



“STUDY ON EFFECTIVENESS OF SAFETY MEASURES TAKEN BY RUBBER PLANT DURING COVID-19”

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ABSTRACT:

Manufacturing plants and industrial sites are opening up again after covid-19 lockdowns, but people returning to work will choose many changes in their safety protocols. There are some guidelines which are followed by the industries during covid 19 here are some main points: enforcing social distancing when possible, Discouraging the sharing of equipment and supplies, increasing the number of hand washing stations, implementing temperature checks and well-being assessments, restricting workplace visits. Now days, companies have recognized a need in the market and rushed to develop technologies that help employers screen their workers for symptoms. Businesses are frequently adopting these measures. This research is based on the current pandemic situation, how the industry is doing work as well as safety & precaution are major concerns during this time. Our research is based upon it, and also whether the employees of the company are satisfied with it or not.

KEYWORDS: Employee safety, rules & regulation, employee health, pandemic situation

INTRODUCTION:

To study the safety measures taken by the company in this covid-19 situation is effective or not. The research is based on the Industrial employee safety. As an HR Company must see to the safety of the employees in this pandemic situation for better work and less employee turnover. Safety and wellness are the key points for the employee job satisfaction from the company. As we can see the administrative office employees can work from home but the industrial employees cannot work from their homes. So they have to take the risk and work for livelihood and day to day expenses. Safety and health at the work place can reduce the cost of injury and illness costs, it also reduces absenteeism, increase productivity and improve and raise employee morale. As safety is must for ongoing good business.

OBJECTIVES OF THE STUDY:

- To study the safety measures taken by the industry in this covid-19 situation is effective or not.
- Safety and wellness are the key points for the employee job satisfaction from the company.
- Purpose behind this study is that employee feel safe, supportive management, and comfortable in an industry. And also gives their feedback to the senior authority. So that they also feel free to say about their point of view.

PROBLEM STATEMENT:

- In rubber industries should keep the safety and health measures for employee safety and welfare. As per HR assistance all the levels of employee the company should get same amount of safety measures during COVID-19. So, the problem of research is to study effectiveness of the safety measures taken by rubber industry during pandemic situation for employee as well as employee health and their family health too. Safety measures during COVID-19 what are the precautions and rules, norms taken by the industry on that basis employees are satisfied with it or not on that we are going to take survey to know about the level of satisfaction of employee.

LITERATURE REVIEW:

1. Milad Haghani, Michael CJ Bliemer, Floris Goerlandt and Jie li (2020)

As we can see safety reasons in this pandemic situation is very important and occupational safety is of healthcare workers and staff in medical testing facility has been take care of

However most of the people don't know how to take care of their safety measures therefore anxiety, stress and depression are most of the biggest issues/problems/enemy of the people in this pandemic situation.

2. OSHA Department (2019)

During this time many people risk their life by performing their job duties. They are involving close contact to the confirmed or non-confirmed covid-19 patients. Therefore OSHA has developed guidance for into lower (caution), medium, high, and very high risk categories and provides guidance and resources for protecting workers who perform job tasks in each risk level.

3. Tony Tarver (2019)

Employment safety is considered as a priority as they are working in company with many others, therefore sanitizers and liquid soap and other necessary equipment's should be provided and frequently touched door handles, light switches, tabletops, workstations, keyboards, control buttons, toilet handles, etc. should be cleaned to provide safety to employees.

4. The National Safety Council (2020)

National Safety Council is work for leader in workplace safety. We know that employers who show they care about the safety of their employees see improved morale, increased productivity, lower costs and, most importantly, fewer injuries. National safety council mainly focused upon the employee safety in a work place, generally, the developed a guideline.

5. Devin Partida (2020)

The effects of post lockdown are where people are not comfortable for wearing masks, increased in hand sanitizations and maintaining Social Distancing, there will be separate equipment's and supplies for each employee, industrial visits should not be allowed for employees safety.

6. GENEVA (ILO News) (2019):

As we know that during this time many people are pushed into unemployment, underemployment. Therefore immediate response and measures has been taken to resolve the issues.

There are mainly three problems that are to be resolved. Workers protection, support job and incomes and restoring economy and environment.

7. Sandy Smith (2018)

Here during this pandemic situation, safety of workers is very essential and an oil and gas industry which contains powerful equipment's and flammable chemicals that leads to deadliest incidents.

