

CHAPTER 1
INTRODUCTION

1.1 INTRODUCTION TO THE STUDY

Safety means freedom from the risk of injury or loss. Occupational health and safety specifies the protection of workers from the risks of occupational injuries. In today's competitive world, many organizations are adopting advanced technologies to improve their efficiency. But, there are advantages and disadvantages with in it. The life of an industrial worker is full of dangers. The main reason behind such an activity is due to unsafe conditions and situations that they need to face.

Rapid industrialization also leads the industrial workers to expose themselves to various types of dangers & accidents. Every year thousands of workers are injured by mechanical, chemical, electrical and radiation hazards causing partial or total disability. As a result, health & safety have been gaining more attention in recent years due to the pressure from governments, trade unions, labour law & employee awareness. The effectiveness and productivity of the workers is highly dependent on their work environment. The work environment is made up of all the factors that act & react on an employee's mind & body. The main goal is to create a safe environment that ensures the easiest work and eliminates all the causes of anxiety of danger.

Occupational health & safety is a broad discipline involving many areas of expertise. In the broadest sense, it should aim to;

- Promote & maintain the highest level of physical, mental & social wellbeing of workers in all professions.
- Prevent workers from adverse health effects caused by their working conditions.
- Protect workers in their employment from risk posed by factors harmful to health.
- Maintain a work environment that is responsive to physical & mental needs.

➤ The adaptation of work to people

A successful occupational health and safety practice requires the cooperation and involvement of employers and workers in health and safety programs and includes the consideration related to occupational medicine, industrial hygiene, toxicology, education, technical safety, ergonomics, psychology etc. Occupational health issues are often less of a concern than work safety issues, because former issues are often more difficult to deal with. However, when it comes to the case of health, so does safety, because a healthy work place is by definition also a safe work place. Here the important point is that health & safety issues need to be addressed in every workplace.

The importance of safety in the workplace is recognised because workplace accidents occur each year, resulting in employee death or temporary & permanent incapacity, wasted working hours, machine hours, Because there will be significant loss such as cost. Ensuring the healthy and safe environment is the responsibility of the management including the production manager, human resource manager, maintenance technician & safety manager. Each organization must develop & implement security procedures. Safety in

industry increases the efficiency of the workers, reduces production costs, reduces damage to machinery & equipment & also helps in preventing premature deaths of the skilled workers who are a real asset to the society. Thus safety in workplace saves costs., improves productivity & efficiency, boosts morale.

Workers often have work related problems and many are unaware that some problems are related to their jobs. For example, occupational disease is hard to detect in early stages. So, comprehensive training programmes should be assigned at each work place, that will definitely help workers to develop their skills, identify the hazards, and also help the workers to evaluate the work environment & to

encourage the management to make changes to take preventive measures against the dangers.

Work plays an important role in people's lives, as most workers spend at least eight hours a day at work, whether in different kinds of plants, offices, factories etc. Therefore, the working environment must be safe and healthy all time. Unfortunately, some employers have little responsibility to protect the health and safety of their workers. In fact, some employers don't even know they have a moral & often legal responsibility to protect workers.

Health & safety programs;

Effective occupational health & safety programs reduce dangerous hazards and their effects and protect employee's lives. Health & safety programs have a positive impact on worker's productivity & morale. This is an important & inevitable benefit. At the same time effective programs can save employers a lot of money. For the given causes listed below, it is imperative that employers, workers and union address health & safety.

- a) Hazards occurring in workplace are controlled at the source, whenever it is possible.
Records of each exposure are kept for many years.
- b) Both the employers & employees are informed about the health & safety risks in the workplace.
- c) There is an active & effective health & safety committees, including both workers & managers

1.2 PROBLEM STATEMENT

The research problem of the study is “ to measure the health & safety of employees at work place & its impact on employee satisfaction in Keerthi Nirmal Rice Mill, Mattoor”.

1.3 OBJECTIVES OF THE STUDY

- To understand the measures followed by Keerthi Nirmal Rice Mill,Mattoor.
- To evaluate the employee satisfaction regarding with the health & safety at workplace.
- To analyze if health & safety affect the efficiency of employees positively.
- To asses the management commitment towards employees health & safety.
- To suggest suitable measures for improving employees health and safety.

1.4 LIMITATIONS OF THE STUDY

- Due to the busy working hours, interaction with the most of the company officials was not really possible to a great extent.
- The reliability of data
- Hesitation shown by the employers & employees in giving exact data.

INDUSTRY PROFILE

1.5 INDUSTRY PROFILE

HISTORY OF RICE INDUSTRY

Rice cultivation is the major activity & main source of income for many people around the world. Asian & African countries are highly depended on this. Rice mill industries are keep flourishing day by day. Because rice is a major crop that is used in our day to day life.

Kerala is considered as a consumer state, because we have to depend on other countries for collecting paddy. Rice mill industries are mainly located on Malady, because there are around 200 rice mill industries in kalady itself.

NRI investors invests more in food processing units. Because food processing industries will give returns in a quick manner & also the gestation period required is much lesser than that of other industries. In the modern era, world itself gives more opportunities to increase the sales even though competition is high in the market.

Today rice production happens in every continent except Antarctica. Because of the environment conditions in Antarctica it is not possible to do so. Major rice producing countries include India, China, Japan, Indonesia, Thailand, Burma and Bangladesh.

Asia is considered as the biggest rice producer accounting for 90% of world's production & consumer of rice. The western countries are not major producers and also at the same time their consumption is considered as negligible. Thus, the majority of their production is exported.

WORLD TOP TEN RICE PRODUCING COUNTRIES

- China
- India
- Indonesia
- Bangladesh
- Vietnam
- Thailand
- Myanmar
- Japan
- Philippines
- Brazil

INDIAN SCENARIO

- India is the second largest producer of the rice in the world & china is considered as the first largest producer of rice in the world.
- Agriculture is the major source of income for families in India.
- In India rice is cultivated in both seasons. That is, Kharif & Rabi.
- India has the ability & potential to export 1 million tons of basmati rice.
- There are reports showing that government of India subsidized exports of India, when India held stock of 26.5 million tons of rice at a time in NOV 1 2002.

STATE SCENARIO

Paddy cultivation was a proud culture of Kerala state. Rice is a staple food crop that is produced and consumed in Kerala. The famous place Kuttanad in Kerala is also known as rice bowl of Kerala because of its cultivation. Kerala government has implemented different types of schemes for major rice producing areas like Palakkad, Kuttanad, Kole, Pokkali etc.

Paddy cultivation can be seen in somany place in Kerala. Other cultivation like Pineapple, Nutmeg rubber, coconut, banana etc. can also be seen in many places inside Kerala. Also, at the present situation, paddy cultivation is difficult to do due to high labour cost and the shortage of labour.And the main thing that is to be pointed is , paddy fields are getting converted into filled up land & also they have been used for construction purposes. Therefore, Rice fields are slowly diminishing from Kerala.

PROBLEMS

There are so many problems that occurs in relation with this cultivation. The major problems are shortage of raw materials, shortage of labours, high labour cost, difficulties in technology transfer & adaptation, infrastructural limitations,taxation policies that continue to treat this industry etc.

Government has implemented several measures to remove obstacles that are faced by this sector.

The government of India encourages food processing industry with the following objectives;

- To increase the employment opportunities in rural area
- To make people decrease the unhealthy food habits that they follow etc.

The prospectus for the food processing industries has become bright with the growth of tourism and also the changes in the pattern of lifestyle & consumption.

RICE EXPORT SCENARIO

India is considered as the most prominent country in the world, in export of rice. India's exports are expected to grow further during current financial year. As of 2020, India's rice exports stood at her 19,000,000 tonnes, accounting for her 39.32% of world rice exports. The top five countries (others are Vietnam,

Thailand, Pakistan and the United States) account for 79.23%. Export of rice from India has been categorized into two. i.e, Basmati & non basmati rice.

COMPANY PROFILE

1.6 COMPANY PROFILE

ORGANISATION HISTORY

The keerthi nirmal rice mill was established in 1998 by Mr. Johnson Varghese, a man who had the vision to bring quality rice into the homes of south Indians, especially in kerala. Company was incorporated as private limited company under the companies act 1956 with registered capital of Rs. 1,29,40,000. Company is located in Mattor,kalady ,Ernakulam district. Modern technologies and methods are adopted here .Agro Mill ensures that their products meets the most stringent quality & hygienic standards.

In the beginning , they started with one plant gradually it got extended to 4 plants. The factory is located in the pollution free environment. This infrastructure of around 25 crores of rupees in one of the largest in India. Keerthi rice mill uses Z-sortex machine capable of optical inspection for quality control. This machine helps in scanning every grains ,also helps in removing discoloured , immature ,broken grains. The result will be even sized grains that will be a feast for the wholesome meal.

Nirmal, the brand name in which Keerthi Agro Mill markets rice,is today the largest selling brand in Kerala.

COMPANY OBJECTIVES

Objectives in general

- To become more competitive in the market
- To introduce quality products
- To encourage the existing customers to buy more
- To create more sales in offseason .

The economic objectives

- Profit maximization
- Cost minimization
- Innovations

The social objectives

- Welfare of employees
- Maximum utilization of available resources
- Reasonable price
- Quality goods & services

VISION OF THE COMPANY

“wish to grow into a model agro mill in the country”.

MISSION OF THE COMPANY

“To create exceptional value for the customers by quality & purity with our diverse team we will provide responsible stewardship to our community & environment while achieving now & for future generations.”

AWARDS & ACHIEVEMENTS

Keerthi agro mill has placed a leading role in agro business industry. It was started in 1998 by Mr. Johnson Varghese .Since 1998, Keerthi Agro Mill could play a vital role in the field of rice mill's industry. The other specialty of the Keerthi is the use of Z-sortex machine capable for the optical inspection for quality control. While comparing the other brands in the market keerthi rice mill are best in quality. Thus it plays a major role in the minds of the consumers.

The company has received many awards

- Department of factories & boilers Safety Award in 2010
- Fire & safety award in 2011
- Gramotsav Businessman award by putukulangara Bhavathy seva authorities award was also awarded to M.D Mr. Johnson Varghese

BOARD OF DIRECTORS

The board of directors of the company are

Managing Director;

Mr. Johnson Varghese- holds the 40% of the share of the company.

Directors;

1. Sheena Johnson – holds 20% of the shares
2. V.P Varghese- holds 10% of the shares ko

The rest 30% are in the hands of outsiders.

PRODUCTION UNIT

Address	: Nirmal Keerthi Rice (P)Ltd Marottichodu,,Kalady
Year	: 1998
Machine	: Z-sortex machine
The product	: Rice

MARKET SHARE

Market share is a key indicator of market competitiveness, which illustrates how firms will, is doing against its competitions. Keerthi Agro Mill is having 25% of shares in the market. Its competitors Nirapara held 40% & Periyar rice having 15% of shares & 20% is held by pavizham.

COMPETITORS

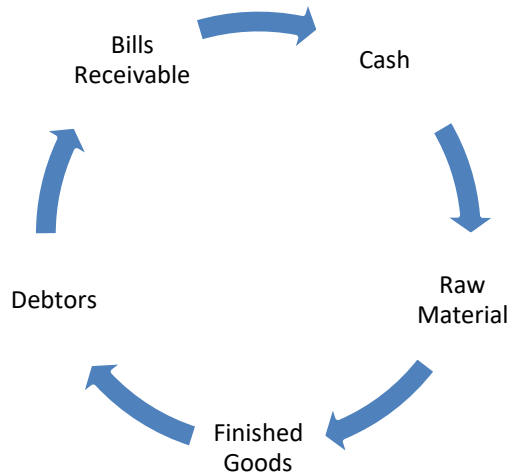
1. Nirapara rice
2. Pavizham rice
3. Periyar rice

Based on the nearness to the location, the above 3 are considered as the main 3 competitors.

