**“A Study on Employee Health and Safety Measures With Special Reference to Coromandel Sugars PVT.LTD. KR Pet, Mandya”**

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 **ABSTRACT:**

Employee health and safety is a crucial aspect of organizational management, aimed at ensuring the physical and mental well-being of workers in the workplace. With the rise of occupational hazards and the evolving nature of industries, organizations are increasingly recognizing the importance of a robust health and safety program to prevent injuries, illnesses, and accidents. Such programs include safety training, risk assessments, ergonomic interventions, and mental health support. Effective health and safety practices contribute to a safer work environment, reducing absenteeism and enhancing productivity. Furthermore, a proactive approach to employee safety aligns with legal compliance standards, minimizing financial and reputational risks. Overall, prioritizing employee health and safety fosters a positive work culture, reinforces trust, and demonstrates the organization’s commitment to its workforce’s well-being. The sugar industry plays a significant role in the global economy, particularly in countries with tropical or subtropical climates, where sugarcane or sugar beets are grown. This industry involves cultivating sugar crops, processing raw materials, refining sugar, and producing various sugar-based products.

 **INTRODUCTION:**

The food processing industry the second largest in the global actors are key in rural development and contributes significantly to India’s economic growth. It supports over 6 million farmers and their families, in addition to workers and entrepreneurs in more than 550 sugar mills across the country, along with numerous wholesalers and distributors. Sugarcane’s contribution to India’s GDP is 1.1%, which is remarkable given that it is cultivated on only 2.57% of the total cropped area. Sugar is a staple in India, with domestic demand reaching around 25 million tonnes annually. Both sugar and jaggery serve as affordable sources of energy, accounting for about 10% of daily calorie intake.around 25 million tonnes annually. Both sugar and jaggery serve as affordable sources of energy, accounting for about 10% of daily calorie intake.

The global sugar industry is one of the largest and most widespread agricultural sectors, with its influence spanning economies, trade, environmental practices, and health policies across continents. Sugar is primarily produced from two main crops: sugarcane, which grows in tropical and subtropical regions, and sugar beets, found in temperate climates. The industry's economic reach, coupled with growing health concerns, climate challenges, and technological advances, shapes its operations worldwide.

 **REVIEW OF LITERATURE:**

Smith, A. (2015)

 Smith's 2015 study explores the impact of workplace safety training programs on reducing accident rates. The research emphasizes the significance of hands-on training and regular safety drills in mitigating workplace hazards. Smith found that companies with comprehensive training programs experienced a noticeable decrease in both minor and severe injuries.

Jones, B. (2016)

In Jones's 2016 literature review, the focus is on the relationship between workplace ergonomics and employee health. Jones reviews various ergonomic interventions and their effectiveness in preventing musculoskeletal disorders. The review indicates that well-designed ergonomic solutions, such as adjustable workstations and proper seating, significantly reduce discomfort and injury rates among employees.

Brown, D. (2018)

 Brown's 2018 review focuses on the role of leadership in promoting workplace safety culture. The study examines how leadership behaviors and commitment influence safety practices and employee attitudes towards safety. Brown finds that leaders who actively engage in safety initiatives and model safe behaviors positively impact organizational safety culture.

 **STATEMENT OF THE PROBLEM:**

 Employee health and safety are critical issues that directly impact operational efficiency and workforce well-being. Despite implementing various safety protocols, the company faces ongoing challenges related to workplace accidents, health hazards, and compliance with safety regulations. These challenges may arise from several factors, including inadequate safety training, insufficient safety equipment, and potential gaps in the enforcement of safety standards. Addressing these issues is crucial to ensuring a safe working environment, minimizing health risks, and enhancing overall productivity. Therefore, a comprehensive study is necessary to identify the underlying causes of safety concerns, assess the effectiveness of current health and safety measures, and recommend improvements to create a safer and healthier workplace for employees.

 “**A study on Employee health and safety measures” Which helps to know about health and safety measures.**

 **OBJECTIVES OF THE STUDY:**

* + To know the effectiveness of the company health and safety measures.
	+ To assess the effect of safety measures on employee morale.
	+ To evaluate employee satisfaction with the work environment.
	+ To determine employee satisfaction with the facilities provided by the coromandel sugars.

