

A Study on Employee Healthy Safety and Welfare Measures in Ashok Leyland Kalaburagi

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Abstract

The term "employee safety" refers to activities that aim to eliminate or minimize potentially dangerous situations. Occupational safety is concerned with hazards in workplaces such as offices, manufacturing plants, farms, building sites, and commercial and retail establishments. Public safety is concerned with hazards in the home, during travel and recreation, and in other settings not covered by occupational safety. Employee welfare is defined as "the effort to make workmen's lives worth living."

When all essential amenities are given and people are satisfied, productivity can be raised and organizational development is achievable. needs and importance of employee welfare: To get the work done without any dissatisfaction, To enhance the productivity, to maintain discipline between the executives and employees in addition between employees, to maintain social respects. employee welfare officer: If The quantity of employees employed within a unit surpasses 500, the factories act of 1948, the plantation labour act of 1951, and the mines act of 1951 require the appointment of a labor welfare officer. The message was written particularly to

(I) Eliminate the malpractices of the jobber system in the recruitment of labour.

(i i) Improve labour administration in factories. Factories act 1948

Welfare societies provided under this act as follows: Washing facilities, Storage and drying facilities, Seating arrangements, First aid appliances, Canteens, Shelters, restrooms and launch room, Welfare officer.

Key words: welfare officer, canteens, shelters, restrooms, labours.

1. Introduction

According to the World Health Organization (WHO), health is "a state of complete physical, mental, and social well-being and not merely "protected against physical", "social", "spiritual", "financial", "political", emotional, occupational, and psychological harm." educational, or other sorts or repercussions of "failure", "damage", "error", "accidents", "harm", or any other undesirable event. This can mean being protected from the incident. or being exposed to anything that causes physical or financial harm. It might include the safe keeping of people or property. A condition of being is safety. "Safe" against failure, damage, error, mishaps, injuries, or any other conceivable unfavorable result. This might imply being insulated from the occurrence or being exposed to something harmful to one's health or finances. It might include the protection of people or property. Wealth covers anything done for the comfort and improvement of employees that is

offered in addition to their salaries. Employee morale and motivation are maintained by providing welfare. Welfare metrics are not always monetary in nature. However, it can take any shape or form. The outcome is, employee welfare encompasses they're all employer's efforts aimed at providing specific facilities additional services provided to workers earnings or salary. The research on Hawthorne served as important precursor to the investigation of job happiness. These experiments (1924–1933), mostly attributed to “Elton Mayo” of Harvard-Business School, sought to determine how several factors (most notably lighting) affected employee productivity. These tests ultimately demonstrated how innovative innovations to the workplace environment temporarily enhance productivity (the Hawthorne-Effect). Later evidence revealed that the cause of this rise was less by the novel circumstances and more by becoming conscious of being watched. This revelation opened the door for academics to look into by supplying additional aspects of job pleasure compelling evidence there is other motivations for working than money. Some claim that Maslow's idea of needs hierarchy is a theory of motivation. served as the foundation for the work satisfaction idea. According to this idea, humans strive to fulfil five different wants in their lives: the needs for physiology, safety, social interaction, self-esteem, and self-actualization. This model provided an excellent framework for the early academics to build their ideas of job satisfaction.

2. LITERATURE REVIEW:

1.P. vinotha, valarmath.S [2015]: ‘The goal of the research was to know about the safety Firms should give education enhance the work lives of their workers. It became clear that the specific company had provided enough health and safety safeguards to its workers, and the labour also replied favourably to the survey. Seating facilities According to this study, the organisation give amenities to staff in accordance with state and Indian government standards and regulations, but no more facilities are offered to employees.

2.Sabarirajan, Meharajan.t[2001]-Morale of Employees' This research evaluate the effects of welfare policies on employee satisfaction in the Indian TEXTILE SECTOR. Consequently, the report, 15% of laborers are happy with the industry's welfare efforts. 39% of delegates were unimpressed with their welfare policies. 16% of them are particularly not happy with the welfare measures implemented. This has the effect that employee productivity and efficiency suffered, and employees believed that the company/industry might accomplish a lot more for their employees because there wasn't enough work put into keep them content.

