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A Study On Employee's Health And Safety At Kausikh Therapeutics (P) Ltd.

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ABSTRACT

The study focuses on the employee health and safety at KAUSIKH THERAEUTICS (P) LTD. its critical role in enhancing organizational productivity and employee well-being. The study explores various workplace hazards, including physical, chemical, biological, and ergonomic risks, and evaluates the effectiveness of existing health and safety policies in mitigating these risks. The sample size is 217. Data was collected through surveys, interviews, and workplace observations across multiple industries, providing valuable insights into employee awareness, safety training practices, and the implementation of safety standards. The findings indicate a strong correlation between proactive safety measures and reduced workplace accidents, as well as improved employee morale and performance. The study emphasizes the importance of regular risk assessments, employee participation in safety programs, and continuous training to foster a culture of safety. Ultimately, the research underscores that investing in employee health and safety is not only a legal and ethical responsibility but also a strategic approach to achieving long-term organizational success.

Key Words: Health and safety.

INTRODUCTION:

Due to rapid industrialization, industrial workers are exposed to several types of hazards and accidents. Every year lakhs of workers are injured due to mechanical, chemical; electrical and radiation hazards and it leads to partial or total disablement. So, in recent years, greater attention is given to health and safety due to pressure from government, trade unions, labour laws and awareness of employers.

The efficiency of workers depends to a great extends on the environment in which the work. Work environment consists of all the factors, which act and react on the body and mind of an employee. The

primary aim is to create an environment, which ensures the greatest ease of work and removes all causes of worries.

OBJECTIVES:

1. To study the level of awareness and training provided to employees regarding workplace safety.
2. To analyse employee health and well-being through comprehensive wellness programs.
3. To study the impact of workplace health and safety policies on employee well-being, productivity and overall organisational performance.
4. To evaluate the challenges and suggestion to improve for enhancing workplace health and safety.

REVIEW OF LITERATURE:

Mullen, J., Thibault, T., & Kelloway, E. K., 2024 in their study **A Study on Occupational health and safety leadership** stated that There is widespread acknowledgment in occupational health research that organizational leadership influences employee health and safety. Indeed, virtually every variable of interest in occupational health psychology (OHP) has been linked to leadership. A great deal of research has demonstrated that effective—and in particular, transformational—leadership is associated with a variety of positive employee health and safety outcomes. Leaders use a range of high-quality leadership behaviors, and displaying them consistently leads to better employee health and safety-related outcomes within workplaces. This chapter reviews the literature on leadership as a mechanism for enhancing employee health and safety in organizations. It begins with a review of the most widely researched leadership styles and their associations with various health and safety-related outcomes, followed by an examination of destructive forms of leadership. The chapter concludes with a discussion of topics for future research.

Ejike David Ugwuanyi, 2024 in their study **The role of environmental health and safety practices in the automotive manufacturing industry** stated that The automotive manufacturing industry plays a pivotal role in global economic development, providing transportation solutions while simultaneously facing multifaceted challenges related to environmental health and safety (EHS) practices. This review investigates the indispensable role of EHS practices within the automotive manufacturing sector, highlighting their significance in mitigating environmental impact, ensuring workplace safety, and complying with regulatory standards. Effective EHS practices are integral to managing environmental sustainability within automotive manufacturing. These practices encompass waste management, emissions reduction, and resource conservation strategies aimed at minimizing the industry's ecological footprint. Additionally, the adoption of eco-friendly technologies and processes, such as renewable energy integration and material recycling, contributes to the industry's overall environmental stewardship. By addressing environmental concerns, ensuring workplace safety, and meeting regulatory requirements, automotive manufacturers can uphold their commitment to environmental stewardship and social accountability while maintaining operational efficiency and competitiveness in the global market.

RESEARCH METHODOLOGY

The research implements DESCRIPTIVE STUDY while employing Simple random sampling as a type of non-probability sampling where researchers select participants from easily accessible population parts. Questionnaire were used to collect the data.

ANALYSIS:

KRUSKAL WALLIS H TEST:

Null hypothesis: There is no significance between the mean rank of gender of the respondents for level of awareness, comprehensive wellness programs, employee well-being, productivity and overall organisational performance and enhancing workplace health and safety.

