



WORKERS' OPINION TOWARDS SAFETY AND WELFARE MEASURES IN SIVAKASI PRINTING INDUSTRIES

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ABSTRACT

Sivakasi is a well known for Printing, Match and Fireworks industries. The workers are the principal assets for the accomplishment of the target of any industry and in the attainment of economic progress. Mostly, labour problems are classified as socio – economic conditions, safety and welfare measures. Printing Industries are considered to be less risky compared with Match and Firework industries. Hence the employers of printing industries are not taking care on safety and welfare measure which leads to the deprived working condition as a labour problem. It will reduce the workers involvement and their Job Satisfaction which may cause labour turnover. Eventually it diminishes the product quality and brand image ultimately. This paper investigated the workers opinion towards Safety and Welfare measures in printing industries in sivakasi. The researcher involved a survey in which workers working in various printing industry in Sivakasi. The Primary data was collected through questionnaire and the data was analyzed using SPSS. It was found that the organization has provided sufficient safety and welfare measures. The essential provisions are to be made regarding the transport, rewards for results and canteen facilities as general wellbeing of the workers improvement. The organisation can initiate some recreation facilities which can reduce the pressures faced by the workers which affect the competence of the organisation and means to inculcate enthusiasm and exciting mentality among its workforce.

Key Words: Working condition, Safety, Welfare measures, Recreation facilities

1. INTRODUCTION

Workers welfare and safety has seen as one of the necessary measures of an organization. Organizations have set standard measures to care of the workers' carrier and personal growth. Increase in dependence on technology, work distribution to a workers, increase in pace of work, and work diversity in the work place creating several challenges for Human Resource Management personnel. First, capacity of new hazards is materialize from the introduction of new technologies and through the performance of work in a more virtual organization. Second, businesses are becoming smaller and charm and are modifying the content of work and the nature of the employment relationship.

1.1 SAFETY IN PRINTING INDUSTRY

Manual Handling:

When workers are handing the bundle of raw materials like lifting, carrying, pushing and pulling are causes for majority of the injuries in the printing industry.

Machinery:

While operating machinery in printing industry accidents occur at presses while making ready, press cleaning, machine setting and maintenance. In order to reduce the accidents in printing industry we need to choose the right machine to right job, monitor the machinery is adequately guarded to prevent access to dangerous parts. Industry can provide the safety equipments for the employers when they working near in dangerous parts.

Slips and Trips:

Which is one of the risks in printing, here we can limit the hazards like, while avoiding trailing cables and provide cable covers for temporary arrangements, prevent oil leaks by maintaining equipments, By providing suitable bins for disposing of strapping, wrapping and paper.

Fires and Explosions:

Printing industry contains more burnable materials which have risk under fire and explosion risk. Industry need to store some materials under explosive atmosphere. For reducing the fires and explosion risks we should follow the segregate printing, storage and other areas. We can install fire – detection and extinguishing systems.

Chemicals:

In printing industries are using the harmful chemicals like inks, lacquers, adhesives and cleaning solvents which are causes for ill health. These are unavoidable things in order to using chemicals at working place. Supervisors in an industry, need to provide information and training to the employee and consider how workers might expose and consequently harm themselves.

Noise:

Machineries are causes for the noise pollution in industry. Industries can alter machine or processes to produce less noise. Possibilities of implement a system for plant maintenance which muffles noise we should implement in printing industry. Workers can use hearing protection that stifles sound to blow 85 decibels.

2. OBJECTIVES OF THE STUDY

- To find out the workers' opinion towards safety and welfare measures provided in printing industry.
- To study the awareness level of workers towards the safety and welfare measures.
- To analyze the factors influencing safety and welfare measures of workers.

3. SCOPE OF THE STUDY

The study entitled, “**Workers’ opinion towards safety and welfare in Printing industries**” covers the safety measures such as fencing of machinery, work on or near machinery in motion, self-acting machinery etc. and also welfare measures such as sitting facility, first aid appliance, washing facilities provided by the organization. This study also covers the awareness level of workers towards safety and welfare measures in printing industry. This study also analyzes the different factors which influence workers performance such as poor physical working conditions, work over load, time pressures, Job instability, decision making and capacity.

4. NEED FOR THE STUDY

The worker safety and welfare measure provided by the organization is the major factor for effective and efficient running of any business. The first and far most thing is to be preventing accidents, higher productivity, increased efficiency and quality, reduce medical and insurance costs, worker’s compensation rates and payment. This study highlights effectiveness of safety and welfare that could be adopted by the printing industry.

5. LIMITATIONS OF THE STUDY

- The study covers workers working in printing industry only in Sivakasi.
- These findings based on this study cannot be used by other industries.

