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## A Study On Organization Safety And Its Impact On Employee Well Being At Automobile Industry

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**Abstract:** This study examines the relationship between employee well-being and workplace safety and the significance of safety procedures in ensuring a secure and efficient working environment. This research investigates the interaction between key measures of employee well-being such as job safety measures such as hazard control, ergonomics, safety training, and mental health assistance.

Utilizing both quantitative and qualitative methods, the research employs organizational data, interviews, and surveys to examine how employees view safety and how this is connected to their overall health. Improved performance, reduced absenteeism, and increased morale are all noted within organizations with effective safety cultures. The findings indicate a definitive relationship between enhanced employee outcomes and safe behaviours.

To give a truly safe and healthy work environment, this research highlights the importance of prioritizing safety strategically in organizational policies and encourages employers to adopt all-encompassing strategies to staff welfare that transcend compliance.

**Keywords:** Workplace safety, Employee productivity, positive correlation, Safety protocol, organizational success.

### I. INTRODUCTION

In the fast-paced work environment of today, providing a safe workplace is not only a compliance issue. it is a critical part of a healthy, productive organizational culture. The greater complexity of work, the growth of industries, technological change, and globalization have introduced progress as well as challenges, especially in the area of occupational health and safety. Workplace safety, historically focused on the prevention of physical injury and danger, has evolved into a complex issue that now includes psychological health, emotional security, and general quality of work life. This research seeks to examine the interconnection between workplace safety and worker well-being, including how safety programs directly and indirectly impact employees' physical health, mental status, motivation, and job satisfaction.

### Benefits of Placing a High Value on Workplace Safety

**Fewer Work-related Illnesses and Injuries:** Safety initiatives drastically reduce the possibility of accidents, which means less physical strain on employees and economic strain on employers through compensation and downtime.

**Improved Morale and Job Satisfaction:** Workers who feel appreciated and secured are more likely to be satisfied in their work, be emotionally attached to their job, and stay with the company

## Challenges and Gaps in Existing Workplace Safety Practices

- **Lack of awareness or training:** Workers may not be properly aware of safety procedures or even take them lightly.
- **Limited resources:** Particularly in small enterprises or developing nations, financial limitations may prevent the proper use of safety equipment or protocols.
- **Cultural barriers:** In certain working environments, complaining about safety issues might be frowned upon or even discouraged.
- **Neglect of mental health:** Though physical safety receives much attention, psychological safety falls short, with its great effect on productivity and morale.

## 2. OBJECTIVES OF THE STUDY

1. To study the Awareness of the workers about the health and safety in the workplace.
2. To access the satisfaction level of the respondents towards the health and safety measures
3. To analyse the impact of workplace safety on the employee productivity and organisational performance.
4. To give suggestions to improve health and safety in the organisation.

## 3. SCOPE OF THE STUDY

This study's focus is on investigating the connection between worker well-being and workplace safety in diverse organizational settings. It addresses the existence and efficacy of safety regulations, risk management plans, educational initiatives, and mental health support networks, among other physical and psychological facets of safety. The purpose of the study is to evaluate the ways in which these variables affect worker outcomes like engagement, stress levels, job satisfaction, productivity, and general health. It entails examining how management approaches, organizational culture, and employee perceptions relate to safety. Although examples may be taken from industries with high safety requirements, the study does not restrict itself to any one industry, allowing for a wider applicability of findings. The objective is to offer practical advice and insights that can assist organizations in improving their safety protocols and foster a more wholesome, encouraging workplace.

## 4. REVIEW OF LITERATURE

### Impact of Safety Culture on Employee Wellbeing in Indian Manufacturing Units “Sharma, R., & Gupta,

**P. (2021):** This study explores the relationship between workplace safety culture and employee wellbeing in Indian manufacturing units. Data was collected from 200 employees across five manufacturing plants. The findings reveal that a strong safety culture significantly improves employee physical and mental health, reduces workplace stress, and enhances job satisfaction. The study emphasizes the importance of safety training, management commitment, and employee participation in fostering a positive safety culture.

**Safety Practices and Their Influence on Employee Health in the Indian Automotive Industry Singh, A., & Kumar, S. (2020):** This paper examines the impact of safety practices on employee health in the Indian automotive industry. Through a survey of 150 employees, the study identifies that regular safety audits, proper use of personal protective equipment (PPE), and safety training programs significantly reduce workplace injuries and improve employee wellbeing. The study concludes that organizations must prioritize safety practices to ensure a healthy and productive workforce.

## 5. RESEARCH METHODOLOGY

Research methodology is the specific procedures or techniques used to identify, select, process, and analyze information about a topic. In a research paper, the methodology section allows the reader to critically evaluate a study's overall validity and reliability. It is a design or plan as a guide for conducting research and to systematically solve the research problem. It includes research design, sampling procedures, data collection method and analysis procedure.

