

Research Article

A Study on Employee Safety and Welfare Measures at Mm Forgings Singampunari

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Abstract: Employee safety and welfare are critical to ensuring a productive and sustainable work environment, particularly in industrial settings like MM Forging. This study examines the safety protocols, welfare initiatives, and risk management strategies implemented within the organization to protect workers from occupational hazards. Through an analysis of workplace safety standards, employee satisfaction surveys, and welfare programs, the research aims to assess the effectiveness of existing measures and identify potential areas for improvement. The findings contribute to a broader understanding of industrial safety practices, emphasizing the need for continuous policy enhancement to align with regulatory requirements and employee well-being. Ultimately, the study provides insights into fostering a safer, more supportive workplace for the workforce at MM Forging.

Keywords: Occupational Safety, Workplace Hazards, Risk Management.

I. INTRODUCTION

Safety and welfare measures in MM forging play a vital role in safeguarding workers and ensuring smooth operations. Safety protocols include the mandatory use of personal protective equipment such as heat-resistant gloves, safety goggles, and fire-resistant clothing to minimize risks. Training programs on hazard recognition, safe forging practices, and emergency responses are essential for preparedness. Regular inspection and maintenance of machinery prevent malfunctions and accidents, while ventilation systems reduce exposure to toxic fumes, improving air quality. Welfare measures focus on ergonomic workstations to reduce physical strain, scheduled cooling breaks to prevent heat exhaustion and access to drinking water. Additionally, regular health check-ups for workers, along with counseling and stress management support programs, contribute significantly to their well-being. These practices collectively enhance worker safety, productivity, and morale.

II. OBJECTIVES OF THE STUDY

- To find out the level of satisfaction of employees on the various welfare measures provided by MM Forgings Limited
- To study the existing welfare facilities provided by MM Forgings Limited.
- To understand the opinion of the workers about the improvement of present welfare facilities in MM Forgings Limited
- To analyze the impact of implementing the Welfare measures in MM Forgings Limited.
- To make constructive suggestions on the level of labor and welfare in MM Forgings Limited.

III. NEED OF THE STUDY

A) Improving employee well-being:

A comprehensive understanding of the health and welfare measures available to workers can help organizations identify gaps in their policies and benefits offerings. Organizations can improve employee well-being by identifying these gaps, resulting in increased job satisfaction, engagement, and productivity.

B) Attracting and retaining talent:

Organizations must provide competitive benefit packages to draw and keep top personnel in today's competitive employment market. By understanding the health and welfare measures that employees most value, organizations can design benefits packages that are more attractive to job seekers and current employees.

IV. SCOPE OF THE STUDY

This study aims to determine whether MM Forgings Private Limited, Singampunari, is delivering the required health, safety, and welfare measures as well as the level of employee satisfaction. MM Forgings Private Limited, Singampunari, is the exclusive focus of the current study, "Employee Welfare Facilities," its applicability is also restricted to the company's



Singampunari unit. The study does not cover other MM Forgings Private Limited and Singampunari units. The Human Resource Management department performs better as a result of this study.

V. HYPOTHESIS OF THE STUDY

A) Null Hypothesis

A fundamental idea in statistical testing is the null Hypothesis (H_0), which is the presumption that there is no association, impact, or difference between variables.

B) Alternative Hypothesis

The alternative Hypothesis (H_1) is the statement that suggests there is a significant effect, difference, or relationship between variables in a study.

C) Research Methodology

Man's desire to understand nature and be in sync with his surroundings gave rise to the study process. Man employs the resources of experience and reason to do this. Beyond his immediate group, man also draws on experience and reliable sources. The basic sources of hypotheses primarily grounded in common sense and chance occurrences are experience and authority. As a result, it may not be warranted to make inferences about events.

D) Sample Design

Usually, this sample design procedure specifies how data is collected. The six main and crucial data collection methods are questionnaires, focus groups, tests, observation, interviews, and secondary data. Only questionnaires were used in this study. One definition of a questionnaire is learning more by asking generic or particular questions without engaging in close or personal contact.

E) Analytical Tools for the Study

- Percentage Analysis.
- Chi-Square

VI. LIMITATION OF THE STUDY

- The study was limited to 10 weeks.
- The sample size was 100, which may not represent the entire population, as it was only 10% of the overall population due to time constraints.
- Employees may not have answered the questionnaire accurately due to concerns about providing unfavorable information to the organization.

VII. COMPANY PROFILE

MM Forgings Limited is a prominent Indian company specializing in manufacturing and exporting high-quality forgings. It was established in 1946, and the company has a rich history. It is headquartered in Chennai, Tamil Nadu.

Address: MM Forgings Limited - SVK Towers, Singampunari.