3.SK Rafi Ahmed and N D Chandra Shekhar [2014]: This study's objective is to: 'Employee safety precautions at ASHOK LEYLAND,' was to explore and assess various health and safety procedures in the business. The analysis showed that the company increases health and safety precautions in compliance with the Factories' requirements. It reveals that workers' awareness of security and health precautions is low. The corporation gives all safety and health measure to its employees so as to keep them happy in the plant. Employees are supplied with basic amenities. The organization make no special efforts to maintain employee satisfaction..

5. Abdullah, Spickett, Rumchev & Dhaliwal [2007]- A research on company's aspects of safety in Taiwanese and Japanese enterprises is called "labour safety measures." According to reports, the two countries' vastly different cultures had different effects on organizational issues. The study discovered that the top management in Taiwan used a "Top-Down Directive" leadership style to communicate safety strategies, whereas top management in Japan used a "Bottom-Up Participative" leadership style where representatives of top management communicated safety exercises.

7. K logasakthi and K Rajagopal [2013]: The goal of this study's findings is the health, safety, and well-being of chemical industry workers in the Salem region is to ascertain the organization's health, safety, and welfare measures, their efficacy, and how well-liked they are by employees. Findings from the study show that workers are exceedingly content with the company's efforts to safeguard their well-being, and they show their appreciation by working at a high level. The low number of accidents reflects the efficiency of their tactics.

8. Ramasatyanarayana and Dr Jayaprakash Reddy [2012]: This study's objective was to examine the different labour policies employed by enterprises. Moreover, the degree to which workers appreciated these welfare techniques in the Indian cement sector. The study discovered that, while most, if not all, employees were content with the welfare measure, minimal amount of employees were not completely satisfied, implying that organizations could work even harder while the most, if not all, employees measure to satisfy every employee they have.

9. Nanda and Panda [2013]: Advantages and Consequences The Rourke la Steel Plant has been successful in building a work-worthy environment by providing its employees with broad variety social programs, leading to sizable profit for the firm since the employees show their gratitude by working more successfully. The corporation provides a range of welfare initiatives to its employees the preservation of a good working relationship, such as allowances (home, medical, and so on); relief money, lodging when traveling, transportation, and entertainment clubs. Furthermore, legal actions are made to resolve any concerns connected to employee security, wellbeing, safety, health, or welfare.

10. Josephine M Rudolph L [2011]: Small business safety practices. The goal of this study should be to improve workplace health and safety. The survey found, accidents happen when businesses fail to follow sufficient health and safety rules. This was established through surveys performed with the help of workers who faced similar situations. This means that if a company does not prioritize health and safety, either the employees, the company, or both may suffer. If the firm is to work properly, the employees must be viewed as assets, and everything must be done to keep them safe and well.

11. Upadhyaya and Gupta [2012]: The emphasis of "organizational welfare measures" is the importance of communication in increasing employee pleasure. Employees that are extremely confident in their organization often have high levels of employee satisfaction. Good communication, additional to other HSW strategies, is required to maintain employee satisfaction. Employee satisfaction will rise on account of greater employee awareness brought about by efficient communication. Other factors, such as providing relevant feedback and motivating components Additionally, may contribute to enhanced employee pleasure.

12. Srinivas [2013]: A research by Bangalore-based Bosch Limited on welfare initiatives. It established the relationship between welfare programs and employee satisfaction with these benefits. It is determined that the corporation provides an array of welfare advantages to its employees, including the work environment, level of security, and leave policies. overwhelmingly most their employees are pleased and satisfied with the welfare measures provided to them, they claim. Furthermore, by keeping them, they may keep their meritorious employees.

3. RESEARCH DESIGN

PROBLEM STATEMENT

The study's purpose is to evaluate the HSW (Health, Safety, and Welfare) measures undertaken for Renuka Automotive Kalaburagi employees.