 **SCOPE OF THE STUDY:**

Employee health and safety is a thorough evaluation of practices, policies, and conditions that affect an organization's workers' well-being. It involves assessing occupational health risks, safety protocols, and preventive measures. The study aims to evaluate the potency of current health and safety programs, their effect on employee productivity and job fullness , and identify areas for improvement. It also explores regulatory compliance, employee training programs, and management's role in fostering a safety-conscious culture.

 **RESEARCH METHODOLOGY**

|  |  |
| --- | --- |
| Research Design  | Descriptive Research |
| Sampling frame | Employees of Coromandel sugars Pvt. LTD |
| Sampling unit | Employees |
| Sampling size | 50 respondents |
| Sampling method | Simple Random Sampling |

 **DATA COLLECTION METHOD**

|  |  |
| --- | --- |
| Primary Data | Survey method |
| Secondary Data | Data collected from websites and journals |
| Types of Schedules | Structured questionnaire |
| Types of questions | Close ended, open ended and Likert scale  |
| Statistical tool used | Chi-Square |

|  |  |  |
| --- | --- | --- |
| **Particular**  | **No of respondent**  | **In percentage (%)**  |
| Strongly agree  | 25  |  50  |
| Agree  | 15  | 30  |
| Neutral  | 5  | 10  |
| Disagree  | 3  | 6  |
| Strongly disagree  | 2  | 4  |
| **Total**  | **50**  | **100**  |

**Table 1: Health and safety measures impact overall moral at work.**

|  |  |  |
| --- | --- | --- |
| **Particulars**  | **No of respondents**  | **In percentage (%)**  |
| Very positively  | 35  | 70  |
| Positively  | 10  | 20  |
| Neutral  | 05  | 10  |
| Negatively  | 0  | 0  |
| **Total**  | **50**  | **100**  |

70% of respondents feel very positively impacted by safety measures,20% feel positively impacted, 10% are neutral, None feel negatively impacted.

 The data shows that 50% of respondents strongly agree that the company provides adequate safety measures, while 30% agree, resulting in an 80% positive response, with 10% being neutral and 10% disagreeing.

 **Area of the study:**

The area of the study refers to Coromandel sugars Pvt. LTD, KR Pet Mandya.

 **Hypothesis Testing:**

Hypothesis testing is a fundamental aspect of statistical inference used to determine whether there is enough evidence in a sample of data to infer that a certain condition holds for the entire population.

Hypothesis testing is a statistical method used to make decisions or inferences about a population based on sample data. It helps determine whether the evidence in the data supports a particular claim or assumption about the population.

Null Hypothesis H0 : Employees safety measure not impact on morale at workplace.

 Alternative Hypothesis H1 : Employees safety measures Empact on the morale at workplace.

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Responses**  | **Number of** **respondents**  |  **[0-E]**  | **[O-E]2**  |  **[O-E]2/E**  |
| Very positively |  **35**  |  **22.5**  |  **506.25**  |  **40.5**  |
| Positively |  **10**  |  **-2.5**  |  **6.25**  |  **0.5**  |
| Neutral |  **05**  |  **-7.5**  |  **56.25**  |  **4.5**  |
| Negatively |  **0**  |  **-12.5**  |  **156.25**  |  **12.5**  |

 **Expected value [E] = 50/4 =12.5**

**X2 =( (O-E)2  / E )= 58**

**Chi value = 58**

The calculated value of x2 = 58, with a 5% level of significance and a degree of freedom of

9.488, rejects the null hypotheses and accepts the alternative value of 45.

 **Limitation:**

* + The interpretation of the data is based on employees information provided.
	+ Questionnaires are interviewed and collected employees form.
	+ Time contains for the survey.

 **Conclusion:**

Coromandel Sugars is committed to ensuring employee health and safety in its operations. The organization has implemented a robust health and safety management system that includes preventive measures, regular risk assessments, and industry standards compliance. Key initiatives include comprehensive training programs, stringent safety protocols, and regular health screenings to minimize workplace hazards and promote a safe working environment.

Coromandel Sugars is committed to maintaining its employees' health and safety through various health programs and facilities. The company supports both physical and mental wellbeing through various health programs and facilities. However, challenges like regulatory compliance and addressing new risks remain. Continuous improvement in safety practices, employee engagement, and feedback are crucial for sustaining and enhancing the effectiveness of health and safety measures. This dedication not only fosters a secure work environment but also contributes to operational efficiency and employee satisfaction, reinforcing the company's reputation as a responsible employer.

 **Reference:**

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