

A Study on Employee Health and Safety of Weaving Cooperative Society with Reference to Kannur District

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Abstract

The study on employee health and safety in weaving cooperative society examines the health and safety adopted by the management for the employees and also the level of satisfaction of the employees. Through this study it gives an overall idea about the health and safety measures taken in the weaving cooperative society and also it can improve the strategy if needed. And it's also a kind of information which can be adopted by many. The study is mainly targeted at the employees in the weaving cooperative society and the study is conducted in cooperative weaving society in Kannur district. The type of research used in the study is descriptive in nature.

Keywords: Employee health and safety, weaving cooperative society, Kannur district, Kerala handloom industry, employee awareness, role of management in employee health and safety, measures taken by society, training of employees.

Introduction

In the economy of Kerala handloom occupies a prominent place as a traditional industry. Handloom industry is the major traditional industry in Kerala. The handloom industry includes the cooperative societies both industrial, primary, kadhi units and the unorganized individual units. Handloom industry has its presences in all the 14 districts of Kerala. The directorate of handlooms, government of Kerala has identified Kasargod, Kannur, Palakkad, Kuthampully in Thrissur district, Chandamangalam in Ernakulam district, Balaramapuram in Thiruvananthapuram district as places of regional importance in handloom production. Handloom industry in Kerala is dominated by the cooperative society. Among these Kannur is one of the handloom cooperative societies.

Kannur the Northern district of Kerala⁵, is properly known as the 'city of loom and lore's', town of export excellence". Due to its unending relation with handloom industry. Industry is spread in 37 panchayat and 5 municipalities'. Because of the quality and frame of kannur handlooms, kannur is commonly known as the Manchester of Kerala. The total number of handlooms

societies in Kannur are nearly 52 and among them working are only 37 and rest are 5 are liquidated and 10 are not working. The first weaving society introduced in kannur was at chirakkal, in 1936.

⁵In the present study titled 'employee health and safety in weaving cooperative society of Kannur district' the researcher mainly focuses on the importance of health and safety of employees of cooperative society, the study also analyze the health and safety measures provided by the society for the employees. Since health is an important part in the life of human being the organization gives keen interest in the same. In weaving society there are many measures that are taken by the management in the health and safety of the employees. The training and other procedures are done in order to make the employee familiar about the safety measures and regular medical checkups are also conducted for the employees. So this study helps to know about the procedures taken by the weaving society for the health and safety betterment of the employees.

Statement of the Problem:

Human resource of an organization is considered to be the wealthier assets. But the organization in order to

satisfy the consumers need provide more focus on quality and quantity of products produced. Management gives more focus on the customer satisfaction by ignoring the employee health and safety that effect in future on their work. And this leads to their poor performance and low quality of products. It is important that management has to give attention on both employee health and safety and on production. So, management can take appropriate strategy to improve the employee health and safety to have a better future.

Literature Review

1. K. Logasakthi, K.Rajagopal,¹ in the year 2013, made a “study on employee health, safety, and welfare measures of chemical industry in the view of Salem region. And study focused on the health and safety measures taken by the management for their employees. And the study found that management provides all the facility and also all the health and safety to the employees that will help to produce high performance in there working.

2. Samuel howardquaterny and Bill buenarpiplampu,³ in 2012, made a study focused on “employee health and safety practices: An exploratory and comparative study of the shipping and manufacturing industries in Ghana”. The purpose of the study is to examine the employee health and safety practices in shipping and manufacturing industries. The study resultsthat shipping industry has more health and safety measures than the manufacturing industry. Since the shipping industry consider health and safety as a part of social responsibility.

3. Susana garicahemero, Javiergarrica and Dale ritzel,⁴ in the year 2011, made a study on “the impact of occupational hazard information on employee health and safety an analysis by professional sector in Spain”. The aim of the study was to analyses the influence in which preventives information has on certain variables relating to workers. The results indicated the importance of information in companies. The given information for workers has the most positive impact.

4. Muhtesembaran, PelinKantenmurat², in the year 2009, conducted the study on “An empirical research on the relationship between job insecurity and employee health and safety”, the study is to investigate

the relationship among the insecurity perception of employees, health symptoms and unsafe behavior of employees. The study results that both mental and physical health symptoms are related with job insecurity perception.

Objective of The Study

1. To study the employee health and safety in weaving cooperative society.
2. To study the awareness of workers about health and safety in the workplace.
3. To study the role of management in communicating the health and safety measures.
4. To know the satisfaction level of employees towards health and safety measures.
5. To study employee satisfaction with respect to working environment.