COMPANY LIFE CYCLE

At the present condition ,Keerthi Nirmal Rice Mill is in maturity stage. During this stage, sales are increasing but only at a lower rate .Increasing competition results in heavy market expenditure and profit will be reduced.

BUSINESS OPERATION CYCLE



Keerthi Nirmal Rice Mills PVT. LTD purchases raw materials from different districts like Tamil Nadu Karnataka etc. Purchase will be done through cash or by credit. The company may follow the other process. The finished goods will be selling also through modes of credit or cash. The company will be allowing 45 days to pay the amount. After receiving the right amount from creditors , the company will be paying the amount to the debtors & again purchases the required raw materials

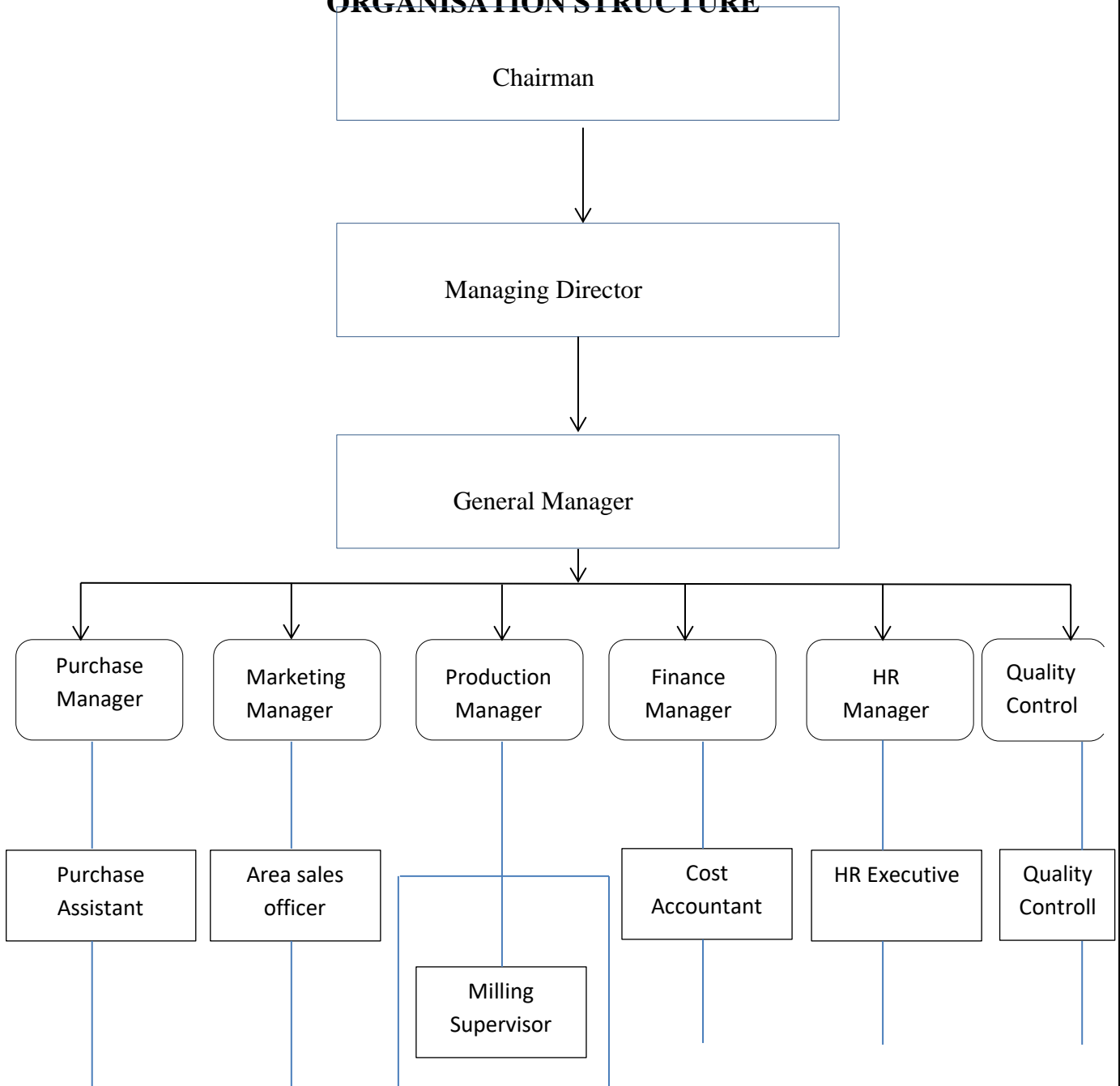
ORGANIZATIONAL STRUCTURE

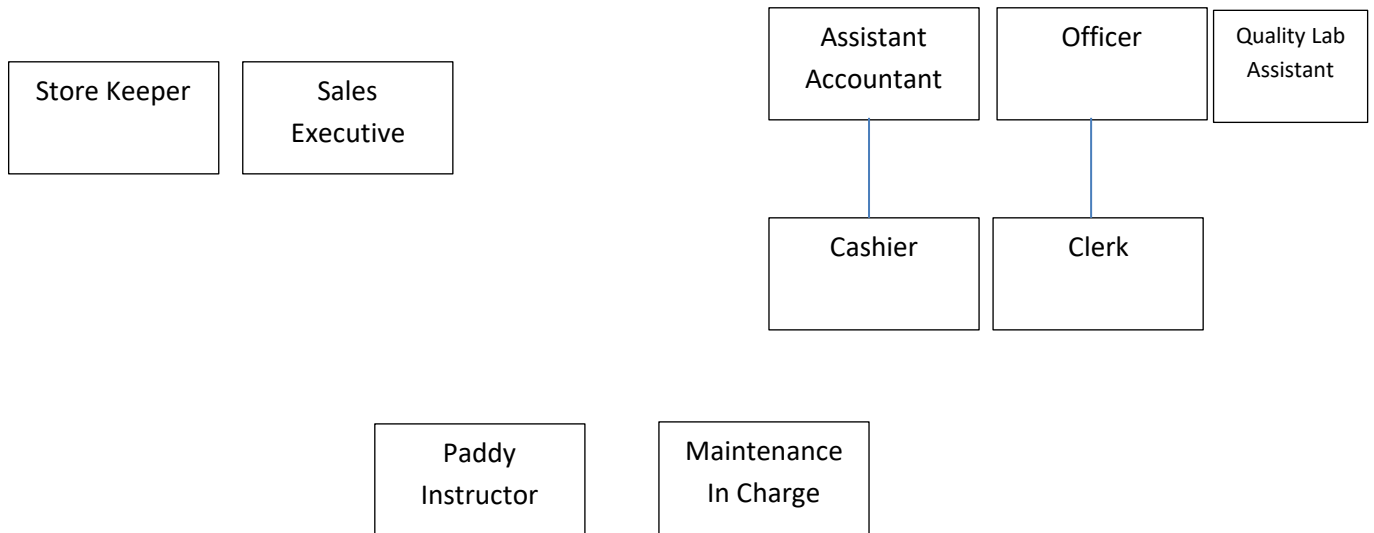
Top level management take the strategic decisions about the company. These decisions will be having a long term effect in the company. Decisions will include expansion of the unit, technological changes, entering into a new market, innovations, introduction of a new product etc. all the decisions made will be informed and discussed with the M.D & general manager. Other managerial staff will also be included in decision making process.

General manager is the one who is responsible for personnel, Corporate Planning & all plant operations. He is required to carry out short & long term planning thus target to achieve the growth & profitability of the company. He acts the main link between M.D and other managerial staff. Each department will be having a

manager & he has to report to the general manager about all the affairs that occur in respective department.

ORGANISATION STRUCTURE





Communication process & methods

Communication is an important factor that is required for achieving the success of any organization. There is a very informal & direct communication in this company, which creates a positive feeling in the mind of employees. Extension phones & other methods are used for communication purposes. Loud speakers are provided in the every nook & corner of the company for giving information to the employees.

Circulars, memos etc. are also used. Notice boards are also kept in various departments.

Authority

General manager & other managerial personnel have authority . They take decisions by consulting with their subordinates. Separate limitations have been set for each. But, they need the consent of M.D if the financial commitment is over one lakh. Superiors have the right to act immediately on the matters regarding with the subordinates.

Responsibility

All the employees in the organization have their own responsibility. All people are responsible for the act they do. Rules and regulations are same for all the people in the organization. Also, they have some special regulations that are to be followed while working in specific departments. Managers are considered as the head of the department. Each department managers should report to the general manager for all the related affairs.

Trade union

It is an organised group of employees that is formed to protect their rights and interests. It also gives a view to strengthen their bargaining power. Trade union act defines trade union as, “the association of the employees are under its purview. It can be registered or unregistered.” It aims to resolve all the problems that happens in the organization. At present, there is no trade union in Keerthi Agro Mill.

Departments

Department is a separate section of the business related with a specific group of the business activities. Departments are a framework of an organisation.

The following are the major departments in Keerthi Agro Rice mill.

1. Marketing department
2. Financial department
3. Human resource department
4. Purchase department
5. Production department
6. Quality control department.

Products of Keerthi Agro Mill

- Long grain matta rice
- Short grain matta rice

- Jaya rice
- Surekha rice
- White kuruva rice
- Yellow kuruva rice
- Ponni rice
- Raw rice
- Single boiled rice
- Kranti rice
- Iodised crystal salt
- Salt
- Sugar
- Jaggery powder
- Jaggery

Process they adopt

❖ Production

The most important feature of Keerthi Nirmal is its most innovative manufacturing unit. Integration of modern machines along with the traditional processes make the plant best in the field. Keeping updated with the technology results in most beneficial manner.

Another feature highlighting is the stringent quality checking process & measures that are taken to ensure quality production.

❖ Technical department

Harvested rice is brought to the mill. Well trained staff maintains the modern machines. Technical department are always provided with the training to improve the skills and also help to eradicate the error happens. Quality checks & safety regulations are strictly followed to ensure more safety standards.

❖ Laboratories`

Research and development gives more focus on the post processing area like its quality, texture, flavour & its aroma. Lab testing is done on random samples to identify defects.

They keep trying to improve all the measures that affects the quality of their product.

❖ Milling process

The paddy grains are processed into indent cylinder located at the high end of the sloping barrel, which helps in capture of the under sized grains. As the cylinder revolves, the grain gets dislodged by gravity & it is collected in a flared trough screw conveyor and get discharged. The quality grain remains at the bottom of the cylinder. Due to the slope of the cylinder, it follows to a separate discharge outlet.

❖ Effluent treatment plant

The most popular rice products include parboiled rice, which makes 50% of the total production of paddy. The process includes three main steps, that is soaking, steaming, drying.

The soak water, which is discharged in large quantities from all the modern rice mills include Chemical Oxygen Demand (COD), an organic material which causes water pollution.

Galaxy Environ is implemented as an effluent Treatment plant at Keerthi Rice mill. It includes Biological Anaerobic treatment & it is also followed by chemical treatment to meet the requirements. This has license from CSIR-NIIST.

❖ Water treatment plant

It is the process that helps in improving the fine quality of water by purifying it by removing contaminants that makes water fit for the use.

❖ Biogas plant

A type of biofuel that is biologically produced from decomposition of the organic waste which is also beneficial for the environment is what meant by biogas. It is considered as a free renewable source of energy. It also helps as fuels to generate electricity.

❖ Rain water harvesting

It is the process of storing rainwater for the reuse and recycling. The water is used as drinking water and also for ground water recharge. It is considered as the easiest , oldest & simplest self- supply methods.

FUTURE SCOPE OF THE COMPANY

Currently the main product of 'Keerthi Agro Mill' is rice. The organisation has a great scope in future. Their future plans include Keerthi Sambar Powder, Curry Masala, Meat Masala.