Some businessman is worried about their employees regarding their safety. Businessman raises question about what will be the future of employee's workplace and how can they solve the problems faced by the employees.

RESEARCH METHODOLOGY:

RESEARCH DESIGN:

- Descriptive research design.
- Our research survey is based on quantitative research design is used to examine the relationship between variables by using numbers and statistics to explain and analyze findings.

SOURCES OF DATA:

- Our sources of data will be primary in nature, for a survey.
- As we are going to take the survey from employees of the industry who are working in this pandemic situation.
- We used secondary data for journals, articles, research papers, online sites, website any many more sources which are available on online or offline platform.

DATA COLLECTION METHOD:

- The data collection method we use online questionnaire on Google platform.

POPULATION:

- Target Population will be the employees of rubber industry like Executives, shift operators and supervisor.
- Population will be 75.

SAMPLING METHOD:

- Here we use, Non-probability sampling.(Convenience sampling)
- In non-probability sampling, we choose one random sample for research.

SAMPLING FRAME:

- Our sample frame is limited in rubber plant which is located in Gujarat.in that we included executive level, operator, & shift supervisor of the plant.

DATE COLLECTION INSTRUMENT:

- Through online Google form Questionnaire we collect the data.

STATISTICAL TOOL FOR AN ANALYSIS

- Percentage & graphical method we have been used data analysis.

LIMITATIONS:

There were poor distribution channels which can lead to biased data and low response rates. Respondents were less likely to stay engaged for a survey of more than 8-10 minutes and repeated requests to complete the survey were perceived by the employees as annoying.

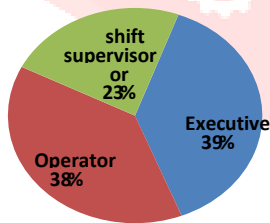
There was identification problem faced as we could not know that the responses are filled by the employees or their family members and relatives. Difficulty was reaching the certain type of employees, such as those who do not have internet access and those employees which are not familiar to the online form survey before. We as interviewers were not allowed to meet the respondents personally, so we could not guide them for responding the questionnaire. Most of the time there were multiple responses given by the respondents which lead to misguide our analysis. Result can be easily manipulated because respondents may not feel encouraged to provide accurate & honest answers. Employees are often hesitant to participate online survey not always accurate because of missing or unclear data rigidity and low Responses & low accurate information. Also human errors during data entry and incorrectly filled forms are common drawback

DATA COLLECTION:

The questionnaire with 52 respondents and then a final questionnaire were developed. Questionnaires were sent out via email to all 75 candidates and revert back from 52 respondents. The answers they provided were confidential. Participants’ names and workplaces were not required to disclose

DATA COLLECTION & DATA INTERPRETATION:

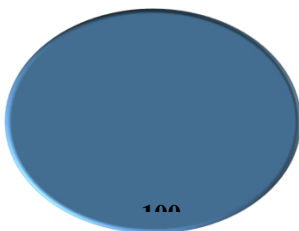
Designation



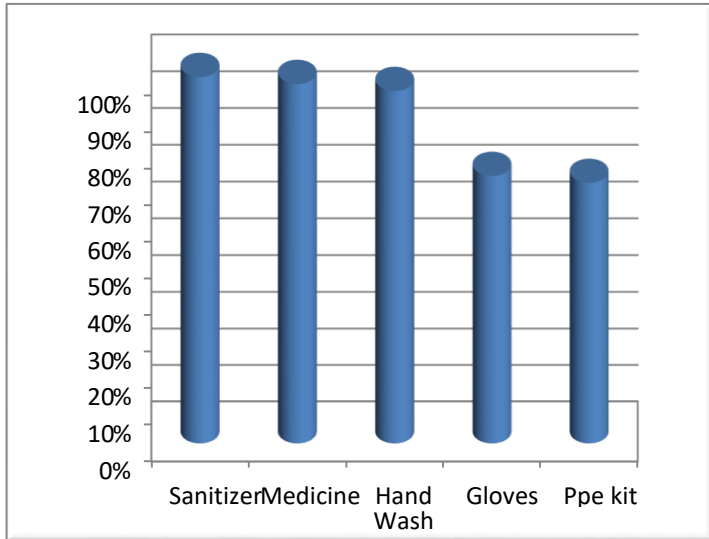
Interpretation: 1

According to the data received below
 In that 38.5% are executive and operator
 Are 38.5%, 23.1% are shift supervisor.

