

A Study on Employee Safety and Welfare in Blueweiss Exports, Tirupur

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Abstract

This study investigates employee safety and welfare measures implemented at Blueweiss Exports, Tirupur, with the primary goal of understanding employee satisfaction concerning workplace conditions. The research specifically evaluates health, safety provisions, and general welfare amenities provided to employees. A descriptive research design was used, and data were gathered from 105 employees out of a total population of 860 using structured questionnaires measured on a 5-point Likert scale. Statistical tools such as Percentage Analysis, Correlation, and Chi-square tests were employed using SPSS software to interpret the data. Findings suggest a significant portion of employees expressed dissatisfaction with accident prevention measures, although overall work-life balance and job satisfaction were relatively positive. The study also reveals that the company provides various welfare facilities such as clean drinking water, restrooms, ventilation, and medical amenities. Recommendations include enhancing recreational activities, recognition programs, and revisiting promotion policies to increase employee morale and productivity. The study concludes that while current welfare facilities contribute to a healthy working environment, further improvements could enhance employee well-being and organizational performance.

Keywords: Employee welfare, workplace safety, job satisfaction, Blueweiss Exports, Tirupur, welfare measures.

Introduction

Welfare means facing or doing well. It is a comprehensive term and refers to the physical, mental, moral and well-being of an individual. Further the term and refers welfare is a relative concept relative in time and space. It therefore varies from time to time from region to region and from country to country. Employee welfare and social measures are known as labour's service program or fringe benefits. Labours enjoy these services (such as canteen crèches, education and recreation facilities) without any references to the specific work done by them. Welfare is a broad concept referring to a state of living of an individual or a group in a desirable relationship with the total environment ecological, economic and social Employee welfare. It includes both the social and economic content of welfare.

Safety refers to the absence of accidents. Stated differently, safety refers to the protection of workers from the danger of accidents. Relative freedom from danger, Risk, or threat of harm, injury, or loss to personnel and property, whether

caused deliberately or by accident. Employee health, safety and welfare are the measures of promoting the efficiency of labour. The various welfare measures provided by the employer will have immediate impact on the health, physical and mental efficiency alertness, morale and overall efficiency of the worker and there are by contributing to the higher productivity. Some of the facilities and services which fall within the preview of labour welfare like adequate canteen facilities, accommodation arrangements, recreational facilities, medical facilities and transportation.

Objectives of the Study

- To study of the employee safety AND welfare in blue Weiss exports at Tirupur.
- To study the safety and welfare measures that are provided to the employees blue Weiss export at Tirupur.
- To analyse the satisfaction level of employees regarding welfare in blue Weiss exports at Tirupur.

- To study the employee's safety activity used in organization.
- To analyse the effectiveness of provided welfare measures.
- To give valuable Suggestion to increase more satisfied labour welfare Facility in the company.

Scope of the Study

- The scope shall be modifying the employee welfare with safety for certain classifications of material, allotment for boundaries in Weiss exports.
- This is an attempt to find out the level of satisfaction observed by the workers of the company regarding the welfare measures.
- This study is on the various welfare measures provided by the Weiss exports to their labours.

Hypothesis of the Study

H0: The employees of Blue weiss Export are satisfied with the provided safety & welfare measures.

H1: The employees of Blue weiss Export are not satisfied with the provided safety & welfare measures.

Research Methodology

Research methodology is a science of studying how research is done scientifically it is a way to systematically solve the research problem by logically adopting various steps. Methodology helps to understand not only the products of scientific enquiry but the process itself. It aims to describe and analyse method, throw light in their limitations and resources clarify throw presuppositions and consequences, relating their potentialities to the twilight zone at the frontiers of knowledge. It helps to advancement to wealth of human knowledge, tools of the trade to carry out research provides tolls to look at things in life objectively.

Sample Design

The research undertaken in this study in descriptive nature. The main purposes of descriptive research in the description of state of affairs, as it exists at present. The main characteristic of the method is that the researcher no control over variables. he can only report what has happened or what is happening. The study attempts to describe the socio demographic characteristics of the respondents and also to describe organizational climate present within the organization.

Sample Size

Sample size consists of 105 respondents form the population of 860 employees in Blue weiss Export Tirupur.

Data Collection Methods

There are various techniques available for gathering suitable data for a research study. When selecting the appropriate method for data collection, the researcher must consider the two key types of data: primary data and secondary data.

Primary Data

The research work mainly depends on primary data which are collected from the employees those who are working in the Blueweisselexport. The primary data includes questionnaires. The primary data was collected through a well structures with close-ended questions measure at 5-point like type scale and suggestion questions.

Secondary Data

Secondary data are in the form of finished product as they have been already treated statistically in some form or other. The secondary data and information collected. From secondary company websites and also discussion with the management of the organization, Secondary data was also collected from journals, magazines and books and articles.

