

Employee Safety and Health Measure

A V Viswanath¹, Haritha M²

¹Assistant Professor, Department of MBA, Santhiram Engineering College, Nandyal, India

²Student of MBA, Santhiram Engineering College, Nandyal, India

ABSTRACT

Employee safety and health are critical components in the operational framework of any industrial organization, particularly in high-risk sectors such as cement manufacturing. This study focuses on evaluating the safety and health measures implemented at Bharathi Cement Corporation Pvt. Ltd., a prominent player in the Indian cement industry. The objective is to analyze the existing policies, practices, and infrastructure related to occupational safety and health (OSH) and assess their effectiveness in ensuring a secure work environment. The research involves data collection through employee surveys, interviews with safety officers, and review of company records and incident reports. Findings indicate that while Bharathi Cement has adopted several proactive measures, including safety training programs, personal protective equipment (PPE) compliance, and routine health check-ups, there are areas for improvement, particularly in continuous monitoring, mental health support, and employee participation in safety planning. This study highlights the importance of a comprehensive safety culture, not only to reduce workplace accidents but also to enhance employee morale and productivity. Recommendations are provided to strengthen the existing safety framework in alignment with international standards and best practices. The study contributes to understanding how focused health and safety initiatives can lead to sustainable industrial growth and workforce well-being.

KEYWORDS: Employee safety, occupational health, Bharathi Cement, industrial safety, workplace wellness, PPE compliance, cement industry, safety culture.

1. INTRODUCTION

Employee safety and health measures are essential aspects of workplace management that ensure the well-being of employees while maintaining productivity and efficiency. These measures include policies, procedures, and practices designed to prevent workplace injuries, illnesses, and hazards. Organizations implement safety protocols, such as risk assessments, emergency preparedness, and protective equipment, to create a secure working environment. A strong focus on employee safety not only reduces workplace

3. DATA ANALYSIS

1. Are you aware of safety and health measures in BCCPL?

Introduction: This question is posed to know awareness of safety and health measures.

Table3.1

S. NO.	views	No .of Respondents	Percentage
1.	YES	97	97
2.	NO	3	3
	Total	100	100

accidents but also enhances job satisfaction, employee morale, and organizational reputation.

A well-structured health and safety program goes beyond compliance with legal regulations; it fosters a culture of proactive risk management and employee welfare. Companies invest in health initiatives such as wellness programs, ergonomic workspaces, mental health support, and regular medical check-ups to promote overall employee well-being. In today's fast-paced work environment, prioritizing safety and health not only protects employees but also boosts productivity, reduces absenteeism, and contributes to long-term business success.

2. RESEARCH METHODOLOGY

SOURCES OF DATA

Primary data collection is necessary when a researcher cannot find the data needed in secondary sources. Three basic means of obtaining primary data are observation, surveys, and experiments. The choice will be influenced by the nature of the problem and by the availability of time. For this research study Questionnaire was the Primary Data source which is applied.

SAMPLE SIZE:

It refers to the number of elements of the population to sample. Sample size here is 150.

DATA PROCESSING

The study has been carried out with the help of the following data:

Primary data

The primary data was collected through the use of structured questionnaire from the target respondents using survey method.

