

## **A Study on Employee Health, Safety and Welfare Measures in Seshasayee Paper and Boards Ltd at Erode**

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### **ABSTRACT**

Health is mostly being outlined as a state of complete physical, mental and social successfulness and not simply the absence of sickness or illness. Safety refers to the nonappearance of accidents. Dr. Usha Tiwari (2014): Dr. Usha Tiwari has aforementioned that the study a trial has been created to review the worker welfare facilities and its impact on employee's competency at Vindha Telelinks Ltd. Rewa Madhya Pradesh. The idea of labour, health, safety and wellbeing are flexible and broadly differ with respect to the time, region, industry, state, social value and civilization, degree of industrialization the common socio-economic development of the people and political ideologies existing during a particular time frame. In general, is observed that employees are not content with what receive from their employers. Unlike other large scale industrial undertakings, Seshasayee Paper Mill limited. Erode which is one of the paper manufacturing industrial units in south India has fulfilled all the statutory requirements regarding labour welfare and provided a number of welfare measures voluntarily to its entire employee. To study the employee health, safety and welfare measures Seshasayee paper boards ltd. I came to know about the variety of clothes and its quality.

**Keywords:** *Employee welfare, Job satisfaction, Work environment, Organization policy*

## INTRODUCTION OF THE STUDY

Health is mostly being outlined as a state of complete physical, mental and social successfulness and not simply the absence of sickness or illness. Safety refers to the nonappearance of accidents.

Safety refers to the protection of staff from the danger of accidents. Industrial safety or worker safety refers to the defense of the workers from the hazard of profitable accidents.

Welfare includes something that's in deep trouble the comfort and improvement of staff and is providing over and higher than the wages. Welfare helps to keep the morale and incentive of the workers high. The welfare events needn't be in financial terms solely though in any kind/forms.

Therefore, worker welfare requires all those activities of leader that or directed toward providing the workers. With sure facilities and repair moreover to wages or salaries as a priority toward safety, health, potency and worth of the workers at the work place.

Labour health, safety and welfare or the measures of elevation the potency of labour. The varied welfare measures providing by the leader can have immediate impact on the health, physical and psychological strength awareness, morale and overall strength of the staff and there are by influence to the upper output .Some of the facilities and services that fall at intervals the preview of labour wellbeing like passable canteen facilities, housing preparation recreational amenities, medical facilities and transport.

The idea of labour, health, safety and welfare are flexible and broadly differs with respect to the time, region, industry, country, social value and customs, degree of industrialization the common socio-economic development of the people and political ideologies existing 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 a variety of industries. Accordingly, the concept cannot be very precisely defined. However, experts treat it in their own way.

## Review of literature

**Dr. Usha Tiwari (2014):** Dr.UshaTiwari has aforementioned that the study a trial has been created to review the worker welfare facilities and its impact on employee's competency at VindhyaTelelinks Ltd. Rewa Madhya Pradesh. It is terminated that the worker welfare facilities provided by the corporate to staff ar happy and it's commendable, however still of scope is there for additional development.

**Mr.T.venkataramana1,dr.e.lokanadha reddy a pair of (2015):** Venkataramana.Tet.al (2015), this study was explored that worker welfare refers to "the efforts created to supply sensible life value for employees". The welfare measures ar affected in sensible impact of worker satisfaction. Finally, the study I discovered the additional Mural significantly on Sports, Cultural, Library, Reading, Leave on travel, Welfare Cooperatives, Vocational, Welfare facilities to youngsters and ladies, wherever as in internal significantly protecting covering, crèches, restrooms and drinking facilities ar in poor state to enhance the speed of worker satisfaction within the central railways system.

**Dr. Arjita religion, (2016):** Argita religion has aforementioned that worker Welfare and advantages ar a company perspective or obligation mirrored within the expressed take care of staff all levels. The fourteen objective is to supply a operating atmosphere that is inspiring enough to market development and interest within the staff. This study is formed a trial to manage the standing of worker welfare & profit practices adopted by Indian Oil Corporation Ltd and counsel some ways that to enhance the standard of welfare practices. The analysis sort is explorative. the info base has been framed from a sample of forty staff operating within the plant those that ar on the role of IOC restricted. Primary information was collected with the assistance of form stuffed by the respondents.