Data Analytics and Interpretation

Table 1: Gender of the Respondents

| S. No | Particulars | No. of Respondents | Percentage |
|-------|-------------|--------------------|------------|
| 1 | Male | 40 | 38 |
| 2 | Female | 65 | 62 |
| | Total | 105 | 100 |

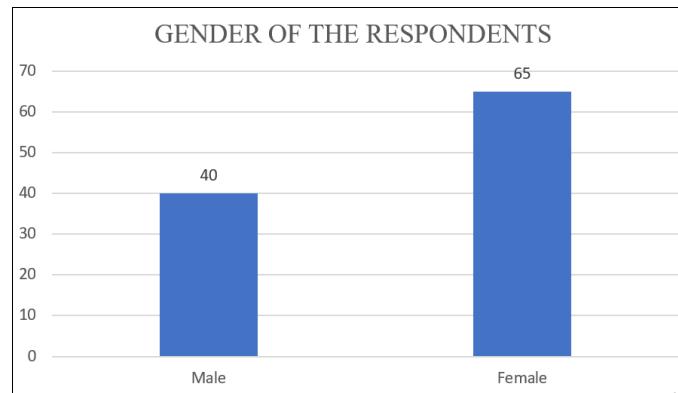


Fig 1: Gender of the Respondents

Table 2: Accident Prevention Measures in Organization

| S. No | Particulars | No. of Respondents | Percentage |
|-------|---------------------|--------------------|------------|
| 1 | Highly satisfied | 0 | 0 |
| 2 | Satisfied | 25 | 24 |
| 3 | Neutral | 10 | 9 |
| 4 | Dissatisfied | 50 | 48 |
| 5 | Highly dissatisfied | 20 | 19 |
| | Total | 105 | 100 |

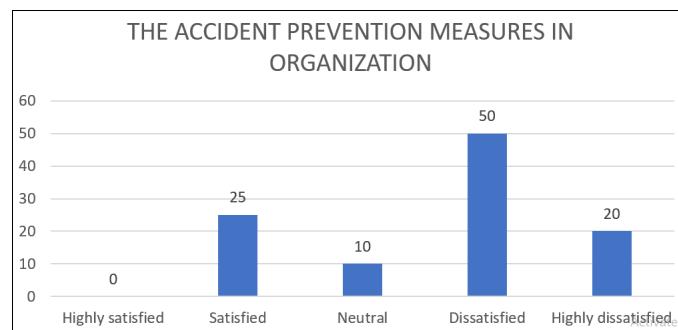


Fig 2: Accident Prevention Measures in Organization

Table 3: Overall Work life Balance Provided by Employer

| S. No | Particulars | No. of Respondents | Percentage |
|-------|---------------------|--------------------|------------|
| 1 | Highly satisfied | 32 | 30 |
| 2 | Satisfied | 20 | 19 |
| 3 | Neutral | 30 | 29 |
| 4 | Dissatisfied | 8 | 8 |
| 5 | Highly dissatisfied | 15 | 14 |
| | Total | 105 | 100 |

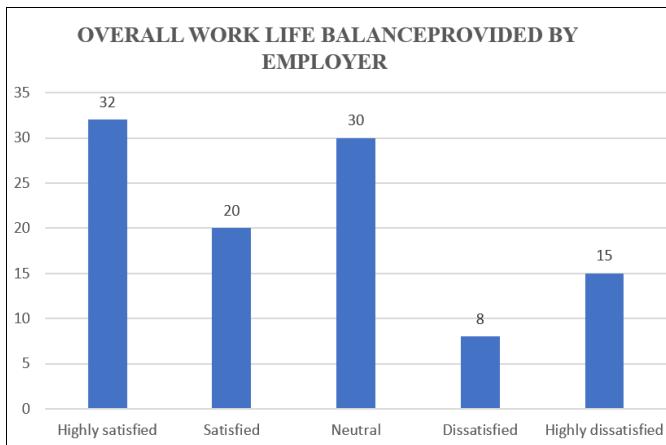


Fig 3: Overall Work life Balance Provided by Employer

Findings:

- Majority 62% of the respondents are female.
- Most of the respondent's age group is between below 25 years (33%).
- Most of the respondents are married (67%).
- Most of the respondents are Graduate (47%).
- Most of the respondents belong to production department (57%)
- Most of the respondents work for 4- 8 years (38%).
- Most of the respondents are Day shift workers (43%).
- Most of the respondents are highly satisfied with their job (37%).

Suggestion

- Recreational activities can be taken care by the management.
- Appreciating the employees through awards might be helpful in improving the performance level of the employees.
- Labour welfare services is an important personnel function in a business.
- Effective utilization of other factor of production depends on the efficiency of human factor.
- The promotion activity was found to be not very attractive so just to motivate their employees and keep them more satisfied the company can better their promotion policies.

Conclusions

Welfare facilities provided to the labours was found to be satisfactory. It has been found from the study that the worker had a positive attitude towards their job and welfare facility. The study conducted also revealed that a majority of the workers of Blue Weiss Exports were satisfied with their job and welfare measures. In addition, the study observed that the management of Blue Weiss Exports actively engages in maintaining a healthy work environment by ensuring timely provision of basic amenities such as clean drinking water, hygienic restrooms, proper ventilation, and adequate safety measures. This proactive approach not only contributes to the overall well-being of the workers but also fosters a sense of belonging and motivation among them, thereby enhancing productivity and reducing absenteeism. The study therefore highlights the various aspects on welfare facilities provided towards satisfaction for the labours.

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