



A Study On Health, Safety And Welfare Initiatives In The Brakes India Pvt Ltd

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Abstract

In order to protect employee well being, this study examines the application and results of welfare, safety, and health initiatives in the Brakes India pvt ltd. Employee health and safety are seriously threatened by the dynamic and frequently dangerous working circumstances seen in the Brakes India pvt ltd. This study attempts to examine present procedures and pinpoint opportunities for improvement since it recognizes the significance of employee well-being for organizational productivity and sustainability in addition to ethical considerations. Using a mix of qualitative and quantitative research techniques, such as questionnaires, interviews, and case studies, this study looks at how various vehicle repair companies handle welfare, safety, and health initiatives. Regulatory compliance, management tactics, employee attitudes and experiences, and the efficacy of current rules are important areas of concern. The results indicate that although certain businesses have strong policies in place, execution, awareness, and resource allocation are major problems. Additionally, there is a noticeable discrepancy between the creation of policies and real-world implementation. This study makes suggestions for boosting the efficacy of welfare, health, and safety initiatives, such as better training initiatives, frequent risk assessments, and the development of a safety culture. In the end, this study adds to the larger conversation on workplace well-being in high-risk industries by providing useful advice and insights for stakeholders hoping to give employee health and safety in the Brakes India pvt ltd industry top priority.

Keywords: Employee health and safety, welfare measures in brakes india pvt ltd

Introduction

In any industry, employee well-being is vital, but in industries like brakes india pvt ltd, where employees deal with specialized health and safety issues, it is especially important. In order to protect employee well being, this study explores the health, safety, and welfare measures put in place within the brakes india pvt ltd. This study intends to identify areas for development and provide suggestions to improve the general well-being of workers in this demanding profession by analyzing current practices and their efficacy. In

addition to helping the employees, comprehending and resolving these problems promotes organizational resilience and long-term development.

Overview of the Automobile Sector

In order to maintain the durability, safety, and usefulness of automobiles, a wide range of tasks related to vehicle maintenance, repair, and servicing are included in the automobile industry. Both private automobile owners and commercial fleets depend on this industry, which makes a substantial contribution to both economic activity and transportation infrastructure.

Key components of the automobile sector include:

1. Repair and maintenance services include more involved fixes like engine changes and transmission replacements as well as more basic upkeep like tire rotations, brake inspections, and oil changes.
2. Diagnostic Services: Finding and fixing problems with car systems and parts using cutting-edge diagnostic instruments and methods.
3. Vehicle bodywork damaged by wear and tear or accidents can be repaired and refinished with body and paint services.
4. Auto components, accessories, and consumables needed for car maintenance and modification are sold in retail establishments.
5. Specialized Services: These include air conditioning maintenance, vehicle electrical systems, and other technological skills.

Statement of the Problem

Although the auto industry is crucial to preserving the functionality and safety of vehicles, it presents serious risks to the welfare, health, and safety of its employees. Despite the industry's crucial role, there is a noticeable lack of awareness and attention to workers' full range of occupational health and safety concerns. The purpose of this study is to look into how well health, safety, and welfare policies are implemented in the vehicle repair industry. It looks for the main problems and obstacles that affect workers' well-being.

Need of the Study

Workers in the brakes india pvt ltd are subject to a number of work-related risks, such as ergonomic strains, mechanical injuries, and exposure to dangerous chemicals. Implementing efficient steps to safeguard the health and safety of employees requires an understanding of these threats. Taking care of employees' well-being affects retention, productivity, and general employee morale in addition to legal compliance. A positive work atmosphere lowers turnover rates and increases employee satisfaction.

Research Objectives

- Enhancing knowledge of health, safety, and welfare dynamics in the brakes india is the goal of the study.
- The study intends to give industry stakeholders practical insights and suggestions that will help them improve worker well-being, workplace safety, and a continuous improvement culture in the car repair industry.

Research Design

Descriptive research was the method employed in this investigation. The goal of descriptive study design is to gather data in a methodical manner in order to characterize a population, circumstance, or phenomena. More precisely, it assists in providing answers to the research problem's what, when, where, and how inquiries as opposed to its why. One hundred workers from Brakes India Pvt Ltd. (myTVS) are chosen as a sample in this case. Due to the descriptive and analytical nature of the current research project, both primary and secondary sources of data are gathered. The survey is carried out throughout the employees' working hours. ANOVA, the Weighted Average method, the Chi-Square test, and percentage analysis are used to examine the collected data.

