

# A Study On Occupational Health And Safety Practices At Sri Sai Tubes And Pipes, Hosur

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**Abstract-** Occupational Health and Safety Practices play a vital role in ensuring employee safety, improving productivity, and maintaining a healthy work environment in industrial organizations. This study focuses on analyzing the Occupational Health and Safety Practices followed at Sri Sai Tubes and Pipes. The main objective of the study is to examine employee awareness regarding workplace safety measures and evaluate the effectiveness of the safety practices implemented by the organization. The study is based on both primary and secondary data. Primary data was collected through structured questionnaires from employees, while secondary data was collected from books, journals, websites, and company records. Statistical tools such as Chi-Square Test, Correlation Analysis, and ANOVA were used for analyzing the collected data. The findings of the study reveal that effective safety measures improve employee satisfaction, reduce workplace accidents, and enhance employee productivity. The study also suggests that regular safety training programs and proper monitoring systems can further strengthen workplace safety practices within the organization.

**Keywords:** Occupational Health and Safety, Employee Safety, Workplace Hazards, Safety Measures, Employee Satisfaction, Industrial Safety, Workplace Environment, Employee Productivity, Safety Training, Organizational Performance.

## I. INTRODUCTION

Occupational Health and Safety (OHS) refers to the policies, procedures, and practices implemented by organizations to ensure the safety, health, and welfare of employees in the workplace. In industrial organizations, maintaining a safe working environment is highly important because employees are exposed to machinery, equipment, chemicals, and various operational hazards. Effective occupational health and safety practices help in preventing workplace accidents, reducing health risks, and improving employee productivity and morale.

In today's competitive industrial environment, organizations are giving greater importance to employee

safety and workplace well-being. A healthy and safe workplace not only protects employees from injuries and illnesses but also improves organizational efficiency and performance. Proper safety measures, employee awareness programs, and regular training sessions contribute significantly to minimizing workplace hazards and creating a positive work culture.

## II. OBJECTIVES OF THE STUDY

### Primary Objective

- To study the Occupational Health and Safety Practices followed at Sri Sai Tubes and Pipes.

### Secondary Objectives

- To analyze employee awareness regarding workplace safety measures.
- To identify the effectiveness of safety training programs provided by the organization.
- To examine the relationship between workplace safety practices and employee satisfaction.
- To study the impact of safety measures on employee productivity.
- To identify the problems faced by employees regarding occupational health and safety.
- To provide suitable suggestions for improving workplace safety practices in the organization.

## III. STATEMENT OF THE PROBLEM

Occupational Health and Safety Practices are essential in industrial organizations to protect employees from workplace hazards and ensure a safe working environment. In manufacturing industries, employees are exposed to various risks such as machinery accidents, unsafe working conditions, noise, dust, and physical

strain, which may affect their health, safety, and overall productivity. Therefore, organizations must implement effective safety measures and create awareness among employees regarding workplace safety practices.

Although Sri Sai Tubes and Pipes has adopted several occupational health and safety measures, there may still be challenges related to employee awareness, proper usage of safety equipment, workplace conditions, and implementation of safety policies. Lack of effective safety practices may lead to workplace accidents, employee dissatisfaction, reduced productivity, and health-related issues.

#### IV. SCOPE OF THE STUDY

The scope of the study is limited to analyzing the Occupational Health and Safety Practices followed at Sri Sai Tubes and Pipes. The study focuses on understanding employee awareness, satisfaction, and opinions regarding workplace safety measures implemented by the organization. It also examines the effectiveness of safety training programs, use of safety equipment, workplace conditions, and organizational safety policies.

The study covers various aspects related to employee health and safety, including accident prevention measures, safety awareness programs, working environment, and employee welfare facilities. The research helps in identifying the relationship between workplace safety practices and employee productivity and satisfaction.

The findings of the study may help the management of Sri Sai Tubes and Pipes to improve existing safety measures and implement better occupational health and safety practices. The study also provides useful suggestions for enhancing employee well-being and maintaining a safe and healthy working environment within the organization.

#### V. REVIEW OF LITERATURE

Review of literature refers to the detailed study of previous research works, books, journals, articles, and other related materials connected with the research topic.

It helps the researcher to understand the concepts, theories, and findings related to Occupational Health and Safety Practices.

**John Ridley (2018):** John Ridley explained that occupational health and safety management is essential for reducing workplace accidents and improving organizational performance. He stated that proper safety policies and employee awareness programs help organizations create a safe working environment.

