

A Study on Industrial Health and Safety Measures in H & R Johnson India Pvt.Ltd at Thennangudi.

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ABSTRACT: The researcher carried out this study with the primary objective of “A study on industrial health and safety measures” in H & R Johnson India Ltd, Thennangudi. The need and importance of the study highlighted the health and safety measures which imply to improve the performance of the employees. The research was conducted with the sample of 150, on the basis of dis- proportionate stratified random sampling. The primary data was collected by means of a structured questionnaire which is filled by the respondents. The collected data were analyzed for interpretation by simple percentage analysis and Weighted Average Method. The study also focuses what are the safety equipment is necessary and how it protect the employees from the accident at the work spot. This study is very useful for the organization & future to make use of it for their development.

KEYWORDS: Health, Safety, Accident, Occupational hazards and unsafe condition.

I. INTRODUCTION

In order to keep employees producing at least at the level indicated by their potential at the time of their employment, it is essential to prevent anything from happening to them that might result in a temporary or permanent reduction in output because of sources such as accident or injuries and illness due to ill health. Since accident and illness not only disrupt output but also carry with them sizeable monetary costs. It becomes extremely important for industrial organization to take all possible steps to prevent or reduce accident & severity as well as to eliminate anything that might contribute to the onset or prolongation of an illness.

Dr. Panadikar defines, “work for improving the health, safety and general wellbeing and the industrial efficiency of the workers beyond the minimum standard laid down by labor legislation.”

Causes of accidents

Accidents are usually the result of a combination of factors, each one of which may vary from situation to situation.

Unsafe condition (work related causes)

These of one sort or another are the biggest cause of accidents. Such causes are associated with defective plants, equipment tool, materials, buildings etc. These can be termed as ‘technical cause’.

- Improperly guarded equipment
- Unsafe storage, overloading
- Inadequate safety devices
- Improper illumination glare, insufficient light

Industrial health

According to joint **LL.O/ W.H.O** committee on organization health, industrial health is

- The prevention and maintenance of physical, mental and social well- being of workers in all occupations.
- Prevention among workers in their employment from risks resulting from the factors adverse to health and
- Placing and maintenance of the workers in an occupational environment adapted to his physical psychological equipment.

Occupational hazards and health

According to **Roland Blake**, the normal occupational health hazards may be classified into Chemical, biological environmental and psychological hazards.

Chemical substances, such as carbon dioxide, nitrogen oxide, ozone, sulphuric acid, tannic acid, limes and alkalizes cause injury when they are absorbed by the skin, or when they are ingested or inhaled.

II .ABOUT THE COMPANY

H & R Johnson (India) Established in 1958, H & R Johnson (India) is the market leader in the field of ceramic tiles in India. HRJ has consistently maintained its leadership position.

India's leading tiles

Johnson a division of prism cement limited is India's leading tile, bath and kitchen company. As the seventh largest company in the world, H&R JOHNSONM today enjoys the reputation being the only the only company in India to offer and end –to end home life style solutions

Vision Statement

“Improving life style our customer by providing innovative product and services”

Core Values

- Honesty , integrity and fairness
- People as a source of our strength
- Passion for excellence
- Team work.

Quality policy

Owing to the priority to serve quality products various stringent quality tests are conducted under the supervision of qualified quality control executives more ever the quality control lab is also equipped with advanced tools and equipment's that helps in maintain national quality standards in the products offered.

Corporate Business Objective

H&R Johnson's corporate business objective to become a one stop home life style solutions provider. During the fiscal year ended 31 st march 2011, H&R Johnson's gross revenue touched Rs 1508 crores with total sales volume crossing over 43 million. It's a pan India distribution network is one of the largest in the industries and companies of over 54 modern retail stores called house of Johnson corners besides 1000 dealers, 10000 sub dealers and a large network of retail franchises.

III. NEED OF THE STUDY

The researcher carried out the study with an objective of finding out the effectiveness of industrial health and safety measures carried out in H & R Johnson India limited. To provide better life and health to the workers in the organization. This topic is to enumerate the difficulties faced by the workers on the work spot and develop

programs that will improve health and safety in the working environment. To evaluate all equipment, machinery work areas and work processes to identify and analyses all potential sources that is harm to workers.