NEED OF A STUDY

Determine if adequate health, safety, and welfare policies have any effect on employee satisfaction with the organization.

OBJECTIVE OF A STUDY

- To comprehend the policies that Renuka Automotive follows in relation to employee safety.
- ascertain if the employee is happy with the HSW measures
- To comprehend Renuka Automotive's safety procedures.
- To comprehend the safety precautions Renuka Automotive takes. Should be familiar with the organization's employee welfare policy.

SCOPE OF THE STUDY

This investigation is centered on the health, safety, and welfare measures implemented by Ashok Leyland (Renuka Automotive) for its employees.

- Knowledge of the general degree of satisfaction with welfare activities.
- Employees' knowledge of welfare activities is raised.
- Improving employees' standard of living.
- Various analyses were conducted, and required comments and recommendations were made Considering the organizational circumstances.

RESEARCH OF A STUDY

- Descriptive Investigations were made.
- Questionnaire was utilized as a research instrument.
- Methods of data collecting - two methods were used:
- Primary data - information is gathered via a questionnaire, which is a primary data collection instrument.
- Secondary data - this data is gathered from the company's existing records, its website, brochures, and Google.
- Sampling technique - A simple random approach in which a tiny portion of a larger population is picked and each member of the population has an equal probability of being considered.
- 100 employees were served as a samplesize.

HYPOTHESIS FRAMEWORK

- H- Flexible working hours a bearing on the worker satisfaction with the company's welfare policies.

LIMITATIONS OF A STUDY

- This investigation confined to one Ashok Leyland dealership, and the study was completed in a 6-week period.
- There were 100 samples in the sample, which maybe not representative of the entire population., since the sample-size was 10% of people in general at Renuka Automotive owing to time restrictions. • Employees may have been influenced by their colleagues and replied similarly to them.
- Secondary source information may be inaccurate since Nothing has changed.
- There was danger that the replies will be misconstrued.

4. ANALYSIS AND INTERPRETATION

TABLE 4.1 INDICATING EMPLOYEE SATISFACTION WITH ASHOK LEYLAND'S MEDICAL/HEALTH BENEFITS

	Frequency	Percentage	Cumulative Percentage
HighlyDissatisfied	1	1	1.0
Neutral.	4	4	5.0
Satisfied.	80	80.0	85.0
Highly-satisfied	15	15.0	100.0
Total	100	100.0	

Approximately 1% of employees at Ashok Leyland are really dissatisfied with health benefits, 4% are indifferent, 80% are satisfied, and 15% are extremely satisfied, per the aforementioned statistic and table.

INTERPRETATION

The majority responders to a survey said they are happy with medical benefitsoffered to employees, comprising medical care, a waiting room, and health insurance aid, and other services. Considering that only one tiny thing remains area set aside for medical requirements may be the cause of some employee unhappiness

TABLE 4.2 IMPLICATING EMPLOYEE SATISFICATION WITH RELATED TO CLEANLINES OF COMPANY PREMISES

	Frequency	Percentage	Cumulative Percentage
HighlyDis-satisfied	3	3.00	3.00
Dissatisfied	5	5.0	8.0
Neutral	11	11.0	19.0
Satisfied	46	46.0	65.0
Highly satisfied	35	35.0	100.0
Total.	100.00	100.00	

ANALYSIS

As seen by the plot and table above, around 3% Many Employees are really unhappy with the cleanliness of firm, 5% are unsatisfied, 11% are indifferent, 46% are satisfied, and 35% are extremely satisfied.

INTERPRETATION

As stated in the report, most investigation participants werenot-happy with how clean the business's facilities are. Regular cleanings are performed on the property. Cleaning should occur every day, yet it only does the alternate day, which could have angered some staff members.