AGE GROUP OF THE RESPONDENTS

Table 1: Age group of the respondents

Age Group	No. of Respondents	Percentage
18 to 24	7	7%
25 to 35	24	24%
36 to 44	58	58%
Above 45	11	11%
Total	100	100%

Source: Primary Data

Interpretation

According to the above table, 24% of employees are between the ages of 25 and 35, and 58% of employees are between the ages of 36 and 44. Eleven percent of workers are over 45, while seven percent are between the ages of 18 and 24.

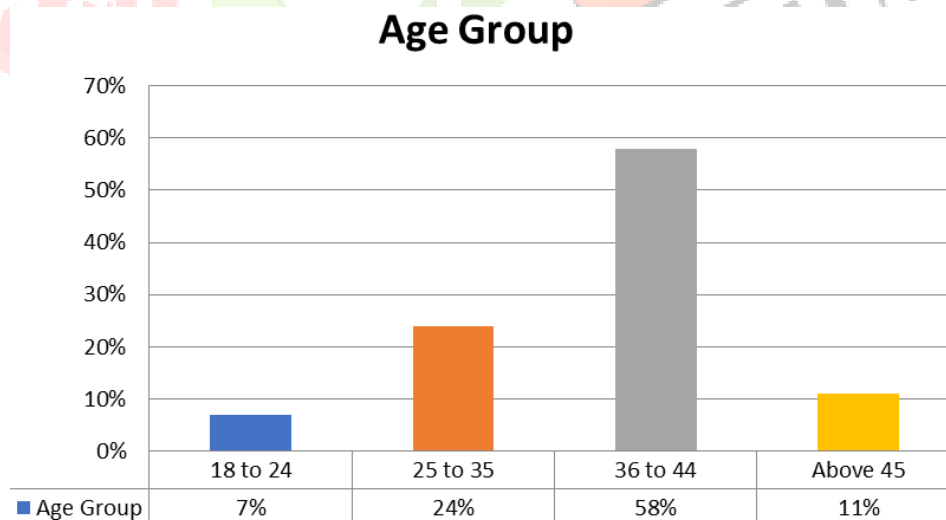


Fig 1: Age Group of the Respondents

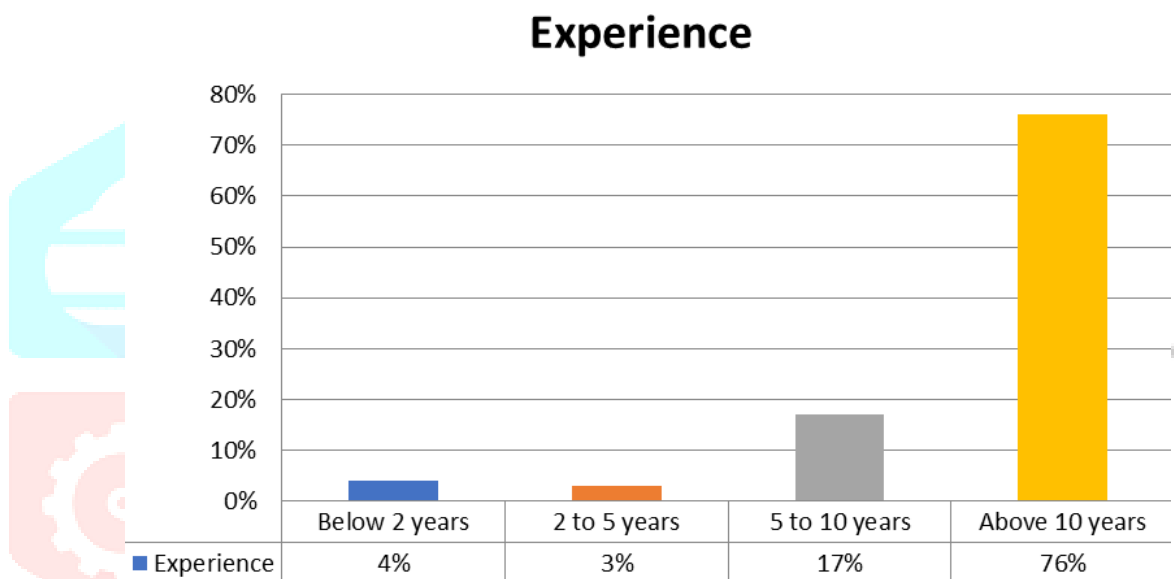
EXPERIENCE OF RESPONDENTS**Table 2:** Experience of Respondents