## 6. DATA ANALYSIS AND INTERPRETATION

Categories	Sub categories	No. of respondents	Percentage (%)
Age	18-24	57	41
	26-35	45	32
	above 36	38	27
Gender	Male	93	66
	Female	47	34
Designation	Entry- level	50	36
	Mid-level	53	38
	Senior -level	37	26
Experience	0-5 years	32	21
	6-10years	62	44
	Above 10years	52	37
	above 12 years	26	19
Income level	Less than 1,00,000	46	33
	1,00,000-3,00,000	8	6
	3,00,000-5,00,000	46	33
	5,00,000-10,00,000	19	13
	Above 10,00,000	21	15
Total	<b>All categories</b>	140	100

### FINDINGS:

The majority of respondents shown that 41% respondents are 18 - 25 years of age, 32% respondents are 26 - 35 years of age, 32% respondents are Above 36 years of age.

From the above table it is clearly shown that 66% respondents are Male and 34% respondents are Female. From the above table it is clearly shown that 36% respondents are Entry-level, 38% respondents are Mid-level and 26% respondents are Senior-level.

From the above table it is clearly shown that 44% respondents have 0-5 years, 37% respondents have 6-10 years, 19% respondents have Above 10 years

From the above table it is clearly shown that 33% respondents say Less than 1,00,000, 6% respondents say 1,00,000-3,00,000, 33% respondents say 3,00,000-5,00,000, 13% respondents say 5,00,000-10,00,000 and 21% respondents say Above 10,00,000.

**INFERENCE:**

1. The majority of the respondents are 18 - 25 years of age (41%).
2. The majority of the respondents are Male (66%).
3. The majority of the respondents are Mid-Level (38%)
4. The majority of the respondents have 0-5 years (44%).
5. The majority of the respondents are less than 1,00,000 and 3,00,000- 5,00,000(33%).

Figure 1: Demographic profile

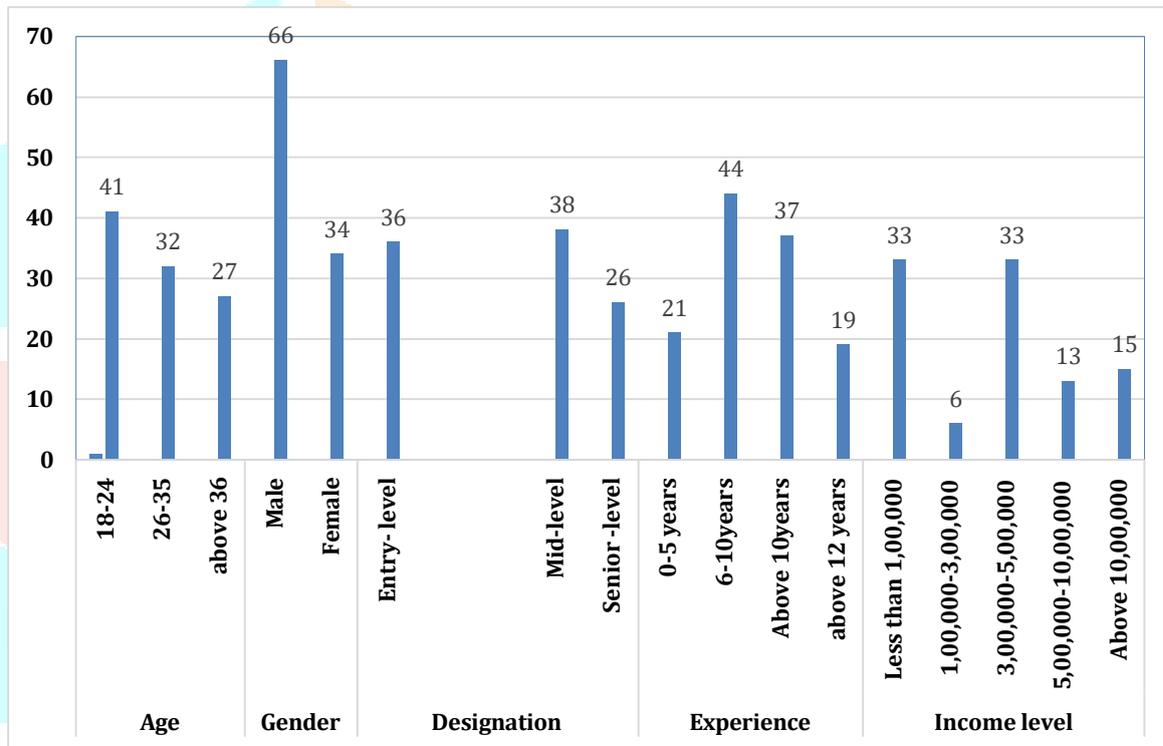


Figure 1: Demographic profile

**6.2 STATISTICAL TOOLS**

**MANN WHITNEY U TEST**

**Null Hypothesis H<sub>0</sub>:** There is no significant difference between mean ranks of categories of age with respect to Awareness of Workers Safety, Satisfaction Level of Safety Measures, Workplace Safety on Productivity and Performance and Suggestion to Improve Health and Safety

