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ENHANCING WORKPLACE SAFETY AND HEALTH: A STUDY ON EMPLOYEE SATISFACTION AND ORGANIZATIONAL CULTURE

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ABSTRACT

A vital component of both employee well-being and organizational sustainability is workplace health and security. The investigation assesses the safety procedures implemented on the company's property and their impact on workplace culture and employee happiness. The findings of the investigation indicate that employees, visitors, trainees, and dealers are all required to adhere to stringent safety regulations, which include wearing safety shoes and helmets. In addition, the business has used the 5S principle—which prioritizes effectiveness, hygiene, and workplace organization—systematically, strengthening a culture of efficiency and security. According to the findings, these approaches not only protect workers from possible risks but also foster discipline and accountability at all stages of the organization. Crucially, the favorable opinions that workers have of these activities emphasize how they contribute to raising employee morale, lowering workplace hazards, and fostering an atmosphere that promotes better organization success. The study's overall findings highlight the importance of organized safety and health programs as critical factors that influence operational excellence and employee happiness.

Keywords: Workplace Safety, Occupational Health, Employee Satisfaction, 5S Principle, Safety Culture, Organizational Productivity, Industrial Safety, Work Environment, Health And Safety Measures, Positive Work Culture.

1. INTRODUCTION

The multidisciplinary field of workplace safety and health addresses the protection, well-being, and safety of workers in their working conditions. It includes the tactics, procedures, and frameworks that businesses use to protect employees from work-related hazards and to foster a secure and effective workplace environment. Because safety in the workplace has a direct impact on employee well-being, corporate reputation, and overall productivity, it is not just a legal need but also a moral one for all employers.

To put it simply, security at work is about reducing accidents, diseases, and injuries by enforcing safety legislation, adopting hazard prevention methods, and raising employee knowledge. It covers cultural aspects like raising consciousness, creating secure workplaces, and upholding adherence to legal safety requirements and governmental regulations in addition to physical safeguards like protective clothing and safety equipment.

Workplace safety is crucial for preventing mishaps, promoting healthy habits, and safeguarding priceless human capital. A safe workplace discourages carelessness, lowers the chance of accidents, and increases worker longevity. By promoting accountability and discipline in the workplace, it also raises public awareness. Safety precautions assist companies plan for hazard management and reduce possible losses in terms of property and human lives.

Furthermore, workplaces are becoming more and more vulnerable to new threats as a result of industrialization and modernization, including exposure to dust, hazardous gases, noise pollution, vibrations, high or low temperatures, and chemicals. Ignoring these problems leads to serious health problems, from small ailments to chronic conditions and work-related accidents. Unfortunately, workplace dangers continue to be caused by a lack of understanding and inadequate implementation of safety policies in many parts of the world, with disastrous repercussions for workers as well as employers.

Along with security measures, an excellent workplace culture improves the efficiency of organizations. A workplace environment that prioritizes the welfare of its workers guarantees successful hiring, onboarding, and increased rate of retention. Workers who are at ease in their work environment are more engaged, less likely to miss work due to illness, and more receptive to criticism, all of which promote professional growth.

Clear corporate objectives, consistent decision-making, and brand reinforcement via digital and social media are further benefits of cultural alignment. A positive workplace culture ultimately fosters happiness, inspires workers to give their all, and fortifies organizational cohesion and teamwork.

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Importance of Safety and Health Measures

Employee safety is vital since workers spend a large amount of their lives at work. In addition to physical security, the workplace should promote social and emotional health. Occupational health and safety (OHS) regulations must be followed, thorough safety procedures must be put in place, and workers must be made aware of potential risks. Proactive safety initiatives shield workers from damage, boost self-esteem, and increase output while lowering costs for companies.

Therefore, worker health and safety precautions are essential to long-term company operations and go beyond simple compliance needs. A well-designed safety culture is essential to the success of any modern firm because it saves lives, increases productivity, enhances brand recognition, and gives workers a feeling of community.

