

**A STUDY ON EMPLOYEE MOTIVATION IN RELATION TO HEALTH, SAFETY AND WELFARE****Name of the Authors:**

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**ABSTRACT**

Employee safety and well-being is one of the most important measures to evaluate an organization's performance. The responsibilities of organizations to their members extend beyond paying for their services. The safety and well-being of employees at work and outside the organization is a vital concern for their employees. Responding to or meeting the safety and security needs of workers will help them be better motivated and have more time to focus on job performance. Providing a safe and healthy environment is a prerequisite for any productive endeavour. The objective of this study to analyse the employee awareness and satisfaction towards safety and Welfare measures provided in Reliance Industries. The Primary data used for this study were collected from the employees through a questionnaire. The sample was collected from 110 employees. Chi-square was the tool used for this study. The results of this study have identified the employee's motivation in relation to health, safety and welfare.

KEY WORDS: Employee safety, welfare measures, employee satisfaction, employee motivation.

**1. INTRODUCTION:**

Employee fitness is a term used to explain the general fitness of an organization's personnel. It encompasses all elements and dimensions of fitness and wellbeing, such as bodily and intellectual fitness. Employee fitness or worker health is one of the most important elements of an organization. Healthy personnel are broadly taken into consideration because they are the pillars of the organization's success. Many employers internationally recognize this and positioned the fitness of their personnel first via way of means of introducing diverse wellbeing packages and initiatives. Safety, in easy words, approach freedom from the prevalence or hazard of damage or loss. Industrial safety or Employee Safety refers to the protection of workers from the dangers of industrial accidents. An accident is an unplanned and unbridled event in which an action or response of an

substance, a person, or a radiation result in personal injury. Welfare consists of whatever that is carried out for the consolation and development of personnel and is furnished over and above the wages. Welfare allows in preserving the morale and motivation of the personnel excessive to maintain the personnel for longer duration. The welfare measures need not be in financial phrases alone it can however be in any kind/forms. Employee welfare consists of tracking of operating conditions, introduction of business concord via infrastructure for health, business members of the family and coverage towards disease, twist of fate and unemployment for the employees and their families.

## 2. OBJECTIVE OF THE STUDY:

- ❖ The objective of this study is to analyse the employee awareness and satisfaction towards safety and Welfaremeasures provided in Reliance Industries.
- ❖ To find out the variables which has the high level of influences on satisfaction ofemployees with respect to labour welfare facilities.
- ❖ To analyse whether satisfaction of welfare facilities provided has any relationshipwith employee performance.

## 3. SCOPE OF THE STUDY:

This study would give an overview of the health and safety measures being at Reliance Industries. Since health and safety are two important rudiments essential for perfecting the productivity of an association, a study on the being health and safety measures would help the association to produce better. This analysis would elucidate on the insight of the labour force with respect to physical fitness and protection.

## 4. RESEARCH METHODOLOGY:

Research Methodology is a way of systematically solving the research problem. It includes the area of study, source of data, research design, sample size, sampling technique and tool for analysis.

### 4.1 Research Design:

For this study, the researcher used a descriptive research approach. Statistical research, commonly referred to as descriptive research, describes information and traits about the population or phenomenon under study. The who, what, where, when, and how questions are answered by

descriptive research. It comprises many types of surveys and fact-finding investigations. The main goal of descriptive research is to describe the current situation as it stands.

#### 4.2 Source of Data:

- i) **Primary data:** For this purpose, quantitative analysis has been done and data has been collected from a survey questionnaire. The questionnaire consists of 25 questions.
  
- ii) **Secondary data:** Secondary Data was collected through personal interviews and discussions with officials at the company.

#### 4.3 Sampling Technique:

Simple random sampling was employed as the sampling method for the study. The questionnaire was sent to the target population through Google forms.

#### 4.4 Sample Size:

Samples were collected from 110 employees through the questionnaire.

#### 4.5 Statistical Tools:

The Statistical tools which were used for analysis are:

- Correlation

#### 4.6 Data analysis and interpretation

##### CORRELATION TEST

A survey of 110 responses is given below. The table below is depicting the rating given by the respondents on a 5-point Likert scale.

Training Programs Attended	Employees aware of health and safety guidelines
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1	22	Neutral	32
2	42	Agree	56
More than 2	46	Strongly Agree	22

**Solution:**

**Hypothesis**

H0: Employee awareness towards health and safety guidelines is not influenced by the number of training programs attended by the employees.

H1: Employee awareness towards health and safety guidelines is influenced by the number of training programs attended by the employees.

This hypothesis is tested using Correlation in the SPSS Software.

<b>Correlation</b>			
		How many safety training programs were attended by you	I am aware of health and safety guidelines
How many safety training programs were attended by you	Pearson Correlation	1	.488**
	Sig. (2-tailed)		<.001
	N	110	110
I am aware of health and safety guidelines	Pearson Correlation	.488**	1
	Sig. (2-tailed)	.001	
	N	110	110

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

Since p value  $0.001 < 0.05$ , Null Hypothesis is Rejected. Correlation coefficient is 0.488.

Hence there is a positive correlation between employee awareness towards health and safety guidelines and the number of training programs attended by the employees.