Interpretation: 2



All of the employees are highly agreed
 Upon the safety measure provided by
 The company is highly effect for them.

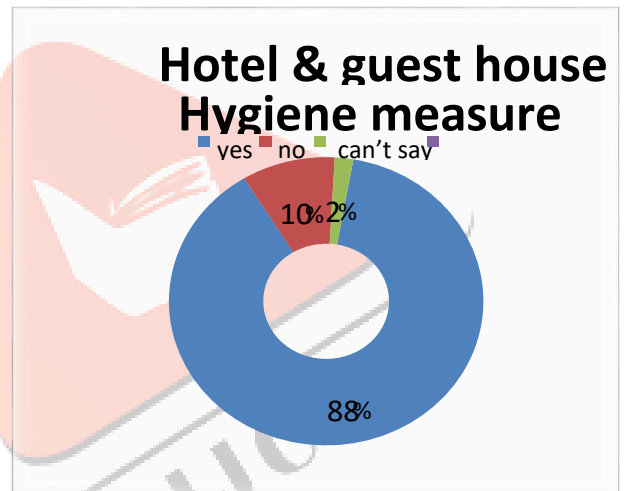


Interpretation: 3

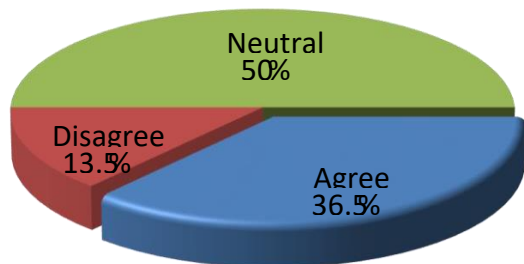
Majority respondents are satisfied about which all the essential provided by the industry like sanitizer, hand wash, glove, PPE kits, and medicines are very effective for them in that glove and PPE kits only provided to operators and rest of all things are provided to all the level of employees.

Interpretation: 4

All the level of employees highly satisfied with hygiene measured during the covid-19 in hotels and guest house which precaution taken by them but few of them are not aware about the hygiene measured



Shift rotation & duration



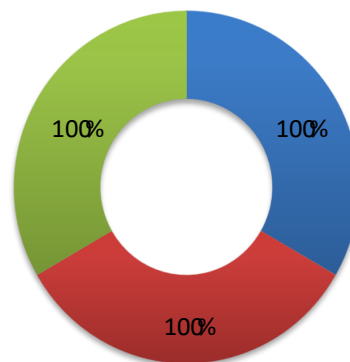
Interpretation: 5

According to respondents 50% of them employees are feel neutral about their shift duration 36.5% feasible with that shift duration and 13.5% are highly disagree upon their shift duration.

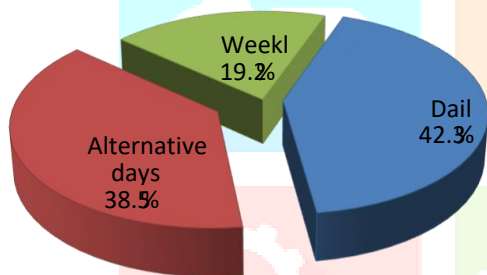
Transportation facility

Interpretation: 6

All the level of employees is highly satisfied with the free transportation facility.



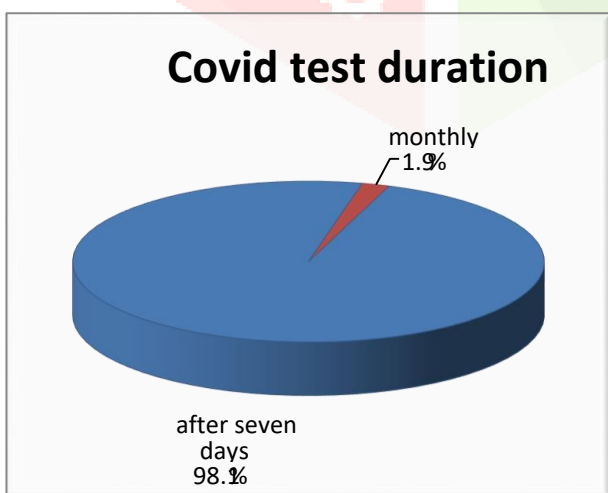
Duration of sanitization



Interpretation: 7

42.3% employees are giving response on daily basis sanitizer process done in the plant ,38.5% are given response on alternative days and 19.2% are given feedback upon weekly basis responses are defer from level of the employees.

