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# A Study on Employee Safety and Welfare Measures with Special Reference to Angel Starch and Foods Pvt Ltd Erode

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**ABSTRACT:** Anything done for an hand's comfort and enhancement that goes over and beyond the compensation paid and isn't needed by the assiduity is considered hand weal. The main ideal of hand weal is to enrich the life of workers and keep them happy. At least half of an hand's time is spent at work, traveling there, or returning from there. When they're comparatively worry- free, they're apprehensive that they give to the association, and they believe that when they're passing difficulties or issues, the association owes them commodity in return. People have the right to be considered complete mortal beings with wants, bournes , and worries. Statutory andnon-statutory weal programs are both permitted, and certain benefits must be handed by employers by law.

## I.INTRODUCTION

Hand weal is defined as “ sweats to make life worth living for workmen ”. Hand weal is a broad word that refers to a variety of services, advantages, and installations handed to workers and by companies. The establishment enriches the quality of life for its workers by furnishing similar expansive borderline gratuities. Anything done for an hand's comfort and enhancement that's supplied in addition to their pay is appertained to as weal. To keep workers on board for a longer period, weal assists to maintain their provocation and morale. The weal measures might be of any kind or shape and do not inescapably have to be fiscal. Monitoring working conditions, fostering artificial harmony through health structure, and artificial relations, and furnishing insurance against illness, accident, and severance are all part of the weal of workers.

## II.STATEMENT OF PROBLEM

- The present study is fastening on the hand safety and weal is an important hand of artificial relations. food, assiduity workers can not keep up with the speed of ultramodern life. To keep body and spirit together, he requires fresh stimulation.
- Employers are now apprehensive of how pivotal it's to offer these added conveniences. still, how reasonable the requirements of the pool may be, they can not always be met.
- Hand well- being is one of their main enterprises, indeed if it has been shown to increase productivity in the plant.

## III.OBJECTIVES OF THE STUDY

- To identify hand comprehensions of Angel Starch And Food Private Limited's plant.
- To assay opinions regarding the non-statutory and statutory weal programs offered to workers of Angel Starch and Food Private Limited.
- To assay hand satisfaction with an association's safety and weal procedures at Angel Starch and Food Private Limited.
- To probe how well- used hand weal amenities are among staff at Angel Starch and Food Private Limited.
- To recommend workable results to address the failings in the hand weal installation at Angel Starch and Food Private Limited.

## IV.SCOPE OF THE STUDY

- This study would give an overview of the safety and weal measures being at Angle Starch and food private limited
- Since safety and weal are two important rudiments essential for perfecting the productivity of an association, a study on the instigative weal measures would help the association perform better



## V. LIMITATIONS OF THE STUDY

- The study was purely grounded on the information given by the workers and there are chances of giving wrong data.
- The period wasn't sufficient for the study.
- The sample size is 150, so the hand's opinion may not reflect the exact script.
- The data was collected during working hours workers were busy with routine work so they were less responsive.

## VI. LITERATURE REVIEW

1. Bellary, Logasakthi and Rajagopal( 2013)- ' Hand Satisfaction' charmed the workers appreciate the satisfaction of their occupations and also, unique workplaces given by the associations. The workshop extend their most prominent help for the difference in the association. The individual division manages the aggregate HR in the association.
2. Srinivas( 2013) ' weal measures ' honored weal installations and worker satisfaction situations about weal installations embraced at Bosch Limited, Bangalore. It's set up that the lesser part of the, weal installations like helpful, bottles, working conditions, security measures etcetera., are given by the association and the lesser part of the workers are happy with the weal installations embraced by the association towards the worker's weal.

## VII. RESEARCH METHODOLOGY

A way for methodically diving the exploration problem is called exploration methodology. It might be seen as an examination of scientific exploration ways. Team exploration is the regular process of outlining the problem, formulating a thesis, collecting the data, assessing it, and coming to conclusion. There in the form of answers to the immediate problem or broad conceptions for a theoretical expression. Research is constantly defined as the process of seeking information via scientific inquiry.

