



A STUDY ON EMPLOYEES SATISFACTION ON SAFETY AND WELFARE MEASURES ON MM FORGINGS PVT LTD, SINGAMPUNARI

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Abstract:

This research project aims to investigate employee satisfaction with safety and welfare measures at MM Forgings Pvt Ltd, Singampunari. The study uses a descriptive design to determine the level of employee satisfaction and whether employees are satisfied with the organization's safety and welfare initiatives. A sample of 100 employees was selected, and data was collected through a structured questionnaire. The data was analyzed using statistical techniques such as Percentage Analysis, Correlation, and Chi-Square, with the aid of SPSS software. The research aims to provide insights into employee satisfaction levels and identify areas for improvement in safety and welfare measures. The study employed various survey and statistical tools to analyze employee statements, including Ratio analysis, Comparative statement analysis, Common size statement analysis, and Trend analysis. The findings of the study provide valuable suggestions and conclusions for improving employee satisfaction and enhancing safety and welfare measures in the organization. Overall, this research contributes to understanding the importance of employee satisfaction and well-being in the workplace.

Key Words: Employee Satisfaction, Safety and Welfare Measures, Workplace Satisfaction

Introduction:

Employee safety and welfare measures of promoting the efficiency of employees, the various welfare measures provided by the employer will have immediately impact on the health, physical and mental efficiency alertness, morale and overall efficiency of the worker and there are by contributing to the higher productivity. Some of the facilities and services which fall within the preview of employees welfare like adequate canteen facilities accommodation arrangements, recreational, medical facilities and transportation.

Employee Safety:

The word safety is related to the measures that are to be taken care of, keeping in the mind the dangers in zones where individual work, workplaces, producing plant development locales, and business retail offices. It includes hazard identification along with control measures cording to the government standards and also includes training for the employees and educating them about safety measures.

Employee Welfare:

Employee welfare, also known as staff welfare, refers to the services and benefits provided by an employer for well-being of employees. It includes healthcare, paid time off, and amenities. These services extend from physical to mental health among employees, helping create an efficient and satisfied workforce. The main objective of employee welfare is to improve employee morale, develop a better image of the company, develop efficiency, and create satisfied workforce. Staff welfare is one of the critical factors of employee retention. The higher the salary for a position, the higher the costs to rehire and retrain a new employee. There is also a correlation between employee welfare and higher productivity. For example, Google discovered this correlation and provided numerous perks, taking a lead on its competitors.

Types of Employee Welfare:

Statutory:

In case of statutory, the employee welfare services are introduced by the government. It sets a minimum standard for safety and well-being for employees at the workplace, in terms of first-aid, hours of work, hygiene, sanitation.

Voluntary:

Voluntary employee welfare refers to the amenities provided by the organization besides the statutory obligations. These include transport, medical treatment, free meals, schooling facility for children, sports, games, and many more.

Benefits of Employee Welfare:

Employee welfare services are beneficial to both employees and employers. For employees, they become mentally and physically fit to perform their best at work. They can share additional responsibilities and improve their standard of living. In fact, they would be thriving in a healthy work environment. For employers, they can see an improvement in efficiency and productivity of employees. There will also be a development in the attachment and belongingness of employees to the organization. This promotes healthy industrial relations, ultimately achieving industrial peace. It also enhances goodwill, reputation, and culture of the organization. Employee welfare programs are benefits and services that help employees in their physical and mental needs. While some may include health benefits, other companies may include stipends or provisions. An employee welfare program should include.

Benefits:

An employee welfare program includes physical and mental health benefits. This could include wellness sessions, meditation, yoga, and so on.

Government Schemes:

Apart from the benefits provided by the company, there are a few government schemes initiated in employee welfare programs. For example, vocational training, maternity benefit, gratuity, provident fund, ESI (Employee State Insurance), and so on.

Resources:

Employee welfare programs should have the right tools, equipment, materials, and services to ensure safety in the workplace.

Some Examples of Employee Welfare Policies:

An employee welfare policy discusses the purpose, applicability, and scope of employee welfare initiatives. It also includes the initiatives undertaken by the company to promote employee well-being. Some examples of employee welfare policies are:

Sick Leave Policy:

Minimum 0.5 to maximum seven days (paid) sick leaves. For sick days, extending three days, employers can ask for a medical certificate. Sick leaves can be appended with earned leaves. Sick days are not carry-forwards or lapse automatically at the end of the calendar year.