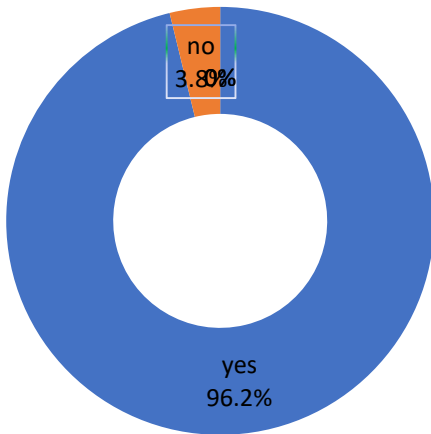
Covid test duration



Interpretation: 8

Employees were conduct covid test at every 7 days of duration. Both type of test are done

1. RTPCR
2. Rapid antigen test



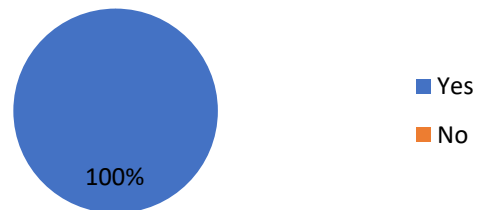
Interpretation: 9

Majority respondents are agreeing upon that medical facilities provided to that family is completed free of cost. Only few of them which are contractual basis are given responded no

Interpretation: 10

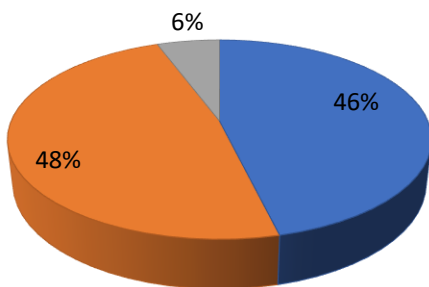
All the level of employees are highly agreed upon quarantine rule to stay home for 15days and also if they are out of town.

quarantine rule for staying at home



workforce called during the intial stage of covid-19

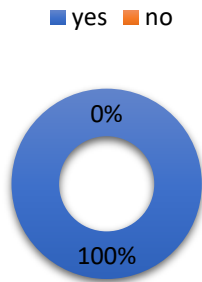
■ operator ■ shift supervisor ■ executive



Interpretation: 11

48.1% work force shift operator, 46.2% are operator and 5.7% are from executive level how they are come at the initial level of stage during covid-19.

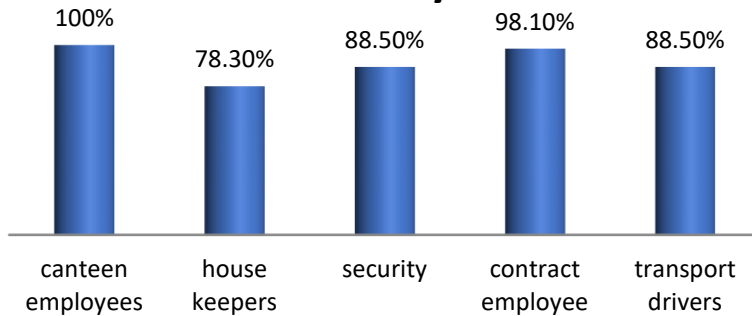
free medical treatment given to cure form covid-19



Interpretation: 12

100% of the employees are given responses upon free to cure from covid if they are tested positive.

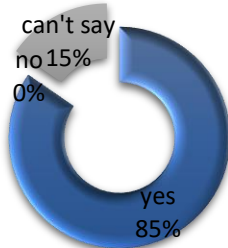
other than employee these all are covered under free covid test facility



Interpretation: 13

According to sample designation employee rated than plant employee canteen employees are 100%, housekeeping 75%, security 88.5%, contact employee 98.1% and transport driver 88.5% are get free covid test facilities.

canteen sanitization for a food safety

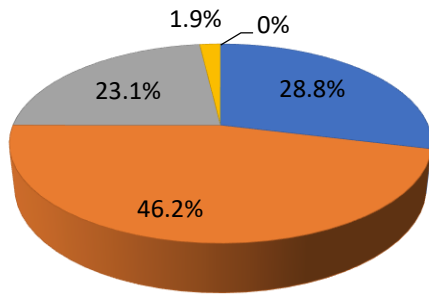


Interpretation: 14

Food hygiene very important for the employee most of the respondents are very satisfied about canteen sanitization which is done regularly for a food safety .few of them might be not aware about it.

employees feedback upon company's leadership make right decision to manage crises

■ extremely confident ■ very confident ■ somewhat confident
■ not so confident ■ not at all confident



Interpretation: 15

As per the sample size we find that 46.2% are very confident about which of the decision company leadership right decision whatever crises occur. Only some of them 23.1% are think about neutral way and 28.8% are highly agreed upon that.

