



**Full Length Research Article**

**IMPORTANCE OF EMPLOYEE' SAFETY MEASURE: A STUDY CONDUCTED AT HCL  
TECHNOLOGIES LIMITED, CHENNAI**

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**ABSTRACT**

Ensuring high levels of occupational health and safety remains a significant issue. The concept of safety climate has come to every organization due to frequent accident occurred within a cultural and social context. It is the duty of the organization to ensure that every individual has to learn organizational safety values and finally make sure to find out the appropriateness of safety-related behavior. Developing a fuller and a detailed understanding of organizational safety climate remains a significant issue not only for the industries, but also a wider society in terms of practical application. Primary data collected from 100 respondents through stratified random sampling technique from HCL Technologies Limited, Chennai by a questionnaire method. The researcher used both descriptive and analytical type of research design. Similarly secondary data were gathered from textbooks, organizational reports and websites etc. Safety is important at a workplace, because human resource is the most important resource of an organization. Employees can remain motivated if they feel safe and happy at their workplace. This says a lot about the importance of workplace safety. Workplace safety is immensely important for the very reason of improved productivity. It is only when the employees feel safe at work; they can invest the fullest of their capacities and exploits the best of their potentials to work. Workplace is the management's responsibility.

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**INTRODUCTION**

“Industry is only a means to an end and not an end by itself. It is people that come first; their life in and out of working hours is really the only important thing in any country which prefers to be democratic.” – said Prince Philip. Occupational health and Industrial safety is more than accident prevention that it encompasses all aspects of working conditions. Therefore it is so important for every industry to constitute a management's commitment to health and safety which has to play a vital role in addressing the safety and health related issues. Also training in industrial safety and occupation health needs to be imparted at regular intervals as this addresses a critical component of any health and safety programme. It is better to discuss with the employees about the range of hazards in their own workplaces, so that employees know them in detail which may facilitate them to prevent accidents and maintain their health.

- Occupational health and safety encompasses the social, mental and physical well-being of workers in all occupations. Poor working conditions make the workers vulnerable to affect their health and safety.
- Unhealthy or unsafe working conditions are found in various places of the industry, whether the workplace is indoors or outdoors.
- Poor working conditions affect the workers, their families and other people in the community.
- Employers need to cultivate by creating a conducive work atmosphere and climate for the workers to work peacefully and therefore they should have a moral and often legal responsibility to protect workers.
- Work-related accidents and diseases are common in all parts of the world and often have many direct and indirect negative consequences for workers and their families. A single accident or illness can mean enormous financial loss to both workers and employers.

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Man is always affected by his environment. His working efficiency, psychology, and health move and develop according to environmental setting.

Hence, with reference to industrial labor, the role of working conditions is of great importance. It is a well recognized fact that healthy and inspiring atmosphere decreases his work capacity. Therefore, it has to be realized that there must be good working condition for workers in industries.

### Statement of the Research Problem

Work plays a central role in people's lives, since most workers spend at least eight hours a day in the workplace. Therefore, work environments are to be safe and healthy. Every day workers all over the world are facing with a multitude of health hazards, such as dusts, gases, noise, vibration and extreme temperatures. Unfortunately some employers assume little responsibility for the protection of workers' health and safety. In fact, some employers do not even know that they have the moral and often legal responsibility to protect workers. As a result of the hazards and a lack of attention given to health and safety, work-related accidents and diseases are common in all parts of the world. Work-related accidents or diseases are very costly and lead to many serious direct and indirect effects on the lives of workers and their families. An occupational illness or accident leads to so many indirect costs to workers that it is often difficult to measure them. One of the most obvious indirect costs is the human suffering caused to workers' families, which cannot be compensated with money.

Safety is important at a workplace also because human resource is the most important resource of an organization. In HCL, work place safety needs to be given more importance. By doing so, employees would always remain motivated if they feel safe and happy at their workplace. It is only when the employees feel safe at work, that they can invest the fullest of their capacities and exploits the best of their potentials to work. As workplace safety is the management's responsibility, it is necessary to study. With regard to the importance of safety in HCL, this involves the formation and implementation of safety programs. In an outsourced economy to say employees leave the organization if the feel unsafe. Therefore it is the primary responsibility of HCL to provide safety to employees thereby the retaining their employees. Researcher also felt that it is important to study the safety practices in HCL, because the employees feel safe and are able to perform the task without any hesitation which leads to reduce absenteeism and increased productivity.

