

A Study on Effectiveness of Safety Measures in Keshava Medi Devices Pvt. Ltd., Renigunta

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Abstract- This study focuses on analyzing the effectiveness of employee safety measures at Keshava Medi Devices Pvt. Ltd., Renigunta. Employee safety is a crucial aspect in manufacturing industries, especially in the medical device sector where workers are exposed to machinery, electrical equipment, and other operational risks. The main objective of the study is to evaluate the existing safety policies, employee awareness about safety practices, usage of personal protective equipment (PPE), and the effectiveness of safety training programs. The research is based on a descriptive research design. Primary data was collected from employees through structured questionnaires and personal interviews, while secondary data was gathered from company records and relevant literature. A sample of employees from different departments such as production, quality control, maintenance, and administration was selected using stratified random sampling. The findings of the study reveal that the majority of employees are aware of safety policies and follow safety rules in the organization. The company provides adequate PPE and conducts regular safety training programs. Most employees feel safe at the workplace, and management actively monitors safety practices. However, a small percentage of employees reported workplace accidents, indicating the need for continuous improvement. The study concludes that while the organization has effective safety measures in place, regular training, strict implementation of safety rules, and periodic safety audits can further enhance employee safety and reduce risks.

Index Terms- Employee Safety, Safety measures, Workplace Safety, Personal Protective Equipment (PPE), Safety training.

I. INTRODUCTION

Comprising of all The Functions of Security, Privacy, Trust, Secure e-Payment Schemes, audit and digital

forensics couched in a single term called Safety Measures.

Safety measures means any measure designed and implemented with the primary aim of protecting the health and well-being of individuals and groups who attend, or participate in, a football match or other sports event, inside or outside of the stadium, or who reside or work in the vicinity of the event. Safety measures can be divided into organizational measures, technical protective measures and the use of personal equipment. For more details, see the menu item below:

- Fume cupboards
- Gloves
- Hearing protection
- Respiratory protective equipment

II. REVIEW OF LITERATURE

Reese (2018), and the International Safety Rating System Report (2016), have outlined best practices for businesses using safety ergonomics. According to the standards, protective equipment, effects analysis, and danger identification should all be included in practical safety ergonomics. These safety ergonomics measures were used in the current investigation.

Huang and colleagues (2022), and Dessler and Varkkey (2015), Keep in mind that safety ergonomics should incorporate safety audits, robotics, safe working equipment, clean restrooms, and facility design for safety. When ergonomics for workplace safety are implemented effectively, the risk of accidents is reduced, which increases worker productivity. More research is required to have a

better understanding of how workplace safety and ergonomics affect employees' productivity.

Leber et al. (2018), examined the impact of ergonomically designed workspaces on worker productivity. Poland, Slovenia, and the United Kingdom were the three nations where the application of safety ergonomics for people with impairments was compared in this study. The study concluded that ergonomics should be used to increase worker productivity and job adoption by employees. However, the study was limited to safety ergonomics for individuals with disabilities. It also failed to look into the real relationship between ergonomics and worker productivity and did not specify which safety ergonomics were adapted for people with disabilities. Ravindran (2021), investigated how safety ergonomics affected the productivity of workers in a cooperative hospital in India. The research, which was a critical evaluation of the literature, discovered that poor safety ergonomics raises the risk of mistakes, absenteeism, and sick leave, all of which lower worker productivity. The study was criticized for its narrow focus on sanitary ergonomics, for having been designed in a different industry and nation from the one under consideration, and for not producing any novel research results.

Alariki and Al-Abed (2021), focus on how employee performance in Yemen's oil sector is affected by work safety crisis management. The study used crisis preparation and planning as a conceptual framework for workplace emergency management. Due to a lack of impartiality, the idea of employee performance was based on subjective task performance, which may have resulted in biased conclusions. The study discovered a strong correlation between worker performance and emergency workplace management. Employee productivity, disaster preparedness, and workplace safety were all measured more extensively and objectively in the present study.

Bayram (2022), examined the variables influencing worker productivity and safety in a Turkey-based company with OHSAS 18,001 certification. The study measured worker productivity using the capacity to work together more effectively and workplace safety training using safety knowledge. The study discovered a strong correlation between production and safety understanding. Nevertheless,

the study did not explore the connection between worker productivity and safety initiatives. According to the European Employee Productivity Institute (2019), the ability of employees to provide the necessary output may be used to gauge their productivity.

