



Employees' attitude towards safety measures provided by Paragon Steels Pvt. Ltd., Kanjikode, Palakkad

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Abstract

Safety is a critical factor in industries where employees work with heavy machinery and high-temperature processes. In steel manufacturing industries, even a minor mistake can result in severe injuries or accidents. The present study examines employees' attitudes towards safety measures implemented at Paragon Steels Pvt. Ltd., Kanjikode, Palakkad. The objectives of the study are to evaluate the safety measures provided by the company, analyze employee awareness regarding safety practices, and assess the effectiveness of safety training programs.

The study is based on both primary and secondary data. Primary data was collected through a structured questionnaire from 110 employees working in different departments of the organization. Secondary data was collected from books, journals, research articles, and company records. The study adopted a descriptive research design and stratified random sampling technique.

The findings reveal that the organization provides adequate safety equipment and conducts safety training programs for employees. Most employees expressed satisfaction with the existing safety measures and believe that the workplace is safe. However, certain areas such as safety communication and regular supervision require improvement. The study concludes that while the safety practices in the organization are satisfactory, continuous monitoring and improvement are essential for maintaining a safe working environment.

Keywords: Workplace safety, safety training, manufacturing industry, employee safety awareness

Introduction

Workplace safety refers to the protection of employees from accidents, injuries, and health hazards that may arise while performing their job responsibilities. In industrial sectors such as steel manufacturing, employees are exposed to various risks due to the presence of heavy machinery, high-temperature processes, sharp metal objects, and electrical systems. These conditions make workplace safety an essential aspect of organizational management.

Paragon Steels Pvt. Ltd., located in Kanjikode, Palakkad, is a prominent steel manufacturing company engaged in the production of TMT bars and other construction materials. As the organization operates in a high-risk industrial environment, it is essential to implement effective safety measures to ensure employee well-being.

The steel industry plays a significant role in the economic development of India. Steel is widely used in sectors such as construction, infrastructure development, automobile manufacturing, machinery production, shipbuilding, and household appliances. Therefore, the growth of the steel industry directly contributes to national economic progress and employment generation.

However, the steel manufacturing process involves several hazardous operations, including high-temperature melting processes and heavy mechanical operations. Hence, organizations must establish strict safety policies, provide protective equipment, and conduct regular safety training programs to minimize workplace accidents and ensure employee safety.

Review of Literature

Das Sushmitha (2020) ^[1] conducted a study on safety measures in small and medium-scale industries. The research focused on the impact of workplace safety practices on employee performance and accident prevention. The study found that safety training programs significantly improve employee awareness regarding safe working procedures and reduce workplace accidents.

Samar Fatima (2021) ^[2] examined the role of training and development programs in hospitals. The study highlighted that training programs help employees understand safety procedures and improve their ability to handle workplace risks effectively.

Muthukumar R (2022) ^[3] studied occupational safety and health management practices followed in organizations. The research revealed that the implementation of proper safety policies and regulations improves workplace conditions and reduces occupational hazards.

Scope of the Study

The study focuses on analyzing the safety measures followed among employees of Paragon Steels Pvt. Ltd., Kanjikode, Palakkad. It examines the safety facilities provided by the company, the awareness level of employees regarding safety measures, and their satisfaction with existing safety practices.

The study also evaluates the frequency of safety training programs and the satisfaction level of employees regarding these programs. The research helps identify whether adequate safety measures are implemented and suggests improvements to enhance workplace safety.

Objectives of the Study

- To identify the various safety training programs offered by the organization.
- To analyze the satisfaction level of employees regarding the existing safety measures.

Research Methodology

Research Design

The study adopted a descriptive research design to analyze the safety practices followed in the organization.

Data Collection

Primary Data

Primary data was collected using a structured questionnaire administered to employees.

Secondary Data

Secondary data was collected from books, research journals, company documents, and government safety regulations.

Sample Size

The study was conducted among 110 employees working in different departments of the organization.

Sampling Technique

The Stratified Random Sampling Method was used to ensure representation of employees from different departments.

Sample Unit

The sample unit consists of individual employees working in Paragon Steels Pvt. Ltd.

Data Analysis and Interpretation

Table 1: Safety equipment provided is in good working condition

SI. No	Particulars	No. of Respondents	Percentage
1.	Strongly Agree	33	30%
2.	Agree	46	42%
3.	Neutral	23	21%
4.	Disagree	5	5%
5.	Strongly Disagree	3	3%
	Total	110	100%

The data shows that 30% of respondents strongly agree and 42% agree that safety equipment provided by the organization is in good working condition. About 21% remain neutral, while 5% disagree and 3% strongly disagree. This indicates that the majority of employees believe that the safety equipment is reliable and functional.

Table 2: Safety training is provided to employees

SI. No	Particulars	No. of Respondents	Percentage
1.	Strongly Agree	27	25%
2.	Agree	40	36%
3.	Neutral	32	29%
4.	Disagree	7	6%
5.	Strongly Disagree	4	4%

The analysis indicates that 25% strongly agree and 36% agree that safety training is provided to employees. 29% remain neutral, while 6% disagree and 4% strongly disagree. This shows that most employees recognize the availability of safety training programs in the organization.