The organization has decided to take over the V-STAR AGRO MILLS in near future.

Keerthi plays a very important role in paving its path in its future.

HEALTH & SAFETY MEASURES ADOPTED IN THE COMPANY

The measures that are taken in the company, as a precaution include the use of;

- Shoes
- Aprons
- Goggles
- Hand gloves

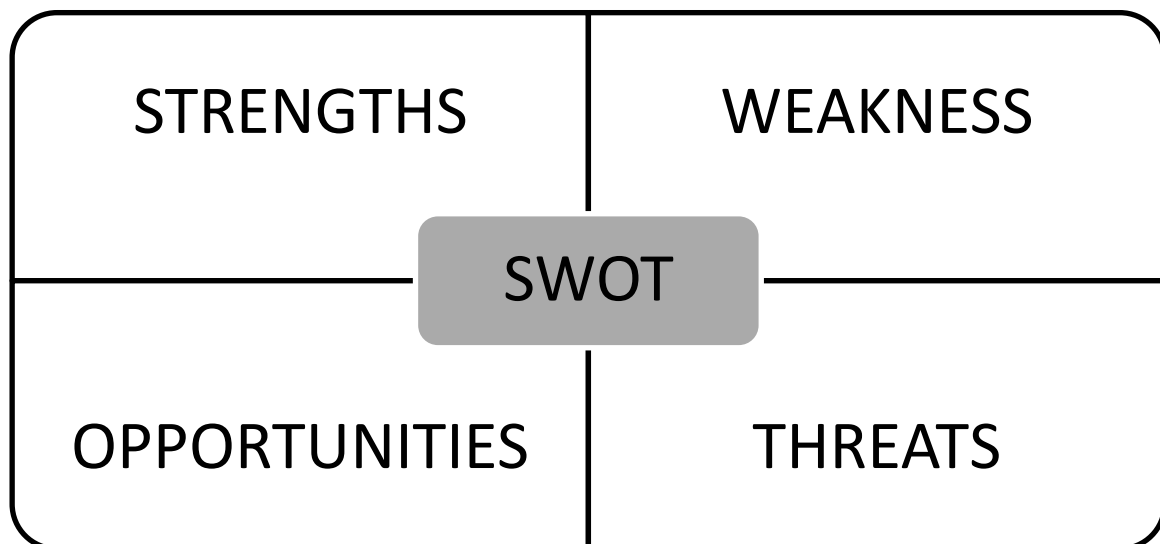
- Face masks
- Caps/helmets & so on.

OCCUPATIONAL HEALTH HAZARDS FACED IN THE COMPANY

Some of the occupational hazards faced in the company include

- Common eye diseases
- Skin rashes
- Bronchitis etc.

SWOT ANALYSIS



- ❖ Strengths :
 - Modern manufacturing facilities
 - Good government support

- Efficient management team & manpower
- Good employee relations
- ❖ Weakness ;
 - Tight competition
 - Comparatively low market share
 - High cost of production
 - Poor advertisements.
- ❖ Opportunities ;
 - Proper usage of promotion techniques can easily help the product to penetrate into human minds.
 - Increased focus on investment in agriculture.
 - Growth of export market.
 - Implementation of advanced methodology & techniques.
- ❖ Threats;
 - Climate change is a great existing threat
 - Diminishing natural resources
 - Increased competition in market.

CHAPTER 2

REVIEW OF LITERATURE

1. Alexander & Michael [1998] ;

The audit mainly focuses on the published reports, mainly from 1980 to 1996, where the training was used as a sharp tool to reduce risk to the company. Almost around 80 reports were found and it provides an ample evidence for demonstrating the advantage of preparation in extending professional learning about the work environment and the hazards and effects on safer work drills & other positive activities in a food exhibit. Reports from the selected reviews & assessments of worker's injuries and accidents were collected. Majority suggested about the unpreparedness as a variable which contributed to the happened disaster.

2. Jane et.al.[2001];

“Employment health and safety after privatization”, the document indicates that if unhappy post-employment job status due to privatization affects health and the use

of health facilities and if monetary constraints Silver, psychosocial measures, or health-related practices may clarify the findings. Exam ended up as job resumption and precarious unemployment after privatization resulting in Increases in psychiatric horror and general specialty interviews, Of which were presumably attributed to mental gloom.

3.Ken.w [2007];

‘Uncertainty-Welfare Economics of Medical Care’ The objective of this research project was to develop a formal safety program addressing these issues, And then develop a method to promote push new program. New program development should be done by analyzing the existing safety program and comparing it with other programs the consultant has developed and with similar industries. After reviewing the current program, the consultant recommends that the current program should not be abandoned to switch to the new program. It is more beneficial to modify your current program than to try to start over with a new security program.

4.Abdullah, Spickett, Rumchev & Dhaliwal [2007];

Study On Labor Safety and Measures of Organizational Factors on Safety in Taiwan and Japan reported that the impact of Organizational factors in The two countries are very diverse due to different cultures. For Cases, they found that Taiwan’s leadership style is “top-down directive”

In which senior management communicates security strategies and is linked to security maneuvers. While Japan’s security leadership is more focused on “Participatory Bottom“ where senior management leverages the investment of representatives in all Safety drills.

5.Ragin [2007];

“Employee health & safety”- It is a common component that should be considered especially in small and medium enterprises, as it is becoming a major issue for with employers in the workplace on the planet. Tailor (1998) goes on to add that the health and safety of SME professionals has long been ruled out in Africa and thus there is an increasing chance of disaster in businesses. Close to zero and average. Much of the absence of organizational consolidation next to nothing and average effort, as the majority of them looked at unlocking benefits rather than improving working conditions, hence the outcome is not enough and the safety of the delegate .

7. Josephine .M Rudolph L. [2011];

“Safety practices in small enterprise”-The aim of this study was to understand the views of different employees in SME about what can be done to improve health workplace health and safety of the results show that without good health and safety measures, accidents, serious and minor injuries can occur, and this is something that most employees of other companies have experienced. past so far. This implies that if health and safety are not managed effectively, both employees and the organization will suffer because for the organization to function effectively, employees are needed and for people survive, they have to work.

8. Zanko, M. & Dawson, P. [2012] ;

'Assessing occupational training and health & safety'. In a review of the word health and safety (OHS) research literature, this article argues that changing the number of experts in OHS has a focus of approach and practice away from educational concerns than is actually taken care of by academics in controlling brain research and humanities. The rest happened, and this is evidenced by the lack of joint action within the administration, although OHS is consistently observed as a key activity and a major strain of associations job.

9. Sulaiman .J, Alaguthankamani [2013];

‘A study on employee health and satisfaction’-The test is to know the general condition of a worker with a unique predisposition to health and safety programs, in the manufacturing industry protective parts for bicycles in Chennai. Studies are conducted to find out how the company implements 4044 improvements in safety, health and the environment. The side effect of this survey demonstrates that the majority of the employees perceive the current efforts of two Wheeler Parts Manufacturing Industry in Chennai, in terms of safety measures and Working environment, it was satisfactory.

10.The Ecosystem of Work and Health:

Research and Policy Guide to Promoting Employee Well-Being Daniel Stokols, PhD, Kenneth R. Pelletier, PhD, MD, Jonathan E. Fielding, MD, MPH, MBA.

This paper identifies new research and policy directions in the field of occupational health. In the context of the evolution of work. These guidelines are considered from an occupational health ecology perspective and are organized around three main themes:

- (1) The general influence of physical and social environmental factors on with occupational health,
- (2)The effect of Non-workplace environments (eg, households, healthcare systems) on employee well-being and the impact of recent changes in these settings for workplace health plans, and
- (3)Methodological issues in the design and evaluation of workplace health plans.

Developments in these areas suggest that the healthcare sector in the workplace may be experiencing a Emphasizes the combined impact of work policies on the physical and social environment at work, work-individual fitness, and employee

well-being (mainly towards changes in employee health behavior) towards a broader formulation.

11. Relative Effectiveness of Worker Safety and Health Training Methods;

Michael J. Burke, PhD, Sue Ann Sarpy, PhD, Kristin Smith-Crowe, PhD, Suzanne Chan-Serafin, BA, Rommel O. Salvador, MBA and Gazi Islam, BA

As training became engaging (i.e. requiring the active participation of trainees), workers demonstrated greater ability to acquire knowledge and reduced accidents, illness and injury. All training methods produced significant improvements in behavioral performance.

12. Occupational health and safety practices

According to the World Health Organization (1999), health refers to a state of completeness physical, mental and social well-being, and not merely the absence of disease or infirmity; and three aspects such as employee's physical health, mental health and social well-being are considered by employers. Mathis and Jackson (2004) defined security as protection people's physical well-being, while a glossary of occupational health and safety terms (2011) defined the concept of occupational safety as maintaining a working atmosphere that is relatively free from certain or potential hazards that may injure employees. Conference Gallagher (2001) defined OHSP as "...a grouping of planning and review, managerial organizational orders, control orders and specific program functions that work together in an integrated way to improve health and safety performance." It consists of safety procedures and risk management, safety and health rules, support and training of first aid, prevention and organization of occupational risks safety supports. Lingard and Holmes (2001) identified three steps of the security procedure and risk management such as: defining workplace hazards; hazard risk assessment and risk control. OHSP according to Opathy (2012) means all activities involved in protecting and promoting the physical and mental health of

employees in order to enable to perform work effectively and efficiently. This document pays more attention to Gallagher's (2001) definition of OHSP.

13. Job satisfaction

Arnold and Feldman (1986) defined job satisfaction as any positive affect (or feelings) that employees have in their employment. According to Robbins (1996), job satisfaction is the difference between quantity The rewards employees receive and the amount they believe they should receive. Armstrong (2006) stated that job satisfaction implies positive and favorable attitudes towards work, and Robbins And Judge (2007) defined Job satisfaction as a positive feeling at work resulting from an Evaluation of its properties. Furthermore, Bakotic and Babi (2013) stated that Job satisfaction focuses on Central feeling and does not share it with a single mechanism, and other factors that Affect job satisfaction are included.

14. Job satisfaction mediates the relationship between safety and health at work Practice and work performance

Ahmad, Sattar, and Nawaz (2017) and Gamal, Taneo, and Halim (2018) concluded that job satisfaction Mediates the relationship between occupational health & safety practice and job performance. Occupational health and safety practice provides a maintenance guarantee And improving employee health and protecting employees' physical health from hazards Accidents. Thanks to this, employees are satisfied with their work and subsequently this strengthened work Satisfaction will lead to an improvement in their work performance.

15. Occupational health and safety practices and job satisfaction

Omusulah (2013) found that occupational health and safety practice affects job satisfaction and when the organization has the right one Security policies and procedures will then have a positive impact on JS and he found that too There is a positive correlation between occupational health and safety. Occupational health and safety included wellness programs, Safety training and education and the use

of personal protective equipment. Plus the previous one Empirical studies recommend that occupational health and safety influences JS (Neal and Griffin, 2006; Mihiravi And Perera, 2016; Kularathna and Perera, 2016; Yusuf et al., 2012). A study by Tobi et al(2013) it was evidenced that occupational health and safety practice in an organization will strongly influence job satisfaction of the Employees.

16.Lia Mardiana Yusuf et al. (2012)

Showed a relationship between occupational health and safety and performance Job satisfaction. He also suggested that equipment and machinery should be placed in accordance with health and safety regulations to help achieve productivity. T. Robin et al. (2000) found that the company had implemented Occupational health and safety measures that could provide safety and job satisfaction to her Employees. Lia Mardiana Yusuf et al. (2012) showed a relationship between occupational health and safety and performance Job satisfaction. He also suggested that equipment and machinery should be placed in accordance with health and safety regulations to help achieve productivity. T. Robin et al. (2000) found that the company had implemented Occupational health and safety measures that could provide safety and job satisfaction to her Employees.

