Chapter - V
Findings, Conclusion and Suggestions
CHAPTER 5

FINDINGS, CONCLUSIONS AND SUGGESTIONS

Health and safety of the employees is an important aspect of an enterprises smooth and successful functioning. It is a decisive factor in organizational effectiveness. It ensures an accident-free industrial environment. Companies must attach the same importance towards achieving high performance as they do to the other key objectives of their business activities. This is because, proper attention to the safety and welfare of the employees can yield valuable returns to a company by improving employees morale, reducing absenteeism and enhancing productivity, minimizing potential of work-related injuries and illnesses and increasing the quality of manufactured products and rendered services. The various findings and conclusion drawn on the basis of data analysis have been described below:

5.1 Legal and Administrative provisions for Health and Safety Standards in the Industry

5.1.1 It has been found in the study that most of the respondents were agreed to the implementation status of Health and Safety standards in small scale and medium enterprises in Haryana. The respondents agreed that the enterprises had a current written safety and health program that address the “Regulatory compliance activities”. Present study findings are correlate with M.H.Bala Subrahmanya (2005) paper findings concerned with specific protective measures used in SME units. The employees working with SMES agreed that their enterprises implemented the different legal and administrative provision in their organization. In the organization the regulatory compliance activities, Health and Safety policy and management commitment and leadership has been found to be high.

5.1.2 The employees agreed that their enterprises followed the regulatory compliance for Health and Safety; however it has been found that the respondents were disagreed with the statement that proper safety inspections and hazard assessment happened in their organization. The employees disagreed that their existed employees involvement in safety committee in
their organization. It has also been observed that the regulatory compliance followed by the organization at the time of safety inspection hazard assessment, employees involvement was ignored.

5.1.3 The employees agreed that their enterprises reviewed the quality of accident investigation reports. They also pointed out to improve the quality of investigation report of supervisors was encouraged to attend outside safety training programs. Further it was found that the respondents disagreed with the statement that all sub-ordinate Employees were held accountable for safety meetings periodically conduct or attend department safety happened in their organization. The employees were also having disagreement regarding existing system of periodically conduct or attend department safety for employee in their organization.

Further it has been found that top management reluctant in fixing accountability in case of violation of Health and Safety provisions out of 252 respondents 187 respondents were strongly disagreed that subordinates were held accountable regarding safety violation.

5.1.4 In case of Hearing Conservation, Hazard Communication and Respiratory Protection activities the employees agreed that their enterprises followed the regulatory compliance as well as the condition for Health and Safety; however the employees disagreed that proper Electrical Safety was available in their organization. The employees were disagreement about to provide Personal Protective Equipment (PPE) where needed based upon a written hazard assessment, required in their organization.

5.1.5 Respondent agreed that their enterprise followed the legal and administrative provision of Health and Safety standards in case of safety performance standards for manager and supervisor, Written safety rules/procedures, Loss prevention and control techniques, regulatory compliance, accidental reporting and investigation. The female had better agreement for the legal and administrative provision of the Health and Safety issues in the organization. Most of the females were working in the department such as packaging, weaving etc. where health and safety issues were not so big concerns, So they
have been found more satisfied with the safety and health provision. The position on requirements for health and safety documentation, particularly the requirement for a written policy statement, which was not required for businesses with less than five staff.

5.1.6 The respondent holding different positions in the enterprises had different perceptions with respect to legal and administrative provision for Health and Safety issues in the Organization. Value of f-test proved that Manager and owner had significantly better perception about the commitment and leadership for the Health and Safety issues in the enterprises as compared to labour class. Manager being at implementing lever had perceived better situation of Health and Safety issue in the enterprise as compared to labour class. Manager and owner were having significantly better perception about implementation about safety and health issues in the enterprises as compared to the labour class. One way ANOVA was used to compare the perception of manager, owner and labour. Owner and manager were having significantly better perception about the confined space entry in the enterprises as compared to labour class. Owner perceived better situation in confined space entry in the enterprise as compared to labour class. In case of Hearing Conservation for manager and operator the perception of each group about the safety performance standards was same.