2. LITERATURE REVIEW

Health and safety precautions in work environments are essential elements in organizational governance, guaranteeing not only the long-term success of a business but also the welfare of its personnel. A workplace that is safe and healthy reduces mishaps, diseases, and injuries while additionally promoting staff involvement, efficiency, and loyalty. Safety in the workplace has a direct impact on employee conduct, attitudes, and company culture in addition to preventing professional dangers. The relationship between work culture and safety initiatives is complicated because safety procedures influence corporate values, communication styles, and overall performance in addition to protecting personnel.

The significance of workplace security and wellness in influencing employee well-being and organizational efficacy has been covered in numerous research. After examining OHS practices in South African manufacturing sectors, Zuber Vingavel, Raja, and Mohan (2016) concluded that structured safety and health management systems—assessed by employee surveys—are critical to long-term industrial success. In a similar vein, Deros, Ismail, Rasdon, and Ghani (2015) investigated safety laws in Malaysian SMEs and found that a change from prescriptive laws to a more autonomous health and safety at work act increased accountability and compliance.

The significance of OSHA in enhancing compliance and advancing worker well-being was highlighted by Auni Fatin Nadin (2016), who conducted additional research on safety administration procedures in the Malaysian automotive industry. Poongavanam (2016) revealed similar results after examining labor welfare facilities at Anglo French Textiles in Pondicherry. The study indicated that welfare measures promote the physical and moral well-being of workers, which in turn leads to increased production and efficiency.

Additionally, studies on SMEs have brought attention to safety issues in smaller businesses. According to Josephine and Rudolph's (2017) investigation into safety and health policies in Botswana's SMEs, both serious and small injuries are common, highlighting the detrimental effects that inadequate safety management has on both staff and the viability of the business. Yuan and Wu (2021) broadened the conversation by offering a theoretical framework that connects safety precautions with workplace culture, arguing that safety policies have a big influence on company standards, beliefs, and practices. Griffiths et al. (2018) emphasized the clear correlation between safety performance and safety culture in a related study, pointing out that a robust safety culture results in improved employee conduct and fewer mishaps.

There is ample evidence of the importance of communication and leadership in creating a safety culture. According to Zohar (2010), staff involvement and leadership commitment are essential in determining successful outcomes for safety. Wiegmann and Shappell (2011), who studied airline safety cultures, showed how organized measuring techniques may evaluate the efficacy of safety culture and how employee perceptions, attitudes, and behaviors serve as indicators of safety performance.

Evaluations of the economy have also confirmed the importance of safety measures. Tompa, Dolinschi, and de Oliveria (2009) summarized the research on preventing musculoskeletal injuries and ergonomics, demonstrating that these initiatives not only protect workers but also benefit businesses financially. Workplace health initiatives are a cost-effective investment, as evidenced by Edington and Schultz's (2008) confirmation that employee health hazards are closely linked to higher medical costs, decreased efficiency, and absence.

Sector-specific concerns have been examined in other research. In their 2009 study on bicycle safety and transportation infrastructure, Reynolds et al. found that environmental factors and road design have a significant impact on accident rates. In Catalonia, Spain, Artazcez et al. (2009) looked into how lengthy workdays affected workers' health and discovered links between overtime, poor mental health, high blood pressure, and worse job satisfaction. These studies demonstrate the direct impact that workplace policies and structures can have on employees' physical and mental health.

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The evaluated literature as a whole demonstrates that workplace health and safety initiatives are not only preventative but also transformative. They have an impact on corporate culture, increase output, lessen financial strains, and support sustainable growth. Crucially, the data points to safety culture—which is fueled by good rules, welfare programs, employee involvement, and leadership—as a major factor in determining favorable results.

3. DATA ANALYSIS & INTERPRETATION

TYPE OF RESEARCH

The research design used in this study is descriptive. By methodically outlining the traits of a population or phenomenon being studied, descriptive research aims to present an accurate picture of the circumstances. In this instance, the study intends to characterize and evaluate the efficacy of the organization's safety and health policies as well as their effects on workers.

