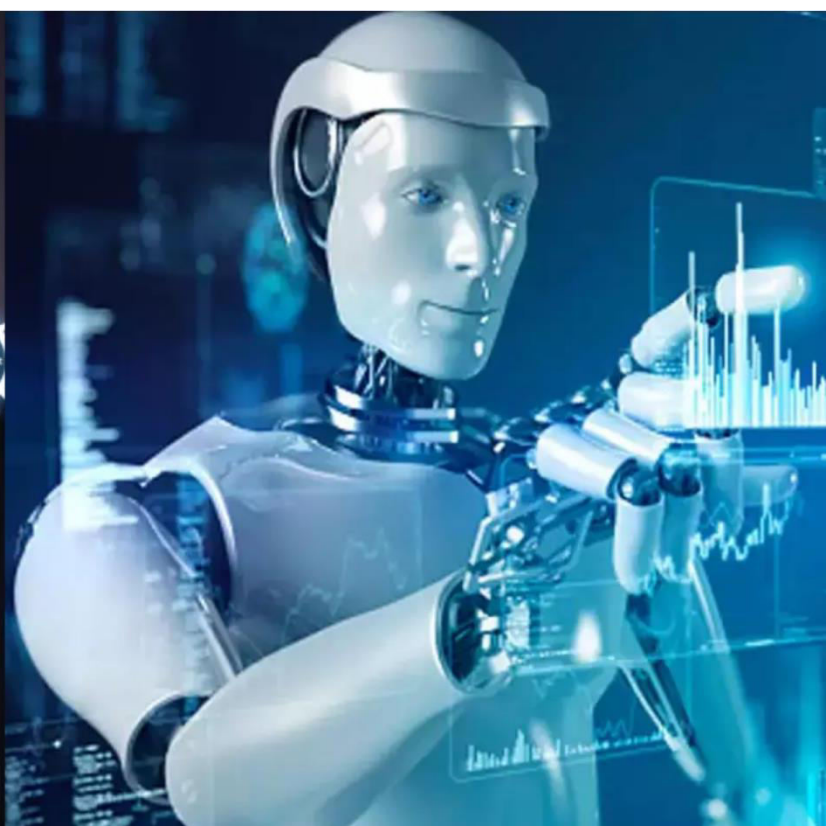




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A Study on Employee Safety Measures towards Endeka Ceramics at Hosur

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ABSTRACT: A study on employee safety measures in the Endeka Ceramics Pvt Ltd. It has developed by the employee safety facilities are different. Topics to be discussed in the project they are employee working environment for the Organization, safety for employee welfare, job satisfaction and development of employee for the organization. The very logic behind providing welfare schemes is to create efficient, healthy, loyal and satisfied employee force for the organization. They are providing facilities for 150 of employees to desire the highly satisfied minimum of employee will be acceptance in the satisfied categories. The research selected a sample size of 150 employees in the company. The employee satisfied with the selection for the percentage to calculate the chi-square analysis to using the research process. The purpose of this paper is to present the result of a survey on the safety of employee towards the various level of satisfied categories will be applied for the company.

KEYWORDS: safety measures, employees satisfaction, employees awareness, welfare facilities,

I. INTRODUCTION OF THE STUDY

Employee safety refers to providing a safe working environment for employees by incorporating safe equipment and safe procedures at the workplace to ensure worker safety. Employee safety is important to maintain a good safe work environment to improve morale and efficiency, which in turn contribute to the growth and profitability of the company. Lack of safety procedures for employees could have legal and financial repercussions. Safety training, periodic safety inspections, and the provision of proper personal protective equipment (PPEs) are part of the employee safety mandate an organization must follow. Effective employee safety measures involve a combination of employer responsibilities (training, hazard control, providing PPE) and employee actions (following rules, reporting issues, using gear, staying alert) to create a hazard-free environment, using proper procedures for equipment, maintaining clean workspaces, and planning for emergencies. Key elements include regular safety training, prompt reporting of hazards, proper use of Personal Protective Equipment (PPE), ergonomic setups, and clear emergency plans to prevent accidents and ensure well-being.

The foundation of any safety program is the proactive identification of potential threats. This involves conducting regular workplace audits to spot physical hazards like frayed electrical cords, slippery floors, or unguarded machinery. In modern 2026 standards, this process often incorporates AI-driven risk prediction, where sensors monitor equipment health and environmental conditions (like air quality or temperature) to alert teams before an incident occurs. By documenting these "near-misses," organizations can address root causes rather than simply reacting to accidents after they happen.