5.2 Implementation of Health and Safety Standards in SME in Haryana

5.2.1 This study examined the implementation of Health and Safety Standards in micro and small enterprises of Haryana. The study established that awareness of Health and Safety Standards regulations influenced compliance with Health and Safety Standards provided in various industrial laws of India. The awareness of Health and Safety standards regulations influenced by the compliance of Health and Safety Standards were provided in various Industrial laws of India. Most of the respondents agreed that the enterprises had a good implementation of Safety and Health Standards in the enterprises of Haryana. It has been noticed that the Impact of Health and Safety standards on
employees Productivity and Enterprises Performance was in positive way. It has been observed in the research study that most of the respondents agreed that the enterprises had a positive impact productivity and enterprise performance.

In case of machine/ power tools, fire extinguisher, hazard recognition and assessment techniques were followed by conduct for proper Health and Safety standards were found satisfactory in the enterprises. The employees were agreed that Health and Safety standards had better impact on employees Productivity and Enterprises performance in the organization, however it has been found that the respondents were disagreed with the statement that their team observed positive and negative work condition, electrical panel and wiring system for employees.

5.2.2 Implementation of Health and Safety Standards in SME of Haryana was quite adequate in accordance to perception obtained through respondents. Most of the respondents have agreed that their organization implement Health and Safety Standards. Employees regularly attend all required safety training program. The employees agreed that their enterprise had an active safety committee and conduct periodical safety inspection regularly. However the respondents were disagreed on circulation of minutes of safety committees and following of established safety rules and procedure.

5.2.3 Majority of employees agreed that their enterprises followed the practice to reduce work place violence and made proper arrangements for First Aid/CPR, however the respondents disagreed that there were lesser fundamental provision for supervisor, emergency response procedure and locked out situation exist in the organization.

The enterprises found significant association with the gender in case of all persons on the inspection team having been trained in hazard recognition and assessment techniques, the team establish time limits for correcting deficiencies. The team observe and record both positive and negative work conditions and actions of employees, Employees work areas, and Electrical panels/wiring. Result showed significant association with the gender regarding
report unsafe conditions and accidents to their supervisor, Submit safety suggestions,

5.2.4 It has been concluded that is was significant association with the gender in case of Confined Space Entry, Personal Protective Equipment, Hazard Communication, Hearing Conservation, Emergency Response Procedures, First Aid/CPR, Person holding different positions in the organization have difference perception with respect to Implementation of Health and Safety Standards in SME in Haryana. The supervisor and owner are having significantly better perception about the industry conduct proper formal safety and Health inspections, ventilation systems in the enterprises as compared to labour class. The owner perceives better situation of Health and Safety issue in the enterprise as compared to manager class.

5.2.5 In case of the team observe and record both positive and negative work condition and action of employees found that the perception of each group about the Industry conduct proper formal Safety and Health inspections, ventilation systems is same while in case of the review all the serious accident there exist significant difference in the perception of the groups. The result in case of the owner operators and manager were having significantly better perception about the review all serious accidents in the enterprises as compared to labour class. The owner perceives better situation of Health and Safety issues in the enterprise as compared to labour class. Respondents followed all establish safety rules and procedures the perception of each group about the review all the serious accident was same.

5.2.6 In case of back injury prevention there was significant difference in the perception of the groups. The labour and owner are having significantly better perception about the back injury prevention in the enterprises as compared to labour class. The manager perceives better situation of Health and Safety issues in the enterprise as compared to labour class. In case of Safety Fundamental for supervisor the perception of each group about the safety performance standards was same.
5.3 Impact of Health and Safety Standards on Employees Productivity and Enterprises Performance

5.3.1 Health and safety standards is important since it creates a healthy atmosphere in the workplace, the work force stable and continue health in maintaining industrial peace thereby improving productivity of the worker and enhancing the performance of the industry. Most of the respondents agreed that there was impact of Health and Safety standards on employees’ productivity and on the enterprises performance. The employees agreed with the statement that Health and Safety Standards play significant role in achieving goal of organization and also impact positively on the earning capacity of enterprises. The impact of Health and Safety Standards compliance on employees’ productivity and on the enterprises performance in positive manner.