DATA COLLECTION SOURCES

Primary Information

Information that is obtained straight from respondents is referred to as primary data. In this study, standardized questionnaires and interviews were used to collect primary data from employees. This made it possible for the analyst to get firsthand knowledge of how the staff members felt about work culture, health procedures, and workplace safety.

Secondary Information

Data gathered from pre-existing sources is referred to as secondary data. Government publications, organizational records, journals, books, research papers, reports, and trustworthy websites were the sources of secondary data used in this investigation. These resources strengthened the analysis of original evidence and offered corroborating data.

Design of the Sample

Simple Random sample was the sample strategy used in the study. By guaranteeing that each individual in the general population has a comparable possibility of being chosen, this technique lowers prejudice and enhances representativeness.

Study Population

Five hundred permanent staff members from different divisions made up the research's participant population.

The size of the sample

For the study, a sample of 100 employees was chosen from the 500 total workers. This sample size was thought to be sufficient to balance time and resource restrictions and produce reliable results.

Method of Sampling

Simple Random Sampling, a probability sampling approach, was used in the investigation. Each employee has an equal chance of being included in the sample thanks to this method, which guarantees selection fairness.

Table 1: Age Of The Employee

S.No	AGE	Frequency	Percent
1	20–30	21	21.0
2	30–40	22	22.0
3	40–50	35	35.0
4	50–60	22	22.0
5	Above 60	0	0
	Total	100	100

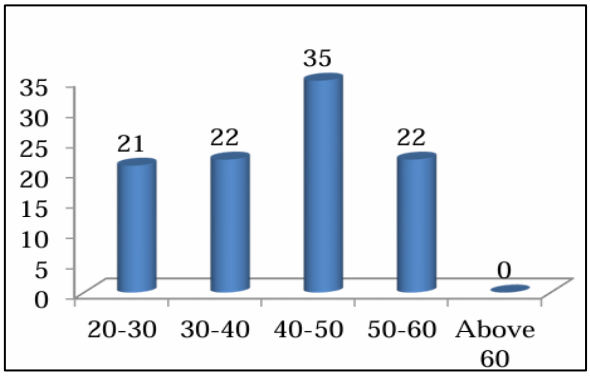

Fig 1: Age of the Employee

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INTERPRETATION:

There are 35 respondents who are between the ages of 40 and 50, 22 who are among the ages of 30 and 40, 22 who are between the ages of 50 and 60, and 21 who are among the ages of 20 and 30.

There are no responders who are younger than 60.

Table 2: Gender of the Employee

SL. No	Gender	Frequency	Percent
1	Male	100	100.0%
2	Female	0	0.0%

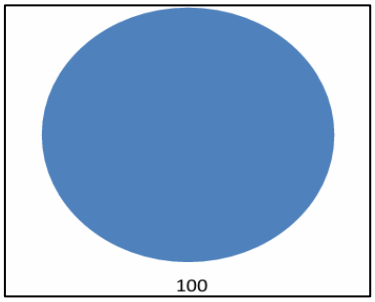

Fig 2: Gender of the Employee

Table 3: Department of Work

SL. No	Department of Work	Frequency	Percent
1	Accounts	10	10.0%
2	Administration	2	2.0%
3	Cement Dispatch Section	3	3.0%
4	Cement Mill	7	7.0%
5	Civil	4	4.0%
6	Electrical	12	12.0%
7	Human Resources	5	5.0%
8	Instrumentation	7	7.0%
9	IT	2	2.0%
10	Kiln and Kiln-2	5	5.0%
11	Lab (Quality Control)	4	4.0%
12	Lands	3	3.0%
13	Materials	5	5.0%
14	Mechanical	7	7.0%
15	Packing Plant	2	2.0%
16	Power Plant	2	2.0%
17	Project	2	2.0%
18	Raw mill	2	2.0%
19	Security	3	3.0%
20	Workshop	12	12.0%
21	Works General	1	1.0%
Total	—	**100**	**100.0%**