Experience	No. of Respondents	Percentage
Below 2 years	4	4%
2 to 5 years	3	3%
5 to 10 years	17	17%
Above 10 years	76	76%
Total	100	100%

Source: Primary Data

Interpretation

According to the table above, 76% of employees have more than ten years of experience, 17% have five to ten years of experience, and 4% have

**Fig 2:** Experience of Respondents**INVOLVEMENT BY THE ORGANIZATION IN CASE OF EMERGENCIES LIKE ACCIDENTS****Table 3:** Involvement by the organization in case of emergencies like accidents

Particulars	No. of Respondents	Percentage
Excellent	73	73%
Good	26	26%
Average	1	1%
Below Average	0	0%
Total	100	100%

Source: Primary Data

Interpretation

According to the above table, 73% of employees believe that the organization's response to emergencies, such as accidents, is great, 26% believe it to be good, and 1% believe it to be average.

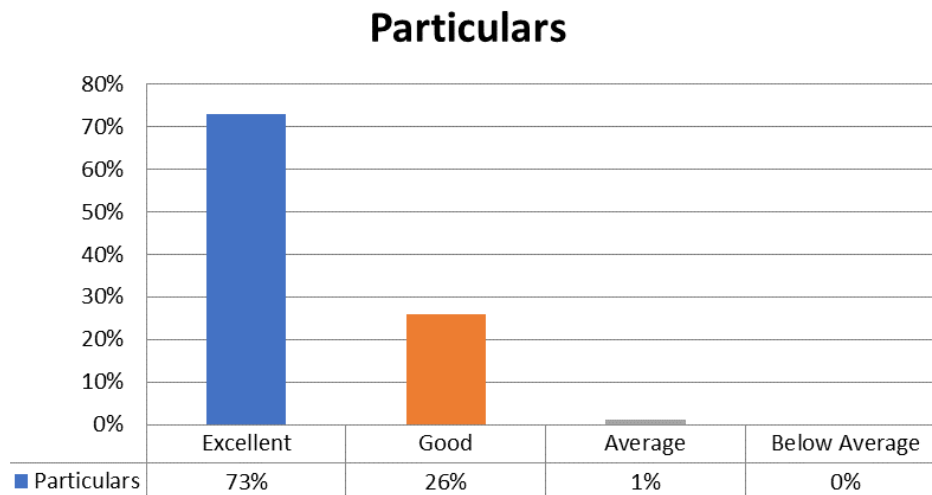


Fig 3: Involvement by the organization in case of emergencies like accidents

Chi-Square Analysis

Verifying if the manager is constantly worried about the security of the workers

HO = There is no connection between the supervisor and the workers.

HI = The supervisor's care for the employees is significant.

Parameter	Observed Frequency (O)	Expected Frequency (E)	(O-E)	(O-E) ²	(O-E) ² / E
Strongly Agree	65	20	44	1936	96.8
Agree	35	20	14	196	9.8
Neutral	1	20	-19	361	18.05
Disagree	1	20	-19	361	18.05
Strongly Disagree	0	20	-20	400	20
Total					162.7

Degree of freedom = $n-1 = 5-1 = 4$

Level of significance = 5%

Table value = 9.488

Calculated value = 162.7

Expected Frequency = $100/5 = 20$

Calculated value > Table value

Interpretation

An alternate hypothesis is accepted since the calculated value is higher than the table value, rejecting the null hypothesis. This leads us to believe that the manager is constantly worried about the security of the staff.

Testing whether satisfied with job (Safety wise)

HO = There is no correlation between job satisfaction and safety.

H1 = There is a correlation between job satisfaction and safety.

Parameter	Observed Frequency (O)	Expected Frequency (E)	(O-E)	(O-E) ²	(O-E) ² / E
Highly Satisfied	56	20	36	1296	64.8
Satisfied	41	20	21	441	22.05
Neutral	2	20	-18	324	16.2
Dissatisfied	0	20	-20	400	20
Highly Dissatisfied	1	20	-19	361	18.05
Total					141.1

Expected Frequency = $100/5 = 20$

Degree of freedom = $n-1 = 5-1=4$

Level of significance = 5%

Table value = 9.488

Calculated value = 141.1

Calculated value > Table value

Interpretation

An alternate hypothesis is accepted since the calculated value is higher than the table value, rejecting the null hypothesis. This leads us to the conclusion that workers are content with their jobs in terms of safety.

