



# TO STUDY ON HEALTH AND SAFETY OF EMPLOYEES IN P&G COMPANY,PVT,LTD

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## ABSTRACT

The has been taking several measures to provide health benefits and safety steps in order protect the employees from harmful and hazardous chemicals while preparing the medical capsules sanitary products etc. This study helps us to know the benefits and safety measures which the firm provides to take care of the employee by ensuring how and where to use the chemicals. Organization provides various benefits to retain employees. Many candidates are been attracted towards working in the such organization which has benefits. The P & G company provides the benefits which are needed to the employee in their work life. It helps the employee in balancing their work and personal lives. The company focuses on the health of employees as their work is related to use of chemicals. It facilitates special benefits to women employees working in the organization. As there are many women employees working in the company they provide the benefit of maternity leave and 8 weeks paid off for new moms.

Key Words: Health, safety measures, company, employees

## I. INTRODUCTION

Procter And Gamble (P& G) is an American multinational consumer goods corporation head quartered in Cincinnati, Ohio, founded in 1837 by William Procter and James Gamble. It specializes in a wide range of personal health, care and hygiene products. The products include beauty, grooming, health care fabric and home care, baby, feminine and family care.

The organization aims to increase Health and Safety of the employee. This project is motivated by the desire to establish a work environment that improves the employee's physical, financial, and psychological well-being. It hopes to improve staff morale, work satisfaction, and eventually productivity and retention rates.

## II. OBJECTIVES

- To understand the benefits given to the employees.
- To analyze the safety measures taken by employees in the firm.
- To assess the special advantages given to the women employees.

## III. LITERATURE REVIEW

Matthew J Grawitch, Shawn Trares, Jennifer M Kohler. 2007. Healthy workplace practices and employee outcomes. This study explores the relationship between employees with different work place practises. The overall regression indicates that satisfaction with healthy workplace practises was predictive of employee outcomes.

Megan S Raines, 2011. Engaging employees: Another step in improving safety. This study involves employees at all levels in various aspects of business and value their inputs. Study shows a possible link between employee engagement, employee involvement and safety performance.

Ronald R Loeppke, Todd Hohn, Catherine Baase, Willam B Bunn, Wavne N Burton, Barry S 2015: Integrating health and safety in the workplace: how closely aligning health and safety strategies can yield measurable benefits. To understand how integrating health and safety strategies in workplace has evolved and establish replicable, scalable framework for advancing concept. Institutionalize integration of health and safety strategies to achieve measure and benefits to enhance overall health and wellbeing of worker, their families and community.

Matthew J Grawitch, Melanie Gottschalk, David C Munz 2006: The path to a healthy workplace: A critical review linking healthy workplace practices, employee wellbeing, and organisational improvements. The review is based on both a direct and an indirect link between healthy workplace practises and organizational improvements are proposed. Healthy work place practises were identified in literature: work, life balance, employee growth and development, health and safety, recognition and employee involvement.

Mogale L Pilusa, Mataniele S Mogotlane 2018: Worker knowledge of occupational legislation and related health and safety benefits. The study explore knowledge and experience of workers about occupational legislature and benefits for their health and safety. The aim was recommendations that would be implemented to improve knowledge and compliance with occupational legislation.

### Health Benefits

- Examine and update your current health insurance policies.
- Introduce wellness programs and activities to encourage staff to live healthy lifestyles.
- Increase the availability of mental health support services.
- Work with health insurance carriers to assess and improve coverage alternatives.
- Create wellness initiatives such as exercise challenges and health exams.

- Counselling services can be provided in collaboration with mental health specialists.
- Renegotiate terms and coverage with health insurance providers.
- Create a wellness committee that will be in charge of implementing and overseeing wellness programs.
- Form alliances with mental health practitioners and clinics.

## **Safety Benefits**

- Conduct a thorough safety assessment and make any necessary adjustments.
- Employees should get frequent safety instruction. Create a detailed emergency response strategy.
- Conduct risk assessments and safety audits.
- To reduce hazards, put in place safety measures and protocols.
- Create and distribute emergency response plans to all staff.

