

# A STUDY ON EMPLOYEE SAFETY AND WELFARE MEASURES OF SRI SINGARAVELAN TRACTORS

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## ABSTRACT

Employee welfare and safety are essential elements in achieving productivity, efficiency, and job satisfaction. Welfare measures create a congenial working environment, enhance morale, and contribute to the overall well-being of employees. This study focuses on examining the safety and welfare measures provided to the workers of Sri Singaravelan Tractors, Harur. The study aims to identify the satisfaction level of employees towards existing welfare schemes and their impact on productivity. Data were collected from 105 respondents through structured questionnaires. The findings indicate that welfare measures such as health facilities, housing, canteen services, and safety equipment significantly influence employee motivation and performance. The study concludes that improving welfare provisions will strengthen employer–employee relations and contribute to higher productivity.

**Keywords:** Employee welfare, Welfare measures, Congenial working environment, Satisfaction level, Employee motivation, Higher productivity.

## INTRODUCTION

Employee welfare is an integral part of industrial relations that aims to improve the living standards and working conditions of employees beyond statutory requirements. Welfare services are not merely acts of charity; they represent a moral and social responsibility of employers to ensure the well-being of their workforce. With industrialization and mechanization, welfare and safety have gained increased importance as they safeguard workers from occupational hazards and enhance job satisfaction. The concept of welfare includes facilities provided inside and outside the workplace, such as restrooms, canteens, housing, health care, and recreational amenities. In addition, safety programmes covering preventive measures, first aid, protective equipment, and safety education form an essential part of employee welfare. Organizations that prioritize welfare not only reduce absenteeism and turnover but also build a loyal and efficient workforce.

In India, several labour legislations such as the Factories Act, 1948, Workmen’s Compensation Act, 1923, and Employees’ State Insurance Act, 1948 ensure minimum welfare and safety standards. Sri Singaravelan Tractors, a leading agricultural machinery manufacturer, has adopted various welfare practices to enhance employee satisfaction and maintain industrial harmony. This research investigates the extent and effectiveness of these measures.

## OBJECTIVES OF THE STUDY

- To find the existing health and welfare measures provided by the organisation.
- To analyse the workers satisfaction towards health, safety and welfare measures provided by the organisation.
- To interpret the level of satisfaction of the Workers about the Welfare Facilities in organisation. On the opinion collected.

## REVIEW OF LITERATURE

- **Association of Indian Foundrymen (2025).** The study reviewed post-pandemic safety compliance practices in Indian foundries and medium-scale industries. It found that proper use of PPE, periodic medical examinations, and mental health programs have become central to employee welfare. The authors highlighted the importance of integrating safety KPIs with production goals to sustain safe working environments. Firms with strong welfare systems, such as canteen and medical facilities, reported lower absenteeism and turnover. The study also identified the need for managerial ownership in daily safety briefings. For SMEs like Sri Singaravelan Tractors, this study suggests linking welfare incentives to productivity improvements
- **Labour Bureau, Government of India (2025).** The Labour Bureau analyzed safety compliance in Indian manufacturing sectors using factory inspection data. The report observed that smaller units often lack regular inspections, leading to safety negligence and accidents. It suggested mandatory appointment of safety officers in units employing more than 50 workers. The study also proposed digitized safety monitoring to improve transparency. For tractor manufacturers, the report's recommendations emphasize integrating welfare facilities like medical aid and clean sanitation as compliance measures.
- **Institute for Industrial and Advanced Studies (2024).** This report examined the implementation of the Occupational Safety, Health, and Working Conditions Code, 2019, in Indian manufacturing industries. The findings indicated that legal consolidation has simplified compliance and improved working conditions. The study emphasized that welfare services such as restrooms, canteens, and medical facilities directly affect employee safety and morale. The report recommends that tractor industries adopt a safety charter and train supervisors to ensure consistent compliance.
- **Indian Institute for Human Settlements & ILO (2023).** This collaborative report analyzed occupational safety and welfare standards in Indian MSMEs. It found that capacity building, safety training, and participatory safety committees improved compliance rates. Welfare measures such as medical insurance, health camps, and rest breaks reduced accident severity and absenteeism. The study concluded that welfare initiatives must be institutionalized as part of HR strategy, especially in smaller manufacturing firms like tractor companies.
- **International Journal of Progressive Research in Engineering, Management & Science (2023).** This empirical study examined the link between leadership styles and safety performance in steel and heavy equipment industries. It found that transformational leaders were more effective in implementing welfare and safety programs. Supervisors who demonstrated empathy and accountability achieved better compliance and reduced workplace injuries. The study suggests that companies should integrate safety leadership into supervisor training modules.

## RESEARCH METHODOLOGY

The study followed a descriptive research design. Primary data were collected through structured questionnaires administered to 105 respondents selected using simple random sampling from Sri Singaravelan Tractors, Harur. The data were analysed using percentage analysis, chi-square tests, correlation, and ANOVA to interpret relationships between variables. Secondary data were gathered from company manuals, journals, and online resources.

