	60	60
Dissatisfied	0	0

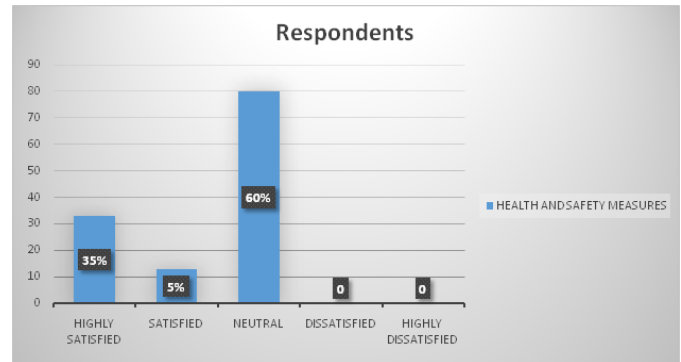


Fig 12: Graphical representation of satisfactory level of health & Safety Measures

Interpretation:

The above analysis states that 60% of respondents are neutrally satisfied because they need some more facilities like fire exit, flexible chairs for accountant department . 35 respondents are highly satisfied because superiors immediately respond if any injury occurs 0.5% of respondents are satisfied with health and safety measures because employees are having less medical facility like ESI

V. FINDINGS AND SUGGESTIONS

Findings:

- The work environment in Sai Deepa is 98% satisfied.
- 100% of employees have basic communication regarding safety and welfare measures.
- 98% of employees are satisfied on safety and welfare measures provided by Sai Deepa.
- The employees are 100% satisfied with education fee children provided by Sai Deepa.
- In Sai Deepa the platform to express ideas are very high.
- The employees are 85% satisfied with medical allowance like ESI.
- 90% of employees are utilizing the welfare measures provided by Sai Deepa.
- Sai Deepa provides immediate treatment for injuries like taking to hospital.

Suggestions that I provide to SDRD are:

- Should provide required resource in first-aid box.
- Provide quality gloves to scrub department
- Provide medical allowances even freshers in Sai Deepa.
- Every individual should provide training regarding fire exit gas to protect themselves while not depending on others.

- Provide one more safety shoes when it is required mandatory.
- In CNC dept., cranes should be placed in correct positions for employee's safety.

VI. CONCLUSION

- The overall conclusion is that the employers and employees are securing the safety, health and welfare measures of themselves at SDRD.
- Besides that, the employers and employees against risks, safety or health in connection with the activities of individual at their own workplace at SDRD.
- The overall employees are highly satisfied with all facilities what SDRD is providing.