**Table 1. Association between extent of awareness among employees and safety measures**

Sl.No	Safety measures	Opinion on extent of awareness among employees		Statistical inference
		Maximum	Minimum	
1	Avoid standing near motion machine	77(19.3%)	23(22.7%)	X <sup>2</sup> =2.112 Df=3 0.550>0.05 Not Significant
2	Wearing helmet in the site	34(41%)	66(43.9%)	
3	Covering pits, holes etc	25(30.1%)	75(18.2%)	
4	Avoid lifting over weights	46 (9.6%)	54(18.2%)	

### Organizational profile

HCL Technologies Limited (HCL) is a global technology company. The Company operates in three segments: Software services, Information Technology (IT) Infrastructure services and Business Process Outsourcing services. The Company's services line include, Business Services, Custom Application Services, Engineering and Research and Development (R&D) Services, Enterprise Application Services, Enterprise

Transformation Services, IT Infrastructure Management Services and Outsourcing. The Company delivers solutions across a range of verticals, such as automotive, banking, chemical, energy (oil and gas) and utility, consumer electronics, financial services, consumer product goods, hi-tech, independent software vendor (ISV), insurance, life sciences, healthcare and pharmaceuticals, manufacturing, media, publishing and entertainment, retail, telecom, travel and tourism and logistics. This present study is done in Chennai with particular reference

### MATERIALS AND METHODS

The area of study is confined to employees of HCL Technologies Limited, Chennai. The researcher used both descriptive and analytical type of research design for his research study. 100 respondents consisting of 51 male and 49 female respondents were taken as sample respondents through stratified random sampling technique. Primary data were collected from 100 respondents through structured scheduled questionnaire. Similarly secondary data were gathered from textbooks, organizational reports and websites etc. After the collection of data, its analysis was carried with percentage analysis and appropriate statistical tools to arrive at necessary interpretations.

### Objectives of the Study

- To understand the extent of the employee awareness on safety measures.
- To evaluate the effectiveness of safety measure training given to the employees.
- To evaluate the effectiveness of existing safety margins at HCL Tech. LTD.
- To analyze the root causes of system failure & deficiencies in the safety measure.
- To study the necessary steps taken by the organization so far during the time of injury / accident & follow-up actions.

### Hypotheses of the study

- There is significant association between extent of awareness among employees and safety measures

- There is a significant difference between effectiveness of safety measure training and quantum of accidents
- There is a significant difference between causes of system failure and deficiencies in the safety measure

### Data analysis and interpretation

**H<sub>0</sub>:** There is no significant association between extent of awareness among employees and safety measures

**H<sub>1</sub>:** There is significant association between extent of awareness among employees and safety measures

The association between extent of awareness among employees and safety measures are clearly depicted above. 19.3 % of the respondents delivered maximum extent of awareness on safety measures that has a positive influence on the respondents to avoid standing near motion machines. In the case of awareness on safety measures there exists a negligible shift from maximum to minimum, where 43.9% of the respondents report negative influence on wearing helmets at the site of work. 30.1% exhibited maximum nature in the awareness level at HCL safety measures in relation to the covering pits and holes etc.

Highest mean value 136.81 report non acceptance of ineffective performance towards the influence on effectiveness of training on safety measures. Similarly 51.09 mean value insists the non acceptance of confused state of work in influencing the effectiveness of training on safety measures among the respondents.

Finally 55.25 mean value correspond the non acceptance of the association between More disturbances and poor involvement and effectiveness of training on safety measures in HCL, Chennai. This is verified by the Students' T test where the table value is greater than the calculated value (.062<0.05), where H<sub>0</sub> is neglected and H<sub>2</sub> is accepted. (i.e)

**Table 2. Difference between effectiveness of safety measure training and quantum of accidents**

S.No	Quantum of accidents	Mean	S.D	Statistical inference
1	Lack of effective supervision			T=.548
	Accepted (n=88)	69.57	9.419	.584>0.05
2	Too much lathery			T=-1.339
	Accepted (n=88)	65.80	10.934	.181>0.05
3	Ineffective Performance			T=-.577
	Accepted (n=88)	135.37	16.327	.565>0.05
4	Confused state of work			T=1.722
	Accepted (n=88)	49.06	6.102	.082<0.05
5.	More disturbances and poor involvement			T=1.722
	Accepted (n=88)	43.47	7.324	.062<0.05
	Non accepted (n=12)	55.25	8.673	Significant

Df = 310

**Table 3. Significant difference between causes of system failure and deficiencies in the safety measure**

S.No	Deficiencies in the Safety Measure	Mean	S.D	SS	Df	MS	Statistical inference
1	Between Groups			14.773	3	4.924	
	Highly agree (n=38)	2.73	1.348				F=4.601
	Agree(n=33)	2.07	1.245				.005<0.05
	Disagree (n=19)	1.73	.949				Significant
	Highly disagree (n=10)	1.41	.666				
2	Within Groups			108.084	101	1.070	

