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A Study on Employees Health and Safety of Honeywell Creation with Reference to Tirupur

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ABSTRACT: This study is an outcome of the title called “A study on Employees Health and Safety of Honeywell Creation with Reference to Tirupur”. Human resources professionals are required to render a significant contribution in promoting health and safety of the employees. Health and safety of the employees are important concepts that need to be focused upon, in order to lead to effectively growth fullness and developmental of the organization and its employees. As apparently that when employees will maintain good health and safety within their working environmental conditions, they will be able to render a significant contribution in the achievement of organizational goals.

I. INTRODUCTION

Health and Safety at Work is important because it protects the wellbeing of employers, visitors and customers. Looking after Health and Safety makes good business sense. Workplaces which neglected Health and Safety risk prosecution, may lose staff, and may increase costs and reduce profitability. Health and safety are measures employers must take to protect the mental and physical well-being of workers and non-workers. The Health and Safety at Work Act protects employees, customers. Ideally, employers aim to eliminate or significantly prevent accidents happening in the workplace. Health and Safety plays a vital part in our personal and work life and the environment around us. To the awareness of health and safety is important for us in order to perform our day to day activities at work and life. The purpose of health and safety is to give us knowledge of the up to date health and safety rules and regulations in place and all approved methodology and action plans coming from them. Health and safety plan or program has to be a definite plan of action designed to prevent accidents and occupational hazard and diseases and it must include the elements required by the health and safety regulations and legislations as a minimum. The main provisions of these regulations require employers to provide: adequate lighting, heating, Ventilation and Workplace and keep them in a clean condition staff facilities, including toilets, washing facilities and refreshment; and. Safe passageways to prevent slipping and tripping hazards. We want to emphasize on three Health and Safety key components.

II. OBJECTIVES OF THE STUDY

- To study that the proper health and safety measures are provided to the employees.
- To identify that the equipments are maintained properly as per the quality standards.
- To find out the mental well-being of the employee.

III. SCOPE OF THE STUDY

- This study will help to know the health and safety measures provided in the organization.
- This study helps to understand the awareness regarding health and safety in workplace like accidents, injuries etc



- This study helps to know the overall Satisfaction of the employees in Honeywell Creation.

LIMITATION OF THE STUDY

- Due to confidentiality of some information accurate response was not revealed by some respondents.
- It takes too much time to collect the data from the respondents.

IV. REVIEW OF LITERATURE

1) Johann Kask K: Stenberg M (2010), this study was to carry out a broad survey and analysis of relevant research articles about piece rate effects on health and safety. A total of 65 research articles were examined extensively and 32 of these were found relevant and had sufficient quality to serve the purpose of this research. The findings of these relevant articles are examined and analyzed in the survey. More recent 03 articles show a clear interest for health, injuries, physical, mental and occupational injuries. The fact that 27 of the 31 studies' articles found negative effects of piece rates on different aspects of health and safety does not prove causality, together they give very strong support that in most situations piece rates have negative effects on health and safety.

2) Tempa, Emile PhD, Dolinschi, Roman MA; de Oliveira (2009), we reviewed the occupational health and safety intervention literature to synthesize evidence merits of such interventions. A literature search included journal data's, existing systematic reviews, and studies identified by content experts. We find strong evidence that injury preventing interventions in manufacturers and warehousing are worth undertaking in terms of their financial merits. The economic evaluation of interventions in this literature and further expansion. The review also provided an arranged into however methodological quality of the economic evaluations in could've improved.

3) Nowadays, work place safety is considered by World Health Organization (WHO) a Priority setting for health promotion in the 21st century (Takala, 1999; WHO, 2010). International Labour Organization (ILO) and WHO reported indicates that in Manufacturing industrial more employees suffering from workplace injuries and property damage resulted in economical (ILO, 2010; WHO, 2010). Every 15 seconds, a worker dies from a work-related accident or disease. Every 10 seconds, 153 workers have a work-related accident. To the health and safety day to day, 5,200 people died as a result of occupational accidents or work-related diseases – more than 2.3 million deaths per year. Annualized, 315 million accidents occur on the job; many of the resulting in from work. As a result of the ever-increasing pace as well as technology progress, the problem of occupational accidents and diseases are becoming more global concerned, particular in developing country. In recent years, occupational health and safety of the workers has improved and is relatively satisfaction in developed countries, to the health and safety.

V. RESEARCH METHODOLOGY

Research methodology is the specific procedures or used to identify, select, process, and analyzed information about a topic. In a research paper, the methodology section allows the reader to critically evaluate a study's overall validity and reliability.