TABLE4.3 IMPLICATING EMPLOYEE SATISFIACTION WITH THE ORGANIZATION'S VENTILATION

	Frequency	Percentage	CumulativePercentage
Dissatisfied	3.0	3	3
Neutral	7.0	7	10
Satisfied	23.0	23	33.0
Highly Satisfied	67.0	67	100
Total	100.0	100	

ANALYSIS

As stated by the aforementioned graph and table, around 3% of employee were not-happy with the ventilation supplied by the firm, 7% are neutral, 23% are pleased, and 67% are extremely delighted.

INTERPRETATION

The most of employees feel the business has appropriate ventilation, according to survey data. The business strategy is neither stuffy or unpleasant in any way.

TABLE4.4 IMPLICATING EMPLOYEE SATISFACTION WITH THE COMPANY'S LIGHTING

	Frequency	Percentage	Cumulative Percentage
Highlydissatisfied	2	2	2
Neutral.	7.0	7.0	9.0
Satisfied.	38	38.0	47.0
Highly-Satisfied	53	53.0	100.0
Total	100	100.0	

ANALYSIS

As stated by the aforementioned graph and table, 2% of workers express extreme dissatisfaction with the lighting provided by the organization, 7% are uninterested, 38% are thrilled, and 53% of people are very happy.

INTERPRETATION

As stated by the poll, the overwhelming majority of responders think there is enough for the organization, acceptable illumination. The entire idea is always illuminated.

5.FINDINGS,SUGGESTIONS,CONCLUSION

FINDINGS

The graphs and percentage analyses display the following study findings: -

- There is good staff morale. satisfaction with the medical/health benefits given by Ashok Leyland, showing that the firm takes care of their employees' safety and well-being.
- The business's facilities are routinely cleaned. The firm, in addition to its surroundings, are exceedingly clean.
- The statistics show that 67% among Respondents were ecstatic about company's ventilation.
- To protect their personnel, the organization implements fundamental safety procedures.
- In light of analysis, the corporation considers the comprehensive protection of its employees' health and safety.
- 84% of employees say the company has safety programs.
- Employees prior to handling, they get instruction machinery to avoid any accidents sort of accidents.

Suggestion's

The following are some ideas the firm may implement:

- A few employees voiced their displeasure that there weren't enough restrooms on the site, since a few smaller units lacked them. At least one man and one female maybe supplied by firm.
- restroom in the smaller apartments.
- The company has numerous male employees because it's a manufacturing company, which is normal. However, the company may hire a few more female employees to enhance the working conditions for the few female employees.
- The company employs a sizable number of apprentices, and some of among believe that their thoughts or proposals are not being considered. As a result, in order to forge better ties-with new apprentices, the company should start taking their feedback into account.
- The promotion activity was shown to be unappealing, thus in order to encourage their staff and keep them pleased, the corporation might improve its promotion procedures.
- The firm has a strong security system, however during my stay, I spotted a few cameras that were not recording and were not functional. It was a little detail that the corporation overlook
- Maternity leave is granted to female employees in the organization, and they are quite delighted with this benefit.
- The organization has a good employee satisfaction score for medical/health benefits, showing that the employer cares about their employees' safety and well-being.
- The company's premises are on a regular basis was cleaned. The business, together with its surroundings, are spotless.
- There are restrooms available within the workplace.
- To protect their staff, the organization implements fundamental safety precautions.
- Training is provided to employees prior handling machinery to capable of avoid accidents.
- The corporation runs safety programs for its employees capable of raise employee awareness.

Conclusion

The research reveals that ASHOK LEYLAND not only considers its employees to be perhaps its most precious asset also puts out significant effort to demonstrate this to them.

The firm adopts multiple Health, Safety, and Welfare safeguards for their employees, and the study suggests that these varied indicators have a favorable effect on employee satisfaction.

My research topic was how flexible working hours affect employee fulfillment with the company's overall welfare initiatives.

Using regression, Flexible work schedules, as we saw, have a favorable effect on employee fulfillment with the company's welfare metric. When working hours are adjusted, the degree of fulfillment drops by 5.8%.

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