## **Benefits to be Expected**

- Employee retention and satisfaction have improved.
- Workplace morale and productivity have improved.
- Employees' physical and emotional wellbeing has improved.
- Employees will have more financial stability and security.
- A more secure and safe working environment.

## **HEALTH & SAFETY BENEFITS GIVEN TO EMPLOYEES OF P&G ORGANISATION**

### **1. Sabbatical**

It offers a sabbatical program that provides the employees with the opportunity to pursue their interests and recharge their batteries. The employees can take up to three months off every five years, either in one go or split up, to focus on personal development, travel, or any other activity that aligns with their aspirations. This program is designed to support the employees for their professional growth and wellbeing, and they encourage the employees to take advantage of it.

### **2. Paid Time Off**

At P&G, the organisation understand the importance of work-life balance and the value of taking time away from work to recharge and refresh themselves from their busy work. The organisation believes that by providing time for rest and relaxation, employees are able to perform at their highest level both professionally and personally.

### **3. Health Insurance**

At P&G, organisation recognize that mental wellbeing is essential for leading a fulfilling and healthy life. They provide a range of support services to help employees to take care of their mental health, including therapeutic support, mindfulness and meditation training, and access to mental health resources. We understand that taking care of one's mental health is crucial, not just for work productivity, but for overall quality of life. We want our employees to feel supported and empowered to prioritize their mental health throughout their careers.

### **4. Employee Assistance Programs**

The firm offers an Employee Assistance Program (EAP) which provides confidential and accessible support to the employee and his family members via phone or chat. The EAP includes a range of services from therapeutic support to practical assistance such as tax or legal advice. EAP is designed to provide employee with the resources and tools which are need to manage personal and professional challenges, and maintain a healthy work-life balance.

### **5. Accident Insurance**

The firm understands that unexpected accidents occurred may have significant financial and medical implications, so the company provides comprehensive accident insurance coverage for all the employees. This ensures that everyone have the necessary security and access to medical care in the event of an accident.

### **6. Sick leave support**

At P&G, we understand that illness can happen to anyone. To support your health and wellbeing, we offer comprehensive sick leave coverage that allows you to take the time off you need to recover.

### **7. Preventative Care**

At P&G, we prioritize taking care of our team members' health. We believe that preventing illness is just as important as treating it, which is why we offer vaccinations and regular health check-ups to help you stay healthy and happy. We want to empower you to prioritize your health and well-being, and give you the tools you need to stay well.

### **8. Fitness Support**

The company understands the importance of maintaining both the physical and mental wellbeing of the employees. They offer access to fitness facilities either on-site or off-site. The employees have a choice whether to work out at their own time or take advantage of group classes, the fitness support program provides them with the resources and flexibility.

## **9. Flexible Work-Schedule**

P&G employees have flexible work schedules which allows them to choose their start and stop times within a specified framework, enabling them to align their work schedule with their personal needs and responsibilities.

## **10.Reduced Work-Schedule**

They provide a range of work schedules, including part-time options, that can be customized to fit their unique situation. It aims to achieve the flexibility of both in and out of the workplace.

## **11.Work from Home**

They offer the opportunity to work from home to balance a healthy mix of work from home and office and it helps employees to build on the social connections within the workplace while also enabling to meet their personal needs at home.

## **12.Work from Abroad**

With the constantly evolving modern work landscape the company recognized that their people may have the desire to work from different parts of the world, either for personal reasons or to explore new markets. They offer the opportunity to work from abroad for a set number of days each year. This allows their employees to expand their horizons, gain new experiences and insights, and ultimately bring even more value to their organization.

## **13. Paid Absences**

In addition to their generous paid time off policy, they also offer specific paid time off allowances for events like jury duty, moving house, or caring for a sick child.

## **14.Parental Leave**

They support all new parents, regardless of gender or sexual orientation. The company offers generous parental leave for both primary and secondary caregivers, including same-sex couples, to ensure that everyone has the opportunity to bond with their new born and share the responsibilities of parenting.

## **15. Education Support**

At P&G, they believe in investing in the professional growth of their employees. They offer education support for job-related courses, providing the opportunities to enhance the qualifications and advance career of employees. They are committed to help reach the employees their full potential and achieve their professional goals.

