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[editor@ijhrmob.com](mailto:editor@ijhrmob.com)

## A STUDY ON “EMPLOYEE SAFETY AND MEASURES” AT “SUMEGA TECHNOLOGIES”

Ms. Paka Roshini <sup>1</sup>, Mrs. Dr. Ramya Patlolla <sup>2</sup>, Dr. M. V. Narasimha Rao <sup>3</sup> (Professor & HOD) .

AUTHOR<sup>1</sup>, AUTHOR <sup>2</sup>, AUTHOR <sup>3</sup>

**MLR Institute of Technology  
DUNDIGAL, HYDERABAD.**

### I. INTRODUCTION

Employee safety is paramount for any organization, transcending mere compliance to embody the core ethos of a caring and responsible workplace. This concept goes beyond physical well-being to include psychological and emotional health, forming a holistic approach to protecting employees from various risks associated with their work environment. This holistic approach to safety is what distinguishes great organizations in today's competitive work environment. The importance of employee safety cannot be overstated. It not only ensures the well-being of individuals but also significantly impacts organizational productivity and morale. A safe workplace fosters a sense of security among employees, which enhances their engagement and dedication. Conversely, neglecting safety measures can lead to a high incidence of workplace accidents, legal liabilities, financial losses, and a tarnished corporate image.

### II. NEED OF THE STUDY

By identifying gaps and inefficiencies in current safety practices, the research will contribute to the development of more robust safety systems that not only comply with legal requirements but also foster a safety-first culture within organizations.

The findings will aid stakeholders, including policymakers, management, and safety professionals, in making informed decisions to create safer work environments, thereby reducing the risk of injury and improving employee well-being.

This study is essential for advancing the discourse on workplace safety and for initiating systemic changes that protect employees effectively.

### III. OBJECTIVES OF THE STUDY

1. To evaluate existing safety protocols and their effectiveness in preventing workplace accidents.
2. To identify gaps in current safety measures among employees.
3. To assess employee awareness and attitudes towards safety initiatives.
4. To propose enhancements to improve safety training programs.
5. To examine the impact of safety measures on employee productivity.

### IV. SCOPE OF THE STUDY

The scope of the study for "Employee Safety and Measures" encompasses an in-depth examination of the various safety protocols and measures implemented within workplaces to protect employees from physical and

psychological harm.

It will focus on identifying the effectiveness of current safety practices, the frequency and types of workplace accidents, and the impact of these safety measures on employee well-being and productivity.

## V. RESEARCH METHODOLOGY

### Primary data

The primary data are collected from the employees of Sumega Technologies., through a direct structured questionnaire.

### Secondary data

Company profiles, Company registers, websites, magazines, and articles were used widely as a support to primary data.

## SAMPLING SIZE AND TECHNIQUE

### Size of the sample

It refers to the number of items to be selected from the universe to constitute a sample.

In this study, 100 employees of Sumega Technologies were selected as the size of the sample.

### Sample design

The sampling technique used in this study is a simple random sampling method. This method is also called the method of chance selection.

Every item of the population has an equal chance to be included in the sample.

## VI. LIMITATIONS OF THE STUDY

1. Limited access to real-time data may impact the accuracy of safety measure assessments and their effectiveness.
2. Varied industry practices make it difficult to standardize safety measures across different sectors and workplaces.
3. Employees' reluctance to report safety incidents can result in incomplete data and hinder comprehensive analysis.
4. The rapidly evolving nature of workplace hazards requires continuous updates to safety protocols, challenging to track.

## VII. REVIEW OF LITERATURE

**Elantheraiyan P. (2023)** This study examined how training affects employee performance as predicted by a training needs assessment, training resources, and employee views of training. The results show that training needs assessment and resource availability affect employee performance.

**Sirisani Niveditha (2022)** The research examined how employee wellness facilities affect employee satisfaction. Minimum well-being and social assistance for all people need welfare. The company offers benefits to keep workers motivated. The goal is to assess employee welfare satisfaction and suggest ways to improve welfare services.