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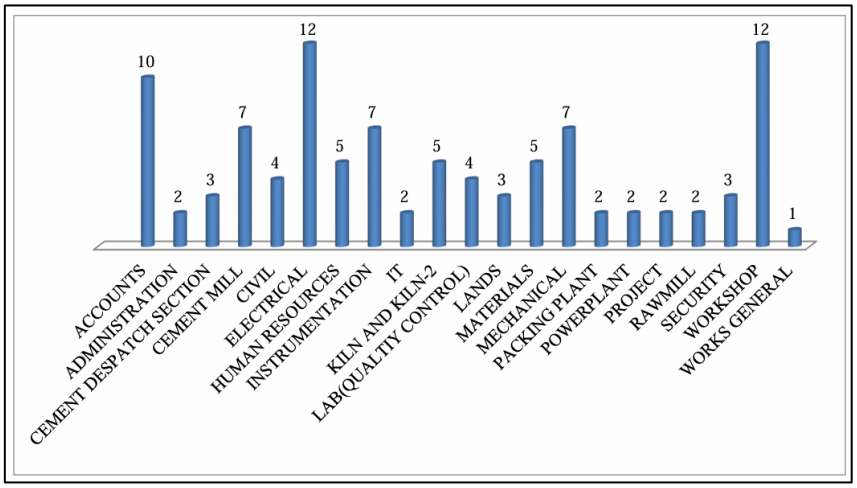

Fig 3: Chart on the Department of Work of Employees.

There are twelve participants from the Electrical Department, twelve from the Workshop Department, ten from the Accounts Department, seven from the Cement Mill Section, seven from the Instrumentation Department, seven from the Mechanical Department, five from the Human Resources Department, five from the Kiln and Kiln-2 Department, five from the Materials Department, four from the Civil Department, four from the Lab (Quality Control), three from the Cement Dispatch Section Department, three from the Lands Department, and three from the Security Department. Two of the respondents are from the office of administration, two are from the department of information technology, two are from the packing plant, two are from the power plant, two are from the project department, two are from the raw mill department, and one is from the works general department.

Table 4: Work Experience of the Employees

SL. No	Work Experience (Years)	Frequency	Percent
1	0–2 Years	6	6.0%
2	3–6 Years	21	21.0%
3	7–10 Years	23	23.0%
4	11–15 Years	28	28.0%
5	Above 15 Years	22	22.0%
Total	—	**100**	**100.0%**

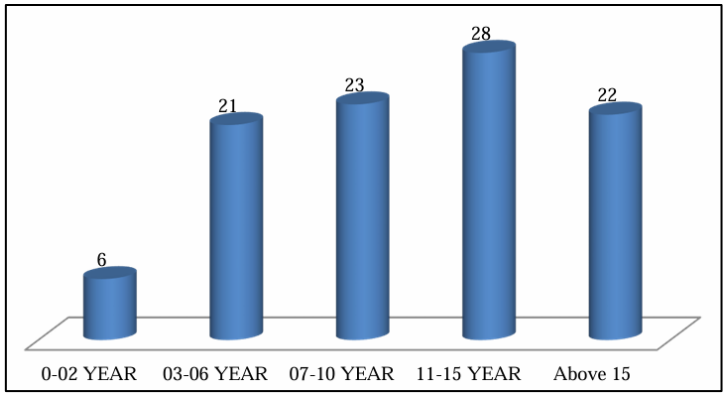

Fig 4: Work Experience of the Employees

Table 5: Designation of the Employee

S.No	Designation of Employee	Frequency	Percent
1	Accounts Officer	1	1.0%
2	Asst. Fitter	8	8.0%
3	Asst. General Manager	2	2.0%
4	Asst. Manager	8	8.0%

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5	Asst. Mechanic	3	3.0%
6	Asst. Officer	3	3.0%
7	Attender	5	5.0%
8	Deputy Engineer	1	1.0%
9	Deputy Manager	1	1.0%
10	Deputy Officer	6	6.0%
11	Electrician	4	4.0%
12	Engineer	2	2.0%
13	Fitter	11	11.0%
14	HEO	1	1.0%
15	Joint Manager	1	1.0%
16	Junior Manager	9	9.0%
17	Junior Trainee	1	1.0%
18	Khalasi	2	2.0%
19	Lab Attender	1	1.0%
20	Manager	5	5.0%
21	Mechanic	8	8.0%
22	Operator	4	4.0%
23	Security Officer	1	1.0%
24	Senior DGM	2	2.0%
25	Senior Manager	2	2.0%
26	Senior Officer	5	5.0%
27	Tester	1	1.0%
28	Trainee	2	2.0%