OBJECTIVES OF THE STUDY

- To find out the awareness of safety measures and safety provisions among the employees.
- To study the employees perception on effectiveness of safety measures and work environment.
- To study how far the employees are satisfied with the safety measures and work environment.
- To find the impact of industrial safety and work environment on productivity
- To identify the employees attitude towards safety measures and work environment
- Based on the study to make recommendation on safety measures and work environment that would reward both the employee as well as the employer

II. REVIEW OF LITERATURE

Adekanmbi, O., &Ukpere, W. (2025) Analyzing the construction industry, this paper looks at how different dimensions of organizational culture, such as artifacts and values, predict safety practices. The research found that companies with well-established safety attitudes see a 75% lower injury frequency and a 46% increase in employee participation. The authors highlight that symbols, dress codes (PPE), and visible leadership integrity are strong predictors of successful safety outcomes. This underscores the importance of a visible safety culture that permeates every level of the organization to ensure consistent employee adherence to protocols.

McKinsey Research Team (2025) This report explores the intersection of digital safety and human productivity in the era of advanced AI. It emphasizes that as AI agents become more autonomous, the "human-in-the-loop" safety model is essential for maintaining worker trust and agency. The research identifies that about 50% of employees worry about AI inaccuracy and cybersecurity risks, making "digital safety" a top priority for 2025 leaders. The onus is on companies to create safe AI deployment strategies that empower daily jobs without compromising data integrity or psychological safety.

III. RESEARCH METHODOLOGY

The researcher had made use of stratified sampling technique to collect data. The research has drawn 100 respondents as sample for these collections of data. Primary data are those, which are collected for the first time. They are original in character. The data collected by the investigator for the first time for their own use is usually classed as primary data. Secondary data are those that have already been collected by others. These are usually available in journals, periodicals, dailies, research publication official records etc., they may either be available in published form or in an unpublished form.

IV. DATA ANALYSIS AND INTERPRETATION

PROFILE OF THE RESPONDENTS

Variables	Categories	No. of Respondents	Percentage (%)
Age Group	Below 30 years	37	30.8
	30–35 years	33	27.5
	35–40 years	31	25.8
	40–45 years	15	12.5
	Above 45 years	4	3.3
Gender	Male	63	52.5
	Female	57	47.5
Educational Qualification	SSLC	16	13.3
	HSC	21	17.5
	Diploma	27	22.5
	Graduate	42	35.0
	Others	14	11.7
Marital Status	Married	80	66.7
	Unmarried	40	33.3
Monthly Income	Below Rs. 15,000	9	7.5
	Rs. 15,000 – Rs. 20,000	55	45.8
	Rs. 20,000 – Rs.	23	19.2

Variables	Categories	No. of Respondents	Percentage (%)
	25,000		
	Rs. 25,000 – Rs. 30,000	20	16.7
	Above Rs. 30,000	13	10.8
Working Experience	Below 2 years	34	28.3
	2–3 years	23	19.2
	3–4 years	25	20.8
	4–5 years	23	19.2
	Above 5 years	15	12.5

Source: Primary Data

INTERPRETATION

The consolidated table shows that 30.8% of the respondents belong to the below 30 years age group, followed by 27.5% in the 30–35 years age group, 25.8% in the 35–40 years age group, 12.5% in the 40–45 years age group, and 3.3% above 45 years. With regard to gender, 52.5% of the respondents are male, while 47.5% are female. In terms of educational qualification, 35.0% of the respondents are graduates, followed by 22.5% holding a diploma, 17.5% having completed HSC, 13.3% having completed SSLC, and 11.7% possessing other qualifications. Regarding marital status, 66.7% of the respondents are married, whereas 33.3% are unmarried. With respect to monthly income, 45.8% of the respondents earn between Rs. 15,000 and Rs. 20,000, followed by 19.2% earning between Rs. 20,000 and Rs. 25,000, 16.7% earning between Rs. 25,000 and Rs. 30,000, 10.8% earning above Rs. 30,000, and 7.5% earning below Rs. 15,000. In terms of working experience, 28.3% of the respondents have below 2 years of experience, followed by 20.8% with 3–4 years of experience, 19.2% each with 2–3 years and 4–5 years of experience, and 12.5% with above 5 years of experience.

