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# A Study on Safety Measure of Workers in Redova Logistics

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**ABSTRACT:** Safety measures are ineluctable to any association where workers are involved. It's an association's responsibility to give to its workers beyond the payment of stipend for their services. The worker's Safety on and off the job within the association is a vital concern of the employer. The working terrain in a plant negatively affects the worker's Safety because of the devilish heat or cold swell, noise, odours, shadows, dust and lack of sanitation and pure air etc., which leads to accident or injury or disablement or loss of life to the workers. furnishing a health and safer terrain is needful for any productive trouble. These must be held in check by furnishing regular health check-up, defensive bias and compensatory benefits to the workers.

All situations of operation must make Safety a precedence. They must communicate this by going out into the worksite to talk with workers about their enterprises and to observe work procedures and outfit. In each plant, the lines of responsibility from top to lowermost need to be clear, and workers should know who's responsible for different Safety issues.

Convenience slice system has been used in the exploration work. Multiple choice questions have been chosen to collect the responses from 135 workers. The data collected has been anatomized through colourful tools. multitudinous new findings has been deduced from this exploration has helped to give multitudinous suggestions to meliorate the Safety measures for its workers.

**KEYWORDS:** Safety, communication, efficiency, performance.

## I. INTRODUCTION

Due to rapid-fire industrialization, artificial workers are exposed to several types of hazards and accidents. Every time lakhs of workers are injured due to mechanical, chemical, electrical and radiation hazards and it leads to partial or total disablement. So in recent times, lesser attention is given to Safety due to pressure from government, trade unions, labour laws and mindfulness of employers.

The effectiveness of workers depends to a great extends on the terrain in which the work. Work terrain consists of all the factors, which act and reply on the body and mind of workers. The primary end is to produce terrain, which ensure the topmost ease of work and removes all causes of worries.

According to STEPHEN. J" Organized trouble and procedures for relating work place hazards and reducing accidents and exposure to dangerous situation and substance in is also include training and personnel". Occupational Safety is a discipline with a broad compass involving numerous technical fields. In its broadest sense, it should aim at the promotion and maintenance of the highest degree of physical, mental and social well-being of workers in all occupations.

- a) The prevention among workers of adverse effects on health caused by their working conditions.
- b) The protection of workers in their employment from risks resulting from factors adverse to health.
- c) The placing and maintenance of workers in an occupational environment adapted to physical and mental needs.
- d) The adaptation of work to humans.

Successful occupational Safety practice requires the collaboration and participation of both employers and workers in Safety programmes, and involves the consideration of issues relating to occupational drug, artificial hygiene, toxicology, education, engineering safety, ergonomics, psychology, etc.

Occupational health issues are constantly given lower attention than occupational safety issues because the former are generally more delicate to defy. still, when health is addressed, so is safety, because a healthy plant is by



description also a safe plant. The discourse, still, may not be true- a so- called safe plant isn't inescapably also a healthy plant. The important point is that issues of both Safety must be addressed in every plant.

Work plays a central part in people's lives, since utmost workers spend at least eight hours a day in the plant, whether it's on a colony, in an office, plant etc. Thus, work surroundings should be safe and healthy. Unfortunately some employers assume little responsibility for the protection of workers' Safety. In fact, some employers don't indeed know that they've the moral and constantly legal responsibility to cover workers.

## II. LITERATURE REVIEW

**According to J.A Clarke** “occupational health deals with all aspects of Safety in the work place and it has a strong focus on primary prevention of hazards”.

**According to Safety at Work Act**, “the set of laws made in the UK in order to protect people at work and make sure that they do not have to work in dangerous condition, without the proper clothing or safety equipment etc.

