

## A STUDY ON EMPLOYEE'S SATISFACTION TOWARDS HEALTH, SAFETY AND WELFARE MEASURES IN ABINAYA'S KNIT FASHIONS

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### ABSTRACT

The study was done with the objectives of analysing health, safety and welfare measures of the company, knowing the opinion and satisfaction level of employees about health, safety and welfare measures. The welfare measures provided will have immediate impact on the health, safety, physical and mental efficiency of the worker and contributing to the higher production. The sample size were limited to 152. Data were analysed using percentage analysis and chi square analysis, based on the findings and interpretations, suitable suggestions were given to the company.

**Keywords:** Health, Safety, Welfare Measures, Job Satisfaction.

### I. INTRODUCTION

The welfare measures provided will have immediate impact on the health, safety, physical, and mental efficiency, alertness, morale and overall efficiency of the worker and contributing to the higher production. Adequate canteen facilities, accommodation arrangements, medical facilities and transport are some of the facilities which fall within the Labour welfare. For smooth functioning of an company, the organization should to ensure safety and security of his/her employees. A work environment should improve its wellbeing of employees and should be accident free.

### II. OBJECTIVES OF THE STUDY

- To identify and analyze health, safety and welfare measures of the company.
- To find out the opinion and satisfaction level of employees about health measures, safety measures and welfare measures followed in the company.
- To find the measures followed to prevent from accidents in the company.

### III. METHODOLOGY

#### Sampling technique

Convenience sampling technique was used in the study. The samples were taken from employees in the organization.

#### Sample size

Sample size of 152 employees

#### Data collection

Data collection is collecting relevant data required for the research from sample size. The primary data were collected from the respondents using a questionnaire.

#### Analysis Tools

- Percentage analysis
- Chi square test

**IV. ANALYSIS**

**PERCENTAGE ANALYSIS:**

**SAFETY**

**Table No 1:** Safety- Satisfied employees

GENDER	Does working in the organization give you a feeling of security?	Does the company take care of the employees working in the night shift?	Does the company take safety measures for employee safety?
MALE	77.67	83.03	79.4
FEMALE	80	80	75



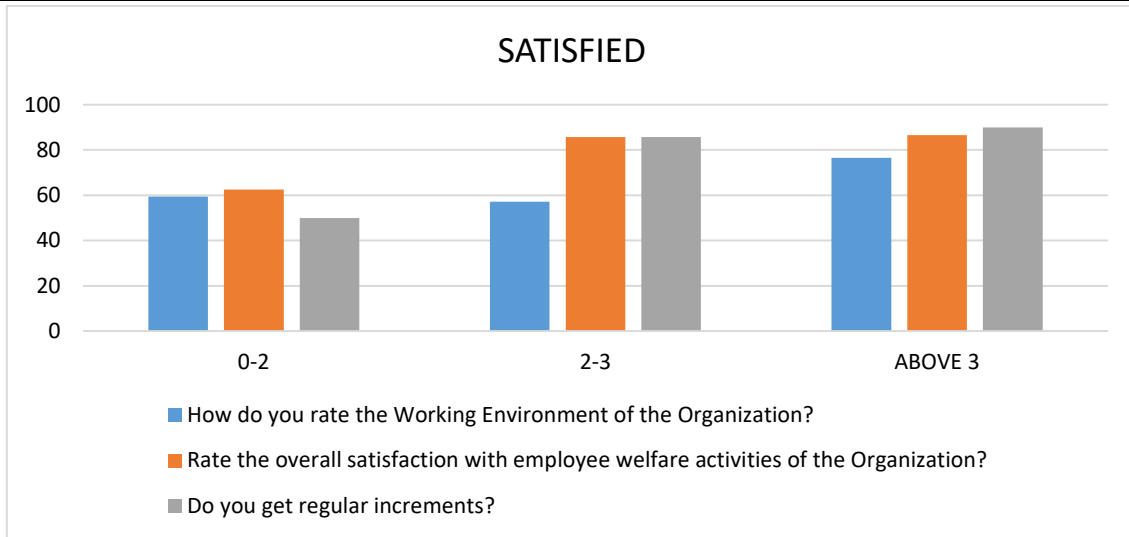
**Chart No 1:** Safety-Satisfied employees

According to this tabular column both male and female are feeling secure and safe in the working environment. They were fully satisfied to work in this organization. When we compare about the safety of night shift male's are feeling more safer than females. The company already took more safety measures, but female employees are expecting more safety measures from the proprietor.

