

Occupational Health and Safety Measures by the Human Resource Department in Pvt. Ltd., Mysuru

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Abstract

The Human Resource (HR) department plays a crucial role in implementing Occupational Health and Safety (OHS) measures, ensuring employee well-being in Pvt. Ltd companies in Mysuru. This abstract explores the various strategies adopted by HR to minimize workplace hazards, promote a safety culture, and comply with legal regulations. Some important steps are regularly assessing risks, offering safety training, and making sure personal protective equipment (PPE) is readily available. HR also establishes emergency response protocols, monitors workplace ergonomics, and fosters mental health support programs. The department works closely with management to implement policies that reduce accidents, enhance productivity, and promote a safe work environment. In addition, regular audits and employee feedback mechanisms are used to continuously improve OHS standards. Through these efforts, HR contributes significantly to safeguarding employees' health and ensuring a sustainable, accident-free workplace in Pvt. Ltd companies in Mysuru.

Keywords: Health, human resources management, industry, occupational health, safety

INTRODUCTION

Human Resource professionals are responsible for health, safety, and security within the organization. These duties involve identifying dangerous conditions and practices, implementing strategies to control and reduce exposure, ensuring legal compliance, fostering a safety-focused culture, and evaluating the effectiveness of health, safety, and security programs [1].

OCCUPATIONAL HEALTH AND SAFETY

Occupational Health and Safety (OHS), or Occupational Safety and Health (OSH), focuses on managing and minimizing potential risks to employees' health and safety. It encompasses various aspects, including risk assessments, injury prevention, workplace safety protocols, managing hazards, promoting work-life balance, and overseeing employee well-being [2].

Health

Health focuses on safeguarding individuals from illnesses caused by workplace activities or procedures. Occupational health works to prevent job-related injuries and illnesses by identifying

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workplace hazards, assessing risks, and implementing strategies to manage or eliminate them. This includes conducting risk assessments, monitoring employee health, and establishing policies to maintain a safe work environment.

Safety

Safety is about protecting workers from physical injuries. In the workplace, it means identifying and managing risks from things like machinery, chemicals, or environmental factors. It also involves ensuring that equipment, materials, and structures are secure and pose no danger.

Occupational Health & Safety in India

The state of OHS in developing countries is a significant concern, and India is no exception. A major issue is the movement of laborers to more industrialized areas, where they frequently encounter hazardous working conditions and limited safety precautions. While laws, such as the Factories Act, 1948, and the Mines Act, 1952, exist, they are often poorly implemented due to various factors like impractical regulations and miscommunication between central and state agencies [3].

The following laws have been enacted to address OHS concerns in India:

1. The Factories Act, 1948.
2. The Dock Workers (Health, Safety, and Welfare) Act, 1986.
3. The Mines Act, 1952.
4. The 1996 Act on the Regulations of Employment and Working Conditions for Building and Other Construction Workers.

THERE ARE SEVERAL TYPES OF HAZARDS EMPLOYEES MAY BE EXPOSED TO DEPENDING ON THEIR INDUSTRY

The issues addressed by occupational health and safety experts today vary significantly depending on the profession. For instance, construction workers may face more concerns related to physical hazards like working at heights or with heavy machinery, while office workers might focus more on mental health issues and injuries from repetitive stress [4].

Safety Hazards

Safety hazards top the list of the six main types of workplace risks. These hazards primarily affect employees who work with machinery or in construction environments. Safety hazards refer to dangerous working conditions that can lead to injuries, illnesses, or even fatalities. In fact, the National Safety Council reported that in 2016, 34,673 people in North America died from falls at home and work. Overall, safety hazards are the most prevalent workplace risks [5].

Biological Hazards

Biological hazards, or biohazards, refer to any biological substances that can pose a threat to human health. These hazards include the risk of harm or disease from working with animals, humans, or infectious plant materials. Workplaces that face these types of safety hazards include, but are not limited to, schools and daycare centers places like colleges and universities, hospitals, laboratories, emergency response services, nursing homes, outdoor jobs, and other similar facilities [6].

Chemical Hazards

Chemical hazards occur when workers are exposed to any chemical substance in the workplace, whether it's in solid, liquid, or gas form. While some chemicals are less dangerous, others can cause illness, skin irritation, or respiratory issues, especially for workers who are more sensitive. These hazards include chemicals in any state that can lead to skin problems, health issues, or breathing difficulties.

Physical Hazards

Physical hazards in the workplace are often the least noticeable. Even though they are called "physical," these hazards aren't always visible or tangible. They affect workers exposed to extreme weather or harmful environments. For instance, workers spending long periods outside in the sun may face physical hazards that can have lasting health impacts. Essentially, physical hazards are environmental factors that can harm the body, even without direct contact [7].

Ergonomic Hazards

Ergonomic safety hazards arise when the nature of the work, body posture, and working conditions put stress on the body. These hazards are often difficult to detect because the strain isn't always immediately obvious. In the short term, you might feel sore muscles the next day or in the following days, but prolonged exposure can lead to more serious, long-term problems [8].