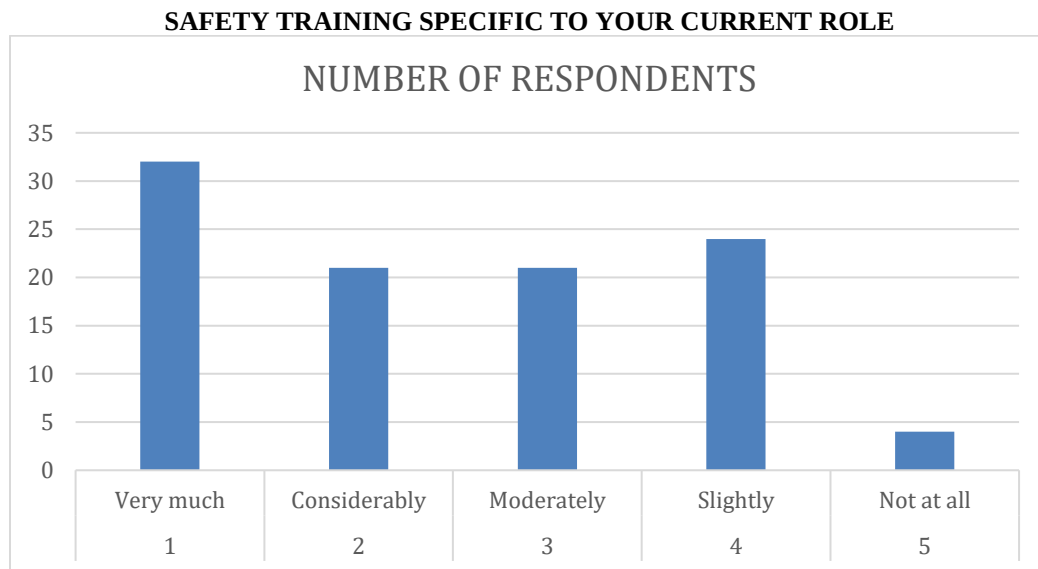
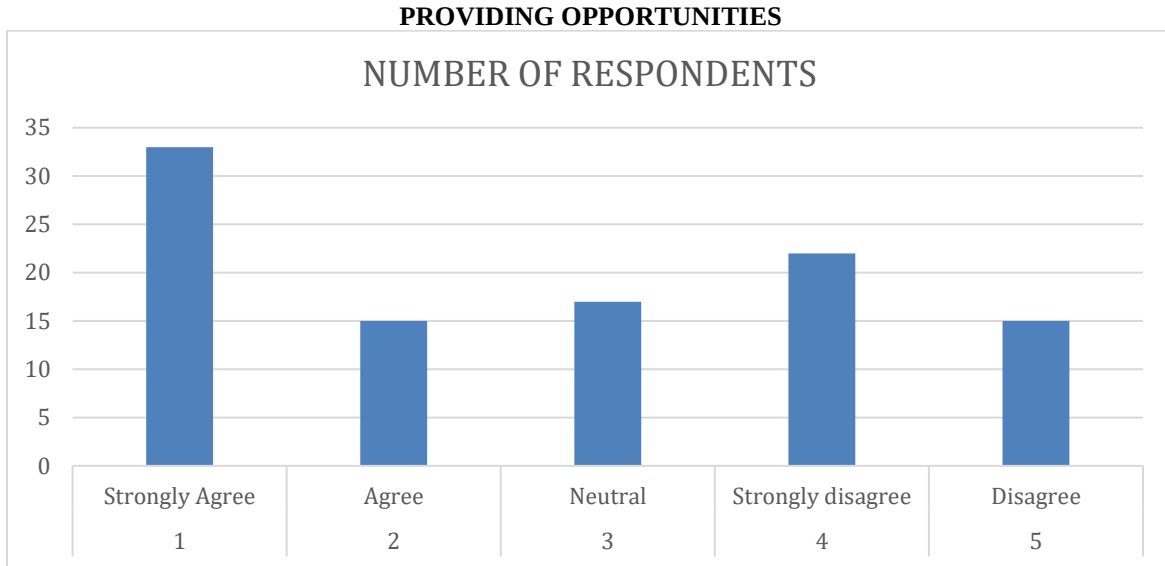
Directors of MM Forgings Limited: Sumita Vidyashankar, Vidya Shankar Krishnan, Vaidyasubramaniam Vaidyanathan, Narayanaswamy Srinivasan, Krishnan Venkatramanan, Kavitha Vijay, Gopala Krishnan, Venkatakrishnan Raghavan, and Sumathi Jagannathan.