17. Y.-H.Huang et al. (2004),

The main purpose of occupational health & safety is to prevent workplace accidents related to physical safety. He explained that occupational health And safety increases employee satisfaction, which spiritually he relates to . Therefore, organizations must invest in human resources to protect physical security and increase job satisfaction.

18. B. E. Hayes et al (1998)

He said that the occupational health & safety programs includes safety of job, co-worker, supervisor etc. & The safety management program & it's implementation will help to achieve employee's satisfaction in the workplace.

19. According to Hoffmann D et al. (1996),

The primary guide to safety performance includes a positive management tool, the safe environment. Employees with negative perceptions of their safe environment are more likely to engage in risky behaviors that lead to more workplace accidents. Safe environments come with heavy workloads and job pressures.

20. According to Dr. Ruchi Jain & SurinderKaur (2014),

Domino employees are satisfied with many factors like Work Environment, Employee Obligations and Responsibilities, Refreshment and Recreation Facilities, Complaint Procedures, Workplace Recreation, Health and Safety Facilities. These factors help an organization to keep employees in the organization for a long time. However, when these factors are bad for the work environment, Job dissatisfaction increases. He also revealed that an organization's success depends on whether employees are satisfied with the work environment: high workload and work pressure.

21. Bigos (1986), Greenwood & Wolf (1987), and Holmstrom (1992)

They found that employee attitudes and work-related stress are associated with accident incidence, health, and occupational safety. They also found that employee satisfaction Helps eliminate or reduce physical hazards In the workplace.

22. Seth AyimGyekye (2005)

He examined the relationship between job satisfaction and workers' adherence to safety management policies and found a positive relationship between these variables. Also, good safety management policies have lowered his accident rate by.

THEORETICAL FRAMEWORK

Employee health and safety is relevant to all Industries, including construction, manufacturing and service Companies. All employers strive to achieve Good health and safety standards to meet their business goals. You'll face so many hurdles to get there.

Employee safety includes hazardous situations and Safety Act. Hazardous situations include general work environment, equipment, weather, and activities involving employees. Organizations must provide safe conditions so that employees can work properly. The leading cause of security problems is compromised conditions. The Employee Safety Act is essential for any organization. These unsafe behaviors can be the result of inexperience, lack of knowledge and inadequate training, behavioral tendencies and unfavorable attitudes leading to safety dilemmas and workplace accidents. Unsafe activities are activities and/or tasks involving employees. Medical facilities for employees can be determined by social services, stress, and workplace violence.

Working in the construction industry is very difficult. Employees must be provided with good social facilities during working hours that help improve employee satisfaction and performance. provision of drinking water, laundry, sanitation and changing rooms,

Toilets and shelters, food preparation and eating facilities, temporary housing, assistance in moving from home to work All social facilities such as reduce and improve fatigue contribute to worker health.

Organizational factors, environmental factors, and personal factors contribute to stress. Workplace stress has psychological and physical effects on employees, affecting organizational productivity and normal activities.

Most organizations can view workplace violence as a serious problem. Workplace violence can occur within an organization or on site Conflict is the main reason for violence. Workers and employers should take action to end violence. That is their duty.

Violence severely affects both the organization and his employees. In some cases, it can also lead to death or loss of body parts. People usually think of violence as a form of physical assault, even though the workplace is a significant issue for

workers. The health and safety of employees impacts the satisfaction of employees. Research shows a strong relationship between employee health and safety and satisfaction within an organization. Highly satisfied employees had improved physical and mental health, were able to learn new work-related tasks more quickly, and were more satisfied with their work. Fewer related accidents and fewer complaints.

SAFETY

SAFETY means “a state of SECURITY, physical, social, mental, economic, political, emotional, professional, educational or any other kind or failure, injury, failure, accident, injury or It is protected from the consequences of other events”. Can be considered undesirable. Safety can also be defined as controlling identified hazards to achieve an acceptable level of risk. This can take the form of protection from events, or protection from exposure to something that is harmful to health or the economy. This may include personal or property protection. Safeguards Simply put, occupational safety or occupational safety without the occurrence or risk of injury or loss refers to protecting workers from occupational accidents.

TYPES OF ACCIDENT

Accidents are of various natures. Depending on the severity of the injury, it can be divided into major and minor injuries. An accident that results in the death of a person or long-term disability for an injured person is a serious accident. A scratch or cut that does not seriously affect him is a minor accident.

A serious accident is an accident that has the potential to cause death or disability. Disability can take the form of loss of ability to work, or even more. Such failures are either temporary or permanent. Both types of failures are either total or partial.

SAFETY MEASURES

Avoiding Accidents is cheap compared to the damage they cause. The cost of safety measures is far less than the cost of compensating someone injured or killed in an accident.

Hazards in the Workplace

Regardless of the nature of your business, there is always the possibility of accidents and illnesses. All work puts people at risk. Hazardous machinery; toxic substances; electricity; mental hazards such as screen work and stress.

Taking care of health and safety is not just about being socially responsible. It should also make business sense and should be considered as important as achieving other important business objectives. Of course, understanding what the latest health and safety laws mean for your business can be a real headache. But don't procrastinate. Yes, at first glance it looks like there are a lot of regulations and a lot of guidance to support them, but the basic principle is actually quite simple essentially, there should be no risk to the safety and health of employees and others "as far as reasonably practicable".

CHAPTER 3
RESEARCH METHODOLOGY

3.1 RESEARCH DESIGN

Descriptive research design is used for the study.

3.2 PILOT STUDY

First of all a pilot study was conducted to make the work as a successful one. For getting a first hand information about the nature of the study, a questionnaire was prepared. The investigator visited the company for acquiring the necessary data about the company from the authorities.

3.3 POPULATION OF THE STUDY

The universe or the population used for the research is the employees of Keerthi Nirmal Rice Industry. There are 470 employees, currently working in Keerthi Nirmal Rice Industry.

3.4 METHOD OF SAMPLING

Convenience sampling is selected for this study.

It is a non-probability sampling. Samples taking part in the research will be close to hand.

3.5 SAMPLE SIZE OF THE STUDY

According to the sample size calculator, sample size is considered as 212 in number.

3.6 TOOLS FOR DATA COLLECTION

On the basis of pilot study, a Questionnaire was prepared to conduct a survey among employees. Likert scale is used for the preparation of questions.

3.7 SOFTWARE USED FOR THE STUDY

This research used MS Excel to analyze the data and to draw conclusions.

3.8 SOURCES OF DATA

- **PRIMARY DATA**

Primary data are the data that are collected by the researcher for the first time, thus stays real in character. Mainly questionnaire method was applied to collect the primary data.

- **SECONDARY DATA**

Secondary data are the data extracted from the already existing ones. Secondary data was collected with the help of company websites, articles & journals written by famous authors & so on.

3.9 TOOLS FOR DATA ANALYSIS

➤ Percentage Analysis is done for data Analysis.

3.10 PERIOD OF THE STUDY

The study was conducted from 14th July to 08th September.

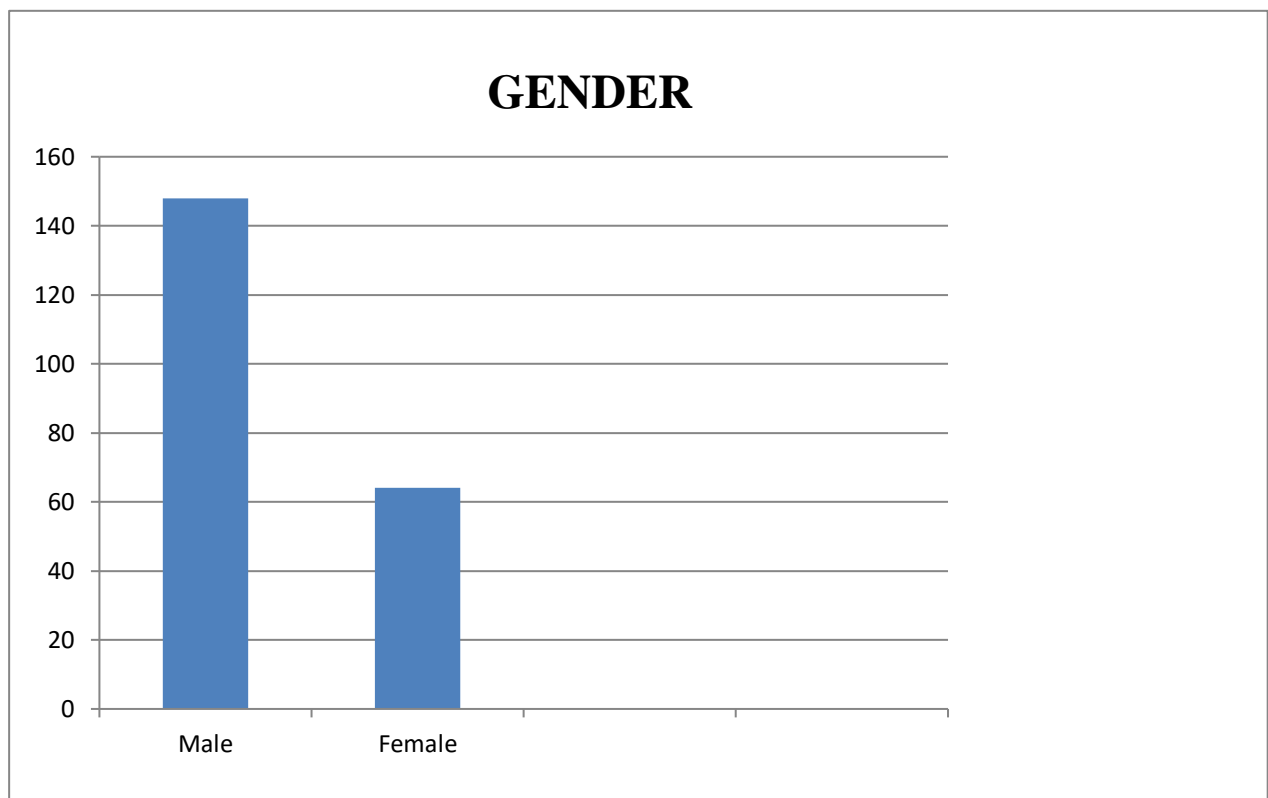
CHAPTER 4
DATA ANALYSIS & INTREPRETATION

Table 4.1 Gender wise classification of respondents

Gender	No. of respondents	Percentage
Male	148	69.81
Female	64	30.19
Total	212	100

Source: Primary data

Chart 4.1 Gender wise classifications of respondents



INTERPRETATION

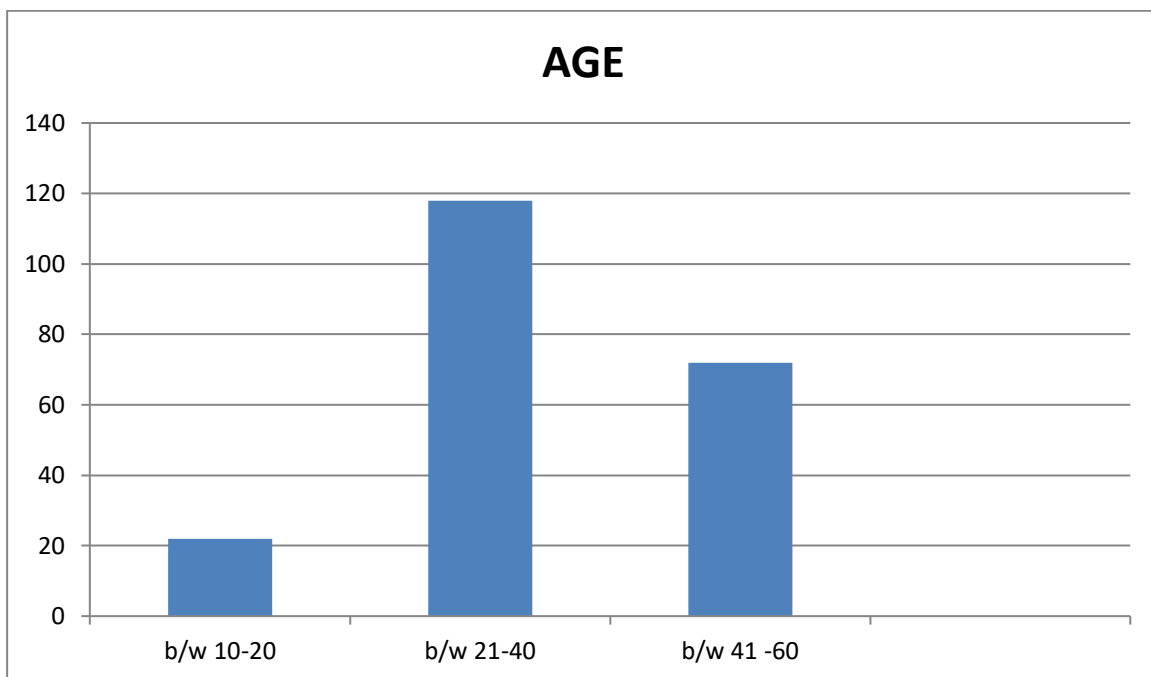
The table above shows that 69.81% of the respondents were Male and 30.19 of the respondents were Female.