Alternative hypothesis: There is significance difference between the mean rank of gender of the respondents for level of awareness, comprehensive wellness programs, employee well-being, productivity and overall organisational performance and enhancing workplace health and safety.

Ranks

	Gender	N	Mean Rank
level of awareness	Male	42	53.35
	Female	72	59.92
	Total	114	
comprehensive wellness programs	Male	42	52.12
	Female	72	60.64
	Total	114	
employee well-being, productivity and overall organisational performance	Male	42	48.98
	Female	72	62.47
	Total	114	
enhancing workplace health and safety	Male	42	55.00
	Female	72	58.96
	Total	114	

Test Statistics^{a,b}

	level of awareness	comprehensive wellness programs	employee well-being, productivity and overall organisational performance	enhancing workplace health and safety
Chi-Square	1.069	1.791	4.491	.385
df	1	1	1	1
Asymp. Sig.	.301	.181	.034	.535

a. Kruskal Wallis Test

b. Grouping Variable: Gender

FINDINGS:

All significance value from the above table is greater than 0.05, so there is no significance difference between the mean rank of gender of the respondents for level of awareness, comprehensive wellness programs, employee well-being, productivity and overall organisational performance and enhancing workplace health and safety.

CHI-SQUARE:

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Alternative hypothesis: There is significance difference between the mean rank of gender of the respondents for level of awareness, comprehensive wellness programs, employee well-being, productivity and overall organisational performance and enhancing workplace health and safety

Test Statistics

	level of awareness	comprehensive wellness programs	employee well-being, productivity and overall organisational performance	enhancing workplace health and safety
Chi-Square	244.346 ^a	207.060 ^b	298.281 ^c	179.608 ^a
df	15	16	23	15
Asymp. Sig.	.000	.000	.000	.000

a. 0 cells (.0%) have expected frequencies less than 5. The minimum expected cell frequency is 13.6.

b. 0 cells (.0%) have expected frequencies less than 5. The minimum expected cell frequency is 12.8.

Test Statistics

	level of awareness	comprehensive wellness programs	employee well-being, productivity and overall organisational performance	enhancing workplace health and safety
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b. 0 cells (.0%) have expected frequencies less than 5. The minimum expected cell frequency is 12.8.

c. 0 cells (.0%) have expected frequencies less than 5. The minimum expected cell frequency is 9.0.

FINDINGS:

Since the significance value is less than the P value (0.05), reject the null hypothesis (H0) and accept the alternative hypothesis (H1).

SUMMARY OF FINDINGS:

A significant portion of the respondents (33%) are the age group between 25-34 years old. Majority of the respondents (74.2%) are Male. All significance value from the above table is greater than 0.05, so there is no significance difference between the mean rank of gender of the respondents for level of awareness, comprehensive wellness programs, employee well-being, productivity and overall organizational performance and enhancing workplace health and safety. Since the significance value is less than the P value (0.05), reject the null hypothesis (H0) and accept the alternative hypothesis (H1).

CONCLUSION:

In conclusion, the study on employee health and safety highlights the critical importance of creating a safe and healthy work environment as a fundamental aspect of organizational success. Ensuring employee well-being not only reduces workplace accidents and health hazards but also enhances productivity, job satisfaction, and overall morale. The findings emphasize that proactive safety measures, regular training, effective communication, and a strong organizational safety culture are essential in minimizing risks and promoting long-term employee welfare. As businesses continue to evolve, prioritizing health and safety must remain a central focus, ensuring compliance with legal standards while fostering a supportive and secure workplace for all employees. Moreover, the study emphasizes the need for ongoing commitment from both management and employees to foster a culture of safety.

SUGGESTION:

When conducting a study in employee health and safety would be an investigation into the effectiveness of workplace safety training programs in reducing accidents and promoting a culture of health awareness among employees. This research could explore how different industries implement safety protocols, the frequency and quality of training provided, and how these measures impact employee well-being and organizational productivity. By comparing companies with proactive health and safety initiatives to those with minimal policies, the study can highlight best practices and recommend improvements. Additionally, the paper could consider psychological factors such as employee stress, burnout, and job satisfaction, analyzing how these relate to the broader concept of occupational health. This topic is especially relevant in the context of post-pandemic work environments, where both physical and mental health have become critical to sustaining a healthy workforce.

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