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"A Study On The Impact Of Health, Safety And Welfare Measures Upon Employee Productivity"

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Abstract: This study examines the impact of health, safety, and welfare measures on employee productivity. The research investigates the relationship between employee well-being and productivity, highlighting the importance of a supportive work environment. The findings reveal that effective health, safety, and welfare initiatives significantly enhance employee job satisfaction, engagement, and productivity, ultimately benefiting the organization. In sample size for this study is based on margons sapling table which specifies the sample size is 181 when the population is 350. so, the optimal sample size is 181 employees at various level. The study's results provide valuable insights for organizations seeking to improve employee well-being and productivity. By prioritizing health, safety, and welfare measures, companies can create a positive work environment that fosters employee engagement, motivation, and productivity, driving business growth competitiveness

Index Terms **- Health Measures in the Workplace, Safety Measures to Prevent Workplace Hazards, Welfare Measures for Holistic Well-Being**

I. INTRODUCTION

In today's competitive business environment, prioritizing employee health, safety, and welfare is crucial. These measures preserve and enhance the well-being of individuals and communities, ensuring safe working environments and public health initiatives. In today's interconnected world, these measures address challenges affecting individuals, communities, and the environment, promoting physical and mental well-being.

Health Measures in the Workplace

Health measures are crucial for a healthy workforce, involving regular check-ups, healthcare access, occupational screenings, and wellness programs. Promoting hygiene, mental health support, and nutrition awareness is also important.

II OBJECTIVES

Primary Objective:

- To study the impact of health, safety, and welfare measures upon employee productivity.

Secondary Objectives:

- To study the health, safety, and welfare facilities provided by the factory to the employees.
- To study the opinion about awareness of health, safety and welfare measures in the organization.

III NEED FOR THE STUDY

- Health and safety, Welfare measures are measures, which promotes the physical, psychological well-being of the working population. Employees are recognizing the importance of labour health and safety, welfare activities in India very recently, government, by other agencies.
- Improve the standards of living of workers, housing, minimum wages and other benefits are bound to create a feeling of satisfaction among the workers and are therefore more helpful in reducing the extent of labor turn over and absenteeism.
- Provisions of good medical and working conditions, recreational, educational are bound to increase the mental efficiencty and economic productivity of Industrial workers.

IV REVIEW OF LITERATURE

1. **Zubair & Khan (2024)** ***"The Impact of Mental Health Welfare on Employee Productivity"*** aimed to investigate the relationship between mental health and employee productivity. Their objective was to understand how mental health support through welfare initiatives affects focus, work performance, and overall productivity in the workplace. The study found that addressing mental health issues such as stress, anxiety, and burnout through support programs significantly improved employee focus, reduced absenteeism, and enhanced productivity. A limitation of the study was the use of self-reported data, which could introduce bias, and the research was limited to specific industries, restricting its broader applicability. The authors suggested that companies should integrate mental health programs into their welfare policies to create a supportive environment that promotes both employee well-being and organizational success. They emphasized the need for long-term commitment from employers to prioritize mental health as part of their welfare strategy.
2. **Ali & Khan (2024)** ***"Employee Welfare Programs and Organizational Productivity"*** aimed to determine how employee welfare policies, particularly health and safety measures, influence job satisfaction and productivity. Their objectvies was to determine how welfare policies impact employee behaviour and output. The study found that welfare initiatives, such as comprehensive health and safety measures, significantly contributed to higher job satisfaction, which in turn led to improved employee productivity. A key observation was that employees who felt supported by their workplace were more engaged and efficient in their tasks. However, the study had limitations, including its reliance on cross-sectional data, which prevents assessing long-term effects. The research also focused primarily on physical health and safety, without considering broader welfare aspects. The authors suggested that organizations should expand their welfare programs to include more mental health support, recognizing its crucial role in overall employee well-being and performance. This approach could foster a more supportive work environment, enhancing both employee satisfaction and productivity.