Table 4.2: Age wise classification of respondents

Age	No. of respondents	Percentage
10-20	22	10.38
21-40	118	55.66
41-60	72	33.96
Total	212	100

Source: Primary data

Chart 4.2: Age wise classification of respondents



INTERPRETATION

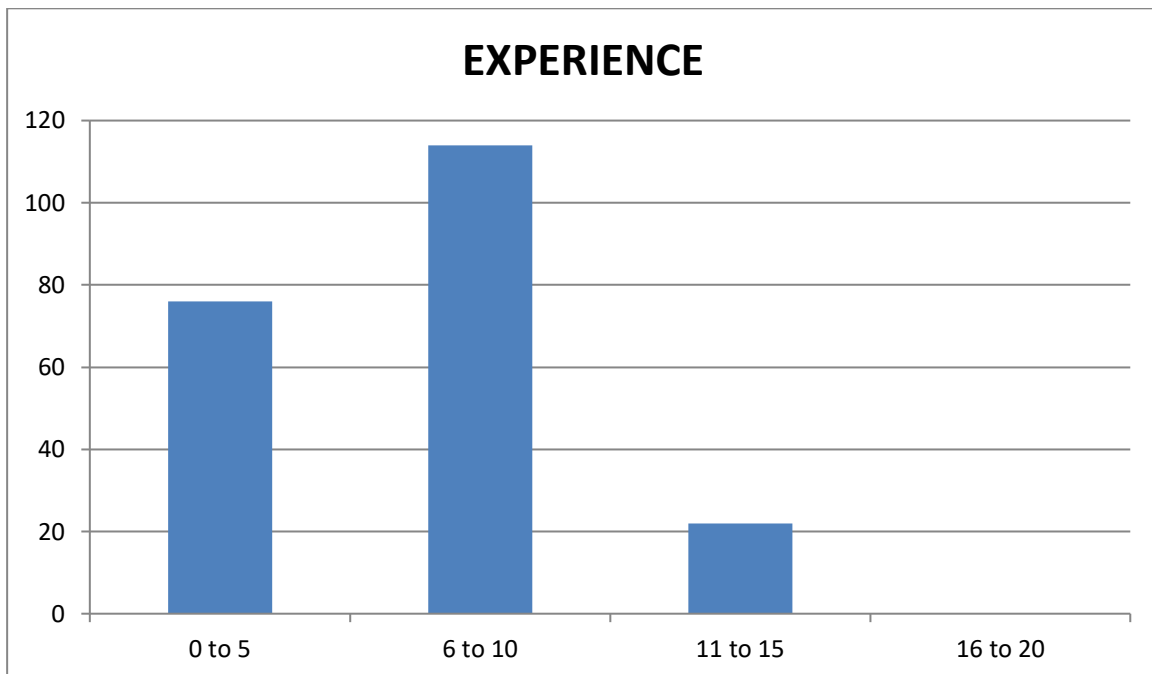
The table shows that, 10.38 % of the respondents are belonging to the age group of 10 to 20, 55.66% of the respondents are belonging to the age of 21 to 40 and 33.96% of the respondents are belonging to the age group of 40 to 60.

Table 4.3: Experience of employees in Keerthi Nirmal Rice Industry

Response	No. of respondents	Percentage
0-5	76	35.84
6-10	114	53.78
11-15	22	10.38
16-20	0	0
Total	212	100

Source: primary data

Chart 4.3: Experience of employees in Keerthi Nirmal Rice Industry



INTERPRETATION

From the above table, it is inferred that 35.84% of the respondents belong to class interval 0 to 5, 53.78% of the respondents belong to the class interval of 6 to 10

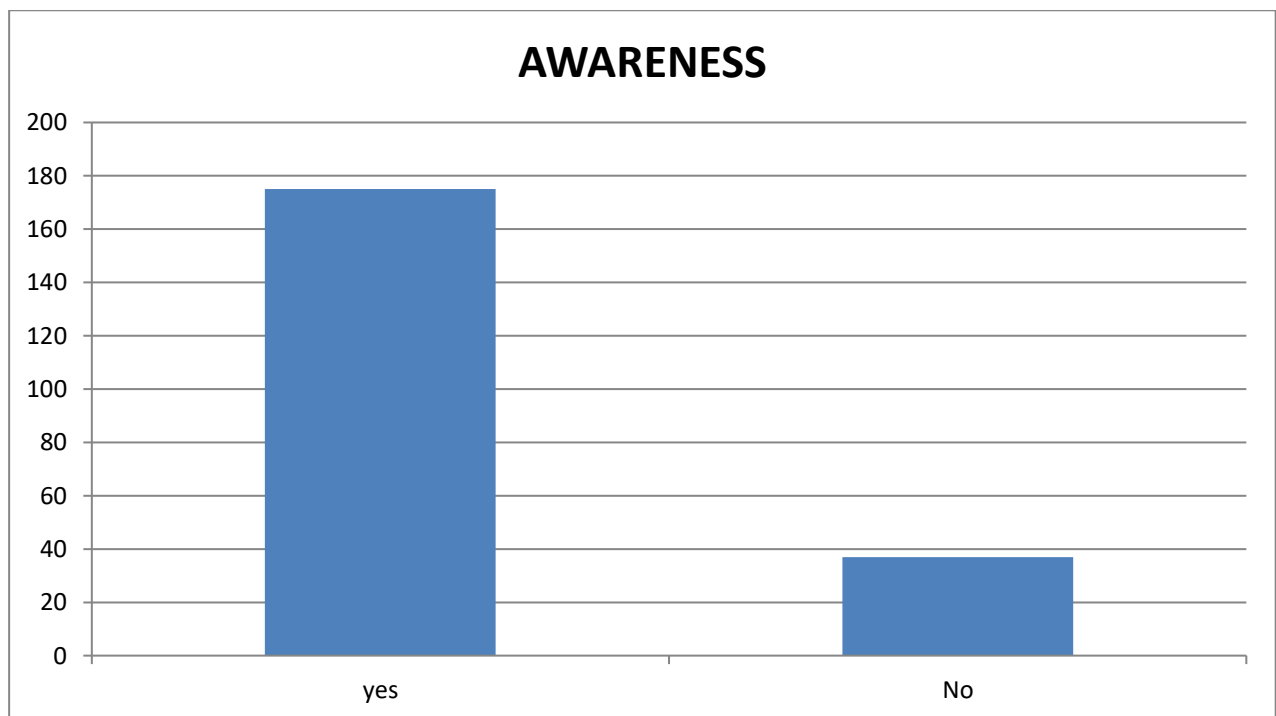
and 10.38% of the respondents belong to the class interval of 11 to 15 and 0% belongs to the class interval of 16 to 20.

Table 4.4: Awareness of health & safety measures adopted in the company

Response	No. of respondents	Percentage
Yes	175	82.55
No	37	17.45
Total	212	100

Source: Primary data

Chart 4.4: Awareness of health & safety measures adopted in the company



INTERPRETATION

From the above the table it is interpreted that 82.55% of employees responded as Yes & 17.45% of the employees responded as No.

Table 4.5: Level of satisfaction of respondents about training provided before working on dangerous machinery.

Response	No. of respondents	Percentage
Highly satisfied	71	33.49
Satisfied	107	50.48
Neutral	32	15.09
Dissatisfied	2	0.94
Highly dissatisfied	0	0
Total	212	100

Source: Primary data

Chart 4.5: Level of satisfaction of respondents about training provided before working on dangerous machinery.



INTERPRETATION

From the above table it is inferred that 33.49% of the respondents are highly satisfied with the training provided before working on dangerous machinery, 50.48% of the respondents are satisfied with the training, 15.09% of the respondents are having neutral opinion and 0.94% of the respondents are dissatisfied with the training provided with the company and 0% are highly dissatisfied with the training provided by Keerthi Nirmal Rice Mill.

Table 4.6 Level of satisfaction towards Medical facilities provided by the company

Responses	No. of respondents	Percentage
Highly Satisfied	30	14.15
Satisfied	95	44.81
Neutral	80	37.74
Dissatisfied	7	3.30
Highly Dissatisfied	0	0
Total	212	100

Source: Primary data

Chart 4.6 Level of satisfaction towards medical facilities provided by the company.



INTERPRETATION

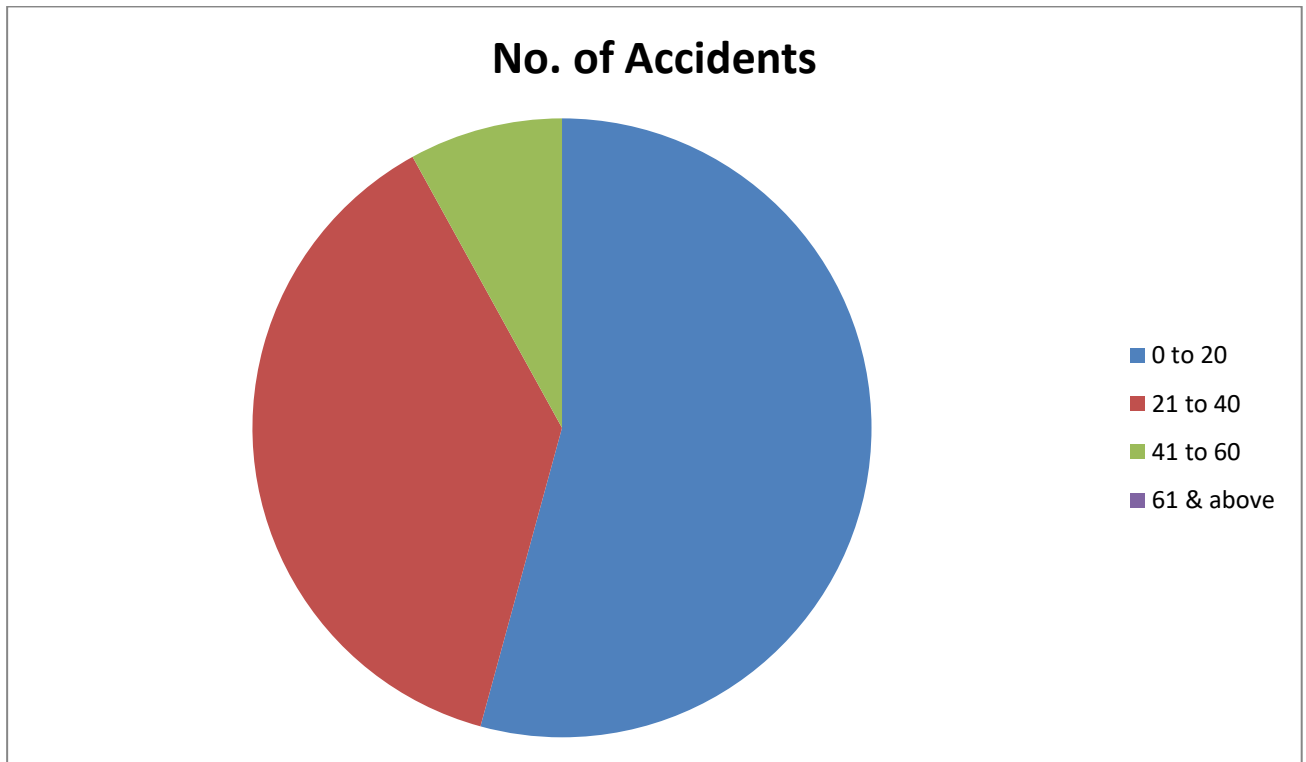
Majority of the respondents, that is 44.81% of respondents are satisfied with the medical facilities provided by the company and 14.15% of the respondents are highly satisfied with the medical facilities & 37.74% of the respondents are having a neutral opinion and 3.34% of the respondents are dissatisfied with the provided medical facilities.