Table 3: Safety training programs are conducted regularly

SI. No	Particulars	No. of Respondents	Percentage
1.	Strongly Agree	27	25%
2.	Agree	41	37%
3.	Neutral	30	28%
4.	Disagree	6	5%
5.	Strongly Disagree	6	5%
	Total	110	100%

The data reveals that 25% strongly agree and 37% agree that safety training programs are conducted regularly. Around 28% remain neutral, while 5% disagree and 5% strongly disagree. This suggests that the organization conducts safety training programs frequently.

Table 4: Emergency mock drills are conducted regularly

SI. No	Particulars	No. of Respondents	Percentage
1.	Strongly Agree	32	29%
2.	Agree	41	37%
3.	Neutral	27	25%
4.	Disagree	3	3%
5.	Strongly Disagree	7	6%
	Total	110	100%

The results show that 29% strongly agree and 37% agree that emergency mock drills are conducted regularly. 25% remain neutral, while 3% disagree and 6% strongly disagree.

Table 5: The overall safety system in the organization is effective

SI. No	Particulars	No. of Respondents	Percentage
1.	Strongly Agree	49	45%
2.	Agree	30	27%
3.	Neutral	27	25%
4.	Disagree	3	3%
5.	Strongly Disagree	1	0.91%
	Total	110	100%

The findings reveal that 45% strongly agree and 27% agree that the overall safety system in the organization is effective. Around 25% remain neutral, while only 3% disagree and 0.91% strongly disagree.

Findings

1. Safety equipment in good condition: The study reveals that most employees believe the safety equipment provided by the organization is in good working condition. A large percentage of respondents either strongly agree or agree with this statement. This indicates that the company ensures the availability and maintenance of safety equipment. Proper equipment helps in reducing workplace accidents and injuries.

2. Availability of safety training programs: The findings show that the organization provides safety training programs to employees. These training programs help workers understand safety procedures and the proper use of equipment. Employees gain knowledge about workplace hazards through these programs. This improves their ability to work safely in a high-risk environment.

3. Regular conduct of safety training: It was found that safety training programs are conducted regularly in the organization. Regular training helps employees stay updated

with safety practices and rules. Continuous training also helps in reinforcing the importance of workplace safety. This contributes to a safer working environment.

4. Conduct of emergency mock drills: The study indicates that emergency mock drills are conducted in the organization to prepare employees for unexpected situations. These drills help workers understand how to react during emergencies such as fire or accidents. Mock drills improve employee confidence in handling critical situations. They also reduce panic during real emergencies.

5. Effectiveness of overall safety system: The findings show that a majority of employees believe that the overall safety system of the organization is effective. Employees feel that safety measures implemented by the management are helpful in preventing workplace accidents. The presence of safety rules and supervision contributes to employee confidence. This indicates that the company has established a reliable safety management system.

6. Awareness of safety practices among employees: The study reveals that most employees are aware of safety practices followed in the organization. Employees understand the importance of using personal protective equipment such as helmets, gloves, and safety shoes. This awareness helps them avoid unsafe practices. It also promotes a safety culture within the workplace.

Recommendations

1. Improve safety communication within the organization: The management should improve communication regarding safety policies and procedures. Employees must be clearly informed about safety rules and updates. Regular safety meetings and discussions can help in spreading safety awareness. Effective communication will ensure that all employees understand and follow safety guidelines.

2. Regular inspection and maintenance of safety equipment: The company should ensure that safety equipment is inspected and maintained regularly. Proper maintenance will help keep the equipment in good working condition. This will reduce the chances of equipment failure during work. Regular inspections will also increase employee confidence in using safety equipment.

3. Increase supervision of safety practices: Supervisors should monitor employees to ensure that safety rules are strictly followed. Continuous supervision will help identify unsafe practices at an early stage. It will also encourage employees to follow safety instructions carefully. Effective supervision can prevent many workplace accidents.

4. Encourage employees to report unsafe conditions: Employees should be encouraged to report unsafe working conditions or potential hazards. Management should create an environment where employees feel comfortable sharing safety concerns. Quick action on reported issues will help prevent accidents. This will also improve trust between employees and management.

5. Display safety instructions and warning signs: The company should place clear safety instructions and warning

signs in different sections of the workplace. Visual reminders can help employees remember safety rules while working. Warning signs can alert workers about potential hazards. This will help in preventing accidents and improving workplace safety.

Conclusion

Workplace safety is an essential aspect of industrial management, especially in high-risk industries such as steel manufacturing. The present study examined the safety measures implemented at Paragon Steels Pvt. Ltd., Kanjikode, Palakkad.

The results indicate that the organization provides safety equipment, conducts training programs, and organizes emergency drills to ensure employee safety. Most employees are satisfied with the existing safety measures and believe that the workplace is safe.

However, certain improvements in safety communication, supervision, and monitoring are necessary. Continuous evaluation and improvement of safety practices are essential to maintain a safe and healthy working environment for employees.

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