Drucker (2002) and Laffont and Martimort (2009), concur that a task's level of completion serves as an objective indicator of worker productivity. The current study used the total number of workers who met their performance goals as stated in their performance contracts or employee dashboards to evaluate task achievement. According to Karaboga et al. (2022), workplace safety through protection and training increases worker productivity and speeds up job adaptation. According to Henkel et al. (2019), workplace initiatives may result in behavioral modifications that influence how well workers carry out regular duties.

According to Kabir et al. (2017), unfavorable workplace safety occurrences reduce employees' value. Examples include lost workday

III. OBJECTIVES OF THE STUDY

The objectives of this study are as follows:

To analyse the effectiveness of safety policies and procedures implemented in the organization.

To assess the awareness and usage of personal protective equipment (PPE) among employees.

To examine the effectiveness of safety training and emergency preparedness programs.

To suggest measures for improving employee safety and healthy at the workplace.

IV. NEED OF THE STUDY

Employee safety is a critical concern in manufacturing and medical device industries, where employees are exposed to machinery, electrical equipment, and operational hazards. Ensuring proper safety measures helps in preventing workplace accidents, injuries, and health issues

V. SCOPE OF THE STUDY

Study would give an overview of the safety measures existing at Keshava Medi Devices pvt. ltd. Since safety is important element essential for improving the productivity of an organization, a study on the existing safety measures would help the organization perform better.

VI. LIMITATIONS OF THE STUDY

The study is based on responses collected from the employees for effective analysis and to form conclusion that will be based on responses which may have standard error.

However, the sample data collected may not reflect the whole organisations results.

A small duration of 45 days is not sufficient to into through analysis and understanding of various components of the safety measures.

VII. RESEARCH METHODOLOGY

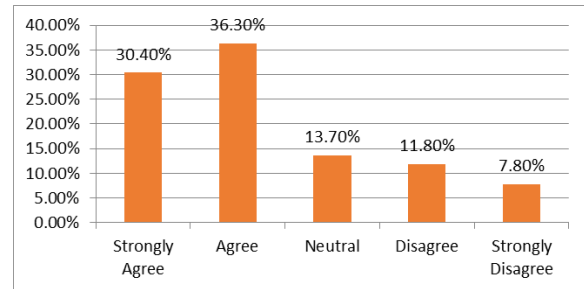
The study follows a descriptive research design to examine the effectiveness of employee safety measures in the organization. Primary data: Structured schedule has used to collect the data from the respondents. Secondary data: as company records, safety manuals, annual reports, textbooks, research journals, government publications, and websites. Sample Size: The sample size is approximately 100 respondents.

Data Analysis and Interpretation

Safety rules are strictly followed in department.

Response	Employees	Percentage
Strongly Agree	31	30.4%
Agree	37	36.3%
Neutral	14	13.7%
Disagree	12	11.8%
Strongly Disagree	8	7.8%
Total	102	100%

Safety rules are strictly followed in department



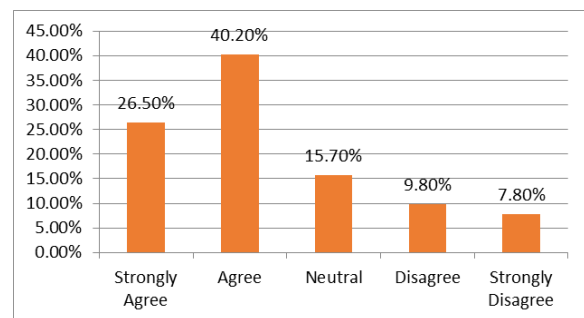
INTERPRETATION:

The above graph 30.40% of the employees strongly agreed about the safety rules in department, 36.30% are agreed, 13.70% are neutral ,11.80% are disagreed and 7.80% are strongly agreed.

Safety instructions are properly displayed in the workplace.

Response	Employees	Percentage
Strongly Agree	27	26.5%
Agree	41	40.2%
Neutral	16	15.7%
Disagree	10	9.8%
Strongly Disagree	8	7.8%
Total	102	100%

Safety instructions are properly displayed in the workplace.

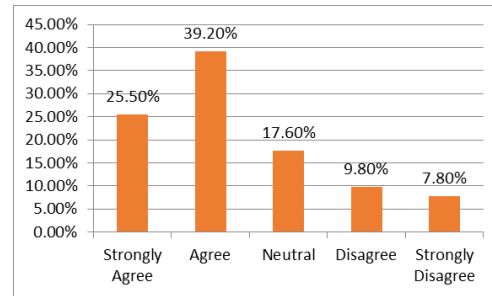


INTERPRETATION:

In the above graph 26.50% are strongly agreed that safety instructions are clearly displayed in the workplace, 40.20% are agreed 15.70% are neutral, 9.80% are disagree, 7.80% are strongly disagreed.