Insurance Policy:

An insurance policy is a legal contract between the insurance company (the insurer) and the persons, business, or entity being insured the insured. Reading your policy helps you verify that the policy meets your needs and that you understand your and the insurance company's responsibilities if a loss occurs.

Healthcare Policy:

India has a multi-payer universal health care model that is paid for by a combination of public and government regulated through the Insurance Regulatory and Development Authority private health insurances along with the element of almost entirely tax-funded public hospitals.

Skill Development Policy:

The National Policy on Skill Development is an umbrella framework devised by the Government of India to develop employable skills among the youth of the country through learning and producing workers adequately skilled to meet the requirements of industry.

Employee Wellness Policy:

An employee wellness policy provides guidelines on promoting health and well-being within the workplace. It offers resources, personalized plans, and incentives to motivate participation, ensuring a balanced and healthy work environment for all.

Childcare Policy:

The central government has a childcare leave (CCL) policy which allows for 730 days of paid leave to female employees during their entire service period, for taking care of a maximum of two children under 18 years. This is over and above maternity leave.

Flexible Work Arrangement Policy:

In a flexible work arrangement, the employee works a consistent number of hours each day. However, the employee's start and end time vary, within a specified range, around a fixed set of core hours.

Statement of Problem:

Health, safety, and welfare are crucial for employees' overall well-being and productivity. Health encompasses physical, mental, and social aspects, while safety refers to the prevention of accidents and injuries. Welfare includes measures that improve employees' comfort, morale, and overall quality of life, beyond just wages and salaries. Employee welfare is essential for organizational effectiveness, as it influences employee satisfaction, morale, and productivity. Organizations should prioritize employee welfare, provide a safe work environment, and offer various welfare measures to support employees' physical, mental, and emotional well-being. This, in turn, can lead to increased productivity, efficiency, and a positive work culture. The concept of employee welfare is flexible and varies depending on factors like industry, region, and social context. Ultimately, investing in employee welfare is essential for industrial progress and a satisfied labor force.

Objective of the Study:

- To find out the level of satisfaction of employees on the various welfare measures provided by MM Forgings Limited
- To study the existing welfare facilities provided by MM Forgings Limited.
- To understand the opinion of the workers about their improvement of present welfare facilities in MM Forgings Limited.
- To analyze the impact of the implementation of the Welfare measures.
- To make constructive suggestion level of labor the welfare.

Need of the Study:

- Improving employee well-being: A comprehensive understanding of the health and welfare measures available to workers can help organizations identify gaps in their policies and benefits offerings. By identifying these gaps, organizations can take steps to improve employee well-being, which can result in increased job satisfaction, engagement, and productivity.
- Attracting and retaining talent: In today's competitive job market, organizations need to offer competitive benefits packages to attract and retain top talent. By understanding the health and welfare measures that are most valued by employees, organizations can design benefits packages that are more attractive to job seekers and current employees.
- Compliance with legal requirements: Many countries have laws and regulations in place that require employers to provide certain health and welfare benefits to their employees. By conducting a study on health and welfare measures, organizations can ensure that they are complying with these legal requirements and avoiding any potential legal issues.

- Cost-benefit analysis: Understanding the costs and benefits of different health and welfare measures can help organizations make informed decisions about which benefits to offer. By conducting a study, organizations can identify which benefits are most cost-effective and provide the most value to employees

Hypothesis of the Study:

- H_0 : The employee safety and welfare measures are satisfied.
- H_1 : The employee's safety and welfare measures are not satisfied.

Research Design:

The process of research came into being due to man's quest to be in tune with his environment and understand nature. To achieve this, man uses the tools of experience and reasoning available to him. Man also makes use of experience and authoritative sources beyond his immediate circle. Experience and authority are rich and major sources of hypothesis, which are based mainly on common sense knowledge and haphazard events. Therefore, it can be unjustified for drawing conclusions on events. Hence, research hypothesis formulation using experience and authority is judged to be unscientific. Research anchors on scientific reasoning, which could be inductive and deductive, or both. Research is a combination of both experience and reasoning and can be said to be the most appropriate way of discovering the truth, precisely in the natural sciences. Methodology is the systematic, theoretical analysis of the methods applied to a field of study. It comprises the theoretical analysis of the body of methods and principles associated with a branch of knowledge. Typically, it encompasses concepts such as paradigm, theoretical model, phases, and quantitative or qualitative techniques (Irony and Rose, 2005). A methodology does not set out to provide solutions - it is, therefore, not the same thing as a method. Instead, it offers the theoretical underpinning for understanding which method, set of methods, or best practices can be applied to a specific case, for example, to calculate a specific result.

