

## **EMPLOYEES PERCEPTION ON SAFETY WITH SPECIAL REFERENCE TO MANUFACTURER OF RUBBER PRODUCTS, MYSORE**

**M. C. Sandhyarani<sup>1</sup> and C. Usha Rao<sup>2</sup>**

<sup>1</sup>Research Scholar, DOS in Social Work, University of Mysore, Manasagangothri, Mysore, Karnataka, India

Email: [mcsandhyarani@gmail.com](mailto:mcsandhyarani@gmail.com)

<sup>2</sup>Associate Professor, DOS in Social Work, University of Mysore, Manasagangothri, Mysore, Karnataka, India

### **ABSTRACT**

*Safety in the company is one of the important components which have to be provided by the company for its employees. It is the responsibility of the company to ensure maximum industrial safety for all its employees. At the same time it is the responsibility of the employees to abide by the company's rules to maintain a safe working environment by avoiding accidents and carryout work in a fruitful manner. The study has been conducted to understand the employees' awareness on safety measures provided by the company. Individual interviews were done with employee's to know their perception with regard to safety in the company. From the study it is found that the company has taken utmost measures to promote safety of employees in the premises of the company. To conclude the company has made its maximum efforts to ensure safe working environment in the premises, and it is also found that the employees are also succeeded in achieving it and reduced the industrial accidents to a considerable level.*

**Keywords:** Safety, Company, Industrial, Environment, Accident.

### **INTRODUCTION**

Safety in simple terms means freedom from occurrence of injury or loss while working in an industry. The term industrial safety refers to the protection of workers from the dangers of industrial accidents. Increasing technologies some time involve high risk. The life of industrial worker is full of risks. Every year, lakhs of employees are injured in factories, mines etc. The main reasons for such activities are due to either unsafe acts or unsafe conditions. Today employers are obligated to give their employees a safe and secured work environment. The main purpose of effective safety programme in the company is to prevent work related injuries and accidents (Sulaiman & Alaguthankamani, 2012). Poor management can decrease workers interest in proposing ways to improve safety in which this may result in a reduced safety level (Rundmo et al, 1998).

Industrial safety is the provision and maintenance of plant and systems of work in the factory that are safe and without risks to health. The arrangements in the company for ensuring

safety and absence of risks to health in connection with the use, handling, storage and transport of articles and substances; the provision of such information, instruction, training and supervision are necessary to ensure the health and safety of all workers at work. Safety of the employees is the important aspect of an organization's smooth and effective functioning. Good safety performance ensures an accident free industrial environment (Gupta, 2010). In the industry the status of the safety officer should be of senior level within the organization's hierarchy and is one of the ways in which senior management can visibly demonstrate their commitment to safety (Cooper, 1998). Safety committees as an important factor in safety performance, in the organizations with effective safety committees are more likely to try and improve safety performance than those organizations without (Sawacha et al.1999).

Safety management should be regarded as a documented and formalized system of controlling against risks of harm. Safety should be integrated as part of sound management. Indeed, it could be argued that safety should be managed more effectively than other operations, especially by an organization is, the way it exists on paper does not necessarily reflect the way it is carried out in practice. It is the safety culture and safety climate of the organization which will "influence the deployment and effectiveness of the safety management resources, policies, practices and procedures" (Kennedy and Kirwan, 1998). In fact "SAFETY FIRST" and work second should be used as the slogan of all industries.

## **Employee Safety**

Every organization should formulate and implement a safety policy. The procedure to be adopted naturally depends upon the size of a company, the number of plants it operates, the nature of the industry in which it is engaged, the production technology it uses, and the attitude of the top management. After it has spelt out its safety policy, a company should establish a safety committee, and develop a strategically designed safety programme, of which the primary goals should be to reduce the number of hazardous factors which are likely to cause accidents, and to develop safe working habits among its employees. Companies should take up concrete efforts to provide safety measures. These safety measures will reduce the accidents.

## **Safety Committee**

In general, the aim of a safety committee is to bring management and workers together in the safety process. In some organizations, safety work is primarily carried out by Safety Committee. Its function is to ensure the establishment of safe working conditions in an organization. The size of the committee depends on the size of an organization, and generally includes one or more persons from amongst the employees. The idea is that the workers themselves should be interested in the safety programmes which are designed and developed for their good and offer their own suggestions for the procedures to be adopted for their safety. Workers' participation in safety management and safety promotion strategies is a must because, when they are given the chance to design and implement the safety norms and practices, they will indeed take it up seriously with interest. The success of safety programmes will largely depends upon the active participation of workers.