## Benefits Given To The WOMEN Employees

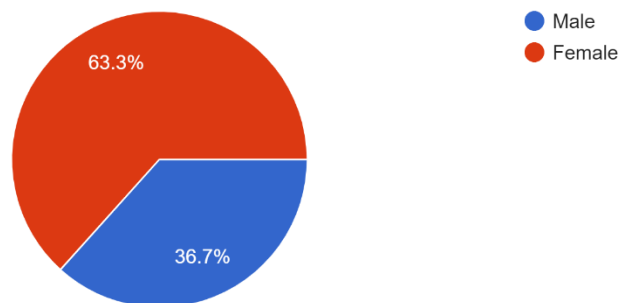
- Procter & Gamble offers 16 fully paid weeks off for new moms. They also offer 16 weeks off for adoptive parents.
- 16 weeks in case of adoption for primary caregiver.
- 43% of company's managers and executives are women.
- Company employs 38 % of women and 32 % of new hires are also women. At Procter & Gamble 100 % of female employees participate in career counseling, 55% participate in management/ leadership trainings and 50 % participate in mentoring.d

## IV. DATA ANALYSIS

### 1. Table showing Gender

Gender		
Options	Frequency	Percentage
Male	11	36.70%
Female	19	63.30%
Total	30	100

Gender  
30 responses

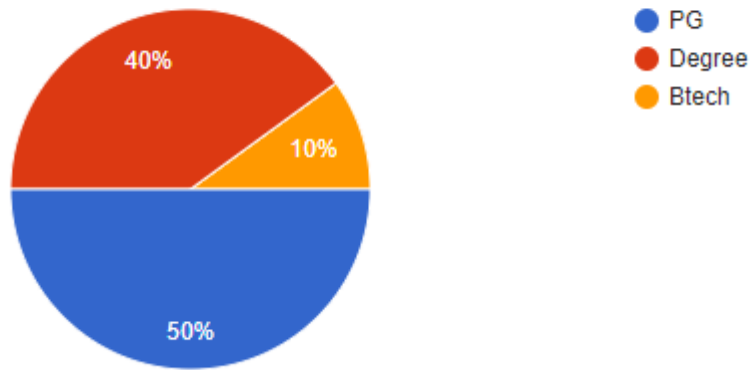


### 2. Table showing education qualification

Education Qualification		
Options	Frequency	Percentage
PG	15	50%
Degree	12	40%
Btech	3	10%
Total	30	100

## Education qualification

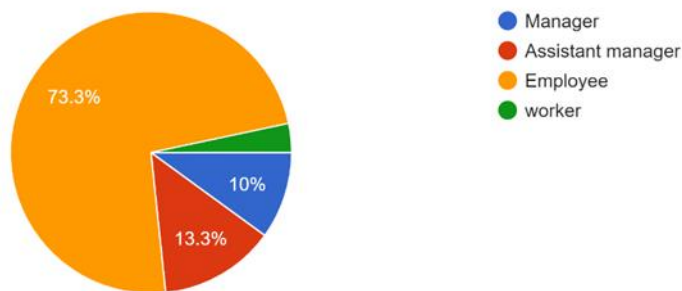
30 responses



### 3. Table showing position of employees

Position		
Options	Frequency	Percentage
Manager	3	10.00%
Asst Manager	4	13.30%
Employee	22	73.30%
Worker	1	3.30%
Total	30	100

Position  
30 responses

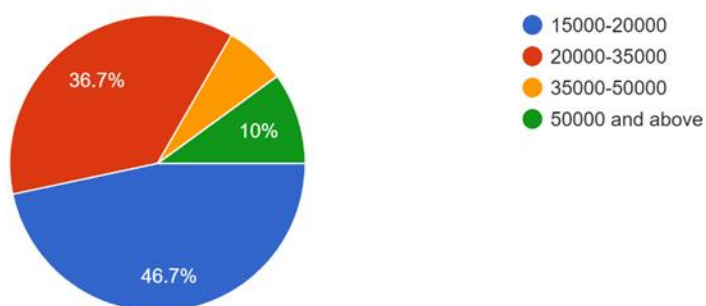


#### 4. Table showing income of employees

Income (per month)		
Options	Frequency	Percentage
15000-20000	14	46.70%
20000-35000	11	36.70%
35000-50000	12	6.70%
50000 & above	3	10.00%
Total	30	100