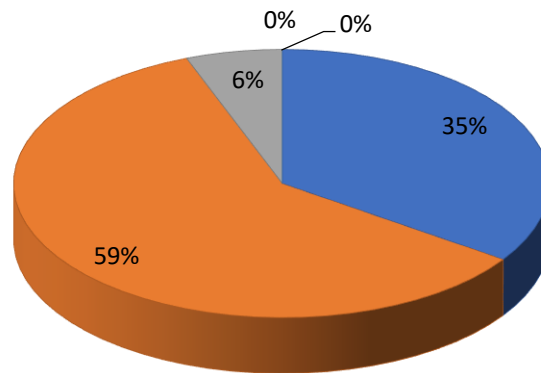
Interpretation: 16

59.6% respondents are saying that whatever the training regarding safety and health which is compulsory and very effective for them.

34.6% says very effective and 5.8% says it's effective

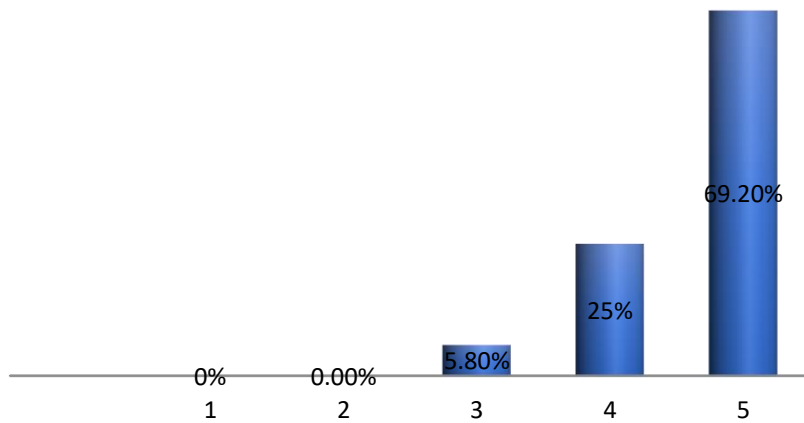
health & safety training effective for an employees

■ extremely effective ■ very effective ■ somewhat effective
■ not so effective ■ not at all effective



Rate of satisfaction of an employee in rubber plant during COVID-19 pandemic.

■ Rate of satisfaction of an employee in rubber plant during COVID-19 pandemic.



Interpretation: 17

In X axis=Rate of satisfaction

Y axis=Number of employees

The rate of satisfaction measured by the plant during covid 19 which is shown in graph

FINDINGS:

- As per the survey we that all the level of employees which are on work duty during COVID-19 most of them are highly satisfied with the safety measures which are followed by their industries.
- All the precautions taken by industry & essentials provided in to plan on a regular basis that is one of the biggest advantages for the employee health & wellness.
- From the all the level of respondents we got the data in that during pandemic situation for an employee's company's leadership team and their management is highly concerned form Their human assets. And they are taken care of them.

CONCLUSION & RECOMMENDATION:

- In this pandemic situation safety measures are important for the health of the employees, so that the productivity of the employees is maintained for long period of time. Still industry followed strict about their rules and regulations which is mandatory. Over all we can say that employee safety and their family's safety and health is main concern for the industry. They believes in that if human asset is well industry growth is automatically goes on Safety is the major part of retaining the employees for longer time frame and to cut off the employee's turnover into the organisation. Employees should be taken care as most important assets to the company and there health is also very necessary for company's productivity. As per the survey, finally we conclude that employee satisfaction and their safety and health is a major concern for industry especially during COVID-19 all the measures and norms which is designed by the company all the level of employees majorly highly satisfied with provisions. Only few of them are not agreed upon different biased its depend upon employees perspective.

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