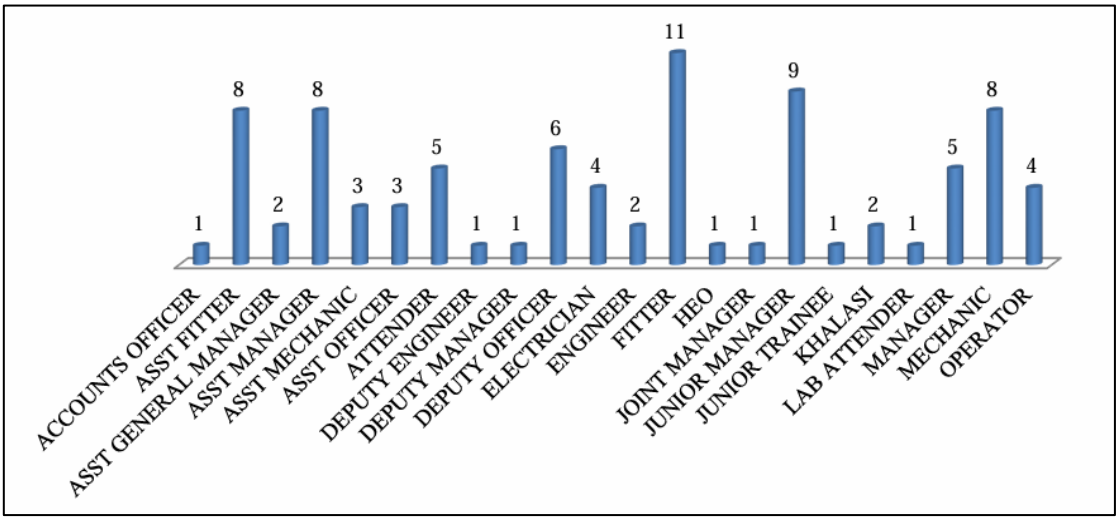

Fig 5: Designation of the Employee

There are eleven respondents who are fitters, nine who are junior managers, eight who are assistant fitters, eight who are assistant managers, eight who are mechanics, six who are deputy officers, five who are attendants, five who are managers, five who are senior officers, four who are electricians, four who are operators, three who are assistant mechanics, three who are assistant officers, two people who are assistant general managers, Two respondents are categorized as engineers, two are classified as Khalasi, two are classified as senior DGM, two are classified as senior managers, two are classified as trainees, one is classified as an accounts officer, one is classified as a deputy engineer, one is classified as a deputy manager, one is classified as HEO, one is classified as a joint manager, one is classified as

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a junior trainee, one is classified as a lab attendant, one is classified as a security officer, and two are classified as testers.

Table 6: The Salary of the Employees

S.No	Salary Range (₹)	Frequency	Percent
1	Below 10,000	5	5.0%
2	11,000 – 15,000	22	25.0%
3	16,000 – 20,000	20	20.0%
4	21,000 – 25,000	33	33.0%
5	Above 25,000	20	20.0%
Total	—	**100**	**100.0%**