Table 4.7: Number of accidents happened at workplace in last few years.

Responses	No. of responses	Percentage
0-20	115	54.25
21-40	80	37.74
41-60	17	8.01
61 & above	0	0
Total	212	100

Source: Primary data.

Chart 4.7: Number of accidents happened at workplace in last few years



INTERPRETATION

The table shows that 54.25% of the respondents belong to the class interval of 0 to 20, 37.74% of the respondents belong to the class interval of 21 to 40, 8.01% of the respondents belong to the class interval of 41 to 60. It is interpreted that 0% of the employees belongs to the class interval of 60 & above

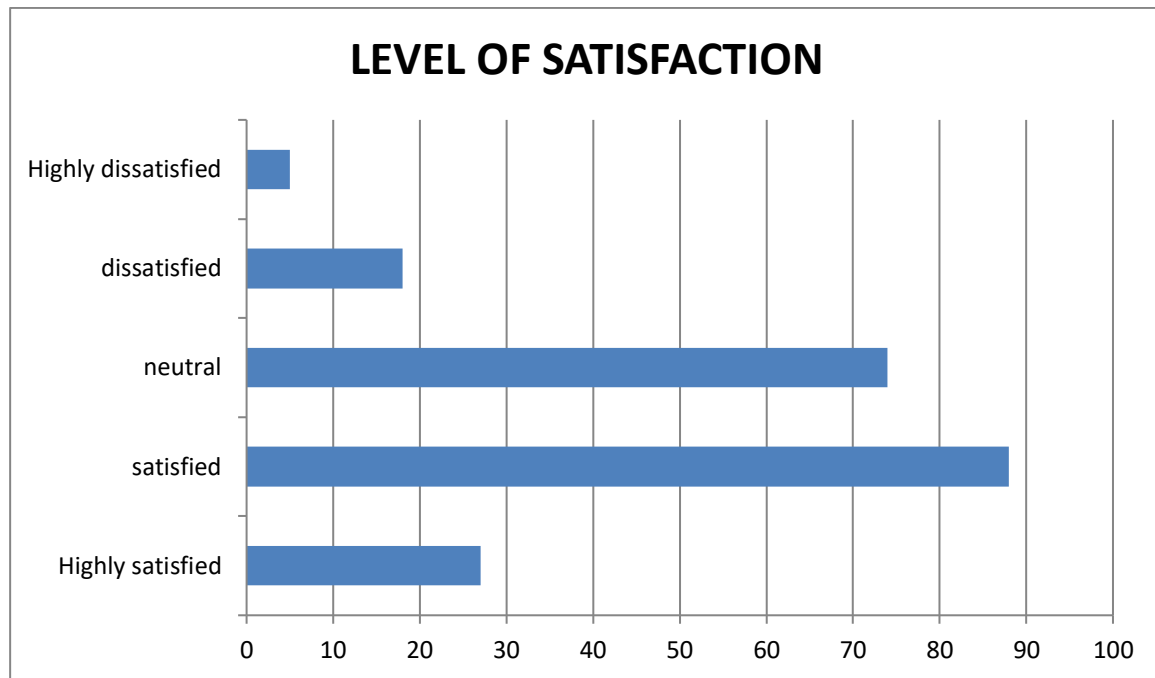
Table 4.8: Level of satisfaction of employees with the work environment

Responses	No. of responses	Percentage
Highly satisfied	27	12.738
Satisfied	88	41.509
Neutral	74	34.905
dissatisfied	18	8.490
Highly dissatisfied	5	2.358

Total	212	100
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Source: Primary data.

Chart 4.8: Level of satisfaction of employees with the work environment



INTERPRETATION

From the above table it is inferred that, 12.738% of the employees are highly satisfied with the work environment provided by the company. 41.509% of the employees are satisfied with the work environment. 34.905% of the employees are having neutral opinion, where 8.490% of the employees are dissatisfied and 2.358% are highly dissatisfied with the provided work environment.

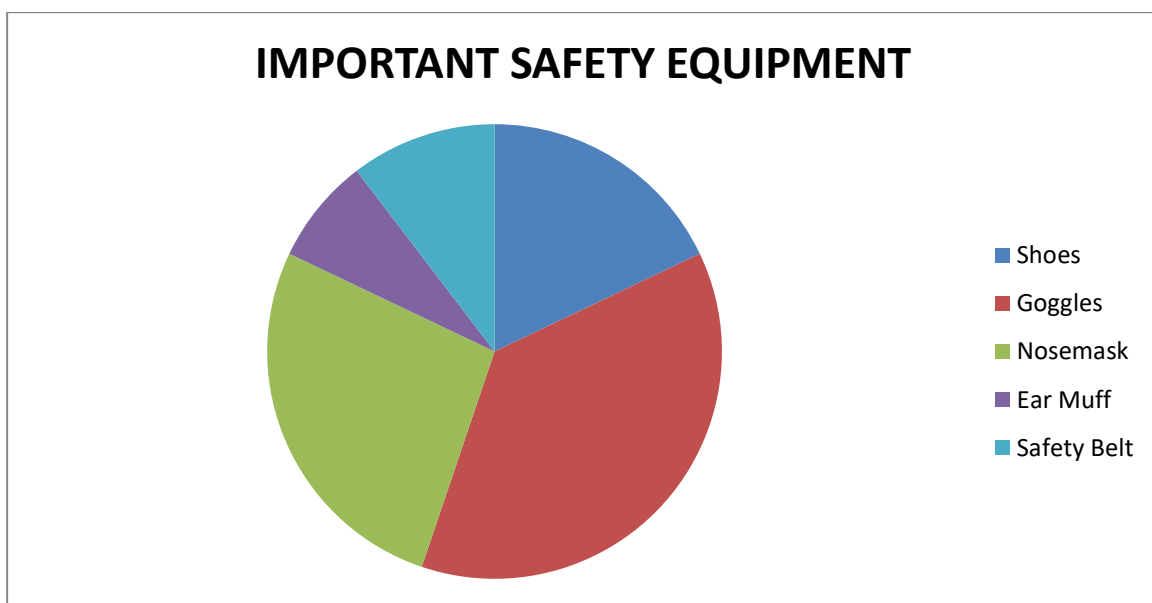
Table 4.9: The Important safety equipment that is must to have while working

Equipment	No. of respondents	Percentage
Shoes	38	17.92
Goggles	79	37.29
Nose mask	57	26.88

Ear muff	16	7.54
Safety Belt	22	10.37
Total	212	100

Source: Primary data.

Chart 4.9: The Important safety equipment that is must to have while working



INTERPRETATION

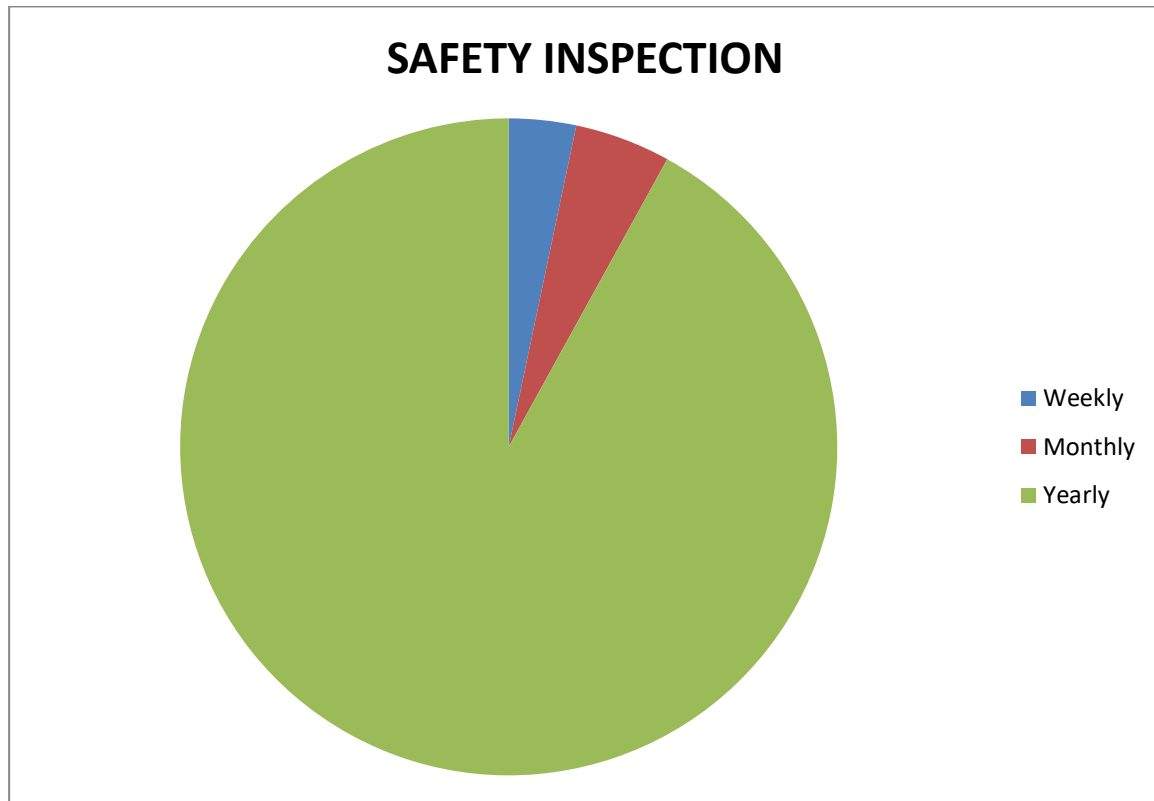
The table shows 17.92% of respondents points that shoes are the most important equipment that are necessary while working. Majority of the respondents, i.e, 37.29% points that Goggles are the most important equipment.26.88% of the respondents point that nose mask is the important one. 7.54% of the employees points that helmet are essential. 10.37% suggests that safety belts are important.

Table 4.10: Safety inspection held in the company

Response	No. of respondents	Percentage
Weekly	7	3.30
Monthly	10	4.72
Yearly	195	91.98
Total	212	100

Source: Primary data

Chart 4.10: Safety inspection held in the company



INTERPRETATION

From the above table, majority of the employees, i.e 91.98% points that safety inspection is held in the company in the yearly manner. 4.72% points that it is conducted weekly 3.30% points that , it is conducted weekly.

