



INTERNATIONAL JOURNAL OF ADVANCE RESEARCH, IDEAS AND INNOVATIONS IN TECHNOLOGY

ISSN: 2454-132X

IMPACT FACTOR: 4.295

(Volume2, Issue6)

Available online at: www.Ijariit.com

Employee Satisfaction of Safety and Security Measures in Knitted Garment Apparels pvt (Ltd), Tirupur (TamilNadu, India)

Dr. B. Anitha Rani

J.J. College of Arts and Science (Autonomous) - Pudukkottai

anithadharini@gmail.com

Abstract: Safety and security measures are inevitable in any organization where workers are involved. An organization's responsibility to its employees extends beyond the payment of wages for their services. The employee's safety and security on and off the job within the organization is a vital concern for the employer. Providing a safe and healthy environment is a pre-requisite for any productive effort. Knitted Garment Apparels is a private limited unit, was one of the leading exporters from Tirupur, since they are now giving the expansion of business and looking up for new sources. This research deals with the study is on the safety and security measures provided to the employees at Tirupur Knitted Garment Apparals, Tirupur.

Keywords: Employee Welfare, Safety and Security, Healthy environment.

I. Introduction

Satisfying or fulfilling the safety and security needs of the workers, would give them a better motivation and more time to concentrate on job performance. A voluntary approach on the part of the management to offer security programmers which are over and above what is laid down by the law, would boost the morale of the employees and motivate them to perform better. A preliminary study conducted by the researcher with respect to safety and security showed that there was scope for improvement in certain areas. This formed the basis of the research problem.

II. Objectives of the Study

Primary Objective: To study the level of satisfaction of employees regarding safety and security measures at Tirupur Knitted Garment Apparels. .

Secondary Objectives: To study the level of perception of the employees regarding the safety and security measures provided to them.

- To analyze if the level of satisfaction is different among the various categories of employees and departments.
- To suggest provision of more safety and security measures to improve the performance of the employees.

Scope of the study

This study would throw light on the perception of the employees regarding safety and security. Tirupur Knitted Garment Apparels. These also can identify the areas where it can improve so as to improve the performance of the employees. This study would also help to analyze if there is any difference in the level of satisfaction among departments and categories.

Limitations of the study

- Due to time constraints the sample size had to be confined to 150.
- The respondents were unable or unwilling to give complete and accurate responses to certain questions.

Safety and Security measures at Tirupur knitted Garment Apparels.

Safety and Security measures at Tirupur Knitted Garment apparels are as per the Factories Act, 1948 in the workshop and the Dock Workers (Safety, Health & Security) Regulations, 1990 in the wharf.

Sample size

Among the 1397 class III and class IV non ministerial staff in the organization a sample of 150 employees was taken for the study.

Strata	No. of samples
Container Terminal	26
Wharf	40
Dredging and Mooring	20
Electrical	28
Dry Dock	27
Workshop	09
Total	150

III. Data Collection and Tools used.

For collecting primary Data, a Questionnaire was used Secondary data was gathered through interviews and the journals, magazines and websites.

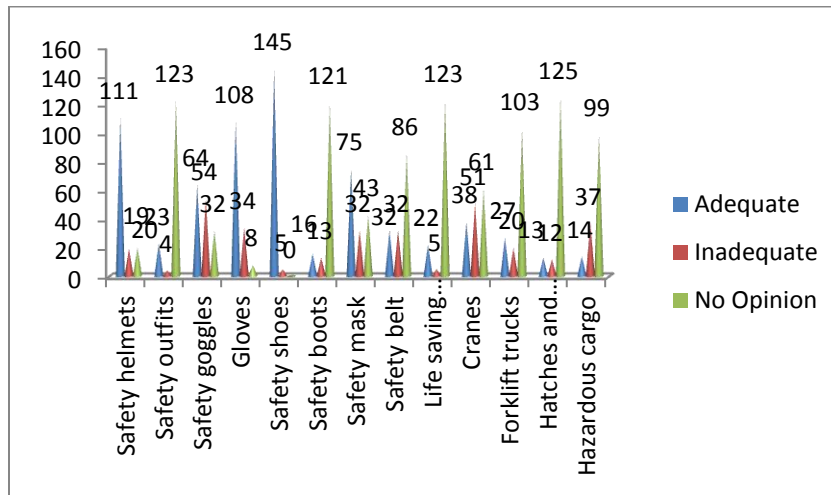
Percentage analysis and Chi-Square test were used in the analysis of data.