## Safety officers

The provision for the appointment of safety officers has been inserted in 1976. According to Section 40B, Factories Act, 1948 in every factory wherein one thousand or more workers are ordinarily employed, or wherein, in the opinion of the State Government, any manufacturing process or operation is carried on, which process or operation involves any risk of bodily injury, poisoning or disease, or any other hazard to health, to the persons employed in the factory, the occupier shall, if so required by the State Government by notification in the Official Gazette, employ such number of safety officers as may be specified in that notification. The duties, qualifications and conditions of service of such safety officers shall be such as may be prescribed by the State Government.

## RESEARCH METHODOLOGY

The main aim of this study is to know about employee perception on safety.

### OBJECTIVES

- To know the socio-demographic profile of the employees.
- To explore the employee perception on the safety measures.
- To find out utilization of safety measures in the company by the employees.
- To recommend measures to improve safe working atmosphere at the work-place.

### UNIVERSE AND SAMPLING

In this study, data has been collected from fifty employees out of three hundred permanent employees of Rubber Manufacturing Company situated in K.R.S road, Mysore. Convenient sampling has been used to collect data from the respondents. A structured interview schedule has been used to collect the pertinent primary data from the respondents

### RESEARCH DESIGN

The researcher has adopted exploratory research design for the study. This study has tried to explore the employee's awareness about safety measures provided by the firm.

### ANALYSIS AND DISCUSSIONS

**Table 1.** Socio-demographic Characteristics of the Workers

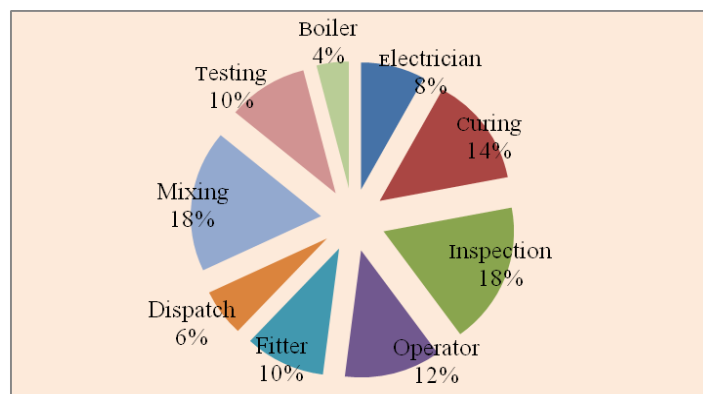
Socio-demographic details		N=50
Age group	30yrs – 39yrs	16 (32%)
	40yrs – 49yrs	30 (60%)
	50yrs- 60yrs	04 (08%)
Educational background	SSLC	28 (56%)
	PUC	16 (32%)
	ITI & Diploma	06 (12%)
Length of Service	1yrs to 9yrs	01 (02%)
	10yrs to 19yrs	33 (66%)
	20 yrs and above	16 (32%)

**Table 1.** Socio-demographic Characteristics of the Workers (Contd....)

Socio-demographic details		N=50
Monthly Income	Below Rs. 10,000/-	03 (06%)
	Rs. 10,001/- to 15,000/-	23 (46%)
	Rs. 15,001/- to 20,000/-	24 (48%)

**Source:** Field Survey Data

The above table presents the profile of the employees who are working in the company. The first row clearly shows that more number of respondents (60%) fall in 40yrs and above in age. In the second row educational qualification of the respondents is shown. It is clear that out of 50 respondents 56 percent have attained education level up to SSLC, 32 percent of respondents have attained education up to PUC and 12 percent of the respondents have ITI and diploma degrees. It is also clear that more number of workers have experience of 10 or more than ten years of working experience. It is furthermore clear that more than 50 percent of the workers have income more than ten thousand.