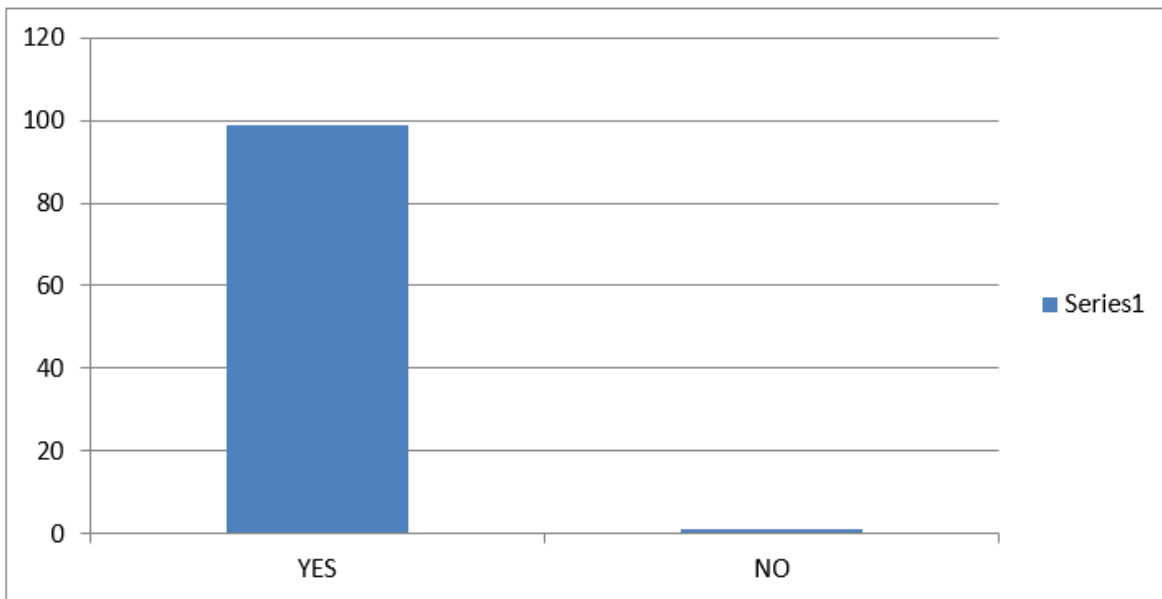
Secondary data

The secondary data was collected from journals and internet.

TOOLS FOR ANALYSIS

- Percentage Analysis
- Chart Analysis

Chart3.1



Interpretation:

From the above analysis, it can be stated that 97% respondents are having the awareness about safety and health measures and remaining 3 % are not having the awareness.

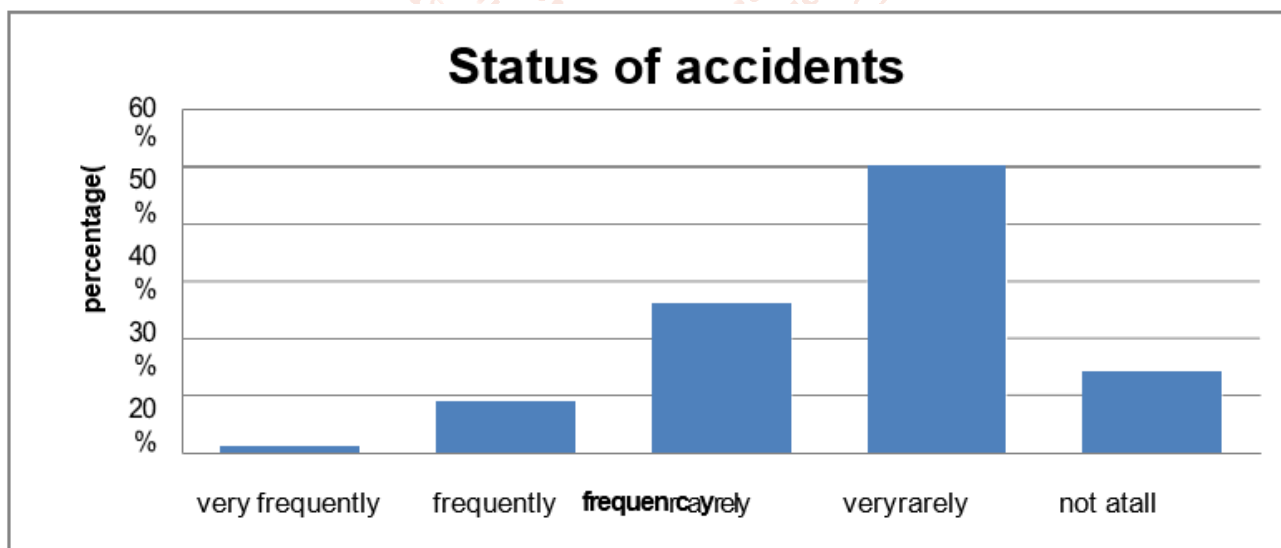
2. What is the status of accidents in BCCPL?

Introduction: This question is posed to know the status of accidents in BCCPL.