Definition:

The organized questioning and exploration, either by hypothesis formation or scientific testing of any inquiry or query by following a set of standard rules and procedures, is defined as research methodology.

Methods of Data Collection:

Data collection can be defined as a technique used in gathering empirical research data. This process typically stipulates how information is gathered. There are six major and essential methods of collecting data: questionnaires, focus groups, tests, observation, interviews, and secondary data (Teddlie & Tashakkori, 298). This research was based solely on questionnaires. A questionnaire can be defined as the process of acquiring more knowledge through the medium of asking questions, whether personal or general, without the use of personal or intimate interaction. According to Wilson & Maclean (1994), a questionnaire gives the researcher more insight into collecting data information from a vast amount of people and is also greatly useful in bringing about data that are numerical and can be well explained. Questionnaires also have some disadvantages, such as time constraints because they consume a great amount of time to fully give an accurate outcome, and the issue of fine-tuning because some data may fail to provide accurate answers in the aspect of limited response, so they have to be refined (Cohen et al., 2000). Data will be gathered through primary and secondary sources.

Primary Data: Through questionnaires.

Secondary Data: Obtained from the internet.

Primary Data: Primary data are those which are fresh and are collected for the first time, and thus happen to be original in character. The primary data was collected through direct personal interviews (open-ended and closed questionnaires).

Secondary Data: Secondary data are those which have been already collected by someone else and which have already been passed through the statistical process. The secondary data was collected through websites, books, and magazines.

Analytical Tool for the Study:

SPSS:

SPSS is a Windows-based program that can be used to perform data entry and analysis and to create tables and graphs. SPSS is capable of handling large amounts of data and can perform all of the analyses covered in the text and much more. SPSS is commonly used in the social sciences and in the business world, so familiarity with this program should serve you well in the future.

Microsoft Excel:

Microsoft Excel is a spreadsheet developed by Microsoft for Windows, macOS, Android, and iOS. It features calculation, graphing tools, pivot tables, and a macro programming language called Visual Basic for Applications (VBA). It has been a very widely applied spreadsheet for these platforms, especially since version 5 in 1993, and it has replaced Lotus 1-2-3 as the industry standard for spreadsheets. Excel forms part of the Microsoft Office suite of software.

Period of the Study:

The period of the study should be long enough to allow for data collection using the chosen methods. This may include survey administration, scheduling, and conducting interviews or focus groups, and analyzing documents related to health and welfare benefits. The data collection time may range from a few weeks to several months depending on the scope of the study.

Area of the Study:

- The study could focus on a specific industry, such as healthcare or retail, and examine the health and welfare benefits that are commonly offered in that industry. This could include benefits such as health insurance, sick leave, and retirement plans.
- The study could examine the legal requirements for health and welfare benefits in a specific region or country, and determine whether organizations are complying with these requirements. This could include benefits such as workers' compensation, minimum wage laws, and family and medical leave.
- The study could examine the costs and benefits of different health and welfare benefits, and determine which benefits are most cost-effective for organizations. This could include benefits such as wellness programs, flexible work arrangements, and mental health services.

- The study could examine the impact of health and welfare benefits on employee well-being, job satisfaction, engagement, and turnover. This could include benefits such as health insurance, retirement plans, and employee assistance programs.

Limitations of the Study:

- The study was limited to a 10-week period.
- The sample size was 100, which may not represent the entire population, as it was only 10% of the overall population due to time constraints.
- Employees may not have provided accurate answers on the questionnaire due to concerns about providing unfavorable information to the organization.

Company Profile:

- Name of the Industry: MM Forgings Limited
- Establishing year: 1946
- Address: MM Forgings Limited - SVK Towers, Singampunari.
- Directors of MM Forgings Limited: Sumita Vidyashankar, Vidya Shankar Krishnan, Vaidya Subramaniam Vaidyanathan, Narayanaswamy Srinivasan, Krishnan Venkataramana, Kavitha Vijay, Gopala Krishnan, Venkatakrishnan Raghavan, and Sumathi Jagannathan



M.M. Forgings Limited is a leading manufacturer of forged components and automotive parts based in India. With decades of experience in the forging industry, the company has established itself as a trusted provider of high-quality products for domestic and international markets.