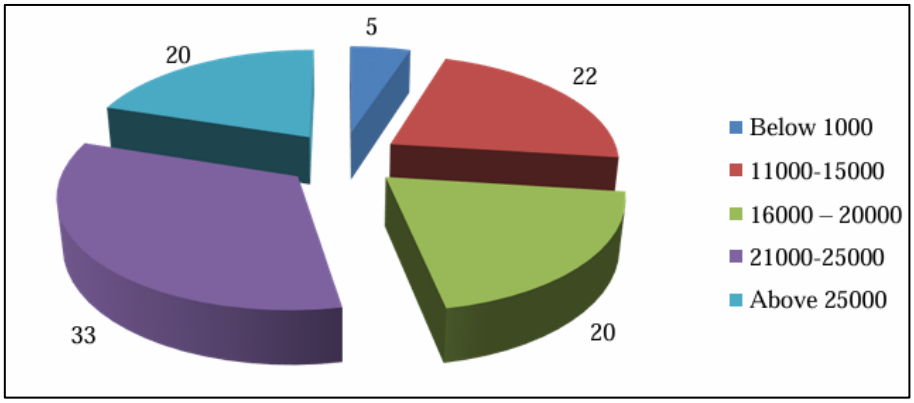

Fig 6: Salary of the Employees

Of the respondents, 33 have salaries below $21,000–$25,000, 22 have salaries between $11,000 and $15,000, 20 have salaries between $16,000 and $20,000, and 20 have salaries beyond that range. Twenty-five thousand, five responders have salaries below ten thousand.

Table 7: The Educational qualification of the Employee

S.No	Qualification	Frequency	Percent
1	SSLC	10	10.0%
2	HSC	15	15.0%
3	Diploma	11	11.0%
4	UG (Undergraduate)	39	39.0%
5	PG (Postgraduate)	25	25.0%
Total	—	**100**	**100.0%**

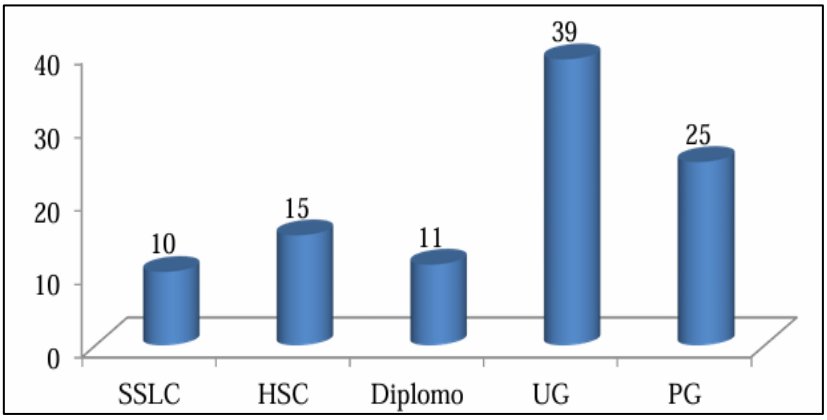

Fig 7: Educational Qualification of the Employee

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There are twenty-five responses who meet the educational qualification, and 39 respondents who meet the UG educational qualification. 10 respondents fall under the educational qualification of PG, 11 respondents fall under the educational qualification of Diploma, and fifteen participants fall within the degree of HSC. SSLC.

Table 8: Safety equipments provided in the Company.

S.No	Safety Equipment	Frequency	Percent
1	Safety Shoes	20	20.0%
2	Helmet	15	15.0%
3	Safety Jacket	08	8.0%
4	Kadha Cloth	05	5.0%
5	All of the above	52	52.0%
Total	—	**100**	**100.0%**

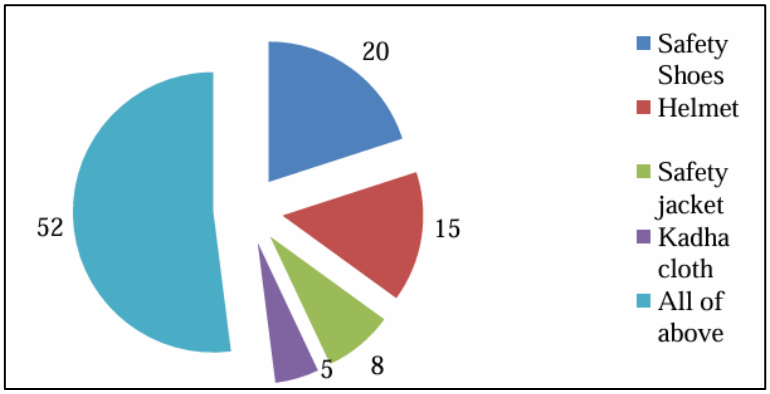

Fig 8: Safety Equipments Provided In The Company

Thirteen respondents fall under the helmet category, eight respondents fall under the safety jacket category, five respondents fall under the Kadha Cloth category, twenty respondents fall under the safety shoes category, and fifty-two respondents fall under all of the above categories.