Company provides adequate PPE

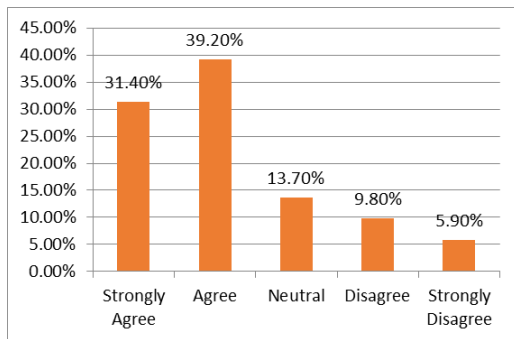
opinion	Employees	Percentage
Strongly Agree	32	31.4%
Agree	40	39.2%
Neutral	14	13.7%
Disagree	10	9.8%
Strongly Disagree	6	5.9%
Total	102	100%



INTERPRETATION:

In the above graph 25.50% are strongly agreed that safety training programs are conducted regularly in the organization, 39.20% are agreed 17.60% are neutral, 9.80% disagreed and 7.80% are strongly disagreed.

Company provides adequate PPE



INTERPRETATION:

In the above graph 31.40% of the employees strongly agreed that the company provides adequate PPE in the organization that supports employee safety, 39.20% agreed, 13.70% neutral, 9.80% are disagreed, 5.90% strongly disagreed.

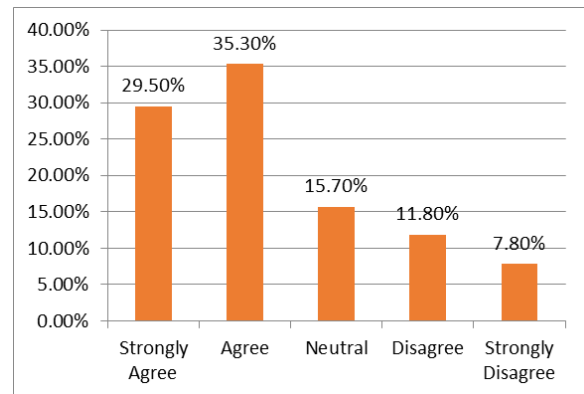
Safety training programs are conducted regularly.

Response	Employees	Percentage
Strongly Agree	26	25.5%
Agree	40	39.2%
Neutral	18	17.6%
Disagree	10	9.8%
Strongly Disagree	8	7.8%
Total	102	100%

Emergency exits and first-aid facilities are easily accessible.

Response	Employees	Percentage
Strongly Agree	30	29.5%
Agree	36	35.3%
Neutral	16	15.7%
Disagree	12	11.8%
Strongly Disagree	8	7.8%
Total	102	100%

Emergency exits and first-aid facilities are easily accessible.



INTERPRETATION:

In the above graph 29.50% are strongly agreed, 35.30% agreed, 15.70% are neutral, 11.80% are disagreed and 7.80% are strongly disagreed that emergency exits and first aid facilities are easily accessible in the organization.

VIII. FINDINGS

- 70.60% of the employees are agreed for clear and well-defined safety policies.
- 66.70% of the employees are agreed that the safety rules are strictly followed in the organization.
- 65.70% of the employees are agreed that the management regularly monitors safety practices in workplace.
- 66.70% of the employees are agreed that the safety instructions are properly displayed in the workplace.
- 72.60% of the employees agreed that aware of the importance of using PPE In department.
- 70.60% of the employees agreed that they regularly use PPE while performing their duties.
- 62.80% of the employees agreed that PPE provided by the company are comfortable and suitable for work.
- 66.70% of the employees agreed that they received adequate safety training from the company.
- 64.79% of the employees agreed that the safety programs are conducted regularly.
- 64.80% of the employees agreed that they what to do in case of fire or emergency.
- 68.70% of the employees agreed that overall safety working conditions in the organization.

IX. SUGGESTION

- The organization should continue maintaining strong safety policies and procedures to ensure a safe working environment for all employees.
- Regular safety training programs should be conducted to keep employees updated about safety rules and emergency procedures.
- The management should ensure continuous availability and proper usage of Personal Protective Equipment (PPE) among employees.
- Periodic safety inspections and audits should be conducted to identify potential hazards and prevent workplace accidents.

X. CONCLUSION

The study shows that most employees are aware of workplace safety measures and follow safety rules in the organization. The company provides safety policies, PPE equipment, and safety training to employees. Most employees feel safe in their workplace and believe that management supports safety practices. However, continuous training and awareness programs can further improve employee safety and reduce workplace risks.

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