IV. SCOPE OF THE STUDY

- To identify and analyze the health and safety hazards at the work site.
- To administrate health and safety measures those are properly communicated to the employees.
- To provide prevention among workers of adverse effects on health caused by their working conditions.

V. OBJECTIVES OF THE STUDY

- To study about the protection measures of the employees in the work spot
- To know about the safety education to improve the quality of work life.
- To know about the (OHSAS) Occupational Health and Safety Assessment Specification training programme to improve their work environment through minimizing the risk by Hazard control.

VI. REVIEW OF LITERATURE

A brief resume of relative literature is to presented for any research study. It deals with a literature survey of the existing volume of similar or related subjects. Since effective research is based upon past knowledge, a survey of past literature helps to eliminate the duplication of what has been done and sometimes providing useful hypothesis.

Mrs.Limaye founded most of workers are from the age group of 26 to 45 years, moderately educated, have 6 or more members in their families, have RS 100to RS 300 income and are not doing any additional jobs. most namely members were suffering from one are the other diseases(illness) to remain absent for 3 days or more. Though the hygienic facilities are good in the department, housekeeping and cleanliness facilities appear to unsatisfactory. workers are unsatisfied with panel doctor's treatment and most of them to approach another medical practitioner in addition to the panel doctor.

VII. RESEARCH METHODOLOGY

Research methodology

The research methodology is a scientific and systematic search for pertinent information on a specific topic. It is a careful investigation or inquiry especially through search for new facts in any branch of knowledge.

Methods of Data Collection

The researchers can obtain data from primary data and secondary data. The primary data is collected using carefully formulated questions, designed to collect facts and opinions from the respondents. Secondary data was collected from various books, internet, journal and company records.

Statistical Tools used for analysis

The data collected from the sources are classified, tabulated and analyzed by using the following statistical data.

- Percentage analysis
- Weighted Average Method

LIMITATIONS OF THE STUDY

The project was done in limited period of time

Due to lack of adequate time, the entire operation of the company could not be taken for the study.

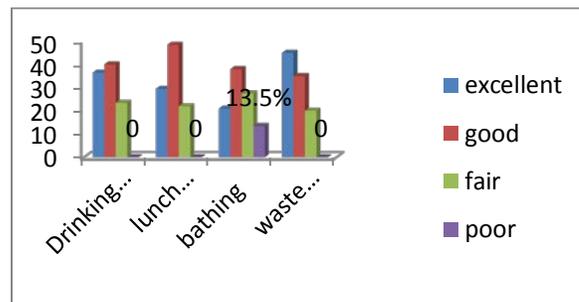
- The study was limited to the important fields of activities of the company.
- The study was based on the basic information available for 5 years.

VII. DATA ANALYSIS AND INTERPRETATION

Classification of the respondents based on statutory welfare measures

S. N	Condition	Excellent		Good		Fair		Poor		Total
		Res	%	Res	%	Res	%	Res	%	
1.	Drinking water	5	37	60	40	3	2	5	4	100

2.	Lunch & rest room	4	30	73	49	3	2	0	0	100
3.	Bathing	3	21	58	38	4	2	2	1	100
4.	Waste & effluent	6	45	52	35	3	2	0	0	100



INFERENCE

From the above table, it is inferred that 45% respondents were feel good about waste effluents' are disposed in the organization .48% expressed their opinion as good about lunch & rest room. 40% of respondent give opinion about drinking water and bathing facilities in the organization are good another 38% of the respondents were feel about bathing facilities are good.

SUGGESTIONS

The researcher also suggests that the supervisors in the organization are working very sincerely and also adapting the safety programs in a best possible way for the betterment of the organization & employees, the organization may motivate the supervisors properly to do their work to achieve the tasks.

The organization may also take necessary steps to prevent occupational disease may occur to the employees, then only the employees may work without any fear.

The management people may get suggestions, by conducting a meeting with the employees regularly; it leads to solve grievances occurring in the work spot.

VIII. CONCLUSION

This study was carried out as per the schedule and various aspects pertaining to the concept of Industrial Health and Safety, were studied in details units

reference to the H & R. JOHNSON (I) Ltd., Thennangudi. Through questioner the researcher obtained the workers opinions about the health and safety from different units. The collected primary data was interpreted and get results. It was found that this organization has provided sufficient health and safety measures. The labor also give good suggestion about Health and Safety, there was surely an enthusiastic response to the project from all sides.

IX. REFERENCES

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