Income (per month)

30 responses

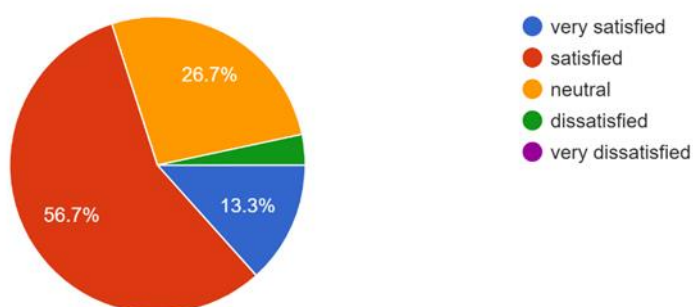


#### 5. Table showing level of satisfaction of employees in sabbatical leave provided by the company.

Sabbatical leave		
Options	Frequency	Percentage
Very satisfied	4	13.30%
Satisfied	17	56.70%
Neutral	8	26.70%
Dissatisfied	1	3.30%
Very dissatisfied	0	0%
Total	30	100

Are you satisfied with the Sabbatical leave provided by the Pand G company

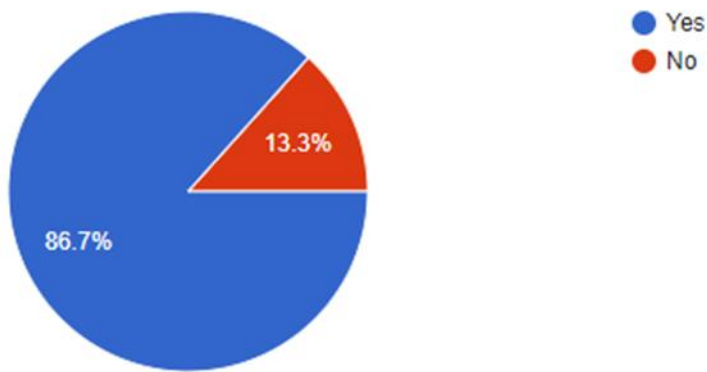
30 responses





## 6. Table showing whether the company provides health insurance or not

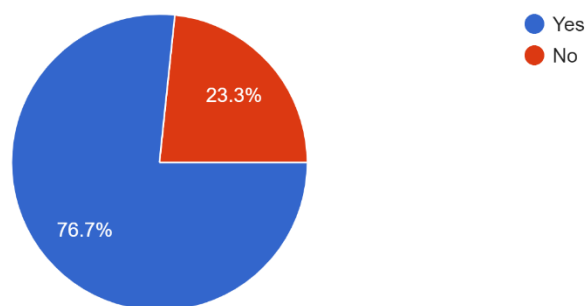
Health insurance		
Options	Frequency	Percentage
Yes	26	86.70%
No	4	13.30%
Total	30	100



## 7. Table showing whether paid leave off is provided by the company or not

Paid leave off		
Options	Frequency	Percentage
Yes	23	76.70%
No	7	23.30%
Total	30	100

Does the company provide paid leave off  
30 responses

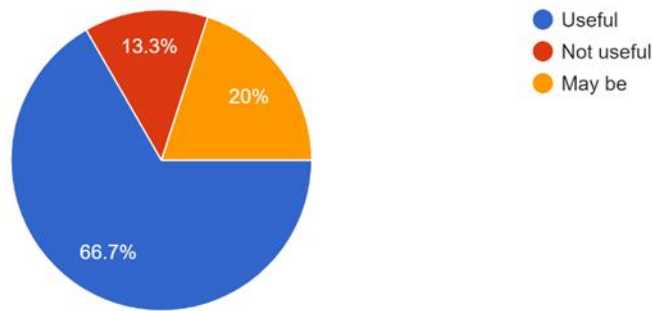


## 8. Table showing if the employee assistance program is useful or not

Employee assistance program		
Options	Frequency	Percentage
Useful	20	66.70%
Not useful	4	13.30%
May be	6	20.00%
Total	30	100