DATA ANALYSIS AND INTERPRETATION

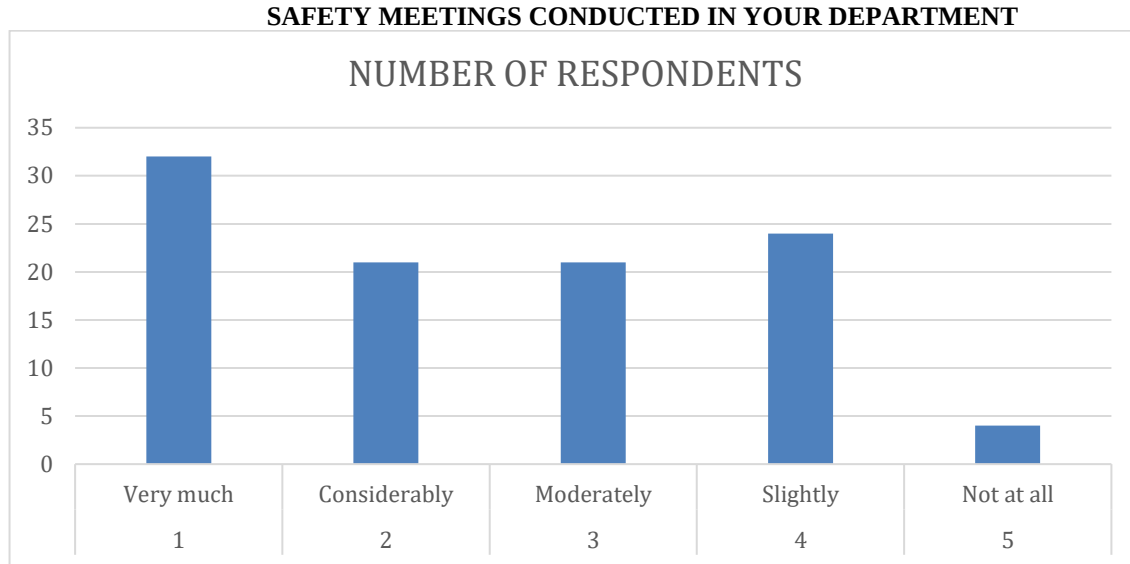
ARE YOU SATISFIED WITH THE OPPORTUNITIES PROVIDED FOR BREAKS DURING WORK HOURS?

S.NO	PARTICULARS	NUMBER OF RESPONDENTS	PERCENTAGE
1	Strongly Agree	33	32
2	Agree	15	15
3	Neutral	17	16
4	Strongly disagree	22	22
5	Disagree	15	15
	Total	102	100

The data presents various opinions, with the majority leaning toward strong agreement. 32% of respondents "Strongly Agree" with the subject, reflecting the largest share of positive sentiment. Meanwhile, 15% "Agree," indicating that overall agreement reaches 47%, almost half of the total respondents. On the opposing side, 22% of respondents "Strongly Disagree," representing the second-largest category and a notable level of dissent. An additional 15% "Disagree," bringing total disagreement to 37%. The "Neutral" category comprises 16% of respondents.



The data indicates varied perceptions regarding the adequacy of training received. A significant portion, 25%, rated the training as "Inadequate," highlighting concerns about its effectiveness. Similarly, 23% found the training "Partially adequate," suggesting that while some aspects may meet expectations, others fall short. On the positive side, 18% of respondents considered the training "Completely adequate," demonstrating a minority's satisfaction with its quality. However, a combined total of 34% reported receiving no training.



The data highlights varied frequencies of participation or activity among the respondents. The largest proportion, 25%, reported engaging "Rarely," indicating that occasional involvement is the most common response. Following this, 23% of respondents participate "Occasionally," suggesting a moderate level of engagement. Those who partake "Regularly" account for 18%, representing a smaller, dedicated group. On the other hand, 15% stated they "Never" participate, while an equal 19% selected "Not sure/I don't know."

VIII. FINDINGS

- The majority of 31% of the Respondents strongly agree with providing opportunities.
- Majority of 25% of the Respondents are inadequate with current role safety and welfare.
- Most respondents (25%) rarely participate in safety meeting companies.

IX. SUGGESTIONS

- Develop engaging and interactive training modules.
- Schedule regular training sessions and make attendance mandatory.
- Provide incentives for completing training programs.
- Establish a dedicated communication platform for safety updates.
- Regularly update employees on safety measures and policies.
- Conduct frequent feedback sessions to gauge employee concerns and suggestions. Regularly inspect and maintain safety equipment.

X. CONCLUSION

The company can make to enhance workplace safety and employee welfare. While some employees are satisfied with certain aspects, there are notable concerns regarding safety protocols, training, communication, and handling safety violations. This includes making safety equipment accessible and ensuring employees know emergency procedures. Regular feedback sessions and a dedicated communication platform can help address this issue. Establishing a culture where workers can voice safety concerns without worrying about reprisals is critical.

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