**Source:** Field Survey Data

**Graph 1 :** Designation of Employees in the firm

The above graph represents the designations being assigned to employees according to their work in the company. It is found that out of 50 respondents (workers) 8 percent engaged with electrical department, 4 percent with curing department. An equal number of respondents 18 percent are working in the inspection and mixing departments. 12 percent working as operators, 10 percent engaged with fitting department, 6 percent rendering their service in the dispatch department, 10 percent with testing department and 4 percent engaged in boiler department.

**Table 2.** The Opinions of Employees on Safety Measures

The Opinion of Safety Measures	Opinions	Number of Respondents (%)
Employees felt completely safe during their work	Very Much Agree	35 (70)
	Agree	15 (30)
Employees work with personal protective equipments	Always	49 (98)
	Sometimes	01 (02)

**Table 2.** The Opinions of Employees on Safety Measures (Contd....)

The Opinion of Safety Measures	Opinions	Number of Respondents (%)
Take up preventive measures to avoid accidents in the plant	Always	47 (94)
	Sometimes	03 (6)
Ratings on the quality of safety measures in the organization	Good	43 (86)
	Average	07 (14)

**Source:** Field Survey Data.

The above table depicts the opinion of employees on safety measures provided by the company or not. It is found that out of 50 respondents, 70 percent have very much agreed and they felt completely safe during their work, where in 30 percent agreed that they are safe during their work. 98 percent respondents opined that they work with personal protective equipments whereas two percent use personal protective equipments sometimes. In the third row nearly 94 percent respondents always take up preventive measures to avoid accidents in the plant and only six percent respondents do take such measures sometimes. A major population gave positive response on safety measures (86%) being provided by the company to the employees and a very less respondents (14%) opined that safety measures are average.

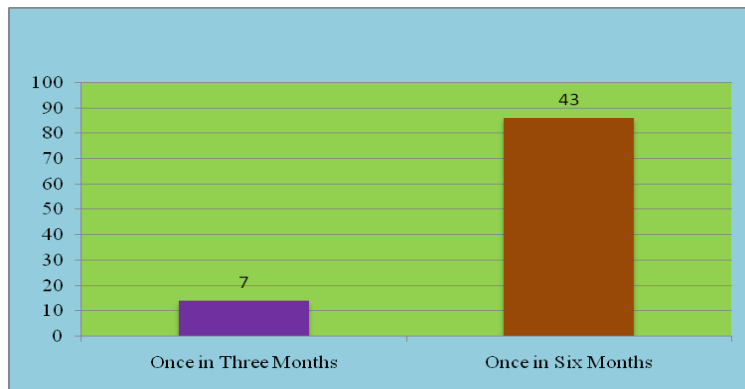
**Table 3.** Table showing Overall Opinion on Safety Measures by Employees

Opinions of overall safety in the company	Opinion	Number of Respondents (%)
Safety officer's encouragement on using safety equipment during work hours	Yes	50 (100)
	No	0(0)
Training provided by the management with regard to safety measures	Yes	50 (100)
	No	0(0)
Supplied with first aid box at work place	Yes	42 (84)
	No	08 (16)
First aid box is in usable condition	Yes	42 (84)
	No	08 (16)
Trained with regard to the use of first aid box and materials	Yes	38 (76)
	No	12(24)
Housekeeping work done effectively	Yes	50(100)
	No	0(0)
Employees satisfaction on safety measures provided by the company	Yes	46 (92)
	No	04(8)
Availability of fire extinguishing facility at work place	Yes	50 (100)
	No	0(0)
Trained to use the fire extinguishing equipments	Yes	35 (70)
	No	15(30)

**Source:** Field Survey Data.

The above table gives a glimpse on overall opinions of employees on safety measures provided by company. It is found that 50 (100 %) employees opined that the safety officer encourages them on using safety equipment during work hours. It is also found that 50 (100%) of the employees opined that training is being provided by the management with