6. REVIEW OF LITERATURE

Shobha Mishra & Bhagat (2016) in their study on “Principles for Successful Implementation of Labor Welfare Activities”, stated that labor absenteeism in Indian production industries can be reduced to a great extent by provision of good housing, health and family care, canteen, providing safety equipments, educational and training facilities and provision of welfare activities.

Emma Seppala (2015) stated that a large and growing body of research on positive organizational psychology demonstrates that not only is a cut-throat environment harmful to productivity over time, but that a positive environment will lead to dramatic benefits for employers, workers, and the bottom line. Safety and welfare measures which includes adequate protection for life and health of workers in all occupations, provision for child welfare and maternity protection, provision of adequate nutrition, housing and facilities for recreation and culture, the assurance of equality of educational and vocational opportunity, Dispensary facility for workers etc.

Meenakshi Yadav (2013) stated that worker reveals the welfare measures in the corporate sector. The factor analysis model has various issues for labour welfare into eight factors. These are: loans and compensation facilities, education, housing, subsidized food, better working environment, stability of work force and provision of cooperative societies. In order to maintain good industrial relations with workers in the organizations, these types of welfare facilities can maintain long way to continue efficiency relation with an working people in the organizations. The corporate sector should maintain a good provision of welfare measures for the workers.

Almeida et al (2013), did her study that Welfare on Job Satisfaction among Workers in the production industry stated that there was a strong positive relationship between two variables welfare facilities and job satisfaction. Welfare measures strongly influence the workers to do the better performance in their work.

Swapna (2011), her study entitled that social responsibility in light of labour welfare with special reference to Singareni Collieries Company Limited. The linkages involved in worker welfare have been addressed with implications for labour welfare. The concept of social responsibility has been compared with economic welfare. Conceptually and operationally, labour welfare can achieve through social responsibility, which in turn is closely 76 linked to the concept of social welfare. Hence in this process, it is understood the importance of social responsibility towards labour welfare.

Poongavanam (2011) has done study on the labour welfare measures in Anglo French Textiles and finalized that welfare work in any industry should improve the working and living conditions of workers and their families. The concept of labour welfare varies from time to time, region to region, industry to industry and country to country, depending upon various factors such as educational level, social customs, and degree of industrialization and general standard of socio-economic development.

7. METHODOLOGY

The study is descriptive based and data required was collected from both Primary and secondary sources. The researcher considered the workers who are working in printing industries in Sivakasi for collecting primary data through the questionnaire and the Secondary data has been taken from internet, newspaper, magazines and companies website.

7.1 SAMPLING METHOD

There are 502 printing presses in Sivakasi. Out of 502 printing units, ten percent units, 50 units are selected as sample units by adopting lottery method. From each unit, 5 workers are randomly selected as respondents and hence the sample unit for the study is $50 \times 5 = 250$ workers.

7.2 Statistical tools for analysis

The following statistical tools for data analysis have been used;

- Uni-Variate Percentage Analysis
- Weighted Average Analysis

8. DATA ANALYSIS & INTERPRETATION

Table 1.1 Demographic profile of workers

Particulars		No.of.Respondents	Percentage
Gender	Male	193	77.2
	Female	57	22.8
	Total	250	100
Age Group	Below 20 years	6	2.4
	20-25 years	46	18.4
	26-35 years	92	37.6
	36-50 years	98	62.4
	Above 50 years	8	3.2
	Total	250	100
Educational Qualification	HSC	11	4.4
	SSLC	42	16.8
	Diploma	52	20.8
	Graduate	42	16.8
	Others	103	41.2
	Total	250	100
Working Experience	Below 1 year	80	32.0
	1 -2 year	94	37.0
	2 – 4 year	23	9.2
	4 years and above	53	21.2
	Total	250	100
Monthly Income	Below 5000	80	32.0
	7000-10000	117	46.8
	Above 10000	53	21.2
	Total	250	100

Formula

The number of respondents

Percentage analysis = _____ *100

Total number of respondents

Inference

From the above table it is inferred that 77.2 percent of the respondents are male ; 62.4 percent of the respondents are under the age group of 36-50 years;41.2 percent of the respondents are illiterate and uneducated;37.2 percent of the respondents have 1-2 years of working experience and 46.8 percent of the respondents monthly income of Rs.7000-10000.