CHI-SQUARE TEST

NULL HYPOTHESIS: Ho – There in no significant relationship between Qualification and Policy awareness

ALTERNATIVE HYPOTHESIS: Ha –There in a significant relationship between Qualification and Policy awareness

Chi-Square Tests

	Value	df		Asymp. Sig. (2-sided)
Pearson Chi-Square	2.989E2 ^a		16	.000
Likelihood Ratio	243.628		16	.000
N of Valid Cases	120			

a. 17 cells (68.0%) have expected count less than 5. The minimum expected count is 1.17.

RESULT

The Chi-Square test indicates a statistically significant association between the variables ($p < .001$), leading to the rejection of the null hypothesis. However, the result is technically unreliable because 68% of the cells have expected counts below 5, suggesting that a Fisher's Exact Test or category merging is required for a valid conclusion.

CORRELATION: Correlation analysis between Monthly income and Working experience

Correlations

		Monthly Income	Working Experience
Monthly Income	Pearson Correlation	1	.918**
	Sig. (2-tailed)		.000
	N	120	120
Working Experience	Pearson Correlation	.918**	1
	Sig. (2-tailed)	.000	
	N	120	120

** . Correlation is significant at the 0.01 level (2-tailed).

RESULT

The correlation analysis indicates an extremely strong, positive, and statistically significant relationship ($r=.918, p<.01$) between monthly income and working experience, suggesting that higher levels of professional experience are very closely associated with higher income levels within the sample.

ANOVA

NULL HYPOTHESIS: Ho: There is no significant relationship between monthly income of the respondents and provide safety measures

ALTERNATIVE HYPOTHESIS: H₁: There is a significant relationship between monthly income of the respondents and provide safety measures

ANOVA

Monthly Income	Sum Squares	df	Mean Square	F	Sig.
Between Groups	143.371	4	35.843	304.120	.000
(Combined)	138.438	1	138.438	1.175E3	.000
Linear	139.809	1	139.809	1.186E3	.000
Term					
Unweighted					
Weighted					
Deviation	3.563	3	1.188	10.076	.000
Within Groups	13.554	115	.118		
Total	156.925	119			

RESULT

The ANOVA results indicate a highly significant difference across monthly income groups ($F(4,115)=304.120, p<.001$), with a remarkably strong linear trend confirming a direct relationship. Since the significance value is .000, the null hypothesis is rejected, establishing that monthly income is a decisive factor in the variation of the measured variable.

V. SUGGESTIONS

To enhance employee safety, organizations should prioritize the implementation of a comprehensive Safety Management System (SMS) that focuses on both physical infrastructure and continuous education. This includes conducting regular risk assessments to identify potential hazards, ensuring all machinery is fitted with modern safety guards, and providing high-quality Personal Protective Equipment (PPE) tailored to specific job roles. Beyond physical tools, consistent safety training workshops and emergency drill simulations are crucial to ensure that every staff member knows how to respond instinctively during a crisis, thereby reducing the likelihood of workplace accidents.

Furthermore, fostering a "Safety-First" culture is essential for long-term sustainability, where employees feel empowered to report near-misses or hazardous conditions without fear of reprisal. Utilizing digital monitoring tools and IoT-enabled safety sensors can provide real-time data on environmental factors like air quality or equipment temperature, allowing for proactive rather than reactive maintenance. By integrating a transparent reporting system and offering incentives for accident-free periods, management can shift safety from a top-down mandate to a shared organizational value that protects both human capital and operational continuity.

VI. CONCLUSION

Effective employee safety measures are fundamental to organizational success, serving as both a moral obligation and a strategic asset. A robust safety framework—comprising regular risk assessments, comprehensive training programs, and the provision of high-quality protective equipment significantly reduces workplace accidents and occupational health hazards. When an organization prioritizes a "safety-first" culture, it not only complies with legal and regulatory standards but also fosters a sense of security and trust. This commitment leads to reduced absenteeism, lower insurance costs, and the prevention of costly disruptions, ultimately protecting the firm's most valuable resource: its human capital.

Beyond the physical prevention of injury, the implementation of consistent safety protocols profoundly impacts employee morale and operational productivity. Employees who feel protected by their employers demonstrate higher levels of engagement, job satisfaction, and loyalty, which are critical for long-term retention. Furthermore, a

visible and proactive approach to safety enhances the company's reputation as an employer of choice and a responsible corporate citizen. In conclusion, sustainable safety management is not merely a set of rules but an ongoing investment that aligns worker well-being with the broader goals of efficiency and organizational excellence..

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