### RESEARCH DESIGN

Descriptive type exploration employs a certain style of design.

### SAMPLING TECHNIQUE

In this study, the simple arbitrary system was used.

### SAMPLE SIZE

The sample size is 150.

### DATA COLLECTION METHODS

The data consists of both primary data and secondary data.

#### Primary Data

The primary data has been collected in the form of a questionnaire.

#### Secondary Data

The secondary data has been collected from colorful websites.

### STATISTICAL TOOLS USED

- Simple Chance analysis.
- Chi-square system.

### SIMPLE PERCENTAGE ANALYSIS

When comparing two( or further) series of data, it refers to a particular form of rate. probabilities are frequently used to indicate connections. A portion of the brings everything down to a single base, let's say 150. It makes it possible to compare effects in a useful way.

$$\text{Simple percentage methods} = \frac{\text{No. of Repliers}}{\text{Total no. of Repliers}} \times 100$$

### CHI- SQUARE TEST

Among the numerous statistical tests of significance created by strategists, the Chi-square test is pivotal. ki- forecourt is a statistical tool that's symbolically used in slice analysis to compare a friction to a theoretical friction.

It's defined as,

$$\text{Chi- Square} = \sum (O - E)^2 / E \quad O = \text{Observed frequency} \quad E = \text{Expressed frequency}$$



The anticipated frequency is calculated using the equation

Chi- Square =  $\sum (O-E)^2/E$  O=Observed Frequency E=Expressed Frequency

The expected frequency is calculated using the equation

$$E = \frac{RT \times CT}{N}$$

RT = Row Total CT = Column Total

N = Total No. of observation

### SIMPLE PERCENTAGE METGOD

### THE SATISFACTION REGARDING THE AGE AND RESPONDENT

#### Age of the Respondent

Age of the respondent				
	Frequency	Percent	Valid Percent	Cumulative Percent
Valid	31	31.0	31.0	31.0
26 -35 years	39	39.0	39.0	70.0
Above 35 years				
Below 25 years	30	30.0	30.0	100.0
Total	100	100.0	100.0	

Interpretation

Among the repliers, 31 were in the age group of 26- 35 times, 39 were over 35 times, and 30 were below 25 times.

### CHI- SQUARE

Chi-square calculation 1

Chi-Square Tests			
	Value	df	Asymptotic Significance (2-sided)
Pearson Chi-Square	340.868 <sup>a</sup>	84	.000
Likelihood Ratio	92.270	84	.252
N of Valid Cases	111		



### **Interpretation**

The Chi-square test results indicate that the p- value for Pearson Chi- Square and Likelihood rate are 0.252 and 0.108 independently, which are lesser than the typical significance position of 0.000. thus, we fail to reject the null thesis that there's no significant relationship between the age of the replier and their opinion about which weal safety the most important for them.

### **FINDING**

31 were in the age group of 26 - 35 times, 39% were over 35% times, and 30 %were below 25% times.

The maturity of repliers(30%) consider workers safety to be the most important.

### **VIII.SUGGESTION**

- Regular safety training programs can help workers understand the significance of safety measures and how to apply them in their diurnal work routines.
- Employers should give applicable PPE, similar as helmets, gloves, and safety shoes, to their workers to minimize the threat of injury.
- Employers can ameliorate plant ergonomics by furnishing malleable workstations, ergonomic chairpersons, and applicable lighting to minimize the threat of musculoskeletal diseases.

### **IX.CONCLUSION**

Grounded on the study conducted on hand safety and weal measures with special reference to Angel Starch and Food Private Limited in Erode, it can be concluded that the company has enforced colorful measures to insure the safety and weal of its workers.

The company has a well- defined safety policy and has enforced colorful safety measures similar as furnishing particular defensive outfit, conducting regular safety training programs, and icing compliance with safety regulations. The study also set up that the company has enforced colorful weal measures similar as furnishing hand benefits promoting a healthy work- life balance, and feting and awarding safe geste .

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