The industrial revolution took place in eighteenth century. Due to the industrial revolution the most important change was the substitution of machines for people. In every year a large number of employees get injured due to accidents. In twentieth century as technology grew by leaps and bounds associated hazards also grew with it. This resulted in collective efforts and thinking in direction of controlling work related hazards and accidents. Therefore, there was need to implement necessary safety measures in the industrial organizations. In the year 1913, in New York a group of delegates includes safety professional, management leaders, public officials and insurance specialist who met in safety meeting to discuss on safety problems in industrial organizations.

The safety requirements vary according to health problems. Well organised safety management is necessity in any successful industrial establishment.

This study has conducted to know the level of awareness of Health and Safety management and its techniques among workers and employees. The research method in this chapter is designed to explore level of health and safety management practices in India’s public service. It is aimed at:

(1) To assess whether the IOC has more effective employee health and safety initiatives than the ONGC. (2) To assess whether the ONGC has more occupational health and safety hazards than the IOC. (3) To understand whether employees in both the companies have positive attitudes toward employee health and safety practices than their management. (3) To understand whether age, gender and levels of education of employees have any significant effect on employee health
and safety attitudes. (4) To know the level of dedication regarding health and safety management of both the companies.

Chapter 1 gives an introduction about health and safety management of employees. Chapter 2 reveals the introduction of organizations i.e Oil and Natural Gas Corporation LTD and Indian Oil Corporation. Chapter 3 supports the literature reviewed during the research. Chapter 4 is showing the all over structure of research through research methodology. Chapter 5 containing the procedure adapted for collecting and analyzing data. Chapter 6 is testing hypothesis set for the research and research findings.

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