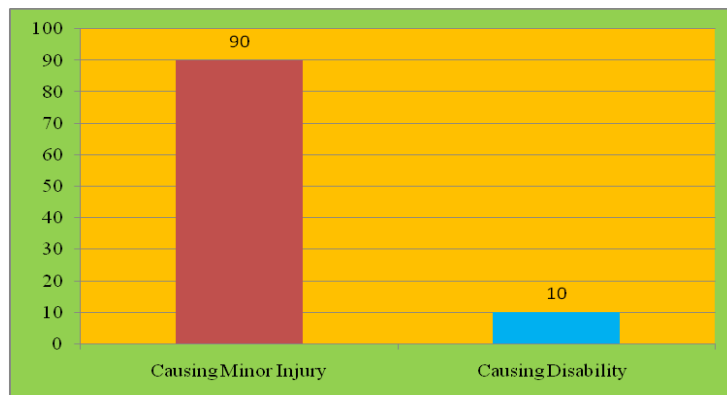
regard to safety measures. Nearly 84 percent respondents opined that first aid box is supplied at work-place and first aid box is in usable condition, at the same time 16 percent of the respondents opined that first aid box is not supplied at work-place and first aid box is not in usable condition. 76 percent of the respondents opined that they are trained to use first aid box and materials provided by the company and only 24 percent respondents opined that they are not trained to use the first aid box and materials. 100 percent respondents opined that house-keeping at work place is done effectively. The seventh row reveals that nearly 92 percent respondents are satisfied on safety measures provided by the company; only 8 percent respondents are not satisfied with it. All the respondents opined that fire extinguishing facility at work-place is available. It is also found that 70 percent respondents are trained to use the fire extinguishing equipments and remaining 15 percent respondents are not trained to use the fire extinguishing equipments.



Source: Field Survey Data

**Graph 2.** Frequency of Accidents

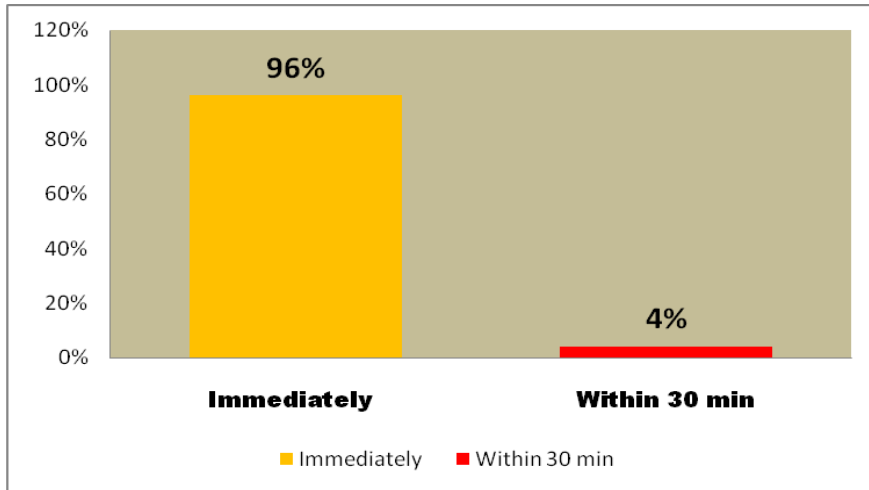
The above graph reveals the frequency of accidents that took place at the work-place. It is found that out of 50 respondents; 86 percent (43) opined that accidents took place once in six month wherein 14 percent respondents opined that accidents took place once in three months.



Source: Field Survey Data

**Graph 3.** Nature of Accidents

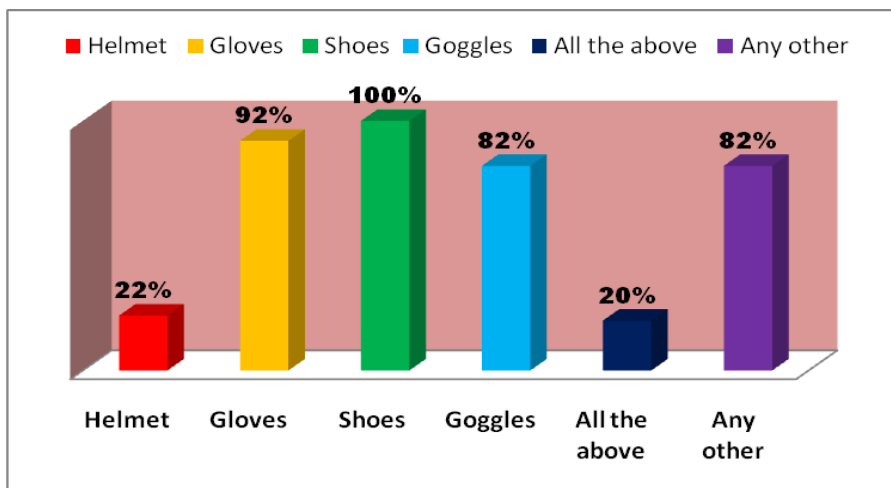
The above graph shows nature of the accidents that took place at the work-place. Out of 50 it is found that 90 percent accidents took place at the work-place caused minor injuries. Whereas 10 percent respondents opined of accidents took place at the work-place caused disability to the workers.



