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OCCUPATIONAL SAFETY AND WELFARE MEASURES PROVIDED TO THE EMPLOYEES IN TEXTILE SHOPS: A STUDY

D. Allen Rose Shamini¹ and Dr. A. John Peter²

¹Research Scholar, St.Josephs Institute of Management, St.Josephs College (Autonomous), Tiruchirappalli, Tamil Nadu

² Research Advisor & Associate Professor, St.Josephs Institute of Management, St.Josephs College (Autonomous), Tiruchirappalli, Tamil Nadu.

ABSTRACT:

Labour health, safety and welfare are the measures of promoting the efficiency of labour. The various welfare measures provided by the employer 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. Some of the facilities and services which fall within the purview of labour welfare

include adequate canteen facilities, accommodation arrangements, recreational facilities, and medical facilities transportation facilities for traveling from & to the place of work. This study highlights the welfare measures taken in the Textile shops, the employees' satisfaction level, and to identify the overall quality of work life of the employees. The Data collection was done through Interview schedule. In some cases personal interview was needed at the time of filling up of questionnaire. To analyze, the collected data the researcher used simple percentage analysis and Karl Pearson coefficient correlation test. Different charts and graphs were drawn to interpret the collected data.

KEYWORDS: Occupational Safety, Welfare Measures, Labour Welfare.

INTRODUCTION

Safety and welfare measures are unavoidable to any organization where workers are included. An organization's responsibility to its workers extends on the far side the payment of wages for his or her services. The employee's safety and welfare on and off the duty inside the organization may be a very important concern of the leader. Welfare helps to enhance worker retention and making positive image for extended period of time. It helps to inspire and

improve morale of the workers. a number of the facilities and services that fall inside the view of labour welfare like adequate canteen facilities, accommodation arrangements, recreational facilities, medical facilities and transportation. Providing a secure and healthy atmosphere may be a pre-requisite for any productive effort. Labour health, safety and welfare are the measures of promoting the potency of labour. The different welfare measures given by the employer will have quick effect on the health, physical and mental efficiency alertness, morale and overall efficiency of the

worker and there are by adding to the higher efficiency. Workers come from various suburbs of Tiruchirappalli and the villages beyond them, and are generally aged between 18 and 45 years. Their lower socioeconomic status, coupled with the lack of other viable livelihood options, puts them at a particular disadvantage while dealing with health related problems. In a random survey conducted by the Employees State Insurance

Corporation (ESIC) in 2016, it was found that 60.6% workers of those surveyed were Anemic. Various occupational health issues, such as breathing problems and respiratory illnesses that result from inhaling cotton dust, are common in the industry.

According to an ESIC official, 80% of all tuberculosis (TB) cases registered in 2009 were from garment workers. Musculoskeletal problems like back aches, body, hand and leg pain are reported by the majority of workers as a result of repetitive work. Although major accidents are not common, minor accidents such as puncture wounds from needles are a daily occurrence. Health needs to be looked at from the broader context of a worker's daily routine. Workers wake up early to cook for the family, commute long distances to get to work and back, skip breakfast and other meals to save time, drink less water to avoid visiting the restroom and work without pause to meet high production targets. Stress caused by abusive behaviour from supervisors, the repetitive nature of their work and the occupational hazards that they face daily, coupled with minimum wages of less than INR 150 per day that barely allow them to make ends meet and the resulting low nutrition status, have a deeply negative impact on their general health. Hazards in the textile shops incorporate accident hazards, like burns and puncture injuries, physical hazards, for example, heat, ergonomic hazards presented by poor stance, biological hazards from poor nutrition and psychosocial ones that outcome from abuse with respect to chiefs and a discouraging workplace. All of these are inter-related, and can affect both productivity in general and the individual health of the worker. Thus, in most cases, workers do not create hazards-hazards are built into the workplace.

The concept of labour health, safety and welfare are flexible and widely differs with respect to the time, region, industry, country, social value and customs, degree of industrialization the general socio economic development of the people and political ideologies prevailing during a particular time frame. It is also, molded according to the age group, sex, socio-cultural background, economic status and educational level of workers in various industries. Accordingly, the concept cannot be very precisely defined. However, experts treat it in their own way.

NEED OF THE STUDY

Safety and Welfare is the main concern for the employees in textile shops. Its focus is on employee safety and it can provide for higher morale and efficiency in the workplace. This is due to the perception that the retail industry truly cares about the health and well-being of its employees, thus creating a sense of pride for the industry. Increased profit as it connects to safety and morale is a difficult metric to measure, however forward thinking organizations realize that it does exist and can accordingly justify the costs of their safety programs when contrasted with the benefits that they give. As opposed to measuring productivity as it identifies with safety, the indirect costs of employee wounds are substantially more quantifiable. The above mentioned points stand as motivation factors to undertake the present study.