Assessing whether workers are satisfied with the safety and first aid supplies

HO = There is no correlation between the organization's first aid and safety equipment satisfaction.

HI = Satisfaction with the organization's first aid and safety equipment is important.

Parameter	Observed Frequency (O)	Expected Frequency (E)	(O-E)	(O-E) ²	(O-E) ² / E
Highly Satisfied	57	20	37	1369	68.45
Satisfied	37	20	17	289	14.45
Neutral	6	20	-14	196	9.8
Dissatisfied	0	20	-20	400	20
Highly Dissatisfied	0	20	-20	400	20
Total					132.7

Expected Frequency = $100/5 = 20$

Degree of freedom = $n-1 = 5-1=4$

Level of significance = 5%

Table value = 9.488

Calculated value = 132.7

Calculated value > Table value

Interpretation

An alternate hypothesis is accepted since the calculated value is higher than the table value, rejecting the null hypothesis. This leads us to the conclusion that the staff members are content with the safety gear and first aid supplies.

Verifying that the business treats every security problem with the utmost urgency

HO = There is no difference in how the organization handles all security concerns.

HI = It is important for the organization to handle all security concerns as promptly as possible.

Parameter	Observed Frequency (O)	Expected Frequency (E)	(O-E)	(O-E) ²	(O-E) ² / E
Strongly Agree	61	20	41	1681	84.05
Agree	39	20	19	361	18.05
Neutral	0	20	-20	400	20
Disagree	0	20	-20	400	20
Strongly Disagree	0	20	-20	400	20
Total					162.1

Expected Frequency = $100/5 = 20$

Degree of freedom = $n-1 = 5-1 = 4$

Level of significance = 5%

Table value = 9.488

Calculated value = 162.1

Calculated value > Table value

Interpretation

An alternate hypothesis is accepted since the calculated value is higher than the table value, rejecting the null hypothesis. This leads us to the conclusion that the business's facilities are spotless and devoid of dirt.

Findings

- 58% of the employees are under the age group of 36 to 44.
- 94% of employees are male.
- 96% of employee's educational qualification is ITI.
- 76% of employee's experience is above 10 years.
- This study shows that 100% of employees feel that all kind of safety measures are provided by the company.
- This study show that 89% of employees are strongly agreed and 11% of employees are agree has received appropriate training to do a job. □
- 88% of employees are strongly agreed and 12% of employees are agreeing has aware of factory building emergency evacuation plan.
- Regarding the safety instructions being clear and having been announced to all employees, 27% of workers agree and 67% strongly agree.
- In terms of the organization's involvement in emergency situations, such as accidents, 73% of employees think it is excellent, and 26% think it is good.
- The majority of workers believe that safety inspections are conducted once a month.
- The majority of workers believe that monthly meetings of the safety committee are held.
- According to this survey, 22% of workers disagree and 71% strongly agree that they are aware of the risks at work.
- According to this survey, 19% of workers believe they have a good understanding of the company's health and safety policy, and 73% strongly agree.
- Seventy-four percent of workers strongly agree, and twenty-one percent agree, that management and staff have regularly discussed safety-related issues.

- Ninety-three percent of workers strongly agree, and seven percent agree, that workers receive training before operating hazardous equipment.
- Three percent of workers agree and 97% strongly agree that brakes india a Pvt. Ltd. has started initiatives to increase worker safety.
- 57% of workers believe that the employer provides health examinations on a half-yearly basis.

Suggestions

- Employee satisfaction with the company's current safety procedures is high, hence it is advised that the same standard be upheld going forward.
- Having more female technicians on the shop floor is advised because it has been discovered that there are fewer of them working there.
- According to the survey, shop floor workers believe that all employees, regardless of those engaged in hazardous operations, should receive yearly health examinations.
- During the shop floor visit, it was noted that the paint facility had inadequate ventilation; therefore, it is recommended that the ventilation be improved.
- For efficient communication, a calendar of monthly safety committee meetings can be posted on all notice boards.

Conclusion

Summarize the overall significance of giving employee well-being first priority in the brakes india pvt ltd . Stress the need of putting in place efficient health, safety, and welfare policies for workers as well as the companies they work for. Make sure your conclusion clearly conveys the main conclusions and ramifications of your research on employee well-being in the brakes india by keeping it succinct yet thorough.

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