

Research Article

A Study on Employee Satisfaction on Safety and Welfare at Madura Steel Industries Pvt Ltd., Dindigul.

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Abstract: This study explores employee satisfaction with the safety and welfare measures at Madura Steel Industries Private Limited, a heavy manufacturing unit in Tamil Nadu. Given the hazardous nature of the steel industry, the research examines how effectively safety standards and welfare provisions are implemented and their impact on employee morale, retention, and productivity. Data was gathered through structured questionnaires distributed across various departments and analysed using descriptive statistics, chi-square tests, and correlation techniques. Findings indicate general satisfaction with safety practices, particularly in personal protective equipment and emergency preparedness. However, notable gaps exist in welfare services, especially healthcare, wellness initiatives, and recreational facilities. The study highlights the need for transparent, inclusive, and adaptive safety and welfare policies that meet compliance standards and enhance employee well-being and organizational performance. Strategic recommendations are provided to address these gaps and foster a safer, more supportive workplace environment.

Keywords: Employee Satisfaction, Industry, Workplace.

I. INTRODUCTION

Employee safety pertains to establishing a secure working environment for workers through the implementation of safe equipment and processes. Maintaining a safe workplace for employees is crucial for boosting productivity and morale, both of which support the expansion and financial success of the business. Workers who disregard safety procedures risk financial and legal repercussions. Providing suitable Personal Protective Equipment (PPEs), frequent safety inspections, and safety training are all part of an organization's employee safety mandate. Education, enforcement, and evaluation are the three E's of safety. Welfare means having a comfortable place to live and work. Since welfare provides suitable living and working situations, employee welfare started the initiative to make life enjoyable for workers. Unquestionably, an organization's people are its most precious asset. As such, the accounting profession is required to assess and document the organization's people's value as well as its cost.

II. OBJECTIVES OF THE STUDY

- To evaluate the effectiveness of the existing welfare facilities provided to the employees.
- To identify the gaps between employee expectations and the actual safety and welfare provisions available in the organization.
- To analyze the impact of safety and welfare measures on employee morale, productivity, and overall job satisfaction.
- To provide suggestions and recommendations for improving safety standards and welfare activities to enhance employee satisfaction and organizational performance

III. NEED OF THE STUDY

A safe and effective workplace depends heavily on the well-being and safety of its employees. Organizations must put their employees' health first in today's cutthroat and fast-paced industrial environment to guarantee excellent performance, lower attrition, and uphold regulatory requirements. This study aims to evaluate how satisfied employees are with the organization's welfare programs and safety measures. Management may find loopholes, strengthen current policies, and create a positive work environment that boosts morale, lowers workplace accidents, and improves overall job satisfaction and productivity by better understanding employees' views and concerns.



A) Hypothesis

A hypothesis is an assumption or concept that is put forth for the purpose of debate and then evaluated to determine whether it is true. Aside from a brief background check, the hypothesis is developed using the scientific method before any relevant study has been conducted. After posing a query and reviewing previous research, you formulate a hypothesis.

NULL HYPOTHESIS (H0):

No significant relationship exists between safety and welfare measures and employee satisfaction at Madura Steel Industries Private Ltd.

ALTERNATE HYPOTHESIS (H1)

A significant relationship exists between safety and welfare measures and employee satisfaction at Madura Steel Industries Private Ltd.

B) Tools For Analysis

The research study used the SPSS Tool (Statistical Package for the Social Sciences), a software tool used for statistical analysis in social science. It facilitates data management, sophisticated statistical analysis, and the creation of reports and visualizations. Researchers and analysts can more easily evaluate data and reach well-informed conclusions because of SPSS's well-known, user-friendly interface. The research employs a number of methods, including Chi-Square Analysis and Percentage Analysis.

IV. LIMITATIONS OF THE STUDY

- The study was conducted with a limited number of respondents due to time and resource constraints, which may not fully represent the views of the entire workforce.
- The study was completed within a short duration, restricting the scope for extensive data collection and deeper analysis.
- Some employees may have provided socially desirable responses or hesitated to express their true opinions due to fear of repercussions, affecting the authenticity of the data.
- The study is confined to Madura Steel Industries Private Ltd in Madurai, and the findings may not be generalized to other industries or regions.
- Employee satisfaction can be influenced by policies, management, or work environment changes, which may have occurred during or after the data collection period.

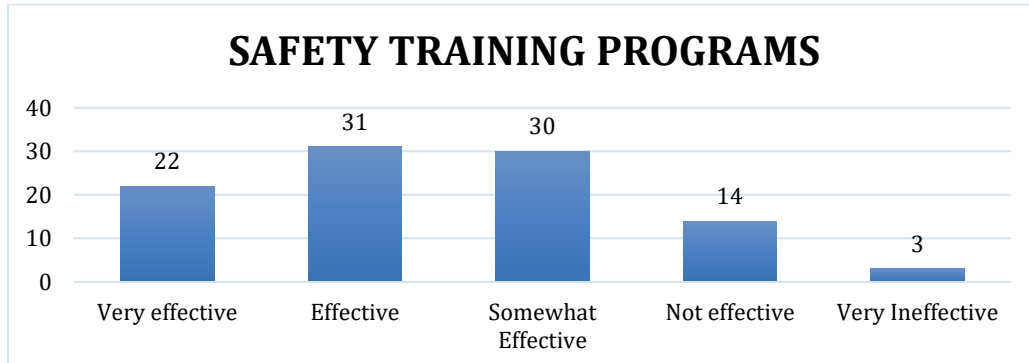
V. COMPANY PROFILE

As a corporation limited by shares, Madura Steel Industries (P) Ltd is a Private Limited corporation subject to the Companies Act. It is registered with the Registrar of Companies RoC-Coimbatore and is categorized as a non-government corporation. This corporation was last updated on October 4, 2023, and was incorporated on October 15, 1985, according to the Ministry of Corporate Affairs (MCA). It has the registration number 003996 and the Corporate Identification Number (CIN) U27310TZ1985PTC003996. According to MCA records, the corporation is currently labeled as "Active," indicating that it is no longer operating.

