

A STUDY ON OCCUPATIONAL HEALTH AND SAFETY MEASURES PROVIDED TO THE EMPLOYEES IN DIARY INDUSTRY

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ABSTRACT

India is the highest milk producer in the entire globe. India is well known as the "Oyster". Because a highly labor intensive industry is need to concentrate more in the area of employee safety and health measures. The basic propose of Occupational health and safety measure is to enrich the life of employees and to keep them happy and conducted. In this researcher attempt has been made to study the occupational health and safety measures at Dairy Industries in Erode Districts. The Questionnaire was used to gather data. It

was found out that health and safety measures were provided by employers is good. But still scope is there, if the organization monitors the health and safety measures, it would facilitate the higher quality of work life of the employees. Increase in QWL, would have engaged employees and hence result to higher productive and better organizational growth.

Keywords:

Oyster, Occupational Safety and health measure, Organizational Monitors, Quality of Work Life.

INTRODUCTION

Over the past century the many industries in our country had to make enormous changes in how they treat staff, because any

industries success is depended on employee satisfaction. So, an occupational health and safety measure is need in working environment. Many measures declare that

employee satisfaction level in health, safety and welfare is a factor in employee

motivation, employee goal achievement, and positive employee morale in the workplace.

What is occupational health and safety?

Occupational health and safety is a discipline with a broad scope involving many specialized fields. In its broadest sense, it should aim at:

- the promotion and maintenance of the highest degree of physical, mental and social well-being of workers in all occupations.
- the prevention among workers of adverse effects on health caused by their working conditions.

- the protection of workers in their employment from risks resulting from factors adverse to health.
- the placing and maintenance of workers in an occupational environment adapted to physical and mental needs.

In other words, occupational health and safety encompasses the **social, mental and physical well-being of workers** that is the “whole person”.

NEED FOR SAFETY

(1) Cost Saving: Two types of costs are incurred by the management when an accident occurs. There are the direct costs, in the form of compensation payable to the dependents of the victim if the accident is fatal, and medical expenses incurred in treating the patient if the accident is non-fatal. The management, however, is not

liable to meet the direct costs if the victim is insured under the ESI scheme. When the victim is uninsured, compensation and medical expenses are the responsibility of the management. More serious than the direct costs are the indirect or hidden costs which the management cannot avoid. In fact, the indirect costs are three to four times higher than the direct costs.

(2) Increased Productivity: Safety plants are efficient plants. To a large extent, safety promotes productivity. Employees in safe plants can devote more time to improving the quality and quantity of their output and

spend less time worrying about their safety and well-being.

(3) Moral: Safety is important on human grounds too. Managers must undertake accident prevention measures to minimize

the pain and suffering the injured worker and his/her family is often exposed to as a result of the accident. An employee is a worker in the factory and the bread-winner for his/her family. The happiness of his/her family depends upon the health and well-being of the worker.

(4) Legal: There are legal reasons too for undertaking safety measures. There are laws covering occupational health & safety, and penalties for non-compliance have become quite severe. The responsibility extends to the safety and health of the surrounding community, too.

RESPONSIBILITIES AND RIGHTS OF EMPLOYER AND EMPLOYEES

In a typical workplace, unbiased health and safety management also covers the employers, just as it covers the employees. Employers are required to provide safe workplace to its constituents while employees are expected to adhere to the rules and regulations brought about and introduced during work orientation. This is usually discussed by Compensation and Benefits Specialist or anybody from the Human Resource Group. There's supposed to be a designated health and safety manager assigned to handle relevant issues concerning the workplace conditions as

explained in workplace safety certification. These guidelines and standard information are available for perusal anytime through the conformance of Occupational Safety & Health Administration.

On top of these, employers are also expected to perform the following:

Keep the employees informed of the hazards likely to occur in the workplace during health and safety jobs training, precautionary labels, emergency alarms, color codes, chemical information sheets, and similar stuff.

Bookkeeping and safeguard of medical records related to injuries and illnesses in case an incident affecting an employee happens in the work area where medical history of the patient will immediately become a need.

Run battery of tests in the workplace ensuring everything in the workplace is safe for workers as mandated by the OSHA standards and other health authorities in case there may arise issues about the work area environment being a risk to the workforce.

Perform exams and other medical screening procedures to ensure maximum health of all employees which can be detrimental if there are illnesses left unchecked and can likely harm the majority.

Update bulletins of citations, injuries and illness records, and a poster of OSHA in the company's visible walls where the majority, if not all of the employees will have the capability to read and review.