Table 4.11 : Level of satisfaction with the role of management in implementing health & safety.

Responses	No. of responses	Percentage
Highly satisfied	30	12.738
Satisfied	82	41.509

Neutral	75	34.905
dissatisfied	19	8.490
Highly dissatisfied	6	2.358
Total	212	100

Source: Primary data.

Chart 4.11: Level of satisfaction with the role of management in implementing health & safety



INTERPRETATION

From the above information, it shows that 12.73% of the employees are highly satisfied with the role of management in implementing health & safety. 41.50% of the employees are satisfied with the role of management. 34.90% of the employees

are having neutral opinion about the role.8.49% of the employees are dissatisfied and 2.35% of employees are highly dissatisfied with the employees.

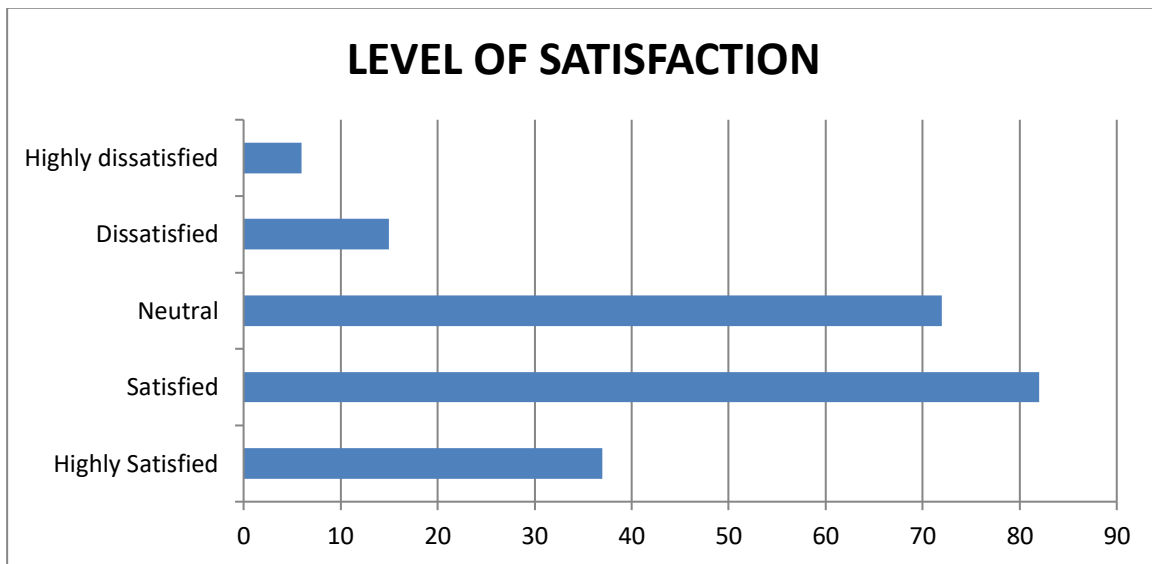
Table 4.12: Satisfaction level of employees with the disciplinary procedures & actions provided by Keerthi Nirmal, to maintain health & safety.

Responses	No. of responses	Percentage
Highly satisfied	37	17.40

Satisfied	82	38.67
Neutral	72	33.98
dissatisfied	15	7.07
Highly dissatisfied	6	2.83
Total	212	100

Source: Primary data.

Chart 4.12: Satisfaction level of employees with the disciplinary procedures & actions provided by keerthi nirmal, to maintain health & safety.



INTERPRETATION

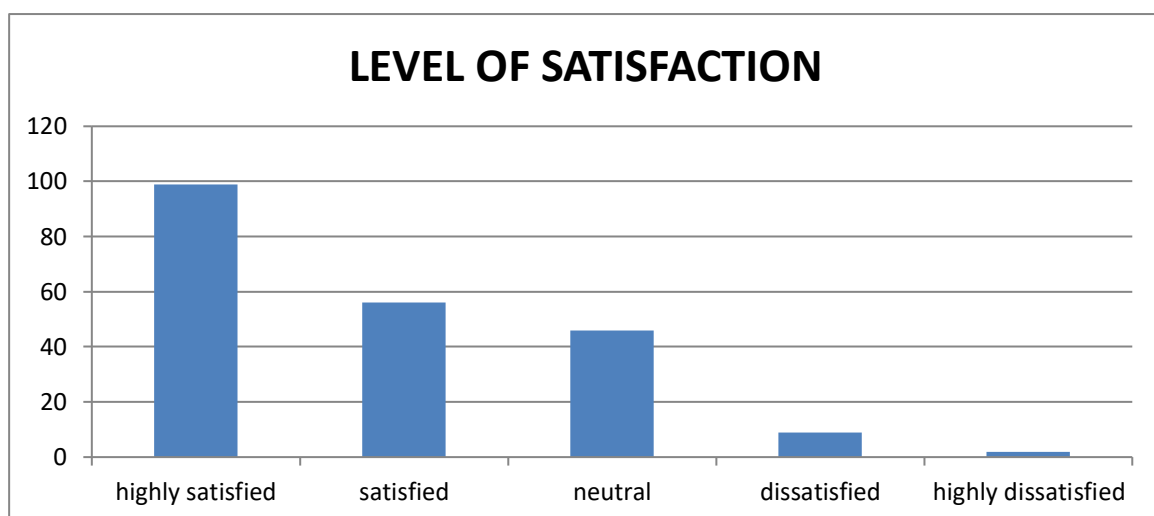
From the above table, it is understood that, 17.40% of the employees are highly satisfied with the disciplinary actions and procedures provided by Keerthi Nirmal Rice Industry. 38.6% of the employees are satisfied with the disciplinary actions & procedures. 33.98% of the employees are having a neutral opinion on this. 7.07% of the employees are dissatisfied and 2.83% of the employees are highly dissatisfied with the disciplinary actions and procedures provided by the company.

Table 4.13: Satisfaction level of employees with the working hours of the company.

Responses	No. of responses	Percentage
Highly satisfied	99	46.69
Satisfied	56	26.44
Neutral	46	21.69
dissatisfied	9	04.24
Highly dissatisfied	2	0.94
Total	212	100

Source: Primary data.

Chart 4.13: Satisfaction level of employees with the working hours of the company.



INTERPRETATION

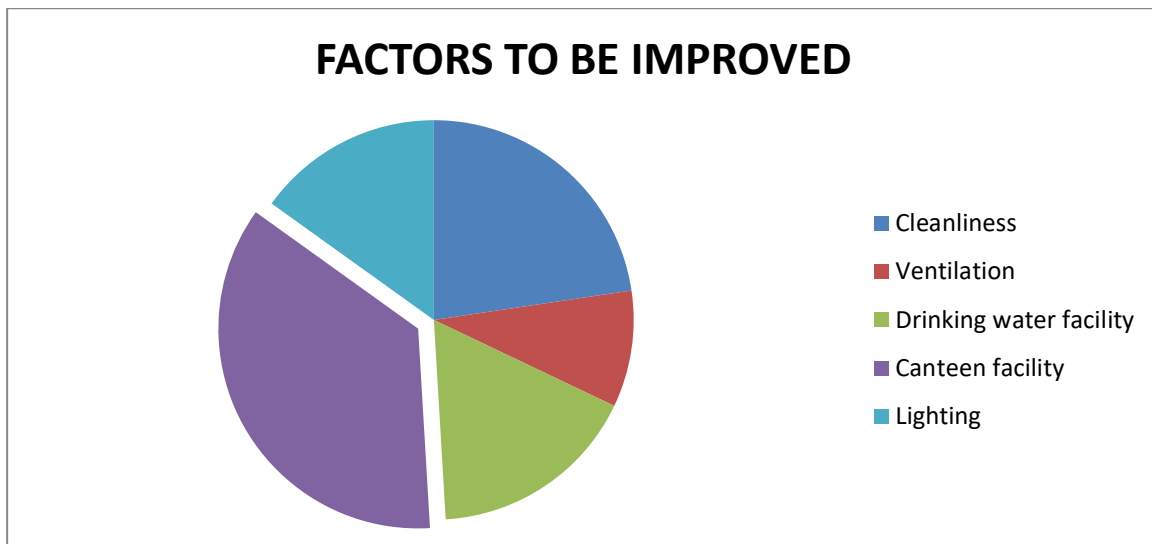
From the above table, it is interpreted that 46.6% of the employees are highly satisfied with the working hours of the company.26.4% of the employees are highly satisfied with the working hours.21.6% of the employees are having a neutral opinion on this matter.4.24% of the employees are dissatisfied & 0.94% of employees are highly dissatisfied with the employees.

Table 4.14: Factors that is to be improved to ensure health & safety in your company

Factors	No. of respondents	Percentage
Cleanliness	48	22.64
Ventilation	20	9.45
Drinking water facility	36	16.98
Canteen facility	76	35.84
lighting	32	15.09
Total	212	100

Source: Primary data.

Chart 4.9: Factors that is to be improved to ensure health & safety in your company



INTERPRETATION

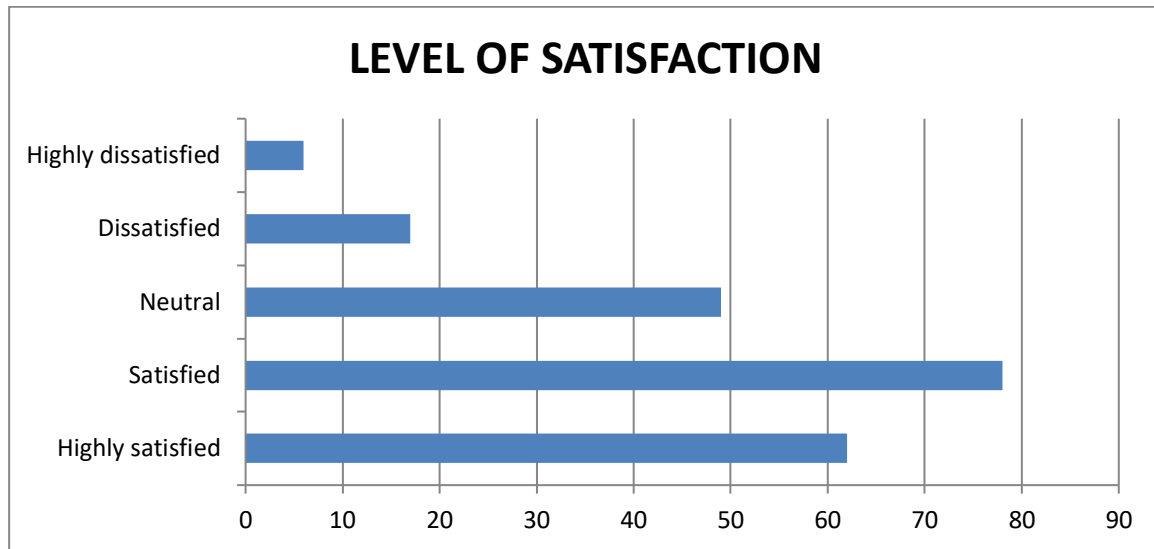
The table above shows that 22.64% of employees suggests the factor cleanliness for improvement. Majority of the employees, i.e, 35.84% suggests that canteen facilities are to be improved. 9.45 % of the employees suggest that ventilation , 16.98% suggests that drinking facilities are to be improved and 15.09% of the employees suggest that lighting is the factor that is to be improvod for ensuring health and safety of employees in Keerthi Nirmal rice Industry.

Table 4.15: Satisfaction level of employees with the preventive measures ensured by the company.

Responses	No. of responses	Percentage
Highly satisfied	62	29.24
Satisfied	78	36.79
Neutral	49	23.11
dissatisfied	17	8.03
Highly dissatisfied	6	2.83
Total	212	100

Source: Primary data.