Safety Measures Provided

Safety measures	Adequate	Inadequate	No Opinion
Safety helmets	111	19	20
Safety outfits	23	4	123
Safety goggles	64	54	32
Gloves	108	34	8
Safety shoes	145	5	0
Safety boots	16	13	121
Safety mask	75	32	43
Safety belt	32	32	86
Life saving appliances	22	5	123
Cranes	38	51	61
Forklift trucks	27	20	103
Hatches and spreaders	13	12	125
Hazardous cargo	14	37	99

Interpretation

The above Table shows that 36% of the respondents feel that the safety goggles provided are inadequate and 34% feel that the safety measures provided while working on cranes are inadequate.

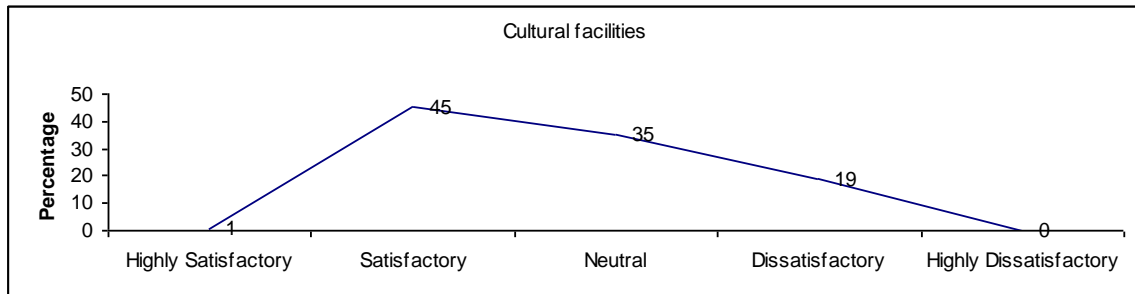
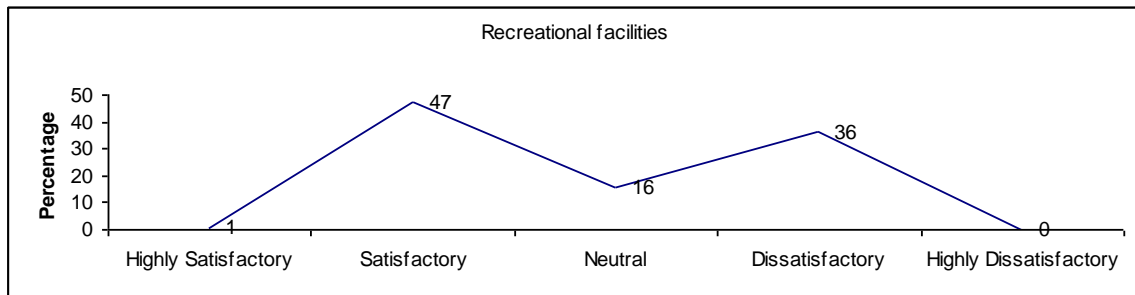
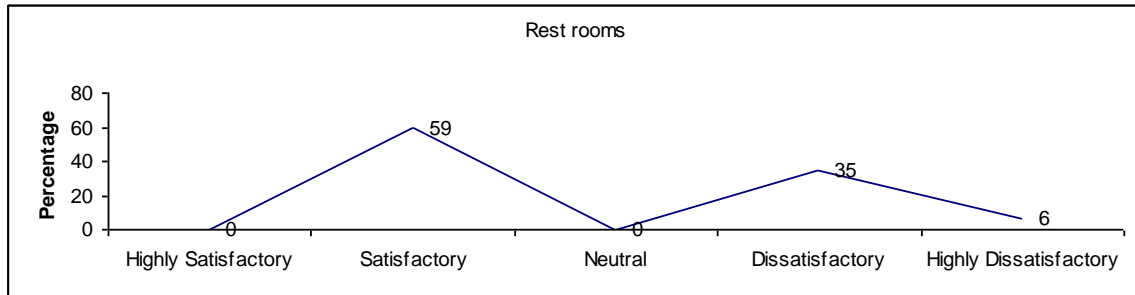
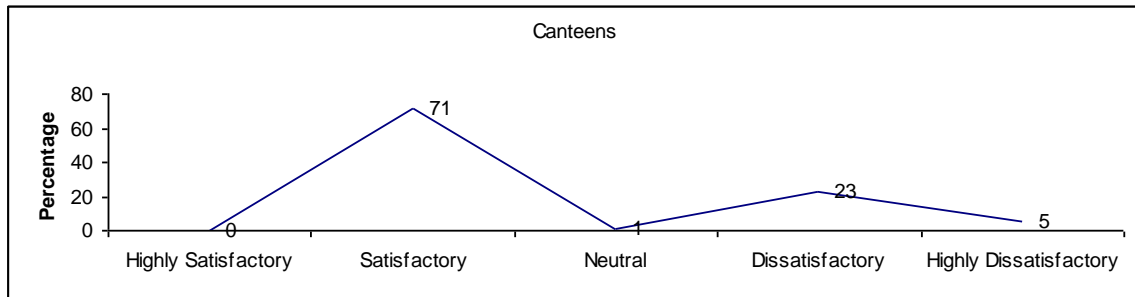
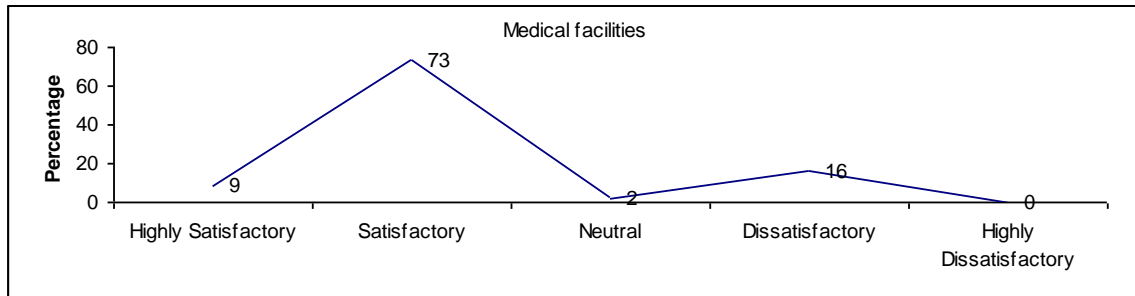