Table 9: Fire Outbreak In The Workplace.

S.No	Fire Safety Measure	Frequency	Percent
1	Fire extinguisher	0	0.0%
2	Call of fire brigades	0	0.0%
3	Fire hydrant	0	0.0%
4	Fire alarm	0	0.0%
5	All of the above	100	100.0%
Total	—	**100**	**100.0%**

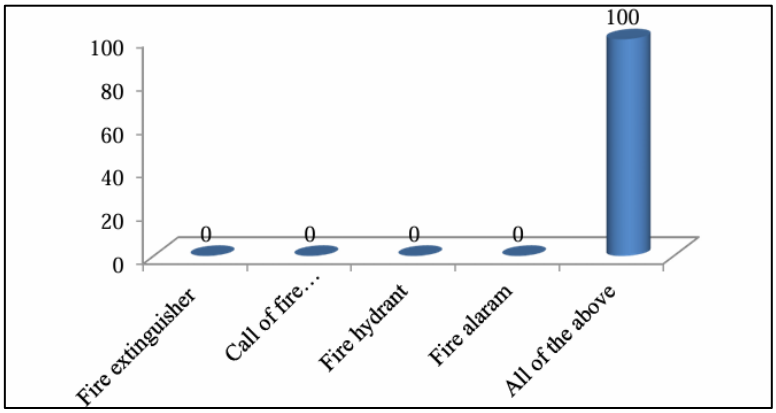

Fig 9: Fire Outbreak In The Workplace.

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There are 100 respondents who fit into all of the aforementioned categories; zero respondents fit into the fire extinguisher category; zero respondents fit into the call of fire brigades category; zero respondents fit into the fire hydrant category; and zero respondents fit into the fire alarm category.

Table 10: Rating about safety advantages for employees.

S.No	Particulars	Highly Satisfied	Satisfied	Neutral	Dissatisfied	Highly Dissatisfied	Total	WAV Value
1	Rating about safety advantages for employees	78	22	0	0	0	490	**4.9**
2	Rating about the working hours	34	47	19	0	0	415	**4.15**
3	Feel about the safety and health measures	55	27	9	0	0	410	**3.76**

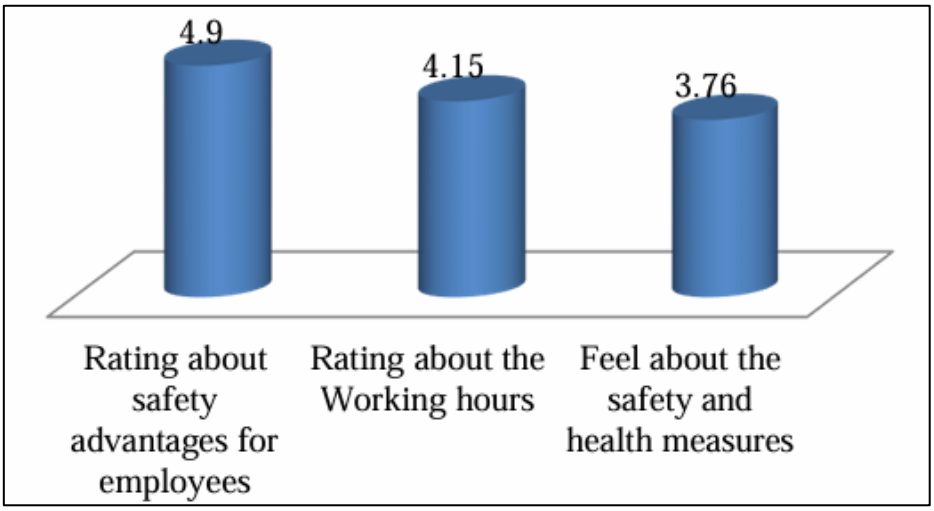

Fig 10: Rating about safety advantages for employees.