5.3.2 There was significant association with the gender that Health and safety measure motivate employee to perform better. The performances of Enterprise improve after implementing of Health and Safety measure helped the enterprise in their goal achievement, or improving earning of the enterprise.

5.3.3 Health and safety measure improve the employee’s performance. There exists significant difference in the perception of respondent. The owner and labour were having significantly better perception about the Health and Safety measure improve the employee performance in the enterprises as compared to labour class. The owner perceive better situation of Health and Safety issue in the enterprise as compared to labour class. In case of Health and Safety measures help enterprise in their goal achievement the perception of each group about the safety performance standards was same.

5.4 Relationship between Health and Safety Standard Compliance and Industrial Accident

5.4.1 Safety at work is one of the basic needs of employees and also one of the primary Obligations of a responsible management. Clearly, making provisions for safety at work has humanitarian, legal and economic justifications. At any rate, accidents arise from unplanned, unwanted, undesirable and sudden mishap which interrupts an activity and function. Everyone in the organization
has a part to play increasing and maintaining safe and healthy working conditions. The respondent agreed that their enterprises were implementing the different Health and Safety provisions. In case of Hearing Conservation, Hazard Communication and Respiratory Protection activities indicated that the employees were agreed with the statement that their enterprises followed the regulatory compliance; however it has also been found that the respondents were disagreed with the statement that they found proper Electrical Safety available in their organization. The employees were also having disagreement about Providing Personal Protective Equipment (PPE), required through a written hazard assessment in their organization. Most of the respondents was agreed that their enterprises have the significant Relationship between Health and Safety Standard Compliance and Industrial accident Present study findings were correlate with the research paper of John Shutt & Richard Whittington (1987) and Ramesh P Shinha (1979).

5.4.2 In case of decrease in chance of accident in enterprises after implementation of Health and safety standards, near misses and vehicle related accidents reported and investigated properly done by the organization, however the respondents were disagreed with the statement that their supervisor and manager had been trained in investigation procedures. The employees were also having disagreement that their existed incomplete record return to the appropriate supervisor in their organization. Relationship between health and safety standard compliance and industrial accident in the enterprises shows significant association with the gender.

5.4.3 Relationship between Health and Safety Standard compliance and industrial accident in the enterprises showed significant association with all workplace injuries and illnesses reported and investigated, Decrease in Number of accident in enterprise after implementation of Health and Safety Standard. In case of incomplete reports return to the appropriate supervisor there was a significant difference in the perception of the groups.

5.4.4 The manager and supervisor were having significantly better perception about the commitment and leadership for the health and safety issues in the
enterprises as compared to labour class. In case of supervisor required to complete a separate investigation report the perception of each group about the safety performance standards was same. In case of confined space entry there exists significant difference in the perception of the groups. The owners were having significantly better perception about the relationship between Health and Safety Standards compliance and industrial accident for the Health and Safety issues in the enterprises as compared to labour, operator & Supervisor. In case of hazard communication the perception of each group about the safety performance standards was same.

5.4.5 It has been found that there was a positive correlation between regulatory compliance and industrial accident ratio. Those industries that follow the regulatory compliance there was lesser accident occurrence exist while other showed contrary result.

5.4.6 It was observed that there was a significant positive correlation between employees productivity and enterprises performance due to the implementation of Health and Safety Standards in the organization. Health and Safety measure implication had a positive impact on the performance of SME, goal achievement and it also improved the earning capacity of the enterprise.

5.5 To suggest the measures for emergency preparedness regarding better compliance of Health and Safety Standards in Small and Medium Enterprises

5.5.1 The employees agreed that in their enterprises all personnel knew how to respond to an emergency in proper way such as fire, however they disagreed that their alarms tested regularly at least once per month. Alarms were not tested regularly in most of the organization while other measures such as emergency phone no., maps on building were posted on wall of the organization. For emergency preparedness provision related to Health and Safety issues the enterprises showed significant association with the gender that organization conduct proper periodic disaster drills. In case of the proper emergency response plan there exists significant difference in the perception of the groups.
5.5.2 The owner and manager were having significantly better perception about the emergency preparedness for the health and safety issues in the enterprises as compared to labour class. All personnel knew how to respond to an emergency phone numbers and building maps were properly posted that indicates the perception of each group about the safety performance standards was considerable. These findings were also correlate with Springer Netherlands (1989) research paper regarding emergency preparedness provisions.

