

# EMPLOYEES SAFETY AND SECURITY

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**ABSTRACT:** The Study entitled that the employee's safety and security in the organisation. The objective of the study towards employee's perception on effectiveness of safety measures and work environment and find out the awareness of safety measures. In this the sample universe is 450 and by using the convenience sampling then the sample size is 100. The tools that shows in this study is chi-square method and percentage analysis method. From the interpretations of this analysis the findings shows that the safety measures are protecting the employee in working environment. And it is to be suggesting that the employee's safety measures may provide the necessary safety measures for the wellbeing of all the employees.

**KEYWORDS:** Employees safety and security, Techniques for improving safety and security, Causes of accidents.

## 1. INTRODUCTION

Employee's safety and security has seen as one of the important measures of performance of an organization. The changes in the work life of employees and changes in the business environment internal as well as external has brought tremendous transformation in the organizational behavior. Globalization, Technology and other work-design factors have forced organizations to focus on employee safety and security. Organizations have set standard measures to take care of the employees professional and personal careers. Increase in reliance on technology, distributed work arrangements, increase in pace of work, and diversity in the work environment creating several challenges for Human Resource Management personnel. First, potential new hazards are emerging from the introduction of new technologies and through the performance of work in a more virtual organization. Second, businesses are becoming smaller and flatter and are redefining the content of work and the nature of the employment relationship.

Safety in the workplace means having an environment free from injury and hazards. Proper procuresses and procedures will allow employees to work without worrying about the safety. The concept of labour welfare is necessarily dynamic and has been interpreted in different ways from country and from time to time and even in the same country, according to social institutions, degree of industrialization and general level of social and economic development. Labor welfare includes under it "such services, facilities and amenities as adequate canteens, rest and recreational facilities, sanitary and medical facilities, arrangements for the travel to and from and for the accommodation of workers employed at a distance from their homes, and such other services, amenities and social facilities including security measures as contributing to conditions under which workers are employed" Welfare activities influence the sentiments of the workers. When workers feel that the employers and the state are interested in their happiness, his tendency to grouse and grumble will steadily disappear. The provision of various welfare measures such as better housing, canteen, medical and sickness benefits etc. Increasing number of accidents involving workers has drawn our attention towards safety measures in the factories. Accidents not only affect workers losing their livelihood but also employers in terms of compensation to be paid to the workers.

### 1.1 MEANING

Safety is the state of being "safe" (from French sauf), the condition of being protected from harm or other non-desirable outcomes. Safety can also refer to the control of recognized hazards in order to achieve an acceptable level of risk.

There are two slightly different meanings of safety. For example, home safety may indicate a building's ability to protect against external harm events (such as whether, home invasion, etc ), or may indicate that its internal installations (such as appliances, stairs, etc.) are safe (not dangerous or harmful)for its inhabitants.

Security is the process or means, physical or human, of delaying, preventing, and otherwise protecting against external or internal, defects, dangers, loss, criminals, and other individuals or actions that threaten, hinder or destroy an organization's "steady state", and deprive it of intended purpose for being.

### 1.2 DEFINITION

Safety is the condition of a "steady state" of an organization or place doing what it is supposed to do. "what it is supposed to do" is defined in terms of public codes and standards, associated architectural and engineering designs, corporate vision and mission statements, and operational plans and personnel policies. For any organizations, place, or function, large or small, safety is a normative concept. It complies with situation specific definitions of what is expected and acceptable.

### 1.3 TECHNIQUES FOR IMPROVING SAFETY AND SECURITY OF EMPLOYEES

- Safety programmes

This deals with prevention of accidents, minimization of losses, and damages to the property and life of the employees. There are five principles for a safety programme.

- Industrial accidents can take place due various reasons such as lack of good leadership, lack of motivation safety mechanisms. The root cause has to be traced out.
- Identify the potential hazards and provide effective safety facilities.
- The top management should have safety policies, which should be continuously monitored.
- The accountability of the personnel should be determined for the safety performances.
- Thorough training and education regarding the safety measures and devices.

