A Study on Safety and Health Measures of Empolyees in The Organization

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Abstract— **This study explores the implementation and effectiveness of safety and health measures in organizations, emphasizing the critical role these measures play in ensuring employee well-being and organizational productivity. Workplace safety and health protocols are essential in mitigating risks, reducing accidents, and fostering a safe working environment. The research investigates various safety and health strategies employed by organizations, including the establishment of safety committees, regular health and safety training, ergonomic workplace designs, and comprehensive health surveillance programs. Data were collected through a combination of surveys, interviews, and case studies from diverse industries to understand the impact of these measures on employee satisfaction, health outcomes, and organizational performance. The findings indicate a strong correlation between robust safety and health programs and increased employee morale, reduced absenteeism, and lower incidence rates of workplace injuries and illnesses. Additionally, the study identifies challenges organizations face in implementing effective safety and health measures, such as resource limitations, compliance issues, and the need for continuous education and training. The study concludes with recommendations for enhancing safety and health measures, advocating for a proactive approach that includes regular risk assessments, employee involvement in safety planning, and the integration of health promotion activities into organizational culture. By prioritizing employee safety and health, organizations can not only comply with regulatory requirements but also achieve long-term benefits in employee retention, productivity, and overall organizational success.**

***Index Terms*—Workplace Safety, Employee Health, Occupational Health and Safety (OHS), Safety Training.**

1. Introduction

Workplace health and safety policies are essential components of workplace management that guarantee employees' protection and well-being. These steps include a variety of procedures and guidelines intended to keep workers safe from illnesses, injuries, and accidents at work while also encouraging their physical and emotional well-being. Safety measures typically involve identifying and minimizing workplace dangers, implementing safety standards and procedures, providing appropriate training, and maintaining a safe work environment through frequent inspections and risk assessments. This could entail actions like offering personal protective equipment (PPE), making sure that equipment is maintained properly, creating emergency response plans, and encouraging an environment of safety awareness among staff members. Conversely, health measures concentrate on fostering mental and physical health in the workplace. This can entail actions like conducting health checks, making healthcare services accessible, encouraging ergonomic measures to avoid musculoskeletal disorders, putting in place wellness programs, and providing mental health assistance like counseling and stress management.

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A. Objectives

- To understand the safety and health measures of employees in the organization.
- To improve employee well-being and morale through effective safety and health measures.
- To measure the effectiveness of safety measures in reducing accidents, injuries and occupational health issues.

2. Research Methodology

The foundation of this study is descriptive research. Information is gathered for descriptive research without modifying the surrounding conditions. The purpose of descriptive research is to characterize the features of a population or phenomenon under study. Descriptive categories, another name for the categorization scheme used to characterize a situation or population, are typically utilized.

A. Data Analysis and Interpretations

1) Regular safety training session

Table.1. Regular safety training session

Particulars	Frequency	Percent
Yes	58	38.7
No	92	61.3
Total	150	100

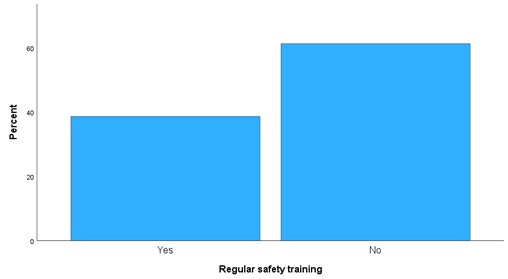

Fig.1. Regular safety training session

Inference: From the above table, it is inferred that 61.3% of the respondents are no and 38.7% are yes.

2) Access to personal protective equipment

Table.2. Access to personal protective equipment

Particulars	Frequency	Percent
Yes	106	70.7
No	44	29.3
Total	**150**	**100**

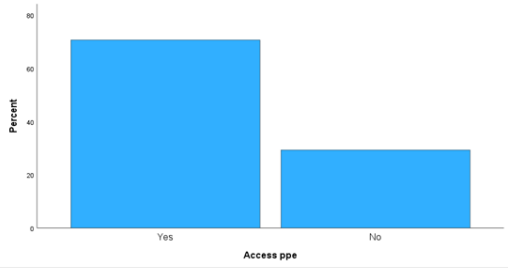

Fig.2. Access to personal protective equipment

Inference: From the above table, it is inferred that 70.7% of the respondents are yes and 29.3% are no.

3) Regular health checkups or screenings

Table.3. Regular health checkups or screenings

Particulars	Frequency	Percent
Yes	65	43.3
No	85	56.7
Total	**150**	**100**

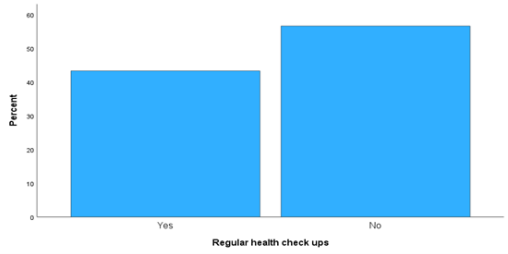

Fig.3. Regular health checkups or screenings

Inference: From the above table, it is inferred that 56.7% of the respondents are no and 43.3% are yes.

