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# Employees Health, Safety and Welfare Measures in Aadhi Cars Pvt Ltd

Dr.J.Lilly, Ms.Dharshini.S

Professor, Department of Commerce (IT), Dr.N.G.P. Arts & Science College, Coimbatore, India

Student of B. Com IT, Department of Commerce (IT), Dr.N.G.P. Arts & Science College, Coimbatore, India

**ABSTRACT:** Health and safety protocols in the workplace encompass a wide range of concerns—from preventing workplace accidents and injuries to addressing mental health issues and stress management. Welfare measures extend beyond physical safety, including benefits like healthcare, insurance, paid leave, training programs, and creating an inclusive environment that caters to the emotional and psychological needs of employees.

This study aims to explore the importance of these measures, the different approaches adopted by various organizations, and the challenges faced in their implementation. By examining case studies, policies, and employee feedback, this research will provide a holistic view of how employee health, safety, and welfare programs contribute to both the well-being of individuals and the overall success of businesses.

## I. INTRODUCTION OF THE STUDY

In today's fast-paced and highly competitive work environment, the well-being of employees has become a focal point for organizations striving to maintain high levels of productivity, morale, and overall business success. As the workforce grows more diverse and the demands of the job market evolve, the importance of ensuring employees' health, safety, and welfare has never been more significant.

A comprehensive study on employee health, safety, and welfare measures focuses on understanding how organizations implement practices, policies, and strategies to safeguard their workforce, enhance their working conditions, and promote a balanced work-life scenario. These factors not only ensure compliance with legal frameworks but also foster a positive and supportive workplace culture that can drive both employee satisfaction and organizational performance.

The issue of employee health and safety has long been a subject of legislative concern, with governments across the globe introducing regulations designed to protect workers from harm. The cornerstone of these regulations is the provision of safe working conditions, which range from physical safety standards to the protection of workers' mental and emotional health. In addition to safeguarding employees from physical dangers, organizations are increasingly recognizing the importance of promoting mental health, reducing stress, and addressing the needs of employees' overall well-being. As businesses evolve, so do the complexities surrounding employee health and welfare, making it essential to not only comply with legal mandates but also to create an environment in which employees feel valued, supported, and empowered.

This study seeks to explore the various health, safety, and welfare measures implemented by organizations to ensure the well-being of their workforce. The research will examine both the legal frameworks governing workplace safety and the best practices organizations adopt to protect and enhance the physical, mental, and emotional health of their employees. While physical safety, such as protecting workers from occupational hazards, remains a key focus, modern welfare initiatives are increasingly encompassing a broader spectrum, including employee assistance programs, mental health services, ergonomic improvements, wellness programs, and policies that support work-life balance.

## II. STATEMENT OF THE PROBLEM

- The problem under investigation is the inadequate or inconsistent implementation of employee health, safety, and welfare measures in various organizations, which can lead to negative outcomes such as increased workplace injuries, stress, absenteeism, and low employee morale.

- Despite existing regulations and guidelines, many organizations struggle to effectively address both physical and mental health risks, leaving employees vulnerable to harm and reducing overall productivity. Furthermore, the lack of comprehensive welfare programs, such as mental health support, work-life balance initiatives, and career development opportunities, can contribute to higher turnover rates and decreased employee engagement.
- This study seeks to explore the challenges organizations face in providing adequate health, safety, and welfare measures, assess their impact on employee well-being, and recommend strategies for improving the effectiveness and reach of such initiatives in the workplace.

**Objectives of the Study**

1. To investigate the relationship between work-related factors(e.g:Work load,work environment) and employee’s physical and mental health.
2. To examine the impact of health, safety and welfare measures on employee engagement productivity and job satisfaction.

**III. METHODOLOGY OF THE STUDY**

- **Primary data :** Primary data can be collected directly from the employees or relevant stakeholders in the workplace. Below are some common methods and types of data you can collect:
- **Sampling Technique:** The sampling technique you choose is crucial to ensure the results are representative, valid, and reliable. Purposive Sampling method was adopted
- **Sample Size:** .The sample size of the study is 103 respondents.
- **Period of the Study:** The research is conducted over a period of 4 months from December 2024 to March 2025.

**IV. RESULTS AND DISCUSSION**

**DEMOGRAPHIC PROFILE OF THE RESPONDENTS**

The following table depicts the demographic profile of the sample respondents taken for the study

**TABLE 4.1  
DEMOGRAPHIC PROFILE OF THE RESPONDENTS**

	<b>Gender</b>	<b>Respondents</b>	<b>Percentage (%)</b>
Gender	Male	65	63.1
	Female	38	36.9
Age	Up To 30	52	50.5%
	31-40	34	33%
	41-50	16	15.5%
	Above 50 yrs	1	1%
Education	No Formal Education	3	2.9%
	School level	14	13.6%
	Undergraduate	61	59.2%
	Postgraduate	18	17.5%
	Professional	7	6.8%
Designation	Manager	15	14.6%
	Supervisor	25	24.3%
	Team leader	31	30.1%
	Employees	25	24.3%
	Others	7	6.8%

**Gender:** The table presents the gender distribution of the respondents, showing that out of 103 total participants, 65 (63.1%) are male, while 38 (36.9%) are female. This indicates that the male respondents form the majority in this study, representing a larger proportion compared to female respondents.

**Age:** The table presents the age distribution of respondents, indicating that the majority (50.5%) are aged up to 30 years, followed by 33% in the 31-40 age group. A smaller portion, 15.5%, falls within the 41-50 age range, while only 1% are above 50.