- Safety organization

An organization can set up a safety committee and a safety director for deciding

Various safety programmes to be conducted in an organization. A safety programme must be developed to educate and train the employee to avoid mechanical as well as personal hazards.

- Safety engineering

The important function of safety engineering is to eliminate all the possible risks due to processes, handling of machines or equipment's. Safety equipment such as glasses, gas masks, and gloves should be provided free for protection.

- Safety education and training

Safety education for all levels of management and for every employee is a must.

The main objective of safety education is two-fold: first, to develop safety consciousness among the personnel and second, to ensure safe performance by developing the skills of the employees. Training gives immediate knowledge that can help the employees understand the hidden hazards, the knowledge to prevent accidents, safe handling of materials, and good housekeeping.

- Safety contests

Some organizations encourage safety competitions among their departments to

Emphasize the importance of safety.

- Disciplinary action

An organization can take against any employee in case they are found guilty of any violations. The safety programme and safety policy is based on the well-being of employees, and it stresses the fact that human resources are the most valuable assets, and their safety is the greatest responsibility.

### 1.4 CAUSES OF ACCIDENTS

There are three factors that contribute to accidents. These causes can be work-related causes, unsafe acts by the employees, or chance occurrences. The work-related factors can be defective equipment, inadequate safety devices, poor housekeeping and absence of maintenance of machines, which can result in accidents. Unsafe acts can be due to carelessness of the workers and use of unsafe procedures.

In other causes can be due to bad working condition, very long hours of work, carelessness in handling materials and lack of training. All these accidents can increase the cost of production directly or indirectly. Therefore, the management should take enough care to reduce the accidents to the minimum.

### 1.5 OBJECTIVES OF THE STUDY

- To understand the awareness of safety and welfare facilities among the employees provided by the organization.
- To find out the utilization of welfare facilities by the employees
- To know about the level of satisfaction of employees with regard to labour welfare facilities.
- To identify the employees attitude towards safety measures and work environment.

### 1.6 SCOPE OF THE STUDY

This study would enable the management to provide safety and secured working environment to all the employees and also this will help the company to improve the safety measures provided in company.

## 2. LITERATURE REVIEW

C.S. Ramanigopal (2012) conclude the company has given maximum effort and dedication to implement the labor laws and regulations and it has succeeded in implementing effective safety and health and management considering the type of safety

and health problems, accidents, employees and technology in its organization settings and also good level of satisfaction among employees regarding healthy and safety has been achieved

Rerumchev&Dhaliwal (2007) study on organizational factors on safety in Taiwan and japan reported that the influence of organizational factors in both countries were different due to dissimilar culture, for example, they discovered that Taiwanese leadership style was “Top-Down Directive ” where top management communicated safety policies and involved in safety activities while Japanese safety leadership was more focused on ”Bottom-Up Participative” where top management promoted employees’ participation in any safety activities.

Jamieson (2008) safety is the condition of a “steady state” of an organization are place doing what it is supposed to do. “what it is supposed to do” is define in terms of public codes and standards, associated architectural and engineering designs, corporate vision and mission statements, and operational plants and personal policies. For any organization, place, or function, large or small, safety is a normative concept. It complies with situation-specific definitions of what is expected and acceptable.

DreherBrez (2004) evaluated the effectiveness of a guidance note on prevention of bullying and violence at work. Their finding suggest that providing the guidance material was an effective way of raising awareness and promoting implements of preventing and resolution measure.

Charles Handy (2001) safety measures are rapid industrial with its complexities in manufacturing process and layout, expansion or modifications in existing factories, setting up of new industries involving hazards not known earlier, lack of safety consciousness on the part of both workers and management, inadequate realization of the financial implications of accidents.