## RESEARCH DESIGN

The study is descriptive in nature. Because it describes opinion, the effectiveness of welfare measures.

## SAMPLING METHOD

Convenient Sampling Method is adopted in this study.

## SAMPLING SIZE

Sample of 105 people were taken into study, and their data were collected.

## STATISTICAL TOOLS

The following statistical tools are used in the study

- Percentage analysis
- Chi Square analysis
- ANOVA

## DATA ANALYSIS AND INTERPRETATION

### PERCENTAGE ANALYSIS

#### AGE OF THE RESPONDENTS

Age	No of respondents	Percentage
Below 20 years	36	34.3
21 to 30 years	56	53.3
31 to 50 years	10	9.5
Above 50 years	3	2.9
<b>Total</b>	<b>105</b>	<b>100.0</b>

(Source: Primary data)

## INTERPRETATION

Out of 105 respondents, 36 (34.3%) of the respondents are belong to the age group of below 20 years, 56 (53.3%) of the respondents are belong to the age group between 21-30 years, 10 (9.5%) of the respondents are belong to the age group between 31-50 years and remaining 3 (2.9%) of the respondents are belong to the age group of above 50 years.

Hence, it could be inferred that most 56 (53.3%) of the respondents are belong to the age group between 21-30 years.

## GENDER OF THE RESPONDENTS

Gender	No of respondents	Percentage
Male	75	71.4
Female	30	28.6
<b>Total</b>	<b>105</b>	<b>100.0</b>

(Source: Primary data) **INTERPRETATION**

The above table reveals that out of 105 respondents, 75 (71.4%) of the respondents are male and the remaining 30 (28.6%) of the respondents are female.

Thus, it could be inferred that most of the respondents are male.

## CHI – SQUARE

### Age and Level of Satisfaction

H<sub>0</sub> = There is no significant association between age of the respondents and their level of satisfaction.

Age	Level of Satisfaction			Total
	High	Moderate	Low	
Below 20 years	14	12	10	36
21 to 30 years	38	12	6	56
31 to 50 years	2	3	5	10
Above 50 years	1	1	1	3
<b>Total</b>	<b>55</b>	<b>28</b>	<b>22</b>	<b>105</b>

Calculated  $\chi^2$  Value: 15.138 Degree of freedom: 6 Table Value: Five per cent level: 12.592

## INTERPRETATION

Since the calculated  $\chi^2$  value (15.138) is greater than the table value (12.592). Therefore it is concluded that there is a significant association age of the respondents and their level of satisfaction. Hence, Null hypothesis is rejected.

## ANOVA

### Anova table showing the difference in mean scores between Age of the respondents & level of satisfaction

H<sub>0</sub>: There is no significant relationship between the two categories that are age of the respondents and their level of satisfaction.

Age	Sum of Squares	df	Mean Square	F	Sig.
Between Groups	2.681	2	1.340	1.513	0.225
Within Groups	85.1809	102	.886		
<b>Total</b>	<b>88.5180</b>	<b>104</b>			

H1: There is significant relationship between age of the respondents and their level of satisfaction.

## INTERPRETATION

The above table shows that the P value (0.225) is greater than 0.05. So, there is no significant difference in the mean scores of the respondents based on age of the respondents with respect to level of satisfaction of Workers with the Health, Safety and Welfare Measures. It is inferred that age group of the respondents does not influence to satisfaction level of Workers with the Health, Safety and Welfare Measures

## FINDINGS

- Most 56 (53.3%) of the respondents are belong to the age group between 21-30 years.
- Most 75 (71.4%) of the respondents are male.
- There is a significant association age of the respondents and their level of satisfaction. Hence, Null hypothesis is rejected.
- The P value (0.225) is greater than 0.05. So, there is no significant difference in the mean scores of the respondents based on age of the respondents with respect to level of satisfaction of Workers with the Health, Safety and Welfare Measures.

## SUGGESTION

- Recreation facilities should be provided to the workers to boost their morale and bring little diversion from their continuous routine work and to retard stress of the workers.
- Complete Medical facilities should be given so as to minimize the absenteeism and to keep the employees more immunized and fit enough.
- Company should be more committed to promote welfare facilities as it creates more productivity which in turn benefits the company.
- Annual health checkup, employee counselling, various health camps, hospitalization facilities should be much more improved by conducting the health camps at least once in a month.

## CONCLUSION

Labor welfare covers an ample field and connotes a state of wellbeing, happiness, satisfaction, protection and enlargement of human resources and also helps to motivation of worker. The fundamental propose of labor welfare is to enrich the life of employees and to remain them joyful and conducted that helps to development of organization.

At last it can be conclude that the employee welfare facilities provided by the company to employees are satisfied and it is commendable, but still of scope is there for further improvement, so that efficiency, effectiveness and productivity can be enhanced to accomplish the organizational goals.

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