OBJECTIVES OF THE STUDY

- To study the level of satisfaction of employees regarding safety and welfare measures.
- To study the perception of the employees regarding the safety and welfare measures provided to them.
- To analyze if the level of satisfaction is different among the various categories of employees and departments.

METHODOLOGY

Research methodology is a way of systematically solving the research problem. The research design adopted for this study is Descriptive Research. The researcher has chosen from different retail independent and chain textile shops in Tiruchirappalli corporation limit, the sample size is 50. Primary data are those which are collected for the first time and thus happen to be original in character. The secondary data on the other hand are those which have already been collected by some one else and

which have already been passed through the statistical process. In this study, the data was collected from the primary source through interview schedule.

Limitations of the Study

Due to time constraints the researcher was not able to collect more data. In depth of research, process could not be conducted due to insufficient time. Certain employees were biased in answering to the questions. There may be a chance of biased information.

Data Analysis and Interpretation

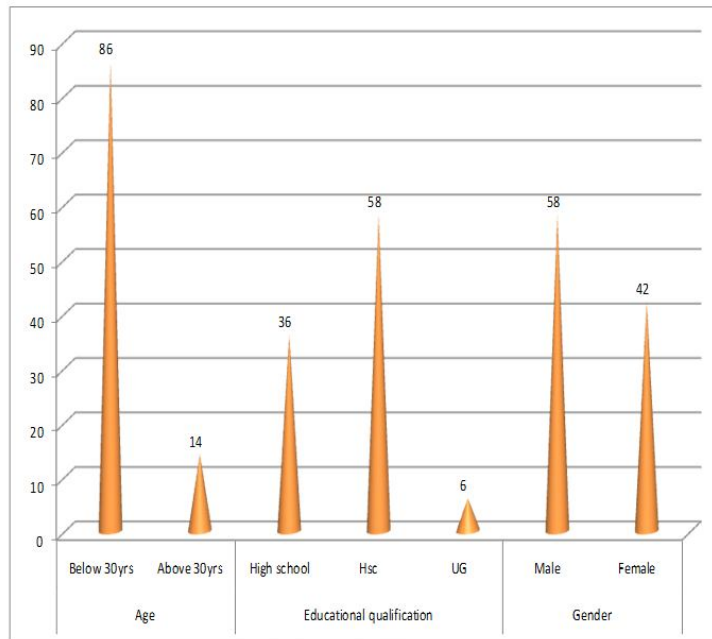
Table 1: Socio-Economic Profile of the Respondents

Variables	No. of respondents (N=50)	Percentage (100%)
Age		
Below 30yrs	43	86
Above 30yrs	07	14
Educational qualification		
High school	18	36
Hsc	29	58
UG	03	06
Gender		
Male	29	58
Female	21	42

Source: Primary Data

Percentage analysis table shows that majority (86%) were below 30yrs of age group and remaining 14% were above 30yrs. More than half (58%) of the respondents were higher secondary qualification, 36% were high school level and remaining 6% were under graduates. More than half (58%) of the respondents were male and remaining 42% were female.

Figure 1: Socio-Economic Profile of the Respondents



Research Hypothesis: There is significant relationship between occupational safety and their welfare measures.

Table 2: Relationship between occupational safety and their welfare measures

Occupational Safety	Correlation Value	Statistical Inference
Welfare measures	.948	0.002<0.01 Significant

Karl Pearson coefficient correlation tested that there is significant relationship between occupational safety and their welfare measures. Therefore, occupational safety is relationship between welfare measures. The calculated value is less than table value (0.002<0.01). The research hypothesis is accepted.

CONCLUSION

The employees of this retail business get pleasure from not solely the satisfaction of their jobs however conjointly varied facilities given by the corporations. The labours extend their most support for the development of the organisation. The private department takes care of the full human resources within the organisation. The management provides all the health, safety and welfare measures to the workers which will facilitate to supply higher performance within the work and dealing surroundings. A majority of the respondents feel secure whereas operating and feel that the protection measures facilitate to scale back the severity of activity hazards. The study once more shows that there's a clump of respondent's opinion within the satisfactory region relating to the extent of satisfaction of welfare measures. This reveals that a majority of respondents are glad with the prevailing welfare measures. The management could take up steps to convert these into extremely satisfactory. The few welfare measures that were unsatisfactory are transport facilities, toilet facilities and also the time lapse. There's vital relationship between activity safety and their welfare measures. The management could focus on these areas to extend the satisfaction level of staff towards the welfare measures. supported the study and from the empirical results, it may be complete that in future the investigator will perform additional elaborate study on the textile employees' safety and welfare measures at the state level. Any studies may be activity health of sales staff in retail textile retailers.

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