**Educational Qualification:** The table present data on the educational qualification it show the majority(59.2%) have an undergraduate. A smaller percentage (2.9%) have no formal education

**Designation:** The majority of respondents are Team Leaders (30.1%), making up the largest group. The minority category is Others (6.8%), representing the smallest portion of respondents.

**FREQUENCY OF EXPERIENCE OF PHYSICAL STRIAN AND DISCOMFORT IN THEIR TASK**

The following table depicts the frequency of experience of the physical strain and discomfort in their task

**TABLE 4.2**  
**TABLE SHOWING FREQUENCY OF EXPERIENCE OF PHYSICAL STRIAN AND DISCOMFORT IN THEIR TASK**

VARIABLE	RESPONDENTS	PERCENTAGES
NEVER	21	20.4%
RARELY	46	44.7%
OCCASIONALLY	32	31.1%
FREQUENTLY	4	3.9%
ALWAYS	-	-
TOTAL	103	100%

The majority of respondents rarely experience physical strain and discomfort in their tasks (44.7%). The minority category is frequently experiencing discomfort, with only 3.9% of respondents reporting it. No respondents reported experiencing it always.

**SATISFIED WITH ERGONOMIC DESIGN OF YOUR WORKSPACE**

The following table depicts the satisfied with ergonomic design of your workspace

**TABLE 4.3**  
**TABLE SHOWING SATISFIED WITH ERGONOMIC DESIGN OF THE WORKSPACE**

VARIABLE	RESPONDENTS	PERCENTAGES
VERY SATISFIED	27	26.2%
SATISFIED	43	41.7%
NETURAL	29	28.2%
VERY DISSATISFIED	4	3.9%
DISSSATISFIED	-	-
TOTAL	103	100%

The majority of respondents (41.7%, 43 individuals) are satisfied with the ergonomic design of their workspace. The minority group (3.9%, 4 individuals) are very dissatisfied.

**SAFETY PROCEDUES AND PROTOCOLS AT WORKPLACE**

The following table depicts the safety and protocols at workplace

**TABLE 4.4**  
**TABLE SHOWING SAFETY PRODUCES AND PROTOCOLS AT WORKPLACE**

VARIABLE	RESPONDENTS	PERCENTAGES
VERY CONFIDENT	35	34%
CONFIDENT	49	47.6%
NETURAL	17	16.5%
UNCONFIDENT	2	1.9%
TOTAL	103	100%

The majority of respondents (49 or 47.6%) feel confident about safety procedures and protocols at the workplace.

The minority (2 or 1.9%) feel unconfident about safety procedures and protocols.

**FEEL YOUR ORGANIZATION VALUES AND SUPPORTS OVER ALL BEING**

The following table depicts feel your organization values and supports over all being

**TABLE 4.5**  
**TABLE SHOWING FEEL YOUR ORGANIZATION VALUES AND SUPPORTS OVER ALL BEING**

VARIABLE	RESPONDENTS	PERCENTAGES
STRONGLY AGREE	35	34%
AGREE	44	42.7%
NEUTRAL	22	21.4%
DISAGREE	2	1.9%
TOTAL	103	100%

The majority of respondents (42.7%) "Agree" that their organization values and supports their well-being. The minority (1.9%) "Disagree", making it the least chosen response.

**RANK ANALYSIS : EMPLOYEE ASSISTANCE PROGRAM (EAP) PROVIDED BY YOUR ORGANIZATION**

The following table depicts the employee assistance program provide by your organization

**TABLE 4.6**  
**TABLE SHOWING EMPLOYEE ASSISTANCE PROGRAM PROVIDED BY YOUR ORGANIZATION**

ASPECT	EXCELLENT	GOOD	FAIR	POOR	TOTAL	RANK
ACCESSIBILITY	73	24	6	0	103	1
	292	72	12	0	376	
OVERALLSATSFACTION	55	40	8	0	103	2
	220	120	16	0	356	
QUALITY OF SERVICES	52	32	13	6	103	3
	208	96	26	6	336	
CONFIDENTIALITY	44	29	22	8	103	4
	176	87	44	8	315	

- Accessibility: Achieved the highest score (376) with 73 respondents rating it as Excellent, indicating very strong ease of access.
- Overall Satisfaction: Scored 356, reflecting generally positive experiences and ranking just below Accessibility.
- Quality of Services: With a score of 336, it shows mixed responses, suggesting there is room for improvement.
- Confidentiality: Earned the lowest score (315), with fewer Excellent ratings and more lower ratings, pointing to potential concerns.

**SUGGESTIONS**

1. Implement diversity and inclusion initiatives, such as targeted recruitment and mentorship programs, to encourage underrepresented groups to take on leadership roles.
2. Offer continuous career development opportunities, such as training and leadership workshops, to help employees advance in their careers.
3. Provide upskilling programs to keep employees engaged and prepared for higher roles.

## V. CONCLUSION

In conclusion, the study highlights the importance of prioritizing employee health, safety, and welfare measures to ensure a productive and positive work environment. The findings indicate that employees value workplace safety protocols, mental health support, and ergonomic workspaces. Regular health check-ups, stress management programs, and flexible work arrangements are crucial for enhancing employee well-being. Furthermore, continuous development in safety training and career progression opportunities can lead to higher job satisfaction and retention. Companies should continue to invest in these areas to foster a supportive and sustainable workplace culture.

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