Hewiitt (2005) safety measures in factories may lead to increase in the number of accidents. Human failure due to carelessness, ignorance, inadequate skill, and improper supervision has also contributed to accidents, and the consequent need for safety measure investigated small firm’s awareness of responses to safety legislation. The key findings where that awareness varied by industry sector, by the ethnic background of the owner/manager of the business and size of the business. Retail business was less likely to identify relevant health and safety legislation

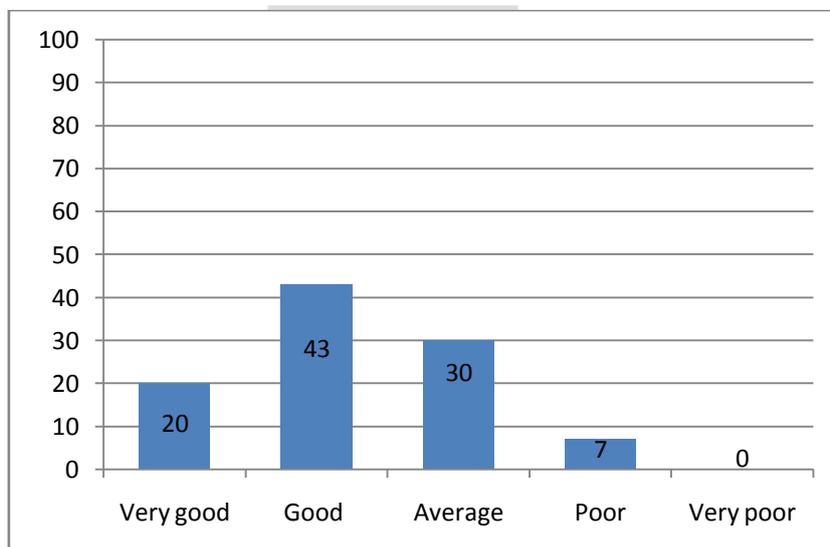
**3. ANALYSIS AND INTERPRETATION**

Trained for handling any kind of emergency

S. No	Particulars	No.Of Respondents	% of Respondents
1	Very good	20	20
2	Good	43	43
3	Average	30	30
4	Poor	7	7
5	Very poor	0	0
	Total	100	100

Inference

It is inferred from the above table that 20 % of respondents are very good for trained for handling any kind of emergency, 43 % of respondents are good, 30 % of respondents are average, 7 % of respondents are poor, 0 % of respondents are very poor.



### 3.1 CHI- SQUARE TESTS

**AGE (Vs) TRAINING PROGRAM**

			TRAINING PROGRAM			Total
			1	More than 2	Null	
AGE	18-25yrs	Count	0	0	8	8
		Expected Count	.4	1.0	6.6	8.0
	26-35yrs	Count	0	0	15	15
		Expected Count	.8	1.8	12.4	15.0
	36-45yrs	Count	0	5	15	20
		Expected Count	1.0	2.4	16.6	20.0
	above45yrs	Count	5	7	45	57
		Expected Count	2.8	6.8	47.3	57.0
Total		Count	5	12	83	100
		Expected Count	5.0	12.0	83.0	100.0

**Chi-Square Tests**

	Value	Df	Asymp. Sig. (2-sided)
Pearson Chi-Square	10.420 <sup>a</sup>	6	.108
Likelihood Ratio	14.310	6	.026
Linear-by-Linear Association	4.596	1	.032
N of Valid Cases	100		

a. 7 cells (58.3%) have expected count less than 5. The minimum expected count is .40.

### 4. SUGGESTIONS

1. Organization may provide the necessary safety measures for the well-being of all the employees.
2. Timely issue of the necessary personal protective equipment's can be implemented.
3. Identifying all the unsafe conditions present in each and every department by conducting frequent hazards identification and risk assessment.
4. Creating safety awareness all the employees by effective periodic safety trainings.

### 5. CONCLUSION

The study was conducted to find the effectiveness of the safety and security available to the employees. The various safety measures, which have been implemented the factory, have been identified and the ways to improve the safety performance of the organization has been conducting a detail employee survey. Safety training is more important to all the employees. So the management has planned to improvement an effective safety training program this study it is found that the employees are moderately with the existing safety measures and some changes have to be implemented.

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