

A Study on Occupational Health and Safety Practices and Their Influence on Employee Well-Being at PSJ Metals, Dindigul

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ABSTRACT

Occupational Health and Safety (OHS) practices play a significant role in protecting employees from workplace hazards and improving their physical and mental well-being. This study examines the occupational health and safety practices followed in PSJ Metals, Dindigul, and analyses their influence on employee well-being. The study is descriptive in nature and is based on both primary and secondary data collected from 99 employees through a structured questionnaire. Statistical tools such as Percentage Analysis, Correlation Analysis, Chi-Square Test, and ANOVA were used with SPSS software. The findings revealed that occupational health and safety practices positively influence employee well-being, reduce workplace stress, improve job satisfaction, and enhance organizational productivity.

Keywords: Occupational Health and Safety, Employee Well-Being, Workplace Safety, Employee Welfare, Safety Practices, Industrial Safety.

1. INTRODUCTION

Occupational Health and Safety has become an important factor in industrial organizations because employees are exposed to workplace hazards such as machinery accidents, excessive noise, dust, and stressful working conditions. OHS practices include safety training, emergency preparedness, workplace inspections, and employee awareness programs. A safe working environment improves employee morale, job satisfaction, and productivity. This study focuses on the occupational health and safety practices followed at PSJ Metals, Dindigul, and their influence on employee well-being.

2. REVIEW OF LITERATURE

Several researchers have highlighted the importance of occupational health and safety in organizations. Heinrich stated that unsafe acts and unsafe conditions are the major causes of industrial accidents. Goetsch emphasized that workplace safety improves employee productivity and reduces accidents. Ridley explained that safety management systems help organizations control workplace hazards effectively. Reese observed that organizations with strong safety cultures experience improved employee morale and lower accident rates.

3. OBJECTIVES OF THE STUDY

- To analyze the impact of occupational health and safety practices on employee well-being.
- To examine employee awareness regarding workplace safety measures.
- To identify workplace health and safety risks.
- To evaluate the effectiveness of occupational health and safety programs.
- To suggest measures for improving occupational health and safety practices.

4. RESEARCH METHODOLOGY

The study is descriptive in nature. Both primary and secondary data were used for the research. Primary data were collected from 99 employees through a structured questionnaire. Secondary data were collected from books, journals, websites, and company reports. Convenience sampling method was used. Statistical tools such as Percentage Analysis, Correlation Analysis, Chi-Square Test, and ANOVA were applied using SPSS software.

5. DATA ANALYSIS AND INTERPRETATION

The study revealed that the majority of employees were satisfied with workplace safety practices. Employees strongly agreed that safety measures improved their overall well-being and reduced workplace stress. Most respondents stated that the organization provides a healthy working environment and effective safety training programs.

The correlation analysis revealed a positive relationship between occupational health and safety practices and employee well-being. The significance value was less than 0.01, indicating a statistically significant relationship between the variables.

6. FINDINGS OF THE STUDY

- Employees are satisfied with workplace safety practices.
- Safety measures positively influence employee well-being.
- Employees possess good awareness regarding safety rules.
- Workplace accidents and hazards are comparatively low.
- Safety training programs improve employee preparedness.
- Positive workplace relationships support mental wellness.
- Regular inspections and management support improve workplace safety.

7. SUGGESTIONS

- Conduct regular safety training programs.
- Provide advanced safety equipment.
- Arrange regular health check-ups for employees.
- Introduce stress management programs.
- Encourage employee participation in safety-related decisions.
- Continue regular safety inspections and hazard monitoring.

8. CONCLUSION

The study concludes that occupational health and safety practices positively influence employee well-being at PSJ Metals, Dindigul. Effective safety measures improve employee satisfaction, reduce workplace stress, and create a healthy work environment. Organizations should continue improving safety standards through regular training, advanced equipment, and employee involvement in safety programs.

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