**Yousif Salam Saeed (2017):** The aim of this analysis is to spot and assess the protection management in construction comes to minimise and management health and safety (H&S) of construction staff. form is employed to collected a good vary of opinions from fully fledged professionals operating in several construction sites for comparison between them. The reviews of the connected literature ar the primary step

in getting data from antecedently connected studies. The literature reviews offer a theoretical background concerning safety management that target-hunting the look of the form.

**Sethuram and Shiva Sankari, (2018):** unconcealed that the availability of labor welfare measures has a sway on job performance. the workers ar assets of the organization. The management has the duty to protection and uphold these possessions. The management mustn't solely befits the statutory welfare obligations however ought to transcend what has been provided within the statute. The higher than analyses demonstration that greatest of the exercises on health actions consume remained in agreement call at the community and sequestered initiatives. handling etc. Betterment is requiring within the work of co-operative societies that runs by the organisation.

#### **STATEMENT OF THE PROBLEM:**

In general, is observed that employees are not content with what receive from their employers. Unlike other large scale industrial undertakings, Seshasayee Paper Mill limited. erode which is one of the paper manufacturing industrial units in south India has fulfilled all the statutory requirements regarding labour welfare and provided a number of welfare measures voluntarily to its entire employee. The researcher is therefore personal interested to know for the employees of Seshasayee Paper Mill Limited., erode are benefited with the welfare Hence, A study on health , safety welfare measures in seshasayee paper boards Ltd., Erode.

#### **SCOPE OF THE STUDY**

- I came to know about the variety of clothes and its quality.
- As the clothes and Stitching of clothes are done by company itself, the price is affordable.
- As it is garments, even the low level people can buy clothes.
- To identify the areas where it can be improved, so that it can improve the performance of the employee which leads to productivity.

## OBJECTIVES OF THE STUDY

- To study the employee health, safety and welfare measures Seshasayee paper boards ltd. Secondary Objectives.
- To examine and analyze various safety, health and welfare measures adopted in an society.
- To know the employee opinion regarding the safety programs and practices.
- To identify the role of management in implementing health, safety and welfare.
- To determine the increased productivity after application of health safety and welfare measures.

## Methodology

The Study is adopted by descriptive method. The study first and leading depends on primary and secondary data.

## Sampling designs:

A sample design used in this research is random sampling.

## Sampling size:

The total number of sample collected is 100.

## Data analysis and interpretation:

### Age of the Respondent's

S.No	Age	Frequency	Percent	Cumulative Percent
1	20-30	57	57	57
2	31-40	22	22	79
3	41-50	17	17	96
4	50 above	4	4	100
<b>Total</b>		100	100	

*Source: primary data*

**Interpretation:**

From the above table it is found that the sample unit comprises 57% of the respondents are in the age group of 20-30 years, followed by 22% of the women entrepreneurs in the age group of 31-40 years, 17% in the group of 41-50 years and 4% of the women entrepreneurs are in the group of 50 above years. In fact, the sample units dominated by respondents of the age group in 20- 30 Years.

**Hospital of the Respondent's**

S.No	Hospital	Frequency	Percent	Cumulative Percent
1	Immediately	67	67	67
2	With In Mints	18	18	85
3	With In 1/2 H	6	6	91
4	More Then1 H	9	9	100
<b>Total</b>		100	100	

*Sources: primary data*

**Interoperation:**

From the above table it is found that the sample unit comprises 67% of immediately workers in the company, 18% of with in mints workers in the company, 9% of more than 1 hour workers in the company and 6% of within ½ hours in the company

**CROSS TABLE ANALYSIS:****Cross tab for gender and qualification has been announced by the company**

The researcher ascertains the opinion on qualification bonus has been announced by the company.