1. **A Baker; K Hailer; S A Ferguson (2002)**, suggested that the association should give good fencing installations to avoid accidents in the assiduity. Safety also suggested that the association should give safety outfit to all workers, who work at height sometimes or daily. The occupational Safety counteraccusations associated with compressed and extended work ages haven't been completely explored in the mining sector. Absenteeism and incident frequencies rate data were collected over a 33month period that covered three different canon schedules. The only significant change in absenteeism rates was an increase in the conservation sector in the third data collection period.
2. **A Spurgeon; J M Harrington; C L Cooper (1997)**, emphasized that The European Community Directive on Working Time, which should have been enforced in member countries of the European Community by November 1996. This paper reviews the current substantiation relating to the implicit goods on health and performance of extensions to the normal working day. exploration to date has been confined to a limited range of health issues-- videlicet, internal health and cardiovascular diseases. Other implicit goods which are typically associated with stress-- for illustration, gastrointestinal diseases, musculoskeletal diseases, and problems associated with depression of the vulnerable system, have entered little attention. It's concluded that there's presently sufficient substantiation to raise enterprises about the pitfalls to Safety of long working hours.
3. **Connor Co Reynolds; M Anne Harris; Peter A Cripton; Meghan Winters (2009)** Setup that enforced health vittles give job satisfaction to maturity of workers. The author suggested that the organisation should give good fencing installations to avoid accidents in the assiduity. The study also suggested that the association should give safety outfit to all workers, who work at height sometimes or daily. organisation can give mask to avoid health infection. Workers satisfaction & weal measures a case study with special reference to Don Bosco College of trades & Science” set up that out of all the workers are joined.
4. **Dee W. Edington; Alyssa B. Schultz (2008)**, emphasized that evidence of the association between health risks and the workplace economic measures of time away from work, reduced productivity at work, health care costs and pharmaceutical costs. A search of PubMed was conducted and high quality studies were selected and combined with studies known to the authors. A strong body of evidence exists which shows that health risks of workers are associated with health care costs and pharmaceutical costs. A growing body of literature also confirms that health risks are associated with the productivity measures. The paper shows that measures of success will continue to be important as the field of worksite health management moves forward.
5. **Graves carol gevecker; Matanoski genevieve m; Tardiff robert g (2000)**, suggested that safety to workers who handle large quantities of CCP has been addressed in multitudinous studies and reports. This review encompasses the world's literature on CCP and provides a weight- of- substantiation analysis of the safety of CCP to workers in the United States. Since 1987, has produced neither primary skin vexation nor skin sensitization under normal conditions of manufacture and use. Eventually, veritably many published complaints have come from the manufacturing sector where the closest and most substantial contact occurs. Grounded on the weight of the substantiation, NIOSH is anticipated to conclude that CCP isn't a hazard to workers and has only a small possibility of producing mild and flash skin vexation.



### III. RESEARCH METHODOLOGY

Research is systematized, methodical, data grounded disquisition into a specific critical, objects, scientific inquiry or problem accepted with the purpose of chancing answers of result of it. Research design is the blue print for the collection dimension and analysis of data. Research is also known as art of scientific disquisition. It's an attempt to pursue verity through the system of study, observation, comparison and trials.

- **Primary Data Collection:**

These are fresh data which are collected for the first time. The data collection used for this study of questionnaire.

- **Secondary Data Collection:**

Secondary data consist of information that already exists somewhere and have been collected for specific purpose in the study. The secondary data for this study are newspapers, journals, magazines, internet etc.

#### RESEARCH DESIGN

Abecedarian to the success of any disquisition design is the sound disquisition design. The disquisition design took for the study was Descriptive Research Design.

#### SAMPLING TECHNIQUES

The sampling technique is used in the study is “convenience sampling” when the population element for addition in the sample is grounded on the ease of access. It can be called as convenience.

#### NATURE OF DATA

Nature of data Both primary and secondary data were used for study. Primary data was collected by using questionnaire and secondary data was collected from published and unpublished records like books, website, and journals. The secondary source used for this study is company profile, compass, need, review of literature.

#### SAMPLE SIZE

The sample size of the study is 135

#### PERIOD OF THE STUDY

The duration of the study is from January 2023 to March 2023 which is 3 months of study.

#### TOOLS FOR ANALYSIS

##### Percentage analysis

It is simple analysis tool. In this method based on the opinions of the respondents, percentage and bar char is calculated for the respective scales of each factor.