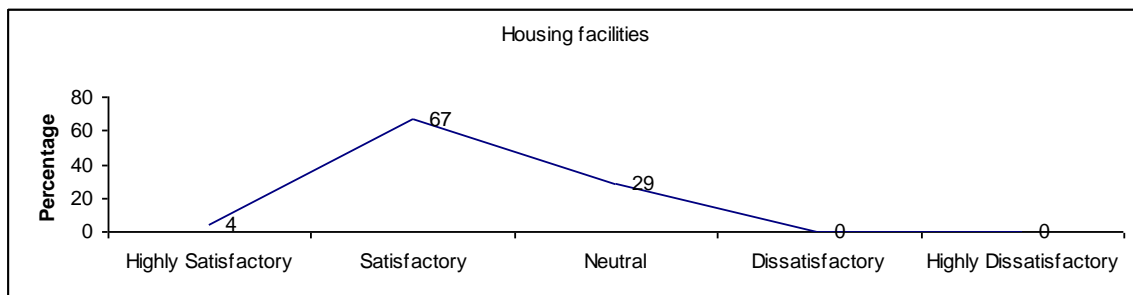
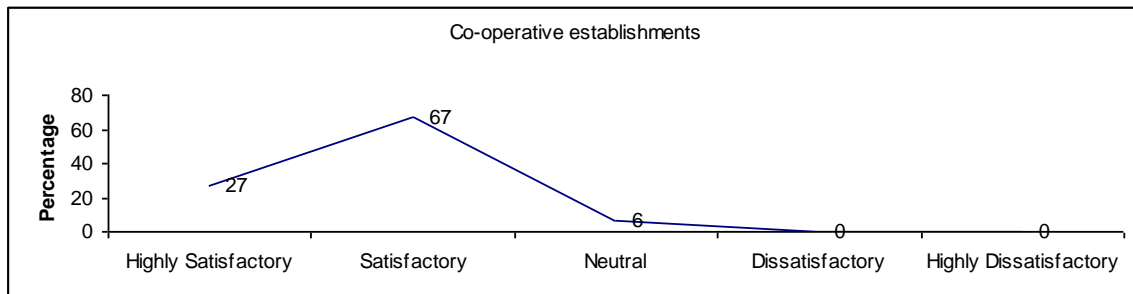
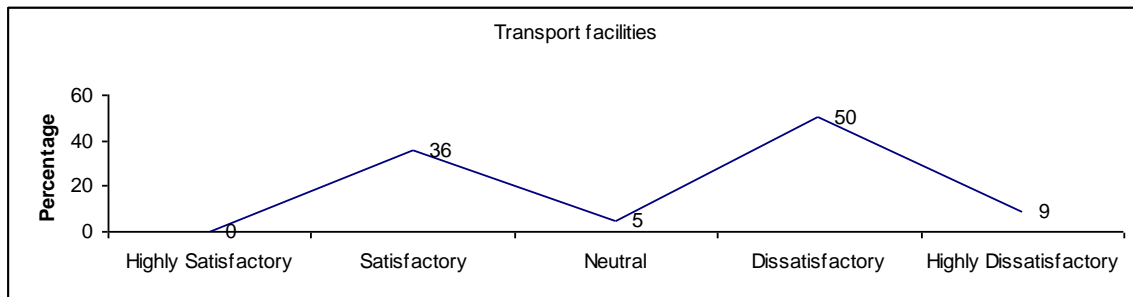
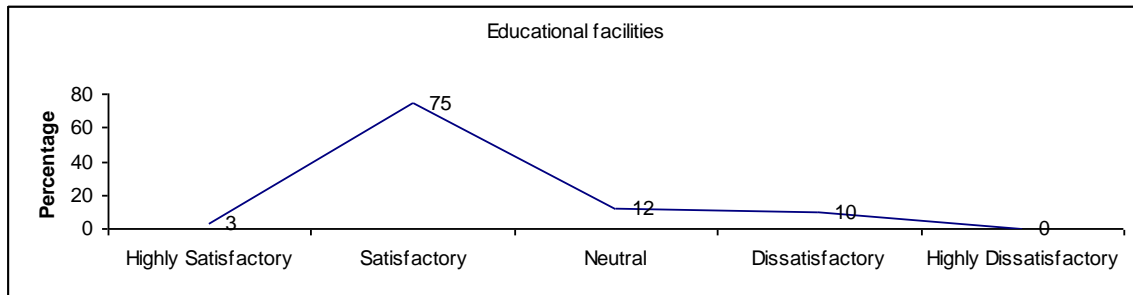
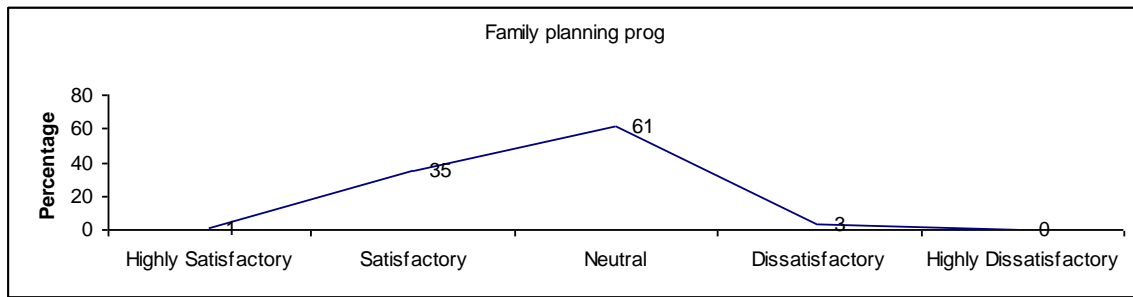
Level of Satisfaction on Security measures