**Frequency Table**

How many safety training programs were attended by you					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	22	20.0	20.0	20.0
	2	42	38.2	38.2	58.2
	More than 2	46	41.8	41.8	100.0
	Total	110	100.0	100.0	

I am aware of health and safety guidelines					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Neutral	32	29.1	29.1	29.1
	Agree	56	50.9	50.9	80.0
	Strongly Agree	22	20.0	20.0	100.0
	Total	110	100.0	100.0	

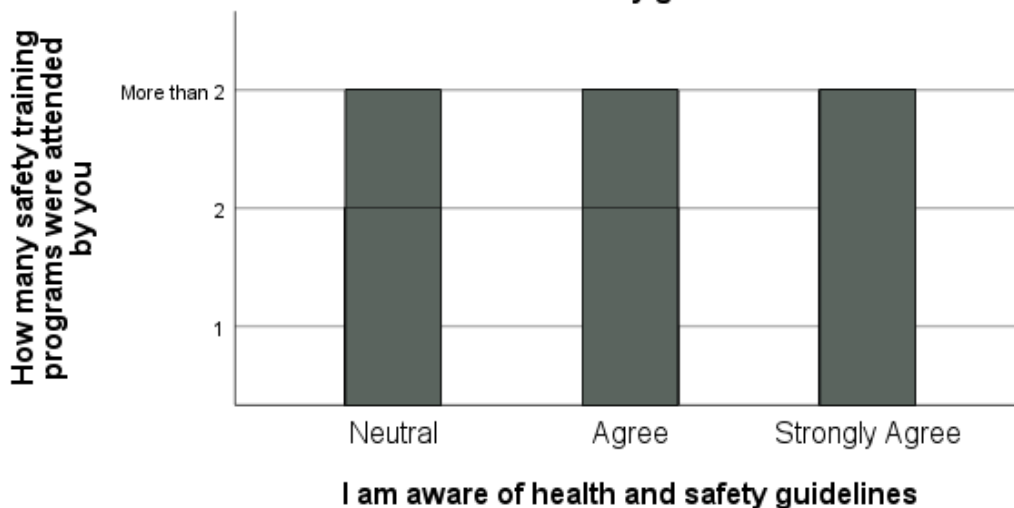
🌈 To analyze whether employee awareness towards health and safety guidelines has any relationship with employee training program, employees were asked to state their opinion in (5-point)Likert scale.





**Inference:** Most of the respondents stated that employees are aware towards health and safety guidelines provided in the organization by the safety training programs provided in the organization, 29.9% respondents were neutral in their opinion.

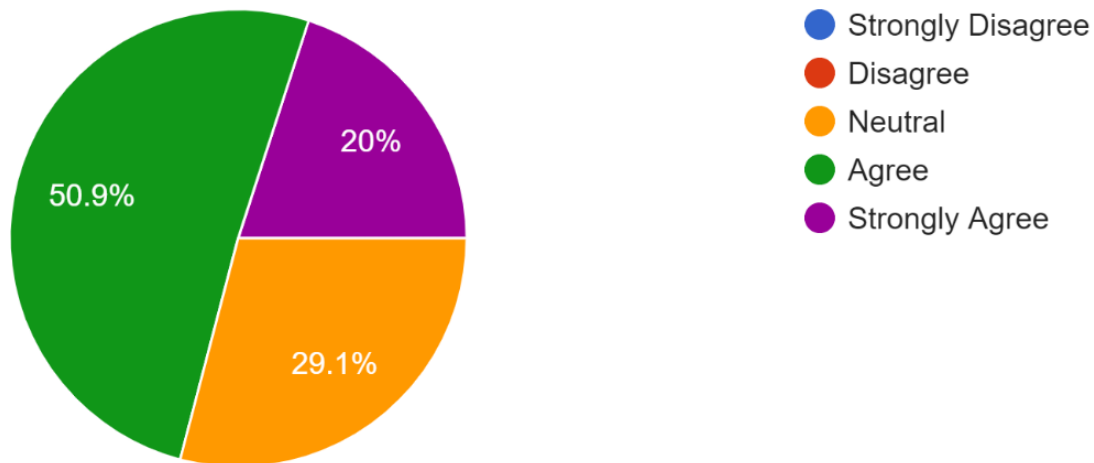
**Simple Bar of How many safety training programs were attended by you by I am aware of health and safety guidelines**



**Findings of Correlation Test:**

The calculated value is less than table value. Therefore, Null hypothesis ( $H_0$ ) is rejected. Alternate hypothesis ( $H_1$ ) is accepted. Thus, from the above result it is concluded that Employee

awareness towards health and safety guidelines is influenced by the number of training programs attended by the employees.



Almost 80% of the respondents agree and 29% of the respondents are neutral in their opinion that employee awareness towards health and safety guidelines is influenced by the number of training programs attended by the employees.

### 5. CONCLUSION:

The study shows that majority of respondents are satisfied with the existing safety and welfare measures. The management may take up steps to convert these into highly satisfied. Employees participated in the poll, which offers some recommendations for improving the company's welfare programmes. Every person must function effectively and efficiently for an organization to be strong. The management should take special care to frame certain policies and procedures to improve the welfare and safety measures of the organization. The management should prioritize welfare measures in line with their goals. One of the key instruments for attaining the company's objectives is employee wellbeing. So, the business should offer the greatest number of benefits that can be to the employee.

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