SUGGESTIONS

1. It is suggested that the management of the enterprises should carry out structured independent audits and performance reviews regularly on the health and safety management systems and results should be fed into the organization’s health and safety plan or programme of works and conveyed to all concerned. Every management has a legal duty to ensure the health and safety of its staff.

2. It is suggested that the policy must be communicated to all employees. Employees must comply with company procedures and arrangements for health and safety.

3. It is suggested that competent individuals must be given responsibility for health and safety arrangements. Emergency procedures must be set out.

4. It is suggested that the management should use personal protective equipment for hands, foot, eyes etc. Never wear PPE and underlying clothing if it is damaged and do not render them inoperative. Give prompt care to any wounds sustained.

5. Good health and safety practices can improve an organization’s prominence with various stakeholders. The company’s perception and standing with customers, the local community and employees can be enhanced by having positive safety and health policies and programs in place.

6. It is suggested that every employer must carry out a risk assessment and then take health and safety measures in line with this assessment.
7. It is suggested that the management should also provide appropriate measures for handicapped workers. Use work methods, which are as safe and without risk to health as is reasonably practicable.

8. Organisations would be well-served by supporting mechanisms facilitating greater awareness of health and safety issues in organisation.

9. Employer should organize appropriate training programmes for employees from time to time to make them aware about various occupational hazards prevailing in the respective industry.

10. The enterprise should maintain proper housekeeping within their work area, Meet at least quarterly, Maintain and publish minutes of each meeting. Health and safety measure motivate the employees to perform better.

11. Self-assessment tools could be adopted to support those in the contemplation and preparation stages. Further, encouragement may be offered to those in action and maintenance stages. This offers promise of broadening health and safety concerns, e.g., to suppliers or through provision of motivation to other SMEs, i.e., contractual demands.

12. Effective preventive measures should be implemented to control the risk. Such measures include suitable making out of traffic routes, parking bays, provision of clear traffic signs and use of a one-way system in the shop floor.

13. Material should be handled in bags or trolleys and should be risk assessed and reviewed. The top of the hierarchy of controls is elimination of hazards and risks where reasonably practicable.

14. Targets for health and safety should be fixed and reviewed by the management of the Organizations. Management of each Organization should review the performance of the managers with responsibilities for health and safety.

15. Proactive monitoring of the implementation of preventive and proactive measures should be carried out to ensure continued effectiveness. Health and safety performance should be measured against set targets to assess how the organization is performing in terms of health and safety and to work towards continued improvement.
16. It is suggested that Employees need to understand the procedures and policies of the organization and their responsibilities to themselves and their co-workers. When employees feel an organization is interested in their overall well-being, they are more motivated and have stronger feelings of loyalty to the organization.

17. It is suggested that all future reports on health and safety performance should include an update on progress in addressing the points raised in the previous meetings.

18. It is suggested that Smart targets should be set for completion of risk assessments, training, and monitoring. Additional targets relating to health and safety should be set in appropriate cases. Targets should include monitoring of overall performance e.g. in relation to reported accidents/incidents.

19. It is noticed that Training is very import part of the Health and safety activities. There is a cost for the training planned to comply with requirements. There should be in-house training budget in every organization.

20. It is suggested that all SME test their alarms regularly at a regular time gap. So that in any emergency it can be properly informed to the authorities.

21. All Health and Safety records must be properly documented and maintained properly at least for the last five years

22. It is suggested the SME organization should place appropriate notice of Improvement issued by management time to time so that everybody in the organization is fully aware all the time.

FURTHER SCOPE OF RESEARCH

In SME there are different types of industrial units therefore further research may be suggested based on type find evaluation of health and safety standards units. Further study may be conducted by including more demographic variables in the study. In addition to the above studies further research may be conducted regarding regulatory environment related implementations of health and safety to what extent regulatory environment is supporting for implementation of Health and Safety Standards.
Another potential area of research may be directed for analyzing the effectiveness of machinery/people responsible for implementation of health and safety standards.