Chart 4.15: Satisfaction level of employees with the preventive measures ensured by the company.



INTERPRETATION

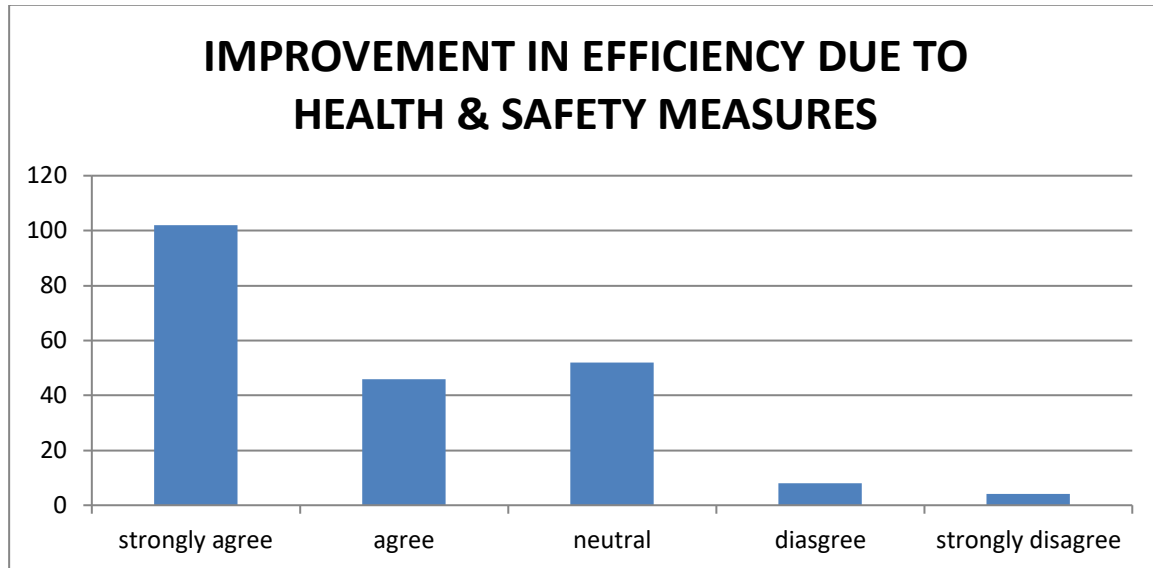
From the above data, it is interpreted that, 29.24% of the employees are highly satisfied with the preventive measures ensured by the company. Majority of the employees, i.e, 36.79% of the employees are satisfied.and it also shows that 23.11% of the employees are having neutral opinion on this.8.03% of the employees are dissatisfied & 2.83% of the employees are highly dissatisfied with the preventive measures ensured by Keerthi Nirmal Rice Industry.

Table 4.16: Improvement in efficiency of employees due to the health & safety measures followed in Keerthi Nirmal Rice Industry.

Responses	No. of responses	Percentage
Strongly agree	102	48.11
agree	46	21.69
Neutral	52	24.55
disagree	8	3.77
Strongly disagree	4	1.88
Total	212	100

Source: Primary data.

Chart 4.16: Improvement in efficiency of employees due to the health & safety measures followed in Keerthi Nirmal Rice Industry



INTERPRETATION

Above table helps to interpret data as like, 48.11% of the employees responded as they are strongly agreeing to that their efficiency has been improved due to the health and safety measures that are followed in Keerthi Nirmal Rice Industry. 21.69% of the employees are agreeing to the statement. 24.55% of the employees are having a neutral opinion on this matter. 3.77% of the employees are disagreeing to the statement. only 1.88% of the employees are strongly disagreeing to the statement.

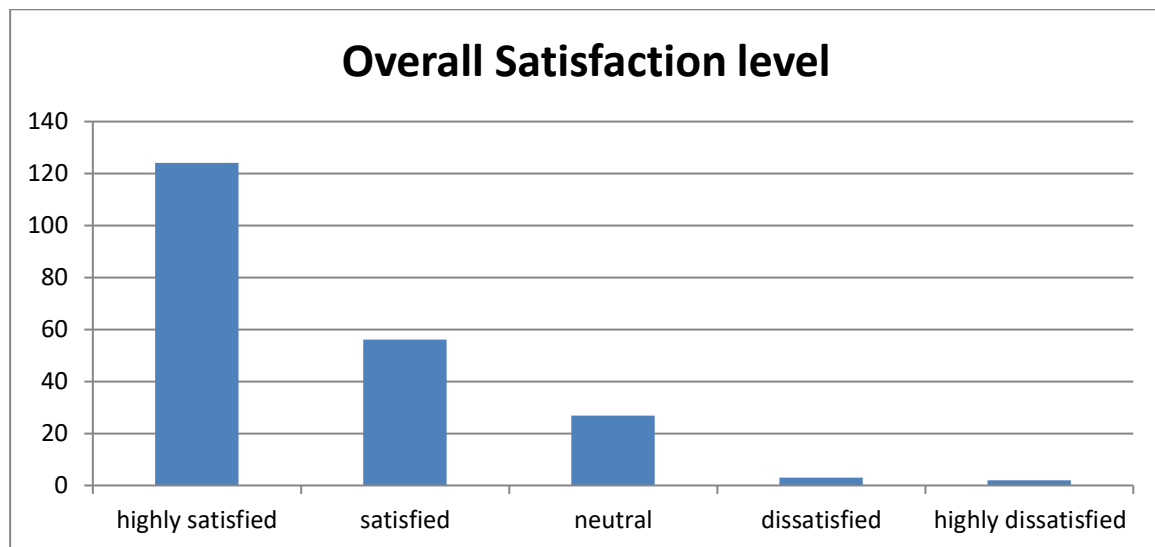
Table 4.17: Overall satisfaction level towards the health & safety provided by the company

Responses	No. of responses	Percentage
Highly satisfied	124	58.49
Satisfied	56	26.45
Neutral	27	12.7
dissatisfied	3	1.41
Highly dissatisfied	2	0.95

Total	212	100
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Source: Primary data.

Chart 4.17: Overall satisfaction level towards the health & safety provided by the company



INTERPRETATION

Above table shows that majority of the employees i.e 58.49% are highly satisfied with the health and safety measures provided by the company. 26.45% of the employees are satisfied with the measures. 12.7% of them are having a neutral opinion on this. 1.41% of the employees are dissatisfied with the measures, where only 0.95 % of the employees are highly dissatisfied.

FINDINGS

FINDINGS

- From the study it is clear that majority 69.81% of the respondents are male & 30.19 employees respondents are female.
- According to the study conducted it is clear that majority 55.66% of the respondents fall into the category of age group 21 to 40 and 10.38 % of the

respondents are belonging to the age group of 10 to 20, 33.96% of the respondents are belonging to the age group of 40 to 60.

- From the study it is found that majority(53.78%)of employees have 5 to 10 years of experience in the company.
- Majority of the employees(82.55%) are aware about the health & safety measures that are adopted in the company.
- Majority of the employees are satisfied(50.48%) with the training provided by the company before the usage of dangerous machinery.
- Majority(44.81%) of the employees are satisfied with the medical facilities provided by the company.
- Number of the accidents happened at workplace in last few years belongs to the class interval of 0 to 20.
- Majority(41.5%)of the employees are satisfied with the work environment.
- In Majority(37.29%) of employees viewpoint, Goggles are considered as the most important safety equipment at work.
- Majority(91.98%) of employees points that Safety inspections are conducted annually in the company
- Majority(41.50%) of employees are satisfied with the role of management in ensuring health & safety.
- Majority of the employees(38.67%) are satisfied with the disciplinary actions & procedures provided by the company.
- Most of the employees(46.69%) are highly satisfied with the working hours.
- Most of the employees points that Canteen facilities is to be improved for ensuring health & safety of the workers
- Most of the employees(36.79%) are satisfied with the preventive measures ensured by the company.
- Most of the employees points that, their efficiency has improved due to proper health & safety measures followed in the company.

- Thus, It is crystal clear that health & safety measures in the company has a positive impact on employee satisfaction which makes them stay longer.

SUGGESTIONS

SUGGESTIONS

- Canteen facilities must be improved
- Safety inspections should be made atleast two times a year
- Separate Health & Safety Department is necessary, as the company doesn't have one currently.
- The company may conduct seminars and other sessions about health & safety policies so as to make all the employees aware of it.
- The company should provide insurance for those employees who are dealing with toxic substances and dangerous machinery.
- Company should maintain the disciplinary procedures, which makes employees more safe.

CONCLUSION

CONCLUSION

The study “health & safety measures & it’s impact on employee satisfaction” shows that the maximum number of employees are satisfied with the protection & safety control applied within the company. The organization provides its personnel with all the basic required protection centers. The enterprise can also pay more attention to protective measures and can offer safety equipment such as shoes, mask, etc. to improve the protection in the company. Safety training must be provided nicely and mandatory to avoid accidents. The first useful education about resources must be for both workers and managers who work in different departments& this will improve the protection of the agency.

Safe work environment can result in the best performance from employees. This can increase overall employee productivity. The growth of health and safety measures increases worker satisfaction with the activity. Therefore, a healthy staff becomes an asset forever.

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APPENDIX

QUESTIONNAIRE

Hi, I am a PG student in Master of Business Administration affiliated to the University of Calicut. As a part of my dissertation, I am conducting a study on health & safety measures & it's impact on employee satisfaction with special reference to Keerthi Nirmal Rice Mill Industry. I would be very thankful if you can answer the survey.

1. Name : (Optional)

2. Age :

- 0-20.
- 21-40
- 41-60

3. Gender:

- Male
- Female

4. How long have you been working in Keerthi Nirmal Rice Industry

- 0-5
- 6-10
- 11-15
- 16-20

5. Are you aware about health & safety measures that are adopted in your company?

- Yes
- No

6. Are you satisfied with the training provided by the company before using dangerous machinery?

- Highly satisfied
- Satisfied
- Neutral
- Dissatisfied
- Highly dissatisfied

7. Are you satisfied with the medical facilities provided by the company?

- Highly satisfied
- Satisfied
- Neutral
- Dissatisfied
- Highly dissatisfied

8. How many accidents have happened at your workplace in few years?

- 0-20
- 21-40
- 41-60
- 61 & above

9. Are you satisfied with your work environment?

- Highly satisfied
- Satisfied
- Neutral

- Dissatisfied
- Highly dissatisfied

10. According to you, which is the most important safety equipment that is to must to have while working?

- Shoes
- Goggles
- Nose mask
- Earmuff
- Safety belts

11 How often safety inspection are held in your company

- Weekly
- Monthly
- Annually

12. Are you satisfied with the role of management in implementing health & safety

- Highly satisfied
- Satisfied
- Neutral
- Dissatisfied
- Highly dissatisfied

13. Are you satisfied with the disciplinary actions & procedures taken by the company?

- Highly satisfied
- Satisfied
- Neutral
- Dissatisfied
- Highly dissatisfied

14. Are you satisfied with the working hours of the company?

- Highly satisfied
- Satisfied
- Neutral
- Dissatisfied
- Highly dissatisfied.

15. According to you, which is the factors that needs improvement to ensure health & safety in your organization.?

- Cleanliness
- Ventilation
- Drinking water facility
- Canteen facility
- Lighting

16. Are you satisfied with the preventive measures adopted by the company?

- Highly satisfied
- Satisfied
- Neutral
- Dissatisfied
- Highly dissatisfied.

17. Has your efficiency of work increased because of health & safety measures followed in your company?

- Strongly agree
- Agree
- Neutral
- Disagree
- Strongly disagree

18. What is your overall satisfaction level towards health & safety provided by the company?

- Highly satisfied
- Satisfied
- Neutral
- Dissatisfied
- Highly dissatisfied