**WELFARE**

**Table No 2:** Welfare measures –Satisfied employees

Experience	How do you rate the Working Environment of the Organization?	Rate the overall satisfaction with employee welfare activities of the Organization ?	Do you get regular increments?
0-2	59.37	62.5	50
2-3	57.14	85.71	85.71
ABOVE 3	76.6	86.6	90



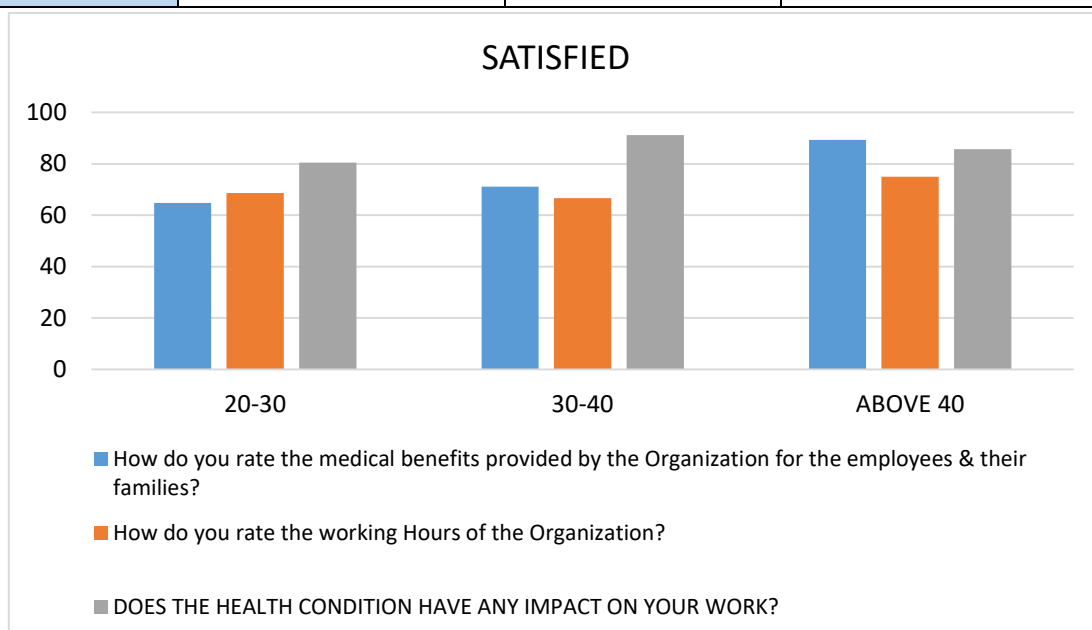
**Chart No 2:** Welfare measures -Satisfied employees

According to this tabular column whose who have less than 2 years of experience, they are not well comfortable in this working environment and working Culture . They have just started their career in this company, so according to their performance, their increment gets higher. But in case those who have more than 2 years of experience have overall good performance, and performing well in welfare activities. So they were getting regular recruitment.

**HEALTH**

**Table No 3:** Health measures -Satisfied employees

AGE	How do you rate the medical benefits provided by the Organization for the employees & their families?	How do you rate the working Hours of the Organization ?	Does The Health Condition Have Any Impact On Your Work?
20-30	64.7	68.6	80.39
30-40	71.1	66.6	91.11
ABOVE 40	89.28	75	85.71