**Cross tabulation for qualification and time taken to take the worker to hospital**

S. No	Qualification	How much time it take a heavily injured/suffering worker to the nearest hospital in case of mishap Or readily ambulance available				Total
		Immediately	within mints	within 1/2 h	more than 1 h	
1	10 <sup>th</sup>	19	6	0	6	31
2	Diploma	22	7	4	0	33
3	Degree	15	4	2	2	23
4	PG	11	1	0	1	13
<b>Total</b>		67	18	6	9	100

*Source: primary data*

**Interpretation:**

From the above cross tabulation found that in the diploma qualification 22% of the respondents say immediately, 7% of the respondents say within minutes, 4% of the respondents say within 1/2 h, 10<sup>th</sup> qualification 19 % of the respondent say immediately, 6% of the respondents say with in mints, 6% of respondents say more than 1 h. degree qualifaction 15% of the respondents say immediately, 4% of the respondents say with in minute, 2% of the respondents say within 1/2 h, 2% of the respondents say more than 1 h. PG qualification 11% of the respondents say immediately, 1% of the respondents say with in mints, 1% of the respondents say more than 1 h.

**Chi- square analysis:**

Association between year of experience and satisfied with medical facility.

**Ho: Null hypothesis:**

There is no signification between year of experience and satisfied with medical facility.

**H1: Alternative hypothesis:**

There is signification different between year of experience and satisfied with medical facility.

**Table No: 4.2.2 Cross tabulation for year of experience and satisfied with medical facility**

S.No	year of experience	Are you satisfied with medical facility		Total
		Yes	No	
1	1-10years	54	3	57
2	11-20years	28	1	29
3	21-30years	10	1	11
4	30 above	3	0	3
<b>Total</b>		95	5	100

Source: Primary Data

**Interpretation:**

From the above table, Cross tab analysis, it is founded that year of experience 1-10 54 respondents says yes, 1 respondent says that no. 11-20 years 28 respondent say yes, 1 respondent say no. 21-30 years 10 respondent says yes, 1 respondent says no. above 30 years 3 respondent say yes.

**Chi-Square Tests:**

	Value	Df	Asymp. Sig. (2-sided)
<b>Pearson Chi-Square</b>	.701 <sup>a</sup>	3	.873
<b>Likelihood Ratio</b>	.795	3	.851
<b>Linear-by-Linear Association</b>	.000	1	1.000
<b>N of Valid Cases</b>	100		

**Interpretation:**

From the above table chi square value analysis table values of 5% is 3.94 and calculate value of chi-square analysis is 0.873, so null hypothesis is accepted There is no significance difference between year of experience and satisfied with medical facility.

### **Findings:**

From the above table it is found that the sample unit comprises 57% of the respondents are in the age group of 20-30 years, followed by 22% of the women entrepreneurs in the age group of 31-40 years, 17% in the group of 41-50 years and 4% of the women entrepreneurs are in the group of 50 above years. In fact, the sample units dominated by respondents of the age group in 20- 30 Years.

From the above table it is found that the sample unit comprises 33% of diploma workers in the company, forwards 31% of 10<sup>th</sup> workers in the company, 23% of degree workers in the company and 13% of PG workers in the company.

From the above table it is found that the sample unit comprises 37% of 20,000-30,000 income workers in the company, 35% of 7,000-10,000 income workers in the company, 16% of 10,000-20,000 income workers in the company and 12% of 30,000 above income workers in the company.

From the above table it is found that the sample unit comprises 76% of respondents worked in every time, 17% of respondents worked in monthly, and 6% of respondents worked in sometimes.

From the above table it is found that the sample unit comprises 67% of immediately workers in the company, 18% of with in mints workers in the company, 9% of more than 1 hour workers in the company and 6% of within ½ hours in the company.

### **SUGGESTIONS:**

- The company can take necessary steps to provide job security to trainees.  
Also the management shall think about providing welfare measures to the trainees.
- The organization may increase the package of employees.
- The company improve the recreational facilities being offered to the employees.
- Ambulance or bus facilities at colony premises can be provided by the company.
- To convert the job satisfaction high through work environment.

- As far as the canteen facilities are concerned full meals can be provided in the night.

**CONCLUSION:**

- The project has been concluded as employee satisfaction toward Safety,
- Health and Welfare facilities at Seshasayee Paper and Board limited aimed to improve the employee's Health, Safety and Welfare facilities in the organization.
- Though the company has started 56 years back the welfare measures, working condition and social security schemes, which are provided for employee are satisfactory. The staff and employee need more friendly relationship with the management

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