RESEARCH DESIGN

Research design is the framework of research methods and techniques chosen by a researcher. The design allows researchers to hone in on research methods that are suitable for the subject matter and set up their studies up for success.

TYPE OF RESEARCH

“Descriptive Method Research”

Descriptive research is a type of research that is used to describe the characteristics of a population. It collects data that are used to answer a wide range of what, when, and how to questions pertaining a particular population.

SAMPLE DESIGN

A sample design is a definite plan for obtaining a sample from a given population. It refers to the procedure are adopted in selecting items for the sample. Each respondent has a known probability of being included in the sample.

SAMPLE METHOD

“Probability Sampling Method”

Simple Random Sampling is a type of probability sampling in which the researcher randomly selects a subset of participants from a population. Each member of the population has an equal chance of being selected. Data is then collected from as large a percentage as possible of this random subset.

**POPULATION**

The population of company is 500 employees.

SIZE OF THE SAMPLE

The Sample size is 126

TOOLS FOR ANALYSIS OF DATA

- a) Simple percentage method.
- b) Chi-square Test.
- c) Correlation Analysis.

DATA ANALYSIS AND INTERPRETATION**Simple Percentage Method**

A Table show's that company handling the stress management.

Sl.No	Handling the Stress Management	No of Response	Percentage
1	Highly satisfied	15	11.9
2	Satisfied	83	65.9
3	Neutral	13	10.3
4	Dissatisfied	08	6.3
5	Highly dissatisfied	07	5.6
	Total	126	100

Interpretation

From this study it is evident that 11.9% of the respondents are highly satisfied, 65.9% of the respondents are satisfied, 10.3% of the respondents are neutral, 6.3% of the respondents are dissatisfied, 5.6% of the respondents are highly dissatisfied.

A Chart show's that company handling the stress management.



**Chi-Square Test**

A Table show's There is a significance relationship between employees education qualification and regular communication for safety issues.

	Value	df	Asymptotic Significance(2-Sided)
Pearson	21.202	16	.170

Chi-Square			
Likelihood	21.797	16	.150
N of Valid Cases	126		

20 cells (80.0%) have expected count less than 5 The minimum expected count is 4

NULL HYPOTHESIS

HO : There is no significance relationship between employees education qualification and regular communication for safety issues.

ALTERNATIVE HYPOTHESIS

H1 : There is a significant relationship between department and incidents and accidents are investigated quickly in order to improve workplace health and safety.

RESULT

Therefore, HO is rejected and the alternative hypothesis H1 is accepted. Hence, there is significant relationship between department and Incidents and accidents are investigated quickly in order to improve workplace health and safety.

FINDINGS

- 71.5% of the respondents are agree

H1 : There is a significance relationship between employees education qualification and regular communication for safety issues.

RESULT

Since the calculated value is more than the table value. So, we accept the H1 Alternate Hypothesis. There is Relationship between employees education qualification and regular communication for safety issues.

Correlation Analysis

A Table Show's that Pearson Correlation relationship between the Department and Incidents and accidents are investigated quickly in order to improve workplace health and safety.

Factors	Pearson Correlation Value	Remarks
Department & investigated quickly in Orders	0.177087323	Direct Relationship



NULL HYPOTHESIS

H₀ : There is no significant relationship between department and incidents and accidents are investigated quickly in order to improve workplace health and safety.

ALTERNATE HYPOTHESIS

for a company can maintaining the properly checking the quality of machinery.

- 70% of the respondents are agree for the right and responsibilities with regards to workplace health and safety.
- 65.9% of the respondents are satisfied the company handling the stress management.
- Alternative hypothesis is accepted and there is relationship between the employees education qualification and regular communication for safety issues.
- Alternative hypothesis is accepted. Hence, there is a relationship between department and incidents and accidents are investigated quickly in order to improve workplace health and safety.

SUGGESTIONS

- The company can conduct the meetings to know employee queries and safety matters.
- Make sure safe working practices are set up and followed.
- Make sure that all materials are handled, stored and used safely.
- Train employees in health and safety at work
- The company can able to create a health and safety plan for the welfare of the employees.

VI. CONCLUSION

It is revealed from this study that, the health and safety measures adopted in Honeywell Creation are provided to the employees according to the provisions of the factories act. It reveals that the awareness health and safety in the workplace is inadequately. Also repeated accidents like fire accidents, injuries are occurred in the workplace. Suitable ideas were suggested to avoid those accidents and to improve the health and safety measures. The role of management in implementing health and safety in the organisation is very effectiveness. Most of the workers we're satisfied with the health and safety measure adopted in the company. If the company implemented effectively disciplines procedure, it will help the company to go with these policy and also to maintaining health and safety in the organization.

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