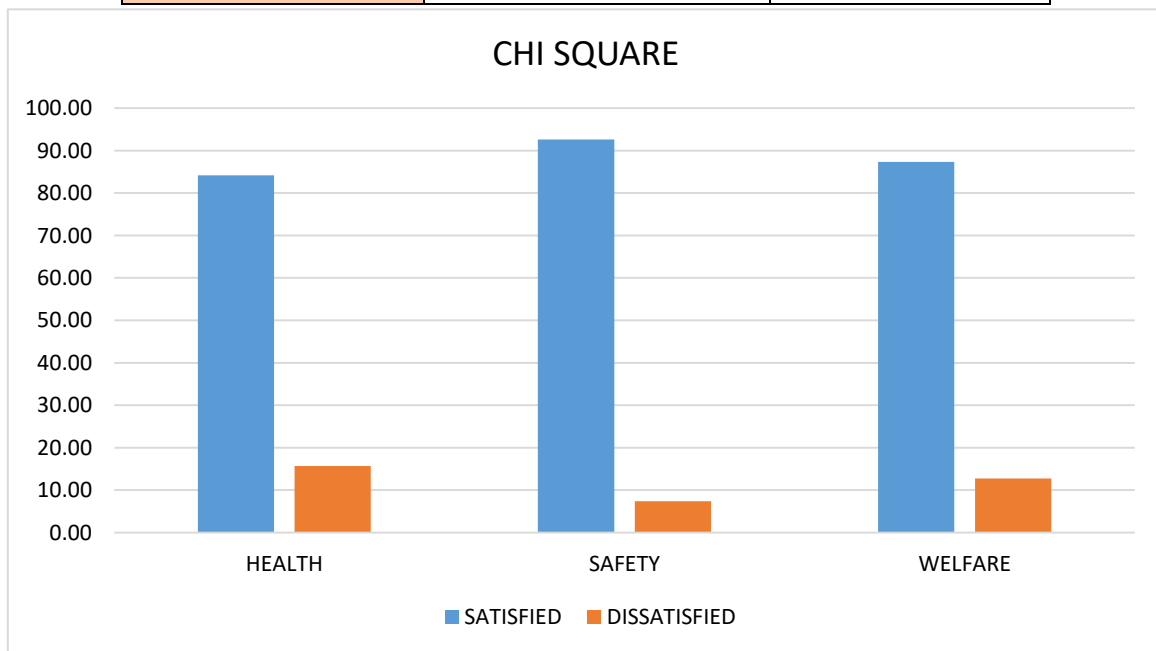
**Chart No 3:** Health measures -Satisfied employees

Most of the companies are not providing health measures, as a manufacturing sector it's must to provide health measures and medical benefits . According to this survey, the employees who were above 40 years of age are well satisfied with medical benefits, working hours in this organization and health condition.

**CHI-SQUARE ANALYSIS:**

**Table No 4: Chi Square**

	SATISFIED	DISSATISFIED
HEALTH	84.20	15.70
SAFETY	92.60	7.40
WELFARE	87.30	12.70



**Chart No 4: Chi Square**

According to the survey, in Chi Square Analysis almost 85% of employees are satisfied with company's health, safety and welfare measures . And also they were feeling much more comfortable to work in this working environment.

**V. CONCLUSION**

As per Percentage Analysis and Chi Square Analysis the table follows

**Table No 5: Result**

	SATISFIED	DISSATISFIED
HEALTH	84.20	15.70
SAFETY	92.60	7.40
WELFARE	87.30	12.70

Almost 85% of the employees are comfortable in working in this working environment, and also they feel safe and secure to work in this organization. As per the analysis Safety measures are higher when comparing to the health and welfare measures.

\* With regard to level of satisfaction, the majority of the respondents fall under technical department and they had expressed high level of satisfaction towards Labour welfare measures in the select organisations.

\* With regard to Experience level of the respondents and their Level of Satisfaction, the majority of respondents fall Above 3 years experience category and they had expressed their maximum level of satisfaction towards Labour welfare measures in the select organisations .

## VI. RECOMMENDATION

1. The textile organizations has to create an environment that induces more awareness on the prevailing labour welfare practices in their organisations.
2. Today, implementation of labour welfare measures is much integrated and strategically involved .
3. The important task of labour welfare measures is to provide good working conditions, fair wages and good conditions of employment.
4. Few measures have to be taken to develop and organize the training program.
5. Organizations should give the needed attention to understand it organizational culture as it is a major factor contributing to workers peace of mind and satisfaction which may further enhance its their loyalty and commitment .
6. Supervisors and managers should support their subordinates; this will boost their level of satisfaction.

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