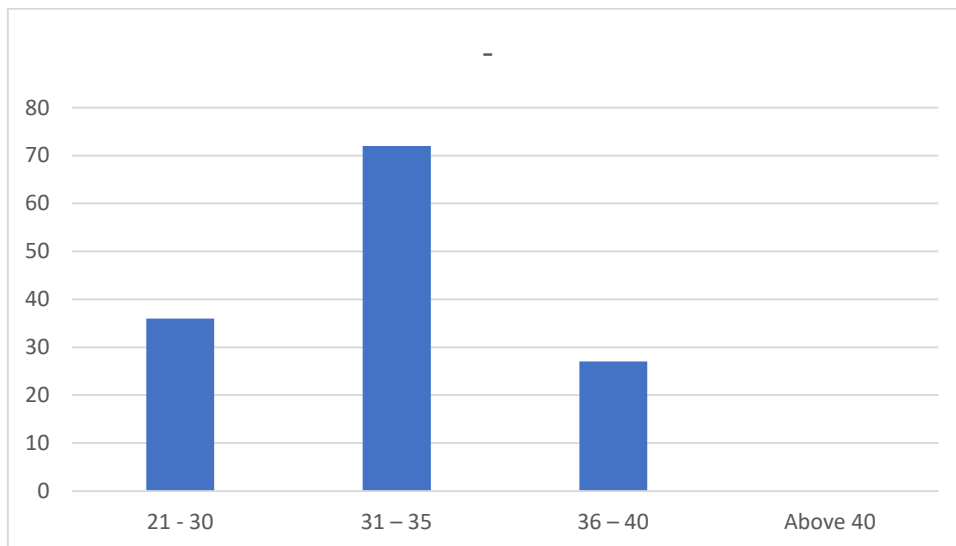
Formula:

$$\text{Simple percentage} = \frac{\text{No of Respondents}}{\text{Total No of Sample Size}} \times 100$$



Table showing the age of the respondents

S NO	RANGE	NO. OF RESPONDENTS	PERCENTAGE %
A	Below 20	-	-
B	21 – 30	36	27
C	31 – 35	72	53
D	36 – 40	27	20
E	Above 40	-	-
<b>Total</b>		135	100



**INFERENCE:**

The above table shows the age of respondents 27% of the respondents are 21 – 30, 53% of the respondents are 31- 35, 20% of the respondents are 36- 40. Majority 53% of the respondents are 31- 35.

Table showing the analysis between awareness of workers and Safety training.

O <sub>i</sub>	E <sub>i</sub>	(O <sub>i</sub> – E <sub>i</sub> )	(O <sub>i</sub> – E <sub>i</sub> ) <sup>2</sup>	(O <sub>i</sub> – E <sub>i</sub> ) <sup>2</sup> / E <sub>i</sub>
63	67.5	-4.5	20.25	0.3
72	67.5	4.5	20.25	0.3
72	67.5	4.5	20.25	0.3
63	67.5	-4.5	20.25	0.3
<b>Total</b>				<b>1.2</b>



**Degree of freedom:**

$$\begin{aligned} &= (r - 1) (c - 1) \\ &= (2-1) (2-1) \\ &= 1 \end{aligned}$$

$\chi^2$  Table value at 5% Level of significance = 3.841

$\chi^2$  Calculated value = 1.2

$\chi^2_{cv} < \chi^2_{TV}$

So,  $H_0$  is accepted,  $H_1$  is rejected.

**INFERENCE:**

Hence, there is a relationship between the awareness of workers and the Safety training.

**Analysis between effective disciplinary procedures and safe work environment.**

**Null hypothesis ( $H_0$ ):** There is a relationship existing between the effective disciplinary procedures and safe working environment.

**Alternative hypothesis ( $H_1$ ):** There is no relationship existing between the effective disciplinary procedures and safe working environment.

**IV. CONCLUSION**

It is revealed from the study that, the Safety measures adopted in Redova Logistics are provided to the workers according to the provisions of the factories act. It reveals that the awareness of the workers about Safety in the workplace is inadequate. Also repeated accidents like electric shocks, finger injuries are occurred in the workplace. Suitable ideas were suggested to avoid those accidents and to improve the Safety measures. The role of management in implementing Safety in the organization is very effective. Most of the workers were satisfied with the Safety measures adopted in the company. If the company implements effective disciplinary procedures; it will help the company to go with their policies and also to maintain Safety in the organization.

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