History:

Founded in [1946], M.M. Forgings Limited has grown from a small forging unit to a vertically integrated manufacturing company with state-of-the-art facilities. Over the years, the company has built a reputation for excellence, innovation, and customer satisfaction.

Products and Services:

M.M. Forgings Limited specializes in the production of a wide range of forged components for various industries, including automotive, agriculture, construction, and engineering. The company's product portfolio includes crankshafts, connecting rods, gears, axle beams, and other critical components.

Manufacturing Facilities:

The company operates modern manufacturing facilities equipped with advanced forging presses, heat treatment furnaces, machining centers, and quality control laboratories. These facilities enable M.M. Forgings Limited to meet the stringent quality standards and production requirements of its customers.

Quality Assurance:

M.M. Forgings Limited places a strong emphasis on quality assurance at every stage of the manufacturing process. The company adheres to international quality standards and implements rigorous inspection and testing procedures to ensure that its products meet or exceed customer expectations. Focus on process capability at every stage of the manufacturing process and adherence to the MMF - Quality systems is the key for us in meeting and excelling the stringent quality requirements of our Domestic and International customers. When MM Forgings, first unit was established in Singampunari, our focus primarily was on the quality of the forgings. All the actions were aligned to improve the quality. Product quality has definitely been our basis and business multiplier. Within a decade, MMF established a name for itself as the manufacturer of quality closed die forgings in south India. With quality forgings as the base, we started exporting parts to various countries across the globe and venture into more and more critical components. Quality is inherited in our work culture and everything we do is towards improving the quality of parts to our customer by meeting and exceeding the customer expectations. MMF now supplies major OEM's and Tier1 companies across the globe. MMF is the winner of Engineering Export Promotion Council Award for the largest exporter of Steel forgings from South India for 31 consecutive years. All our facilities are certified to IATF 16949 and ISO 9001 standards

Corporate Social Responsibility:

As a responsible corporate citizen, M.M. Forgings Limited is committed to environmental sustainability, employee welfare, and SS community development. The company actively engages in initiatives aimed at promoting environmental conservation, education, and healthcare in the communities where it operates.

Data Analysis and Interpretation:

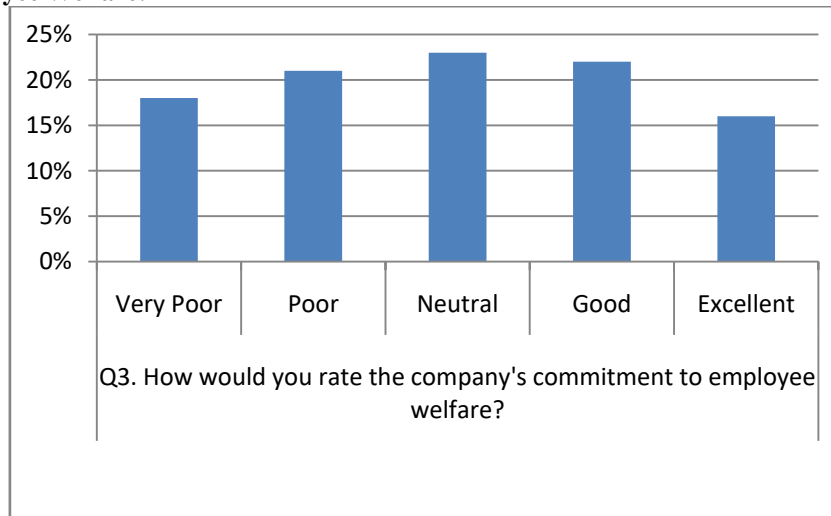
Percentage Analysis

Percentage method refers to a special kind of ration. Percentage is used in matching comparison between two or more series of data. Percentage can also use to compare relative terms, the distribution of two or more series of data.