**David L. Goetsch (2019):** David L. Goetsch emphasized that employee safety training and regular monitoring of workplace conditions are important for preventing industrial accidents. According to him, organizations should provide proper safety equipment and encourage employees to follow safety procedures.

**R.K. Sharma (2020):** R.K. Sharma pointed out that occupational safety practices play a significant role in reducing health risks and improving employee performance. He also mentioned that safety awareness programs help employees understand the importance of workplace safety.

#### VI. RESEARCH METHODOLOGY

Research methodology refers to the systematic method adopted for collecting, analyzing, and interpreting data related to the study. It provides a clear framework for conducting the research effectively and achieving the objectives of the study.

##### Research Design

The study adopted a descriptive research design to analyze the Occupational Health and Safety Practices followed at Sri Sai Tubes and Pipes.

##### Sources of Data

##### Primary Data

Primary data was collected directly from employees through structured questionnaires and personal interaction.

##### Secondary Data

Secondary data was collected from books, journals, company records, websites, magazines, and previous research studies related to occupational health and safety practices.

### Sampling Method

Convenience sampling method was used for selecting the respondents for the study.

### Sample Size

The study was conducted with a sample size of 100 employees working at Sri Sai Tubes and Pipes.

### Area of the Study

The study was carried out at Sri Sai Tubes and Pipes.

### Tools Used for Analysis

The following statistical tools were used for analyzing the collected data:

1. Percentage Analysis
2. Chi-Square Test
3. Correlation Analysis
4. ANOVA

### CHI-SQUARE TEST AND RESULT

#### Objective

To identify the relationship between safety training and employee satisfaction.

#### Hypothesis

##### Null Hypothesis (H0)

There is no significant relationship between safety training and employee satisfaction.

##### Alternative Hypothesis (H1)

There is a significant relationship between safety training and employee satisfaction.

#### Table

Particulars	Value
Calculated value	12.45
Table value	9.49
Degree of freedom	4
Level of significance	5%

#### Result

Since the calculated value is greater than the table value, the null hypothesis is rejected. Therefore, there is a significant relationship between safety training and employee satisfaction.

### CORRELATION ANALYSIS AND RESULT

#### Objective

To analyze the relationship between workplace safety measures and employee productivity.

#### Correlation Table

Variables	Correlation coefficient
Safety Measures and productivity	0.82

#### Result

The correlation value of 0.82 indicates a strong positive relationship between workplace safety measures and employee productivity. This shows that effective safety practices improve employee performance.

### VII. ANOVA TEST AND RESULT

#### Objective

To determine whether there is any significant difference in employee opinions regarding workplace safety practices.

#### Hypothesis

##### Null Hypothesis (H0)

There is no significant difference in employee opinion regarding workplace safety practices.

##### Alternative Hypothesis (H1)

There is a significant difference in employee opinion regarding workplace safety practices.

#### ANOVA Table

Source of variation	SS	df	MS	F
Between groups	220	3	73.33	5.62
Within groups	1250	96	13.02	
<b>Total</b>	<b>1470</b>	<b>99</b>		

#### Result

Since the calculated F value is higher than the table value at a 5% significance level, the null hypothesis is rejected. Therefore, there is a significant difference in employee opinions regarding workplace safety practices.

### SUGGESTIONS

1. The organization should conduct regular safety awareness and training programs for employees.

2. Proper safety equipment such as gloves, helmets, masks, and protective clothing should be provided to all employees.
  3. Emergency drills and safety inspections should be conducted periodically to avoid workplace accidents.
  4. The management should improve workplace cleanliness, ventilation, and lighting facilities to maintain a healthy working environment.
  5. Employees should be encouraged to report unsafe conditions and workplace hazards immediately.
  6. Regular medical check-ups should be arranged for employees to monitor their health conditions.
  7. Safety signboards and instructions should be displayed clearly in all work areas.
  8. The organization should strengthen safety monitoring systems and ensure strict implementation of safety policies.
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### CONCLUSION

The study concludes that Occupational Health and Safety Practices play a vital role in ensuring employee safety, satisfaction, and productivity at Sri Sai Tubes and Pipes. The organization has implemented several safety measures to provide a safe working environment for employees. The findings of the study indicate that effective safety practices reduce workplace accidents and improve employee performance and morale.

The study also reveals that employee awareness and regular safety training programs are important for maintaining workplace safety standards. Although the organization follows various occupational health and safety measures, there is still scope for improvement in employee participation, safety monitoring, and awareness activities.

### REFERENCES

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