REVIEW OF LITERATURE

This study focuses on the health and safety (H&S) management in Ghana's construction industry. Using 110 questionnaires and interviews with professionals, the research highlights the need for improved H&S training and stronger regulatory oversight to enhance worker safety in the construction sector [9].

A bibliometric analysis of 4,852 journal articles on occupational health and safety management (OHSM), spanning from 1900 to 2018, identifies key trends in OHSM, including a growing focus on employee well-being, psychosocial risks, and technology-driven safety solutions [10].

Research explores the impact of Industry 4.0 on occupational health and safety. Automation and digital technology offer opportunities for enhanced worker safety but also pose challenges.

The research emphasizes the need for ongoing training and the ability to adapt to new technologies [11].

Examining OHS management globally, research underscores the importance of comprehensive training, strong leadership, and employee engagement for effective safety management. The findings span various industries, emphasizing the need for proactive safety strategies [12].

Research in the construction sector focuses on leadership and organizational culture as critical elements for ensuring health and safety. Proactive risk identification and regular safety inspections are essential for preventing workplace accidents [13].

A study on workplace safety in small manufacturing businesses in Korea highlights the role of human resource management. Effective safety training and open communication were found to reduce workplace accidents and enhance compliance [14].

Research on safety management practices examines the role of safety knowledge and motivation in shaping safety behavior. Training and involvement in safety initiatives positively influence worker behavior across multiple industries [15].

A study focuses on workplace violence (WPV) in long-term medical care facilities, revealing that 65% of nurses experienced WPV. The research emphasizes the physical and mental toll on healthcare workers and calls for better management responses to violence [16].

A study conducted in Turkey's manufacturing sector investigates the link between safety training, employee participation, satisfaction, and safety performance. The research shows that effective safety training correlates with improved safety outcomes [17].

MATERIALS AND METHODS

Aim of the Study

This study will assess the Occupational Health and Safety (OHS) measures by the industry. This study will help to evaluated on the degree of how the Occupational Health and Safety (OHS) measures handling the work pressure in the industry.

Objectives of the Study

- To study the socio demographic profile of workers in Private Limited.
- To analyses the awareness of occupational health problems among workers in Private Limited
- To measure how the safety records of employees are maintained within company departments.
- To identify the extent to which safety equipment's provided by the companies is being used.
- To study the role of Human Resource Management and occupational health and safety Employee satisfaction levels at the TVS motor company.

RESEARCH DESIGN

Descriptive research focuses on exploring and outlining the traits or features of a particular population or phenomenon. Instead of explaining the reasons behind these traits or when they appear, it centers on understanding what those traits are and providing a clear picture of the subject being studied. In this study, the researcher has adopted descriptive type of study because the study describes the Employees who are working in TVS Motor Company Ltd, Mysuru in order to find out Occupational Health and Safety (OHS) measures by the human resource department at TVS Motor Company Ltd, Mysuru

UNIVERSE OF THE STUDY

The Employees who are working in TVS Motor Company Ltd, Mysuru were purposefully taken as the universe of the study as the aim of the research was to study about the Occupational Health and Safety (OHS) measures by the human resource department at TVS Motor Company Ltd, Mysuru. Presently, the study focuses on TVS Company, which has a total of 500 employees. For research purposes, the researcher selected a sample of 70 employees, representing 14% of the total workforce.

SAMPLE SIZE

Considering the size of universe and the way to collect the data from the participants due to their non-availability in the company, only 70(14%) participants were used for the study. The sample was collected through interview schedule by asking directly to employees in the industry [18].

SOURCES OF DATA

Primary Data

The primary data was gathered from employees of TVS Motor Company Ltd, Mysuru, using an interview schedule.

Secondary Data

In the current study various sources of secondary data has been used. The same has been applied in Introduction, Conceptual Framework, literature review, and in overall suggestion and conclusion. The various sources of secondary data are educational websites, online and offline references from books, periodicals, journals. Various textbooks and e-books have been used in the process.

Tools for data Collection

The tools used to collect data from respondents are through interview schedule. The interviews were conducted through asking questions directly to the employees who are working in TVS Motor Company Ltd, Mysuru as the researcher were going to the same industry for the field work.

The questionnaire was constructed based on the objectives of the study. The questionnaire consisting of 28 items that comes under 5 areas (socio-demographic profile, family support, superior support, organization support, factors which Interference Work with Personal Life and work satisfaction) and evaluate that how the family, superior and organization support to work in the industry who are working in TVS Motor Company Ltd, Mysuru. The respondents had to answer Agree, Neutral and Disagree according to the questions [19].

DATA COLLECTION METHOD

Interview schedule was used to collect data. Interview method was administered by the researcher to collect the data.

Simple Random Sampling was used to collect data through the interview method. The researcher had to collect data from Employees who are working in TVS Motor Company Ltd, Mysuru in different departments; hence this type of sampling was used in the study.

The researcher was able to get more detailed response as she was able to communicate with the respondents directly and explain questions to the respondent to elicit the honest answer.