The chart indicates that workers were satisfied with the ratings for working hours (4.15), as well as safety benefits for workers (4.9).

Table 11: Quality health checkup / Equipment for production of eyes

S.No	Particulars	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Total	WAV Value
1	Quality health checkup organized in workplace	98	2	0	0	0	498	**4.98**
2	Equipment for protection of eyes provided in factory	84	16	0	0	0	484	**4.84**
3	Refreshments provided during working hours	78	13	9	0	0	469	**4.69**

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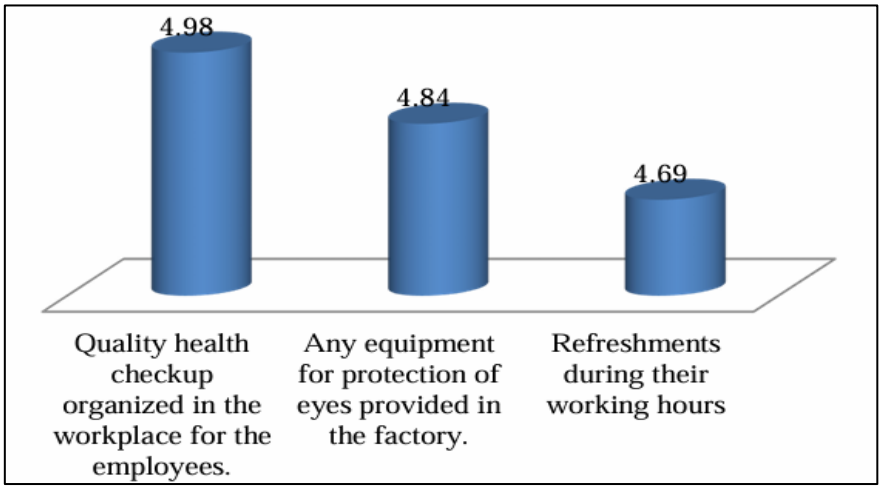

Fig 11: Quality health checkup / Equipment for production of eyes

4. FINDINGS

The investigation provided important new information about the company's safety procedures and workers. The workforce is dominated by men, as evidenced by the significant percentage of workers (35%) who are between the ages of 40 and 50 and the fact that all responders (100%) are men. Regarding the department of work, the Electrical and Workshop divisions employ the greatest percentage of workers (12%). The majority of employees (28%) have between 11 and 15 years of employment, indicating a high proportion of seasoned personnel. Fitters make up the bulk of responders (11%) when looking at designations, which reflects the technical aspect of the company's staff. The salary distribution shows that the majority of workers (33%) get between ₹21,000 and ₹25,000. The majority of employees (39%) have an undergraduate degree, indicating a highly competent workforce. A resounding 100% of respondents acknowledged that full safeguards, such as fire extinguishers, alarms, hydrants, and fire brigades, are available in the workplace, and the majority (52%) reported getting all forms of safety equipment given by the employer. High levels of satisfaction are also demonstrated by employee perception statistics, with safety benefits for staff members receiving an outstanding 4.9 on the weighted average value (WAV) scale. Additionally, a majority strongly agreed (WAV = 4.98) that the organization conducts high-quality health examinations, hence confirming the efficacy of workplace safety and welfare initiatives.

5. CONCLUSION

Nearly all employees express satisfaction with the safety measures put in place, indicating that the organization has successfully produced a safe and healthy work environment, according to the survey. Every person accessing the manufacturing grounds, including workers, trainees, guests, and dealers, is required to wear safety shoes and a helmet. This assures rigorous adherence to personal protection and lowers working dangers. By adhering to the 5S principle, the company improves its safety procedures while simultaneously encouraging productivity and order. Additionally, the company's efforts to provide health examinations, fire safety systems, and safety equipment demonstrate its dedication to the welfare of its employees. Ultimately, these techniques boost morale and productivity by helping to create a healthy work culture where employees feel safe, inspired, and encouraged.

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