Are the employee assistance programmes provided by the p and g company useful

30 responses

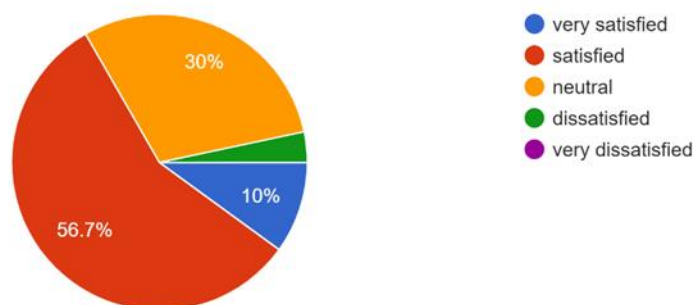


### 9. Table showing the satisfaction level of employees with preventive care support

Preventive care		
Options	Frequency	Percentage
Very satisfied	3	10.00%
Satisfied	17	56.70%
Neutral	9	30.00%
Dissatisfied	1	3.30%
Very dissatisfied	0	0.00%
Total	30	100

Are you satisfied with the preventive care support provided by the company

30 responses

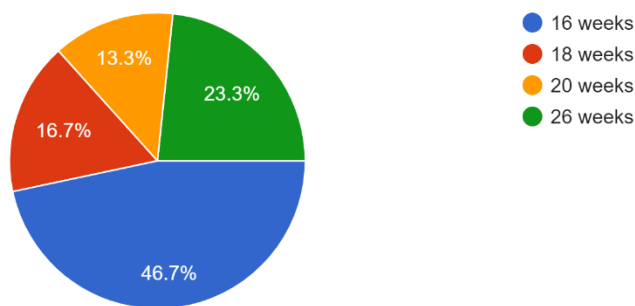


## Table showing number of weeks of maternity leave provided to the women employees

Maternity leave		
Options	Frequency	Percentage
16 weeks	14	46.70%
18 weeks	5	16.70%
20 weeks	4	13.30%
26 weeks	7	23.30%
Total	30	100

how many weeks does the company provide maternity leave

30 responses



## V. FINDINGS

- Majority of respondents i.e., 63.3% are female.
- Half of the respondents i.e., 50% are post graduates.
- 73.3% of the respondents are employees.
- 46.7% of the respondents have the income between 15000-20000.
- More than half of respondents i.e., 56.7% are satisfied by the sabbatical leave provided by company.
- Major part of the respondents i.e., 76.6% say that the company provides paid leave off.
- More than half of respondents i.e., 66.7% feel that employee assistance program provided by company are useful.
- Most of the employees are satisfied i.e., 56.7% with the preventive care.
- 46.7% of the employees opine that the maternity leave is for 16 weeks.

## VI. SUGGESTION

- The company can decrease the working hours of the women employees compare to male employees.
- The maternity leaves for the women employees can be increased which helps them to take care of their new born babies.
- The safety measures must be followed strictly so that the health of employees is properly maintained.
- The company must provide good working environment surroundings which motivates the employees.

## VII. CONCLUSION

The P&G Company mainly gives preference to the health of the employee. As the manufacturing of products uses different kinds of chemicals which are harmful. The employees must take the safety precautions while producing the products. The women employees can avail the benefits provided by the company during their maternity period. The new mom's can take the paid off leaves to take care of their babies. The employees are given sabbatical leaves during three months off every five years either in go or split up as that they can be relieved from their stress life like going on travelling or enjoy their vacation.

## VIII. ANNEXURE



## REFERENCE

- Matthew J Grawitch, Shawn Trares, Jennifer M Kohler. 2007. Healthy workplace practices and employee outcomes.
- Megan S Raines, 2011. Engaging employees: Another step in improving safety.
- Ronald R Loeppke, Todd Hohn, Catherine Baase, Willam B Bunn, Wavne N Burton, Barry S 2015: Integrating health and safety in the workplace.
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