B. To Take break and rest period

Table.4. To Take break and rest period

Particulars	Frequency	Perc ent
Yes	95	63.3
No	55	36.7
Total	**150**	**100**

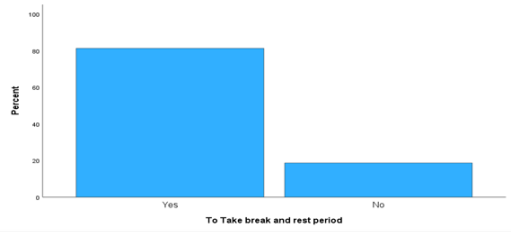

Fig.4. To Take break and rest period

Inference: From the above table, it is inferred that 63.3% of the respondents are yes and 36.7% are no.

C. Resource to support mental and physical health

Table.5. Resource to support mental and physical health

Particulars	Frequency	Percent
Yes	101	67.3
No	49	32.7
Total	**150**	**100**

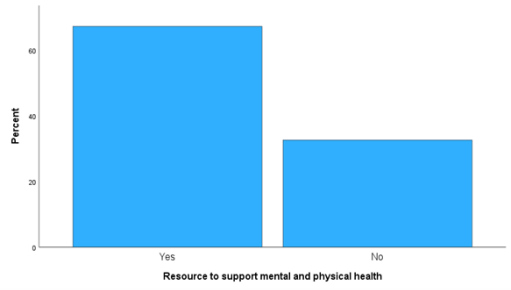

Fig.5. Resource to support mental and physical health

Inference: From the above table, it is inferred that 67.3% of the respondents are yes and 32.7% are no.

D. Safety measures introduced can decrease in number of injuries

Table.6. Safety measures introduced can decrease in number of injuries

Particulars	Frequency	Percent
Yes	99	66.0
No	51	34.0
Total	**150**	**100**

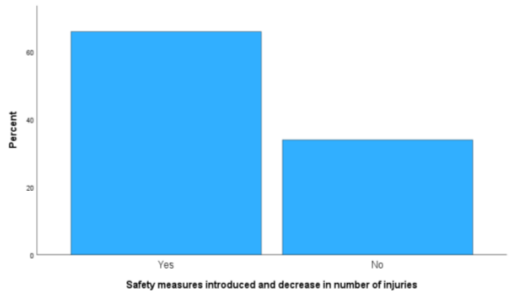

Fig.6. Safety measures introduced can decrease in number of injuries

Chi-Square Tests Null hypothesis

H0: There is no significant between regular safety training program & preventing accidents and injury.

Alternative hypothesis

H1: There is significant between regular safety training program & preventing accidents and injury.

E. Summary of the chi-square

Table.7. Summary of the chi-square

	Cases					
	Valid		Missing		Total	
	N	Percent	N	Percent	N	Percent
Regular safety training program X Preventing Accidents And Injury	150	100.0%	0	0.0%	150	100.0%

Table.8. Test statistics

	Value	**df**	**Asymptotic Sig. (2-tailed)**
Pearson Chi square	0.32	1	.859
Likelihood Ratio	0.32	1	.859
No of Valid Cases	150		

Inference: From the above table 1.8, the significant value is p=.859 which is greater than 0.05. So, alternative hypothesis is accepted, it reveals that there is significant association between regular safety training program & preventing accidents and injury.

F. Correlation

Null hypothesis

H0: There is no relationship between Safety equipment resources wellbeing is positively impacted by company safety and health measures.

Alternative hypothesis

H1: There is relationship between Safety equipment resources wellbeing is positively impacted by company safety and health measures.

Table.9. Correlation

Correlation values		**Safety equipment and resources**	**Wellbeing is positively impacted by company safety and health measures**
Safety equipment and resources	Pearson Correlation	1	-.085
	Sig. (2-tailed)		.303
	N	150	150
Wellbeing is positively impacted by company safety and health measures	Pearson Correlation	-.085	1
	Sig. (2-tailed)	.303	
	N	150	150

Inference: From the above table, it is inferred that, r = -.085(r lies between -1to+1), hence it is clear that there is a positive correlation relationship between Safety equipment resources wellbeing is positively impacted by company safety and health measures. So, H1 is accepted. There is significant between Safety equipment resources wellbeing is positively impacted by company safety and health measures.

G. Suggestions

- It was suggested to improve the training session it can increase the safety training knowledge and also reduce the accidents in the organization
- Provide employees with personalized health reports after screenings, along with actionable steps to improve their health.
- It was suggested to create a supportive and inclusive workplace culture where teamwork, collaboration, and mutual respect are valued.
- Ensure that safety guidelines are communicated in a clear, concise, and straightforward manner.
- It was suggested to provide flexible work hours, flexible leave policy and positive work environment to support their work life balance.
- It was suggested to create a detailed safety training program that covers all relevant safety protocols, emergency procedures, and health guidelines specific to your industry and workplace.

3. Conclusion

The comprehensive training and education on safety and health measures, employees can empower their workforce to perform tasks safely and minimize the risk of injuries. Implementing ergonomic solutions and promoting a culture of teamwork and assistance further contribute to creating a safer

work environment. Regular refresher training, open communication channels for feedback and ongoing evaluation are essential for continuously improving safety measures and maintaining a proactive approach to workplace safety. In this study, I obtain all the objectives.

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