Hypothesis:

The hypothesis governing the study is given below:

1. H0: There is no association between awareness of workers and the effective communication of health and safety measures.

H1: There is an association between awareness of workers and effective communication of health and safety measures.

2. H0: There is no significant relationship between the work environment and the level of satisfaction of employees.

H1: There is a significant relationship between the work environment and the level of satisfaction of employees.

Research Methodology

The study is purely descriptive in nature. Both primary and secondary data is used for the study.

Primary data was collected through questionnaire among 40 respondents from weaving cooperative society. Secondary data are collected through books, magazines, journals, paper publications, reports. The sampling method used for the study is simple random

sampling.

Sample design

Sample size cooperative societies	Total number of respondents
weaving cooperative society	20
weaving cooperative society	20
Total	40

For the purpose of getting analysis output the statistical tool used for the study are chi-square, ANOVA and regression.

Scope of the Study:

The study is limited towards the 2 cooperative society of Kannur district. The study is mainly focused on the health and safety of the employees in the weaving cooperative society in Kannur district. Since the study is focused to the health and safety of employees it does not have the scope for questions from whole of cooperative society and their other operations. So, the study is useful for assessing the regulations of management in employee health and safety.

Analysis And Interpretation:

For the purpose of knowing the reliability of the questions which consisted of 26 items the Cronbach

alpha was conducted, and by testing the reliability, the Cronbach’s alpha value obtained is 0.966, which indicates a high level of consistency i.e., the extent to which a scale produces consistent result.

Reliability Statistics	
Cronbach’s Alpha	No of Items
.966	26

In the present study titled ‘a study on employee health and safety of weaving cooperative society with reference to Kannur district ‘mainly focus on health and safety of the employees. Majority of the employees are with age group of 36-45 with the qualification pre-degree and with the experience of 15 years. Study helps to know about the employee awareness about health and safety and also there satisfaction level in the working environment.

For analysis the chi-square test is being used as statistical tool. A sum of revision has been directed to discover the association among awareness of workers and the effective communication of health and safety measures is yet to be obtain its owing in the exploration.

Chi- square

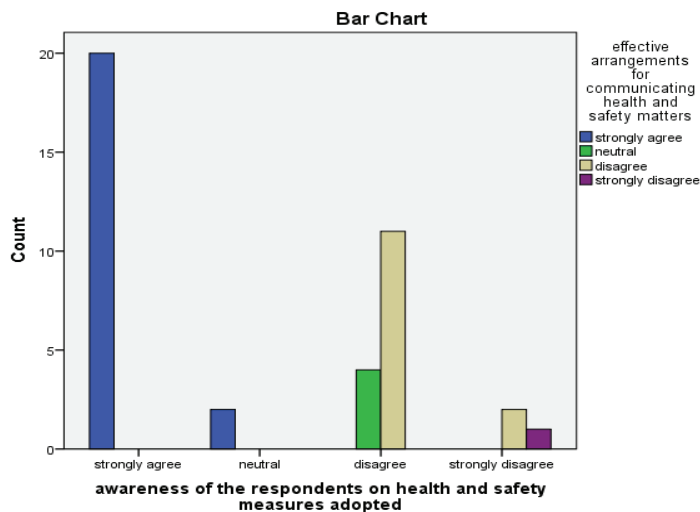
Table: 1 Awareness of the respondents on health and safety measures.

Chi square	Value	Df	Asymptotic Significance (2-sided)
Pearson Chi-Square	52.923a	9	.000
Likelihood Ratio	60.109	9	.000
Linear-by-Linear Association	34.430	1	.000
N of Valid Cases	40		

a. 13 cells (81.3%) have expected count less than 5. The minimum expected count is .05.

Source: primary data

Table no 1.1 shows a significant impact of awareness of respondents on health and safety measures adopted and effective arrangements for communicating health and safety matters. Since p value <0.05, df=9, since reject the null hypothesis and alternative hypothesis is accepted.



The statistical tool used for the analysis is regression. A sum of revision has been directed to discover the association among awareness of workers and the effective communication of health and safety measures is yet to be obtain its owing in the exploration.

Regression Model 1

Table : 2 The safety of working environment and the satisfaction level of employees

Table 1.2: Model Summary				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.859a	.738	.732	.508
a. Predictors: (Constant), satisfactory level of health and safety measures taken				
b. Dependent Variable: safety of working environment				

Source: primary data

The regression analysis in table 1.2 with the fore mentioned dependent and independent variables supported an R² of 0.738 and adjusted R² value of 0.732.