V RESEARCH METHODOLOGY

RESEARCH DESIGN

According to green and Tull a research design is the specification of methods and procedures for acquiring the information needed .It is the overall operational pattern or framework of the project that stipulates what information is to be collected from which sources by what procedures.

RESEARCH METHODOLOGY

Research methodology refers to the systematic plan, approach, or process used to conduct research. It outlines the strategies and procedures by which data is collected, analyzed, and interpreted. Research methodology involves defining the research problem, selecting a suitable method (qualitative, quantitative, or mixed methods), and using appropriate tools and techniques to answer research questions or test hypotheses.

DESCRIPTIVE RESEARCH DESIGN:

The nature of this research is descriptive. One definition of descriptive. The main concept of descriptive research is the validation of the created hypotheses that describe the current state of affairs This quantitative study aims to evaluate the theory of job happiness and performance in relation to The Residency Towers that provides the job satisfaction and flexible work arrangements. This chapter examines research design as well as data collecting and analysis.

SAMPLING TECHNIQUE;

The sampling technique used in this study is NON PROBABILITY SAMPLING

RESEARCH TOOLS:

Research tools are resource or instruments that help researchers collect, analyze and interpret data. Research tools help streamline the research process, improve accuracy, and enhance the overall quality of research outcomes. There are various type of tools and some are used in this research are as follows:

- Percentage Analysis
- Correlation Analysis
- Chi-square Test
- Mann Whitney U Test

TEST OF NORMALITY

Null Hypothesis (H_0): The Data follow normal distribution.

Alternative Hypothesis (H_1): The Data does not follow normal distribution.

Tests of Normality

		Kolmogorov-Smirnov			Shapiro-Wilk		
	AGE	Statistic	df	Sig.	Statistic	df	Sig.
WORK EXPERIENCE	1	.538	19	.000	.244	19	.000
	3	.293	80	.000	.785	80	.000

a. Lilliefors Significance Correction

b. WORK EXPERIENCE is constant when AGE = 2. It has been omitted.

INFERENCE:

Since the normality tests showed p-values less than 0.05 for AGE groups 1 and 3, the data for WORK EXPERIENCE is not normally distributed. For AGE group 2, the data was constant, so normality could not be tested.This violation of normality assumptions suggests that parametric tests are not appropriate. Therefore, non-parametric methods should be used for further analysis of WORK EXPERIENCE across AGE groups.

STATISTICAL TOOLS AND ANALYSIS

CHI-SQUARE TEST

Ho: There is no significant relationship between the satisfaction of medical facilities.

H1: There is significant relationship between the satisfaction of medical facilities.

SATISFACTION OF MEDICAL FACILITIES

	Observed N	Expected N	Residual
1	87	36.2	50.8
2	33	36.2	-3.2
3	30	36.2	-6.2
4	29	36.2	-7.2
5	2	36.2	-34.2
Total	181		

Test Statistics

			SATISFACTION OF MEDICAL FACILITIES
	Chi-Square		106.376[a]
	df		4
	Asymp. Sig.		.000
Monte Carlo Sig.	Sig.		.000[b]
	99% Confidence Interval	Lower Bound	.000
		Upper Bound	.000

a. 0 cells (.0%) have expected frequencies less than 5. The minimum expected cell frequency is 36.2.

b. Based on 10000 sampled tables with starting seed 926214481.

INTERPRETATION:

From he above able, it is interpreted that p-value(0.000) is lower than the significant Level (0.05). Therefore , the null hypothesis (Ho) is rejected, and the alternative hypothesis (H1) is accepted. Hence it is concluded that there is significant relationship between satisfaction of medical facilities.

CORRELATION

Ho: There is no significant relationship between health measures on positively impact of overall productivity.
H1: There is significant relationship between health measures on positively impact of overall productivity.