**Alison Dachner (2022)** Modern firms face increased workforce turnover and unpredictable employment markets. Early study reveals that an Employee Network developed when employees leave a business is vital and useful to the corporation. The employee network may provide value via recommendations, boomerangs, brand advocates, and information sharing.

**Smita Varma (2022)** Due to severe market rivalry, firms are always learning. Organisations and people must be flexible learners to survive and grow. This will help the firm succeed even more. The association's main goal is to place the proper individuals. Otherwise, firms would fight to survive. Some tasks cause problems and big losses for the company. To operate smoothly, all companies require well-trained workers.

### VIII. DATA ANALAYSIS AND INERPRETATION

1.How do you think is the working environment of your company?

| Particulars | No. of Respondents | Percentage |
|-------------|--------------------|------------|
| Very good   | 13                 | 13         |
| Good        | 45                 | 45         |
| Fair        | 10                 | 10         |
| Poor        | 25                 | 25         |
| Very poor   | 7                  | 7          |
| Total       | 100                | 100        |

#### Interpretation:

13% of respondents said management is very good, 45% said good, 10% said fair, 25% said bad, and 7% said very poor in defining the company's working environment. It shows most respondents are happy with their working circumstances.

2.How far are you aware of safety-related awareness programs/events at your workplace?

| Particulars | No. of Respondents | Percentage |
|-------------|--------------------|------------|
| Partially   | 35                 | 35         |
| Fully       | 65                 | 65         |
| Total       | 100                | 100        |

**Interpretation:**

35% of employees say that they are partially aware of safety programs/events at the workplace and 65% said that they are fully aware of the safety programs. It indicates that more than half employees are aware of the safety programs which are being conducted in the organization.

3. Rate the safety programs, you are getting in the organization.

| Particulars              | % Rating |
|--------------------------|----------|
| Canteen Subsidy          | 100%     |
| Festival Allowance       | 50%      |
| Night Shift Allowance    | 65%      |
| Heat Treatment Allowance | 75%      |
| Rest Room Facility       | 15%      |
| Shift Timings            | 10%      |
| Safety Practices         | 55%      |
| Death in Harness         | 95%      |
| HRA                      | 100%     |
| Uniform Allowance        | 50%      |

**Interpretation:**

The above table shows the various employee safety programs that are enabled in the organization. Out of the 10 measures, canteen subsidy and house rent allowance occupy the first position followed by other measures.

**IX. FINDINGS**

- 13% of respondents said that management is very good and 45% said that management is good and only 10% said that management is fair and 25% respondents said that management is poor and remaining 7% said management is very poor in defining the working environment of the company. It indicates that majority of the respondents are satisfied with the existing working conditions.
- 35% of employees say that they are partially aware of safety programs/events at the workplace and 65% said that they are fully aware of the safety programs. It indicates that more than half employees are aware of the safety programs which are being conducted in the organization.

- Most of the employees i.e., 85% of respondents in the organization are saying that the organization is bearing the children's education as a measure of employee safety programs. This shows that organization not only provides safety but also provides extra benefits to support the employee welfare.

#### X. SUGGESTIONS

1. The management shall ensure to have clear communication and transparency while addressing the concerns of the employees who find the management to be fair or poor.
2. The management shall continue to promote and enhance the safety programs by considering more interactive and engaging methods to educate employees.
3. Highlight and expand welfare benefits to meet employee expectations.

#### XI. CONCLUSION

This chapter draws inferences from the above. The investigator is aware of the study's limitations and that the sample from one unit cannot be generalised to the whole sector. The data shows that Executives prioritise employee safety in the Organisation. The management seems to consider employee safety and its needs. As the employees have positive response on various problems, the executives shall try to maintain the positive feedback and further focus more on employee safety by taking up new programs.

#### XII. BIBLIOGRAPHY

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