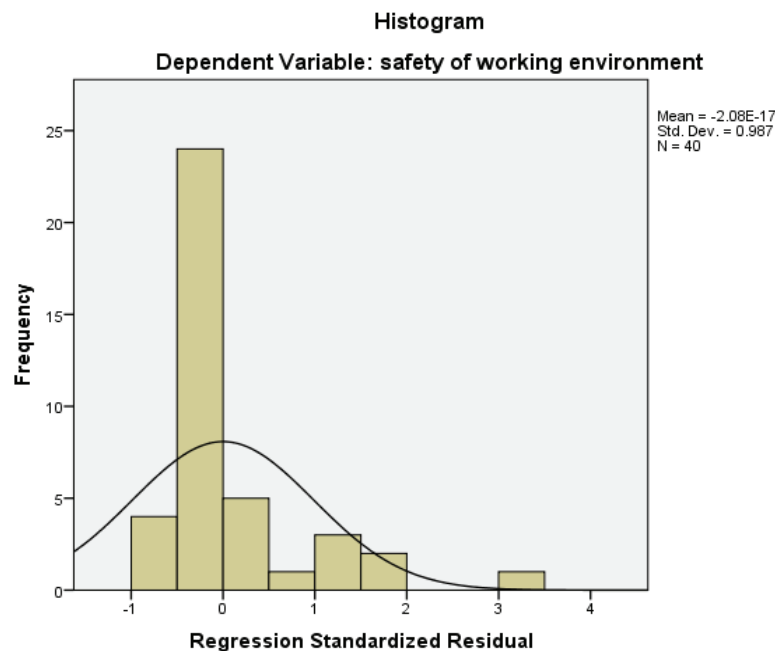
Table : 3 ANOVA						
Model		Sum of Squares	Df	Mean Square	F	Sig.
1	Regression	27.690	1	27.690	107.255	.000b
	Residual	9.810	38	.258		
	Total	37.500	39			
a. Dependent Variable: safety of working environment						
b. Predictors: (Constant), satisfactory level of health and safety measures taken						

As shown in Table 1.3, the examination of the model also indicated that all these variables together work as a significant predictor of the effect of testing on employee satisfaction (F=107.255, P< 0.01).

Table : 4 Coefficients						
Model		Unstandardized Coefficients		Standardized Coefficients	T	Sig.
		B	Std. Error	Beta		
1	(Constant)	.488	.146		3.343	.002
	Satisfactory level of health and safety measures taken	.753	.073	.859	10.356	.000

a. Dependent Variable: safety of working environment

The study postulated in hypothesis that there is significant relation between satisfactory level of health and safety measures taken. In support with this, the study significant result (beta=0.488, P<0.01) Thus, the study found support for the significance of hypothesis.



Findings

- The majority of the employees are in the age group of 36-45 in weaving cooperative society.
- Majority of the employees in weaving cooperative society are female.
- Majority of the employee in cooperative society are with the qualification pre-degree.
- Majority of the employees are provided with well developed training facilities.
- Also majority of the employees are with above 15 years of experience.
- Employees are provided with the health and safety measures and also the basic needs are being satisfied.
- The majority of the employees are registered in the trade unions.
- Employees are provided with well furnished work space.

- Safety inspections are being conducted in regular intervals to ensure the safety of the employees at work.
- Study resulted that employee are well satisfied with the health and safety measures taken by the society.

Suggestion:

- The management should provide the health insurance to the employees working in the cooperative society.
- The employees should be provided face masks free of cost so that respiratory issues may not occur to the employees.
- The employees should be given adequate training in handling the equipments so that they reduce the cost of employing other equipped people.

Conclusion

Health is quite significant for every human capital. Human capital here means the employees. By giving the proper health and safety for the employees the management can achieve higher productivity. The management communicates the health and safety measures taken to the employees, and for this purpose they should have a proper superior subordinate relationship. This study establish the significant relationship between the awareness of workers and the effective communication of health and safety measures and also the working environment and level of satisfaction of the employees and the study conclude that it has a positive relationship between the awareness

of workers and the communicating the health and safety measures and also it has a significant relation among the work environment and the level of satisfaction of employees. Hence, the study of employee health and safety in weaving cooperative society in Kannur District.

Ethical Clearance- Nil

Source of Funding- Self

Conflict of Interest- Nil

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