Inclusion and Exclusion Criteria

- The employees who are working in production, Electrical, quality, store, and cutting departments were included in the study.
- The employees who are working in TVS Motor Company Ltd, Mysuru were excluded in the study.

Exclusion Criteria

The Employees who work in the office or white collar were excluded in the study.

Method of Data Analysis

The data collected from respondents through interview schedule will be analysed using qualitative and quantitative methods. The quantitative methods employed for data analysis are descriptive methods including percentage, Pie chart, bar graph and tables. In addition to this the data in the questionnaire will be analysed qualitatively.

Limitations of the Study

- The study is not conducted on a large population.
- The study is not done completely because of time constraint.
- The study is not done on employees work environment.

MAJOR FINDINGS AND DISCUSSIONS

- A Majority 58% (41) employees belongs to the age group of 18 to 24 and very few 11.4% of employees belongs to the age group of
- A majority 49 (71%) of the employees belongs to the Rural Area and very few 2 (2%) employees belong to the semi urban in the industry.
- A majority 29 (42%) of the employees are ITI/PUC and very few 1 (1%) post graduate qualified.
- A majority 37 (52%) of the employees have 0–3 years of experience service and very few 3 (4%) employees have 7-9 years of experience in the industry.
- A majority 36 (52%) of the work force were from Indirect Department in the industry.
- A majority 62 (92%) of the employees have an opinion that Employer Conducts Periodic Health Check-Up for employees in the industry.
- A majority 35 (50%) of the employees have an opinion that medical check-up arranged by employer in the industry.
- A majority 64 (94%) of the employees have an opinion that they are aware about the occupational, health and safety measures in the industry.
- A majority 62 (88%) of the employees are aware about the occupational, health and safety measures through OHS training, in the industry.
- A majority 50 (71%) of the employees face hazards, while working in the industry.
- A majority 23 (51%) of the employees faced Mechanical hazards while working in the industry.
- A majority 62 (92%) of the employees have an opinion on the low risk level in the manufacturing area in the industry.
- A majority 61 (89%) of the employees have an opinion that the aware of those incidents in the industry.
- A majority 61 (89%) of the employees have an opinion that the industry is resolving the incidents to maintain a better work culture for them.
- A majority 69 (98%) of the employees have agreed that safety measures provided by industry.
- A majority 68 (100%) of the employees have an opinion that the industry provides occupational health and safety training to the employees.
- A majority 31(44%) of the training is very effective to reduce the injuries for employees.
- A majority 68 (98%) of the employees have an opinion that the Personal Protective Equipment (PPE) Is Provided in the industry.

- A majority 44 (63%) of employees have an opinion that the Extremely satisfied are with sporadic occupational health and safety measures by the human resource department.
- A majority 66 (95%) of employees Agreed that employee performance is improved by safety and health management system is improved in the industry.
- A majority 61 (92%) of employees agreed that HR professionals contribute to creating a positive workplace culture in the industry.
- A majority 62 (89%) of employees agreed that Human Resources (HR) responded properly for employees.
- A majority 38 (54%) of employees agreed that welfare offers will continue to be checked regarding occupational health & safety measures in the industry.
- A majority 51 (73%) of employees the participate in skill matrix analysis in the industry.
- A majority 64 (94%) of the employees have an opinion that the Management Conduct Hazard Risk Assessment (HIRA) process in the industry.
- A majority 30 (42%) of employees have an opinion that HR team maintain proper documentation in the industry.
- A majority 34 (50%) of employees have an Excellent HR team follows all the rules and regulations regarding OHS in the industry.

Suggestions

- Every employee wear properly Safety Equipment (PPE) in work culture within the industry.
- Safety feedback loops: establish a system for employees to provide feedback on safety concerns, incidents and near misses and act upon that feedback.
- Conduct health camp once six months for health and safety for employees.
- Behaviour based safety programs: implement programs that encourage positive safety behaviours among employees and recognize those who consistently follow safety protocol.
- Safety video tutorials: create video tutorials that demonstrate proper safety procedures to share them with employees
- Promotes employee's overall wellbeing by offering counselling services, stress management programs and access to healthcare resources.
- Continuous improvements: foster a culture of continuous improvements in safety, where employees are encouraged to suggest and implement safety enhancement.

CONCLUSIONS

Occupational health and safety measures are essential for protecting workers and preventing workplace accidents. These measures include conducting risk assessments, providing proper training, ensuring the use of personal protective equipment, and following safety regulations. By focusing on safety, employers can foster a healthier and more productive environment while reducing the costs associated with workplace injuries and illnesses.

Research shows that implementing effective safety protocols, training programs, and risk management strategies can significantly lower the risk of accidents and injuries. Prioritizing worker health and safety not only benefits employees but also enhances an organization's success and long-term sustainability. Adapting safety measures to meet changing workplace demands is crucial to maintaining a safe and healthy work environment.

Creating a strong safety culture is equally important. This involves raising awareness, promoting accountability, and encouraging employee participation in safety initiatives. When safety becomes a shared responsibility, workplaces can achieve significant reductions in accidents and incidents.

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