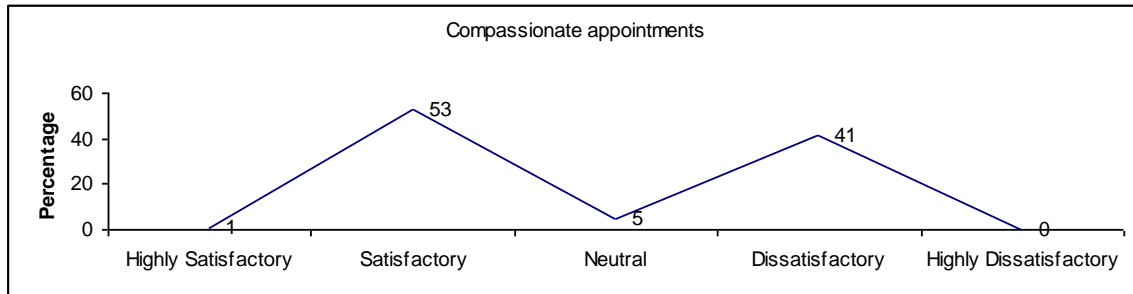
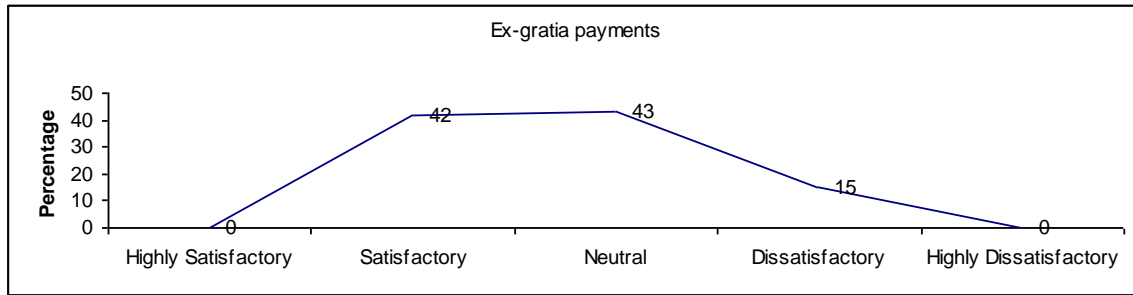
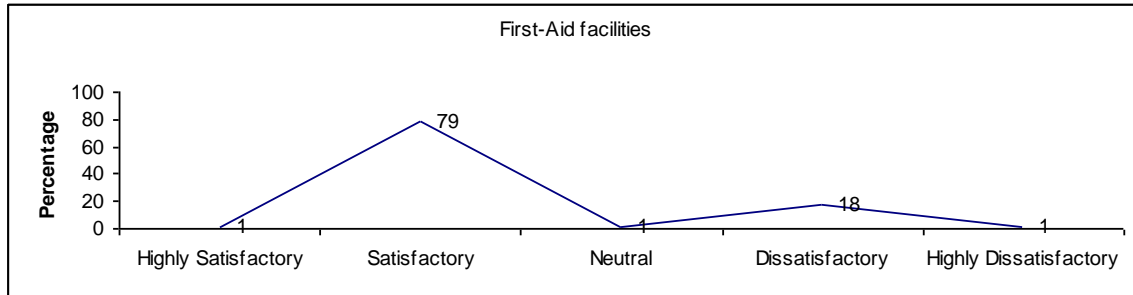
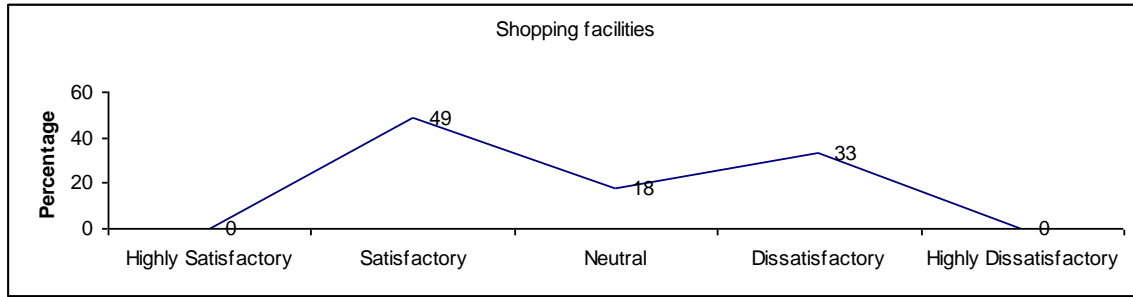
Security measures	Highly Satisfactory	Satisfactory	Neutral	Dissatisfactory	Highly Dissatisfactory
Medical facilities	14	109	3	24	0
Canteens	0	107	1	5	7
Rest rooms	0	89	0	52	9
Recreational facilities	1	70	24	55	0
Cultural facilities	1	68	52	29	0
Family planning programmes	1	52	92	5	0
Educational facilities	4	112	19	15	0
Transport facilities	0	54	8	75	13
Co-operative establishments	40	100	10	0	0
Housing facilities	6	101	43	0	0
Shopping facilities	0	74	27	49	0
First-Aid facilities	1	118	2	27	2
Ex-gratia payments	0	63	65	22	0
Compassionate appointments	2	80	7	61	0