Table 3.2

S.NO	Frequency	No of Respondents	percentage	Weighted Score	Weighted Total
1.	Very frequently	1	1	5	5
2.	Frequently	9	9	4	36
3.	Rarely	26	26	3	78
4.	Very rarely	50	50	2	100
5.	Not at all	14	14	1	14
	Total	100	100		233

Chart 3.2



Interpretation:

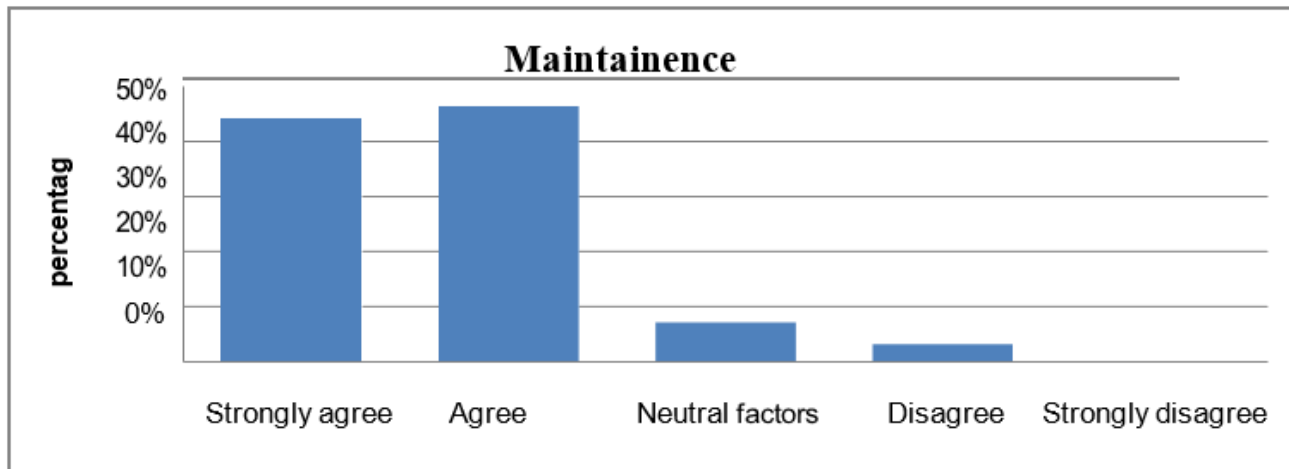
From the above analysis, it can be stated that 50% respondents said that the status of the accidents occur very rarely, 26% said that rarely 14% said that not at all, 9% said frequently and remaining 1% said very frequently.

3. Do you agree that BCCPL is maintaining frequency, severity and incidence records? Introduction: this question is posed to know the maintenance of frequency, severity and incidence records.

Table 3.3

S. NO	Factors	No. of Respondents	percentage	Weighted Score	Weighted Total
1.	Strongly Agree	44	44	5	176
2.	Agree	46	46	4	230
3.	Neutral	7	7	3	21
4.	Disagree	3	3	2	6
5.	Strongly Disagree	0	0	1	0
	Total	100	100		433

Chart 3.3



Interpretation:

From the above analysis, it can be stated that 46% respondents agreed that the BCCPL is maintaining frequency, severity and incidence records, 44% are strongly agreed, 7% are neutral and remaining 3 % are disagreed.

4. CONCLUSION

The study on employee safety and health measures at Bharathi Cement highlights the organization’s commitment to maintaining a safe and healthy working environment. The company has implemented several safety protocols such as regular safety drills, mandatory use of personal protective equipment (PPE), routine health check-ups, and safety awareness programs. These measures have significantly contributed to minimizing workplace accidents and promoting a culture of safety among employees. However, the study also reveals the need for further improvements in areas such as continuous safety audits, employee mental health support, and greater involvement of employees in safety planning and decision-making. By addressing these gaps and aligning its practices with global safety standards, Bharathi Cement can further strengthen its occupational

health and safety (OHS) framework. Ensuring the well-being of employees not only fulfils legal and ethical responsibilities but also enhances productivity, reduces absenteeism, and improves overall job satisfaction. Thus, a proactive approach to employee safety and health is essential for sustainable industrial success.

5. REFERENCES

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