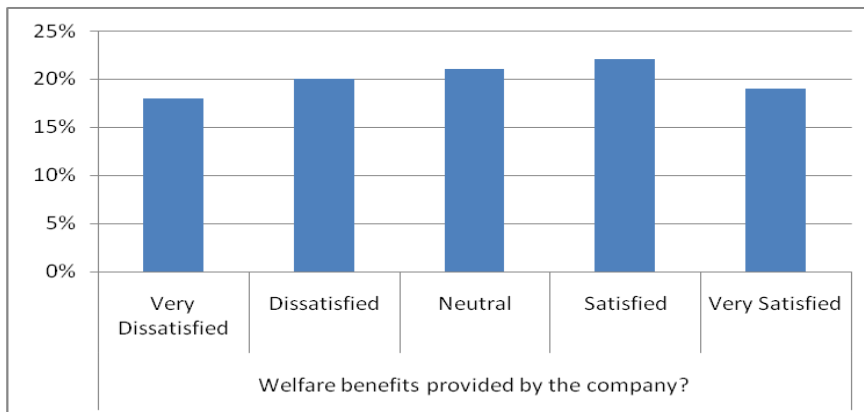
Satisfaction with Safety Measurement:



Commitments to Employee Welfare:



Welfare Benefits:



Correlation:

Correlations			
		If yes how satisfied were you with how they addressed	Transparent do you find the communication regarding safety and welfare policies within the organization?
If yes how satisfied were you with how they addressed	Pearson Correlation	1	.978**
	Sig. (2-tailed)		.000
	N	100	100
Transparent do you find the communication regarding safety and welfare policies within the organization?	Pearson Correlation	.978**	1
	Sig. (2-tailed)	.000	
	N	100	100

** . Correlation is significant at the 0.01 level (2-tailed).

Correlations			
		Safety measures do you find most effective or beneficial	Does the company provide adequate mental health support for employees
Safety measures do you find most effective or beneficial	Pearson Correlation	1	.803**
	Sig. (2-tailed)		.000
	N	100	100
Does the company provide adequate mental health support for employees	Pearson Correlation	.803**	1
	Sig. (2-tailed)	.000	
	N	100	100

Regression Analysis:

Case Processing Summary						
	Cases					
	Valid		Missing		Total	
	N	Percent	N	Percent	N	Percent
How Satisfied are you with the current safety measures implemented in the workplace * have you ever felt that safety or welfare was compromised in the workplace	100	100.0%	0	.0%	100	100.0%

How satisfied are you with the current safety measures implemented in the workplace * have you ever felt that safety or welfare was compromised in the workplace Cross tabulation

Count		Have you ever felt that safety or welfare was compromised in the workplace		Total
		no	Yes	
How satisfied are you with the current safety measures implemented in the workplace	Very Satisfied	15	0	15
	Satisfied	18	0	18
	Neutral	24	1	25
	Dissatisfied	0	23	23
	Very Dissatisfied	0	19	19
Total		57	43	100

Chi Square Test:

Chi Square Test			
	Value	df	Asymp. Sig. (2-sided)
Pearson Chi-Square	96.083 ^a	4	.000
Likelihood Ratio	128.266	4	.000
Linear-by-Linear Association	70.739	1	.000
N of Valid Cases	100		

a. 0 cells (.0%) have expected count less than 5. The minimum expected count is 6.45.

Suggestions:

Using this analysis, following recommendations can be contemplated:

- Develop engaging and interactive training modules.
- Schedule regular training sessions and make attendance mandatory.
- Provide incentives for completing training programs.
- Establish a dedicated communication platform for safety updates.
- Regularly update employees on safety measures and policies.
- Conduct frequent feedback sessions to gauge employee concerns and suggestions.
- Regularly inspect and maintain safety equipment.
- Train supervisors to be approachable and responsive to safety concerns.
- Conduct regular safety audits and inspections.
- Review and act on feedback promptly.
- Invest in the latest safety technologies and equipment.
- Regularly review and adjust resource allocation based on feedback and audit results.

- Implement a system for regular updates on safety measures.
- Schedule periodic meetings to discuss safety issues and updates.
- Provide a platform for employees to share feedback and receive responses.
- Clearly communicate safety and welfare policies through multiple channels.
- Regularly update employees on any policy changes.
- Involve employees in the policy-making process through surveys and focus groups.

Conclusion:

The company can make to enhance workplace safety and employee welfare. While some employees are satisfied with certain aspects, there are notable concerns regarding safety protocols, training, communication, and the handling of safety violations. This includes making safety equipment more accessible and ensuring employees are aware of emergency procedures. Regular feedback sessions and a dedicated communication platform can help address this issue. Creating an environment where employees feel comfortable reporting safety concerns without fear of retaliation is crucial. Anonymous reporting mechanisms and training supervisors to handle reports sensitively can help. By focusing on these areas, the organization can create a safer and more supportive work environment, leading to increased employee satisfaction and productivity. The implementation of these recommendations should be monitored continuously, with regular updates provided to employees to maintain transparency and trust.

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