Interpretation

The above table shows that the responses of the employees are clustered in the satisfactory region. This shows that a majority of the respondents are satisfied with the security measures at Knitted Garment Apparels. The security measure that most of the employees are dissatisfied with is transport facilities. The following graphs show the spectrum of opinion in the various analysis.







Category of workers and level of satisfaction on existing safety measures

The following hypotheses are tested

- H₀:** There is no significant association between the category of employees and their level of satisfaction regarding the existing safety measures.
- H₁:** There is a significant association between the category of employees and their level of satisfaction regarding the existing safety measures.

		Highly Skilled	Skilled	Unskilled
Satisfactory	Observed	15	53	57
	Expected	16.8	50.3	57.9
Dissatisfactory	Observed	5	7	12
	Expected	3.2	9.7	11.1

Table 2.24

Level of significance = 0.05
 Degrees of freedom = 2
 Calculated χ^2 value, = 2.1888
 Table value χ^2 @ 0.05, df: 2 = 5.991

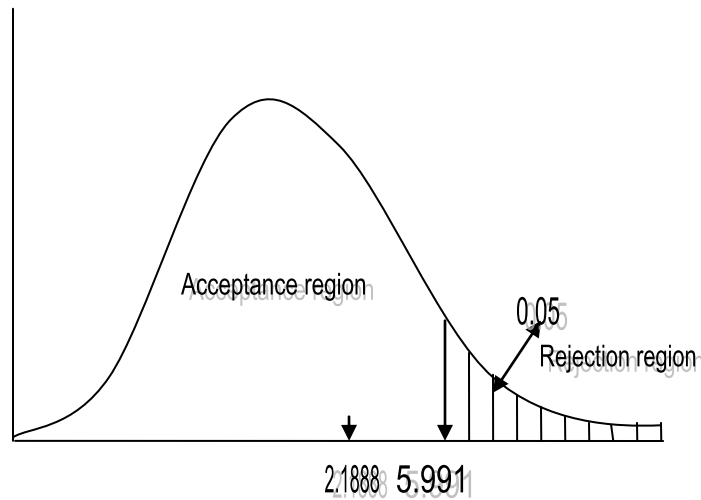


Figure 2.24

Interpretation

Since the calculated value 2.188 falls in the acceptance region we accept the null hypothesis against the alternate hypothesis at 0.05 level of significance and 2 degrees of freedom.

We may conclude that there is no significant difference in the level of satisfaction on existing safety measures among the different category of workers.

Findings

The study shows that among the 97 respondents who feel that safety measures are to be introduced, 44% feels proper training should be provided for all workers, 38% feel the need to increase awareness about safety, 38% feels that the quality of shoes/masks should be improved, 28% feels that pollution should be controlled, 26% feels the condition of equipments should be improved, 14% feel the condition of workplace should be improved and 12% feel proper training should be made practical.

Suggestions

The researcher feels that the awareness on safety is quite low among the employees. Steps may be undertaken to increase the awareness and need for safety.

Conclusion

The study shows that there is a clustering of respondent's opinion in the satisfactory region regarding the level of satisfaction of security measures. This reveals that a majority of respondents are satisfied with the existing security measures. The management may take up steps to convert these into highly satisfied.

The few security measures which were unsatisfactory were transport facilities, rest room facilities and the time lapse in compassionate appointments. The management may concentrate on these areas to increase the satisfaction level of employees towards the security measures.

Reference

1. **Stephen P. Robbins, -Organizational Behaviour**, Prentice- Hall of India Private Limited, New Delhi, Ninth edition, October 2000.
2. **C.R. Kothari - Research Methodology**, Tata Mcgraw hill Pubilisher, 2005.
3. **P.Subba Rao, - Personnel/ Human Resource Management**, Konark Publishers Private Limited, Delhi Reprint 2000.
4. **C.B. Matoria, - Dynamics of Industrial Relations** Himalaya Publishing House, New Delhi, Eleventh edition, 1993.
5. **T.Venkateswara Rao & Udai Pareek – Designing and Managing Human Resource Systems**, Oxford & IBH Publishing Co. Private Limited, New Delhi.