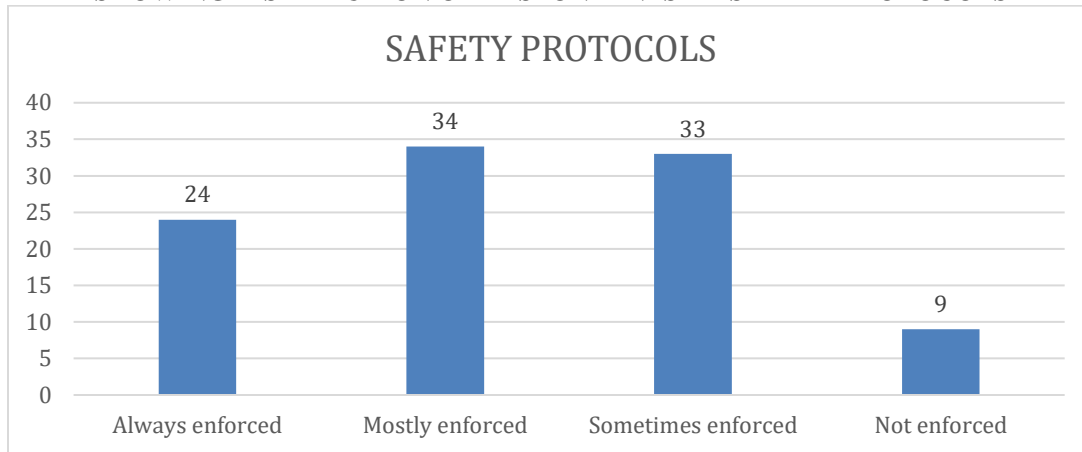
The registered office address is CHETTINAICKEN PATTY COLLECTORATE POST DINDIGUL TN 624004 IN. Correspondence or inquiries may be sent to the official email address, accounts@madurasteel.com. Apart from this primary location, no additional offices for maintaining books of account have been mentioned in the publicly available data. 18

In the excerpt, the company profile also indicates no promoters, indicating that the MCA portal has little publicly available information on the directors or owners.

SHOWING DISTRIBUTION OF RESPONDENTS BY SAFETY TRAINING PROGRAMS



SHOWING DISTRIBUTION OF RESPONDENTS BY SAFETY PROTOCOLS



ANALYSIS AND INTERPRETATION OF DATA CHI-SQUARE TEST

Chi-Square Tests			
	Value	df	Asymptotic Significance (2-sided)
Pearson Chi-Square	108.170 ^a	12	.000
Likelihood Ratio	85.458	12	.000
Linear-by-Linear Association	54.797	1	.000
N of Valid Cases	107		
a. 13 cells (65.0%) have an expected count of less than 5. The minimum expected count is .03.			

The Chi-Square test results indicate a statistically significant association between the variables analyzed, as shown by the Pearson Chi-Square value of 108.170 with 12 degrees of freedom and a p-value of .000, which is well below the standard threshold of .05. This significance is further supported by the Likelihood Ratio and Linear-by-Linear Association tests, both also yielding p-values of .000. However, a notable limitation is that 13 out of the 20 cells (65.0%) have expected counts less than 5, with the minimum expected count being as low as 0.03. This violates one of the key assumptions of the test, potentially undermining the reliability of the results and suggesting that the test outcomes should be interpreted with caution.

VI. FINDINGS

- More than one-fourth of respondents (28%) expressed dissatisfaction with the quality of employee wellness programs.
- Only half of the respondents (45%) believed the company offers adequate work-life balance.
- Over one-third of the respondents (36%) were unaware of how to report safety concerns.
- Less than one-third of the respondents (31%) found the safety training program effective.
- Only 39% of the respondents stated that personal protective equipment is always available.
- One-third of the respondents (33%) were very satisfied with how fairly the company treats employees regarding welfare and benefits.
- Nearly half of the respondents (48%) were satisfied with the safety measures.

VII. SUGGESTIONS

- The study should explore welfare-related factors, such as healthcare benefits, rest areas, canteen facilities, transport services, and grievance redressal systems.

- It is important to determine whether welfare measures are sufficient, accessible, and relevant to employees' needs and expectations.
- Analyzing satisfaction across various departments or job roles is recommended to pinpoint specific areas requiring attention or improvement.
- The study's findings are expected to provide valuable insights to help management enhance employee well-being.
- Improved safety and welfare measures will likely result in better morale, higher retention rates, and increased organizational productivity.

VIII. CONCLUSION

In conclusion, the study on employee satisfaction regarding safety and welfare at Madura Steel Industries Private Ltd reveals that while the company has implemented several safety protocols and welfare initiatives, there is room for improvement in certain areas. Most employees acknowledged the availability of safety equipment and adherence to standard operating procedures, but some expressed concerns over the consistency of safety training and emergency preparedness. This indicates a need for more frequent awareness programs and stronger enforcement of safety standards across all workforce levels.

The study found that facilities such as restrooms, canteens, and medical aid are available regarding welfare measures. Still, employees suggested improvements in transportation, work-life balance, and grievance redressal systems. Overall, employee satisfaction levels are moderate, potentially increasing through enhanced communication, timely feedback mechanisms, and a more employee-centric approach to policy-making. By addressing these areas, Madura Steel Industries can foster a safer and more supportive work environment, leading to higher employee morale and productivity.

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