Source: Field Survey Data

**Graph 4.** Arrangement of Treatment after Accidents

The above graph represents the treatment arranged by the supervisor after the occurrence of accident at the work-place. A highest number of respondents i.e., 96 percent opined that supervisor arranges the treatment immediately after the accident took place at the work-place. Only around 4 percent said that supervisor arranges treatment within 30 minutes after the occurrence of accident at work-place.



Source: Field Survey Data

**Graph 5.** Safety Equipments used by Employees during Working Hours

The above graph is evident in clearly defining about safety equipments being used by the employees during the working hours at the work-place. It is found that out of 50 respondents 22 percent opined that they wear helmet during the working hours. Nearly 92 percent wear hand gloves where in all the respondents i.e., 100 percent respondents wear shoes during the working hours. As much as 82 percent respondents wear goggles during the working hours. From the above table, it can also be found that only 20 percent respondents wear all the above said equipment i.e., helmet, hand gloves, shoes and goggles during the working hours.

## MAJOR FINDINGS

- Nearly 50 percent of respondents have aged more than 40 years. This shows that the middle age groups of employees are found to be more.
- More than 50 percent of the employees have studied up to SSLC.
- As many as 66 percent of the employees are having experience from 10 years to 19 years.
- Nearly 70 percent of respondents felt they are safe at work-place during working hours.
- A major population i.e., 98 percent of respondents always wears personal protective equipment to avoid accidents.
- Nearly 94 percent of the respondents opined that they take up preventive measures to avoid accidents at work-place.
- All the respondents opined that they are encouraged to use the safety equipment during working hours by the safety officer in the company. It was also found that all the respondents have got training on utilization of safety equipment at work-place.
- Majority of the respondents opined that they are satisfied with the safety measures at the work-place.
- Majority of the respondents opined that accidents take place once in six months and at the same time nature of the accidents is minor.
- It was found that majority of the respondents use safety equipments like shoes, gloves and goggles and other safety equipments.

## RECOMMENDATIONS BASED ON THE RESULTS OF THE STUDY

- Special educative awareness programs to be organized in the premises of the company with regard to the uses of safety equipments to make them aware of its use and to reduce any type of accidents
- Orientation and training on the use of first aid box and extinguishing equipments have to be given to all the employees to make use of it during emergencies.
- The management has to motivate employees to use all safety equipments during working hours.



- Appointment of qualified MSW social workers would help in ensuring correct execution of safety programmes and safe working environment in the company.

## CONCLUSION

Ensuring safety of the employees should be prime objective of such firms, so that competence level and skill of workforce would be enhanced. This in turn will bring out good results in terms of assured growth in the production and increase in manufacturing output. In this direction, firm has to provide maximum efforts to promote the employees welfare through safe working environment and culture during working hours at work-place.

## ACKNOWLEDGEMENT

We sincerely acknowledge the contribution made by Mr. Puneethkumar, IV, Sem, MSW student.

## REFERENCES

1. Cooper., (1998): Improving safety culture. Chichester: Wiley.
2. Kennedy, R. & Kirwan, B., (1998): Development of a Hazard and Operability – based method for identifying safety management vulnerabilities in high risk systems. *Safety Science*, Vol. 30, pp 249-274.
3. Rundmo, T., Hestad, H & Ulleberg, P., (1998): Organizational factors, safety attitudes and workload among offshore oil personnel. *Safety Science*, Vol.29, pp 75-87.
4. Sawacha, E., Naoum, S & Fong. D., (1999) Factors affecting safety performance on construction sites. *International Journal of Project Management*, Vol. 17(5), pp.309-315.
5. Sulaiman, J., & Alaguthankamani, M., (2012): A study on Employee's Satisfaction and Safety Measures (With Special Reference to Two Wheeler Spare Parts Manufacturing Industry in Chennai), Vol. 3(3), pp 41-43.