Finally minimum awareness exists in over all safety measures towards avoiding - lifting of over weight was highlighted by 18.2 % of them. Hence in the application of the chi square test, it is statistically confirmed that calculated value is greater than the table value (0.550>0.05) which leads to the inference that H<sub>0</sub> is accepted and H<sub>1</sub> is non accepted (i.e.) *There is no significant association between extent of awareness among employees and safety measures*

**H<sub>0</sub>:** There is no significant difference between effectiveness of safety measure training and quantum of accidents

**H<sub>2</sub>:** There is significant difference between effectiveness of safety measure training and quantum of accidents

The above table helps to understand the difference between effectiveness of safety measure training and quantum of accidents in the HCL electronic industry. Highest mean value 69.57 justifies Lack of effective supervision on safety measures brings high quantum of accidents and reduces the effectiveness of training in safety measures. With regard to too much lathery, 68.06 highest mean value correspondents to non acceptance of this lathery for reducing the effectiveness of training on safety measures among respondents.

*There is a significant difference between effectiveness of safety measure training and quantum of accidents*

**H<sub>0</sub>:** There is no significant difference between causes of system failure and deficiencies in the safety measure

**H<sub>3</sub>:** There is significant difference between causes of system failure and deficiencies in the safety measure

The above table expresses the influence of deficiency in the safety measures on the system failure. 38 out of the 100 sample respondents opted for highly agree nature related to deficiency in the safety measures in HCL taken for the study. Its corresponding highest mean value confirms the maximum positive influence of deficiency in the safety measures in HCL limited on the ultimate causes for the system failure among the respondents. While the One way ANOVA test results justify that table value is greater than the calculated value (.005<0.05), stating that H<sub>3</sub> is accepted and H<sub>0</sub> becomes unaccepted (i.e.) *There is significant difference between causes of system failure and deficiencies in the safety measure*

## Summary of findings

Company employs equal number of male and female employees. Majority 50 per cent of the respondents are youngsters who can take up any challenging roles, a training or awareness workshop to make 25 per cent of the respondents to be aware of their safety measures. 50 per cent are of the opinion that Health and Safety committee is one of the best ways to resolve the disputes amicably. 75 per cent of the employee follows the safe work procedures. While 80 per cent states that their organization regularly reviews and updates their safes work procedures. 90 per cent are satisfied with the suggested time frame for the safety measure training program. 35 per cent state that they have proper security for night shift women employees which is most important criteria also they state that Pregnant Women employees have safety work atmosphere.

All the Employees accept that they have a Health and Safety committee in the organization. Maximum respondents 95 per cent are aware of the presence of posters about injury management. It is evident that most of them (98 per cent) accept that electrical equipments are maintained well. Most of the respondents 98 per cent stated that the consultation of safety measures is effective. 60 per cent state that they can improve safety program/loss prevention through safety videos and safety training and few states it is through suggestions, safety literature, demonstration, safety talks and employee improvement.

## Recommendation and Conclusion

Company should all by means arrange a training or awareness workshop to make employees aware of their safety measures. Email, notice boards, posters and advertisement can be the best source to convey the information about safety measures to the employees. Disputes can be reduced through Health and safety committee and systematic and deep discussion with the concerned parties. Organization should regularly review and update the latest safe work procedures at the work place.

Employees should be satisfied with their contribution to safety review without hesitation Maintain a Healthy workplace with proper maintenance of floor, sufficient lighting, clean restaurant and periodically inspected Women employees should be provided with security guards cabin night shifts and committee to report sexual harassment. Organization should have a safe and secure transport facility. Staircases and fire exit should always be free from obstruction also electrical equipment should be maintained well. Health checkups ought to be provided to the employees where they could avoid stress, backache, eye sight, ear problem and heart problem. Organization should give high priority to safety.

In case of serious accidents managers should review it and also conduct disaster drill periodically. Organization should maintain a proper disaster management which includes emergency alarms, proper ventilation system, and restriction of smoking at work place. Consultation of safety measures with the management is very effective and managers should take immediate notice about safety. Employee should receive regular feedback on safety issues.

Human resource is the most important resource of the organization, so safety is important at the work place. Employees can remain motivated if they feel safe and happy at their workplace. From the study it is identified that organization should have healthy and safe workplace environment in which employees or workers and any visitors feel safe and able to perform their tasks without any hesitation. By creating a healthy and safe workplace, the employees could work healthier with peaceful mind.

Also, there will be lesser accidents and injuries and thus more productivity and better output. Employee Safety measures increase the productivity of organization and promote healthy industrial relations thereby maintaining industrial peace. Organization can improve safety programs/loss prevention through safety videos and safety training. Also, it could be improved through suggestion, safety literature. The lack of work safety is a big problem and, it is important to reduce the number of deaths and injuries at work through demonstration and safety talks.

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