Table 1.2 Factors of Workers Safety and Welfare measures

S.NO	AMENITIES	PARTICULARS
1	A1	Medical
2	A2	Education for children
3	A3	Housing
4	A4	Travelling
5	A5	Recreation
6	A6	Compassion
7	A7	Proper Fencing of machinery
8	A8	Production against the machineries in motion
9	A9	Protection against the self-acting machinery
10	A10	Casing of new machinery
11	A11	Handing excessive weights
12	A12	Safety equipments for eyes
13	A13	Provision for mask
14	A14	Wide pathways
15	A15	Fire-extinguishers
16	A16	Accessibility to fire-extinguishers
17	A17	Instructions to operate fire extinguishers
18	A18	Awareness about the first aid appliances
19	A19	Usage of first aid equipment
20	A20	Washing facilities
21	A21	Facility for storing and drying clothing
22	A22	Sitting facilities
23	A23	First aid appliances
24	A24	Rest room, lunch room facilities
25	A25	Crèches

Table 1.2.1 – Factors to measure the workers safety and welfare

S.No	Factors	W	W	W	W	W	Total	Weighted Average	Rank
		5	4	3	2	1			
1	A1	0	832	126	0	0	958	3.83	XII
2	A2	0	0	225	266	0	491	2.0	XXV
3	A3	0	0	510	160	0	670	2.68	XXIII
4	A4	0	620	285	0	0	905	3.62	XVI
5	A5	0	0	240	340	0	580	2.32	XXIV
6	A6	0	412	441	0	0	853	3.41	XVIII
7	A7	115	320	441	0	0	876	3.50	XVII
8	A8	0	680	240	0	0	920	3.68	XV
9	A9	0	0	441	206	0	647	2.59	XXII
10	A10	260	0	435	106	0	801	3.00	XIX
11	A11	0	168	384	106	0	658	2.85	XXI
12	A12	515	420	126	0	0	1061	4.24	VIII
13	A13	115	740	126	0	0	981	3.92	XI
14	A14	525	580	0	0	0	1105	4.42	II
15	A15	515	588	0	0	0	1103	4.41	III
16	A16	115	528	285	0	0	928	3.71	XIV
17	A17	115	208	525	0	0	848	3.39	IV
18	A18	400	468	159	0	0	1027	4.11	IX
19	A19	0	1000	0	0	0	1000	4.00	X
20	A20	265	788	0	0	0	1053	4.21	VII
21	A21	0	0	1000	0	0	1000	3.00	XIX
22	A22	375	700	0	0	0	1075	4.30	VI
23	A23	665	468	0	0	0	1133	4.53	I
24	A24	640	320	126	0	0	1086	4.34	V
25	A25	925	0	195	0	0	1120	3.74	XIII

Weightage:

5- Strongly Agree 4-Agree 3- Neutral 2- Disagree 1- Strongly Disagree

Formula

$$\text{Weighted Average} = \frac{\sum_{i=1}^n \text{Value} * \text{Weightage}}{\text{Total number of Respondents}}$$

$$\text{Weighted Average Mean} = \frac{\text{Weighted Average Value}}{\text{Total number of Attributes}}$$

Inference:

From the above table it is inferred that, most of the respondents are ranked first that they have a facility of First Aid Appliances and poor in recreation facilities and also in providing education for workers children fin their printing presses.

9. MAJOR FINDINGS

- 77.2% of the respondents are male.
- 62.4% of the respondents are in the age group of 36-50 years.
- 41.2% of respondents are illiterate or uneducated respondents.
- 79.2% of the respondents are married.
- 37.0% of respondents having 1-2 years of experience.
- 46.8% of the respondents are earning Rs.7000-10000.
- Most of the respondents are satisfied with the facility of first aid appliances, wide pathways, fire extinguishers and dissatisfied with recreational facilities and also dissatisfied in providing education for workers children.

10. RECOMMENDATIONS

Based on the study the researcher recommends few things for the improvement to safety and welfare measures towards printing industries;

- Organization needs to conduct more safety training programs for the workers as well as to supply safety equipments when required and supervising to adapt safety measures by the workers.
- Organization has to implement safety in entrance gates with CC cameras installation, bomb detector equipment and electricity fencing around water canals.
- Organization can provide separate rest rooms and wash rooms for each department for both male and female workers.
- Organization could make available creches for the welfare of women workers as well as the canteen facilities near the plant.
- Promotions and allowances should be provided to the workers based on their performance rather than their experience.
- Organization might improve the medical facilities for the workers treatment in case of any accidental injuries.

11. CONCLUSION

From the study on workers safety and welfare measures, it was found that the organization has provided sufficient safety and welfare measures. But certain points have been identified that some workers are satisfied and some are not satisfied with the present welfare measures with their industries. Urgent provisions are to be made regarding the transport, rewards for results and canteen facilities as general wellbeing of the workers improvement. Welfare refers to physical, mental and emotional wellbeing of the individual. Hence in future, the management can well think of improving the welfare by consulting with workers.

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