Descriptive Statistics

	Mean	Std. Deviation	N
HEALTH MEASURES ON POSITIVELY IMPACT OF OVERALL PRODUCTIVITY	1.63	.858	181
WELFARE PROGRAMS IMPACT A JOB SATISFACTION	1.86	.947	181

Correlations

		HEALTH MEASURES ON POSITIVELY IMPACT OF OVERALL PRODUCTIVITY	WELFARE PROGRAMS IMPACT A JOB SATISFACTION
HEALTH MEASURES ON POSITIVELY IMPACT OF OVERALL PRODUCTIVITY	Pearson Correlation	1	.833
	Sig. (2-tailed)		.000
	N	180	180
WELFARE PROGRAMS IMPACT A JOB SATISFACTION	Pearson Correlation	.833	1
	Sig. (2-tailed)	.000	
	N	181	181

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

INTERPRETATION:

The table shows the pearson correlation coefficient between 0.833. there is no significant correlation between health measures on positively impact of overall productivity. Belief that (r=0.833,p=0.00) Since, the p-value is no significant , we accept the null hypothesis and conclude the health measures on positively impact of overall productivity.

MANN-WHITNEYY

Ho: There is no relationship between of improvement of work performance.

H1: There is relationship between of improvement of work performance.

	INCREASES IN COMMITMENT TO ORGANIZATION	N	Mean Rank	Sum of Ranks
IMPROVEMENT OF WORK PERFORMANCE	1	120	64.50	7740.00
	2	29	118.45	3435.00
	Total	149		

Test Statistics

			IMPROVEMENT OF WORK PERFORMANCE
Mann-Whitney U			480.000
Wilcoxon W			7740.000
Z			-9.997
Asymp. Sig. (2-tailed)			.000
Monte Carlo Sig. (2-tailed)	Sig.		.000[a]
	99% Confidence Interval	Lower Bound	.000
		Upper Bound	.000
Monte Carlo Sig. (1-tailed)	99% Confidence Interval	Lower Bound	.000
		Upper Bound	.000
	Sig.		.000[a]

a. Based on 10000 sampled tables with starting seed 2000000.

b. Grouping Variable: INCREASES IN COMMITMENT TO ORGANIZATION

INTEPRETATON:

The Mann-whitney U test result shows a p value more than 0.05 for ach variables, so confirming the null hypothesis (Ho). since there is no significant difference exists among the increases in commitment to organization. And rejecting the alternative hypothesis.

SUGGESTIONS

HEALTH MEASURESAI-Powered Risk Detection Systems Install AI-based cameras and sensors to detect unsafe behaviors (e.g., missing PPE) or risky health conditions (e.g., prolonged stillness or heat stress)

Real-Time Air Quality Monitoring : Deploy IoT-enabled sensors to continuously monitor indoor air pollutants (CO_2, VOCs, PM2.5) and alert for corrective action.

SAFETY MEASURES

Voice-Activated Emergency Response Systems: Enable hands-free emergency alerts using voice commands integrated into smart devices or intercoms.

Mobile Safety Reporting Apps : Allow workers to instantly report safety hazards, near-misses, or violations using mobile apps, improving response time.

WELFARE MEASURES:

Digital Employee Engagement & Support

Mobile apps for employee services (leave, salary slips, complaints, wellness tips).

Nutrition & Healthy Living

Subsidized healthy meals in canteens with calorie labeling.

CONCLUSION

The study concludes that effective health, safety, and welfare measures at Autoneum Nittoku Sound Proof Products India Pvt. Ltd. significantly enhance employee well-being, job satisfaction, and productivity, ultimately benefiting the organization through improved efficiency, reduced absenteeism, and a positive reputation.This research highlights the importance of prioritizing employee health, safety, and welfare in the workplace. By investing in these initiatives, organizations can create a supportive work environment that fosters engagement, motivation, and productivity. The findings of this study can be used to inform organizational policies and practices, ensuring that employee well-being is a top priority.In conclusion, the implementation of effective health, safety, and welfare measures is crucial for organizational success. Autoneum Nittoku Sound Proof Products India Pvt. Ltd. can build on its existing initiatives to further enhance employee well-being and productivity, ultimately driving business growth and competitiveness in the industry.

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