Immediately inform OSHA in the first 8 hours in case a workplace accident happens, when there is death, or when there are three or more employees sent to hospitals for emergency as decided by the company resident doctor or nurse.

Avoid retaliation or discrimination of employees in case they attempt or they actually use their right against the company which is likely within or under the discretion of the health and safety manager.

The above closes the discussion as to what exactly are the employer's responsibility in keeping and maintaining occupational health and safety jobs while employees are within the work areas. On the other hand, employees have equally similar responsibilities in adhering to workplace healthy and safety guidance, as well as in performing the expected activities to follow in cases of emergency, dangerous occasions, and hazardous times. Below are the OSHA-approved responsibilities for employees:

As a worker, you should report work-related cases resulting in injury and illnesses in case

your employer fails or declines to do so. The process has it that workers can inform OSHA anytime in case something hazardous happened in the workplace.

In case of punishment or discrimination from the employer, it is the employee's responsibility to immediately inform OSHA so necessary sanction will be imposed of after the issue is accordingly dealt with.

It is an employee's responsibility to assess working conditions as to whether the workplace is unsafe and unhealthy or otherwise, so necessary actions can be performed by OSHA in order to protect the safety and the common good of the majority. The employee has the responsibility of confirming whether the company he or she is engaged with has ever been inspected by OSHA, and if it isn't, he or she can ask how likely can it be done in order to promote workplace health and safety.

An employee has the responsibility to know Standard Industrial Classification (SIC) Code of the company so as to eventually learn and understand the most common industry hazard cited so far.

Health and safety programmes

For all of the reasons given above, it is crucial that employers, workers and unions are committed to health and safety and that:

workplace hazards are controlled - **at the source** whenever possible; records of any exposure are maintained for many years; both workers and employers are informed about health and safety risks in the workplace; there is an active and effective health and safety committee that includes both workers and management; Worker health and safety efforts are ongoing.

Effective workplace health and safety programmes can help to save the lives of workers by reducing hazards and their consequences. Health and safety programmes also have positive effects on both worker morale and productivity, which are important benefits. At the same time, effective programmes can save employers a great deal of money.

REVIEW OF LITERATURE

Josephine .M and Rudolph L. (2011) The purpose of this research is to understand the views of different employees in dairy industries about what can be done to improve the health and safety in work places. From the findings, it shows that when good health and safety practices are not put in place, accidents ,major and minor injuries can happen, and it is what most of the employees in other companies have so far experienced. This implies that if health

and safety is not managed effectively, both the two parties being employees and the organization would suffer because for the organization to function effectively, it needs employees and for the people to survive, they need to work

Zanko, M. & Dawson, P. (2012).In examining the research literature on occupational health and safety (OHS), this paper argues that the growth in the number of specialists in OHS has resulted in an emphasis on policy and practice away from more scholastic concerns previously addressed by academics in the disciplines of psychology and sociology. A hiatus has occurred, and this is evidenced by the general absence of studies in management, even though OHS is increasingly seen as a key operational and strategic concern of business organizations

OBJECTIVES OF THE STUDY

The present research work is intended:

- 1) To study on health, safety and welfare of employees in dairy industry.
- 2) To identify their responsibilities with regard to health and safety in the workplace.

- 3) To understand the practical legislation.
 implication of health & safety

ANALYSIS OF DATA

STATEMENT	YES%	NO %
Do you/Does the firm have a written company Occupational Health and Safety (OHS) policy?	92	08
Do you/Does the firm have an OHS Management System manual or plan?	95	05
Are OHS responsibilities clearly identified for all levels of staff?	89	11
Do you/Does the firms have safe operating procedures or specific safety instructions relevant to you/your firm's operations?	90	10
Are records maintained of all employee occupational health and safety training programs undertaken?	95	05
Are there procedures for inspecting and assessing plant (operated or owned) hazards?	85	15
Are regular OHS inspections undertaken at workplace?	98	02
Are employees involved in decision making over OHS matters?	84	16
Is there a system for recording and analysing OHS performance statistics?	80	20
Are employees regularly informed of your/your company's overall OHS performance?	93	07

HYPOTHESES:

1. There is a relationship between OHS and employees satisfactions.
2. There is a relationship between with and without OHS training programme performance.

CONCLUSION

Thus, research indicates that the key to achieving outstanding performance of employees only because of employees motivation and satisfaction. Employees satisfied by proper OSH awareness and

training programmes. So it should conduct frequently in organization.

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