

A Study on Employee safety with special Reference to Sendhur Hydraulics' Kunnathur

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Abstract – The Indian hydraulics engineering industry has been the key player in the country's rapid economic development, in both the arenas of infrastructure and production. In particular, the segment of earthmoving and construction equipment (ECE) such as hydraulic excavators, wheel loaders, backhoe loaders, motor graders, vibratory compactors, cranes, dumpers, tippers, forklifts trucks, dozers, pavers, batching plants, etc. is based on applications of hydraulics technology. Over the past two decades, the ECE has made enormous progress and grown both in size and diversity. Employee safety is the measures of protecting employees at work. The various safety 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. The basic propose of employee safety is to enrich the life of employees and to keep them happy and conducted. The objective of the study was to find out various safety measures provided at the Sendhur hydraulics in Kunnathur. The design used in the project is descriptive type. The analytical tool used in the survey is percentage analysis. From the finding the researcher concluded that the safety measures are provided properly, in addition to that the research suggested some ideas to improve the provide the existing facilities for the employees. Some of the employee's suggestions to improve the morale among employees by producing quality safety equipments. A create a cordial relationship between the employees by reducing unnecessary conflict among them. Thus, Researcher conclude that Sendhur hydraulics is one of the best organizations in providing facilities to employees and have taken up a study on employee safety measures in SENDHUR HYDRULICS,KUNNATHUR.

1. INTRODUCTION

Labor health, safety and welfare are the measures of promoting the efficiency of labor. 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 there are by contributing to the higher productivity. Some of the facilities and services which fall with the preview of labor welfare like adequate canteen facilities, accommodation arrangements, recreational facilities, medical facilities and transportation.

2. REVIEW OF LITERATURE

- ❖ The study begins with a detailed literature review on health and safety in the construction industry focusing firstly on the nature of the scope of the construction Industry and the most activities that involve perilous and dangerous operations. Subsequently an overview of the dramatic level of occupational injuries and fatalities occurring throughout the word is highlighted in order to point out the huge importance of managing health and safety performance.
- ❖ The research process consisted of two distinct phases designed to achieve several related objectives. In the first phase, the objective was to identify high potential hazard recognition Programs based on literature and data provided by construction organizations in the U.S. that have achieved exceptional safety performance. In the second phase, the objective was to identify.

3. OBJECTIVES

- ✓ To find out various safety measures provided at the Sendhur hydraulics in Kunnathur
- ✓ To give valuable suggestions to the company to improve the safety facilities for the employees.

SCOPE OF STUDY:

Every organization encounters some problems in its operations. Some of the problems relate to issues of inefficiency, low productivity, absenteeism, poor returns, and high rates of labor turnover, re-work and resources wastages among others. These problems could be engendered by many variables such as employee safety. This study is aimed at verifying the efficacy of the relationship between employee safety and organizational performance in Sendhur hydraulics since we believe that improvements in employee safety could directly enhance employees' ability to contribute meaningfully in enhancing organizational performance.

LIMITATIONS OF STUDY

- ✓ Time is the important limitation. Due to time constraints only limited population is taken for the study.
- ✓ Findings based on this study cannot be used in other organizations.
- ✓ There are chances of misrepresentation responses.
- ✓ The biased view of the respondent is another cause of the limitation

4. RESERCH METHODOLOGY**RESEARCH DESIGN**

To study and various welfare facilities provided at the Sendhur hydraulics is descriptive Research. Descriptive research includes surveys and fact finding enquires of different kinds. The major purpose of descriptive research is descriptive of the state affairs as it exists at present.

DATA COLLECTION METHOD

The data was collected from the both primary and secondary sources.

Primary data collection

The primary data has been collected directly from the employees through interview method.

SAMPLING SIZE AND TECHNIQUE**Size of the sample**

It refers to the number of items to be selected from the universe to constitute as a sample. In these study 50 employees of SENDHUR HYDRAULICS was selected as size of sample.

Sample design

The sampling technique used in this study is simple random sampling method. This method is also called as the method of chance selection. Each and every item of population has equal chance to be included in the sample.

QUESTIONNAIRE

The questions are arranged logical sequence. The questionnaire consists of a variety of questions presented to the employees for the response. Multiple choice questions, rating scale questions were used in constructing the questionnaire.

STATISTICAL TOOLS USED

To analyze and interpret collected data the following statistical tools were used.

HENRY GARRETT RANKING

Garrett's ranking technique to find out the most significant factor which influences the respondent, Garrett's ranking technique was used. As per this method, respondents have been asked to assign the rank for all factors and the outcomes of such ranking have been converted into score value with the help of the following formula:

$$\text{Percent position} = 100 (R_{ij} - 0.5) N_j$$

Where R_{ij} = Rank given for the i^{th} variable by j^{th} respondents

N_j = Number of variable ranked by j^{th} respondents.

DATA ANALYSIS

S.No	Factors	Mean score	Total score	Rank
1	First aid kit	115	115	10
2	Fire alarm	429	4290	1
3	Safety building and machinery	319	1595	6
4	Fire extinguisher	333	1998	5
5	Helmet	181	724	7
6	Hand gloves	118	236	9
7	Protection of eyes	175	525	8
8	Striking gear for cutting of the power	389	3112	3
9	Fencing of machinery	346	2422	4
10	Excessive weights	393	3537	2

FINDINGS

From the above table it is evident that "Fire alarm" ranked as no.1 with a total score of 4290, "Excessive weights" is ranked as no.2 with a total score of 3537, "Striking gear for cutting power" is ranked as no.3 with a total score of 3112, "Fencing machinery" is ranked as no.4 with a total score of 2422, "Fire extinguisher" is ranked as no.5 with a total score of 1998, "Safety building and machinery" is ranked as no.6 with a total score of 1595, "Helmet" is ranked as no.7 with a total score of 724, "Protection of eyes" is ranked as no.8 with a total score of 525, "Hand gloves" is ranked as no.9 with a total score of 236, "First aid kit" is ranked as no.10 with a total score of 115.

SUGGESTION

- To improve the morale among employees by producing quality safety equipment's. A create a cordial relationship between the employees by reducing unnecessary conflict among them.
- To increase the performance of the employees by proper delegation of work. Employees are in an excellent position to see where opportunities to improve safety and working conditions
- Employees are the best resource for suggesting ways to do things better.
- The helmets provided for the employees should be strong and durable to protect the employees from the accidents.
- The protection to eyes instruments are given to safeguard employees from the lightning.
- The first aid kit should there with on dated medicines in an accessible area.

CONCLUSION

This training has enabled me to understand the function and records maintained in the various department of the company. Human Resources, Finance, Marketing, Production, Purchase, Quality. I also had an exposure towards the working environment of Sendhur Hydraulics, Kunnathur, Tiruppur district. This training will be helpful for future project to enter into any organization.

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