**Alternate Hypothesis H<sub>1</sub>:** There is significant difference between mean ranks of categories of age with respect to Awareness of Workers Safety, Satisfaction Level of Safety Measures, Workplace Safety on Productivity and Performance and Suggestion to Improve Health and Safety

**Table 2: mann-whitney u-test****Test Statistics**

Test Statistics <sup>a,b</sup>				
	Awareness of workers safety	Satisfaction level of safety measures	Workplace safety on productivity and performance	Suggestions to improve health and safety
Chi-Square	13.921	26.825	23.606	10.616
df	2	2	2	2
Asymp. Sig.	.001	.000	.000	.005
a. Kruskal Wallis Test				
b. Grouping Variable: Age				

**INFERENCE:**

The p value < 0.05, null hypothesis is rejected. There is significant difference between mean ranks of occupation with respect to Awareness of Workers Safety, Satisfaction Level of Safety Measures, Workplace Safety on Productivity and Performance and Suggestion to Improve Health and Safety

**CHI-SQUARE TEST**

**Null Hypothesis H<sub>0</sub>:** There is no statistically significant relationship between employees' designation and how often safety drills (fire/emergency) are conducted.

**Alternate Hypothesis H<sub>1</sub>:** There is a statistically significant relationship between employees' designation and how often safety drills (fire/emergency) are conducted

**Table 03- CHI-SQUARE TEST**

Chi-Square Tests			
	Value	df	Asymp. Sig. (2-sided)
Pearson Chi-Square	33.510 <sup>a</sup>	6	.000
Likelihood Ratio	41.453	6	.000
Linear-by-Linear Association	17.791	1	.000
N of Valid Cases	140		
a. 4 cells (33.3%) have expected count less than 5. The minimum expected count is 3.17.			

**INFERENCE:**

The p-value is  $< 0.05$ , null hypothesis is rejected. There is a significant difference between employees' designation and how often safety drills (fire/emergency) are conducted.

**SPEARMAN RANK CORRELATION**

**Null hypothesis:** The variables are not statistically significant.

**Alternative hypothesis:** The variables are statistically significant.

**Table 4: Spearman's Rank correlation**

Correlations				
			Does a safe workplace increase your productivity?	Does the organization take employee health and safety concerns seriously?
Spearman's rho	Does a safe workplace increase your productivity?	Correlation Coefficient	1.000	.580**
		Sig. (2-tailed)	.	.000
		N	140	140
	Does the organization take employee health and safety concerns seriously?	Correlation Coefficient	.580**	1.000
		Sig. (2-tailed)	.000	.
		N	140	140
**. Correlation is significant at the 0.01 level (2-tailed).				

**INFERENCE**

Since the p-value is  $0.000 < 0.01$ , the correlation is significant at the 0.01 level, confirming the reliability of this moderate positive association between the perception that a safe workplace increases productivity and the belief that the organization takes employee health and safety concerns seriously.

## 7. SUMMARY OF FINDINGS

1. The majority of the respondents are at the age of 18-25 (41%)
2. The majority of the respondents are male (66%)
3. The majority of the respondents are Mid-level (38%)
4. While performing h-test, the  $p$  value  $< 0.05$ , null hypothesis is rejected. There is significant difference between mean ranks of occupation with respect to Awareness of Workers Safety, Satisfaction Level of Safety Measures, Workplace Safety on Productivity and Performance and Suggestion to Improve Health and Safety
5. In correlation, the  $p$ -value is  $0.000 < 0.01$ , the correlation is significant at the 0.01 level, confirming the reliability of this moderate positive association between the perception that a safe workplace increases productivity and the belief that the organization takes employee health and safety concerns seriously.
6. In Chi-Square test, the  $p$ -value is  $< 0.05$ , null hypothesis is rejected. There is a significant difference between employees' designation and how often safety drills (fire/emergency) are conducted.

## 8. SUGGESTION

In order to ensure a safer and healthier work place, organizations should adopt an entire range of safety and well-being programs. Ongoing safety training programs must be conducted to familiarize all employees with enhancing awareness and being prepared for emergencies. Workplace ergonomics need to be enhanced in order to minimize physical strain and repetitive strain injuries, ultimately promoting employee comfort and productivity. Furthermore, implementing mental health assistance services e.g., counselling and stress management support—can work on psychological health. Having an employee safety committee enables employees to take an active role in planning for and deciding about safety matters, giving them a sense of ownership. Having a clear, confidential reporting system for incidents also ought to exist in order to facilitate open discussion and prompt fixing of safety problems. Regular safety audits and risk evaluation are key to detecting and precluding possible hazards. Clear communication of the safety policy and procedure to every level in the company ensures uniform comprehension and implementation. Involvement of active leadership in safety initiatives establishes a tone of accountability, and recognition and reward of employees promoting safety culture reinforces a safety-first culture. Finally, monitoring and organizing shift work and workload can limit fatigue, further aiding employee health and organizational effectiveness.

## 9. CONCLUSION

The study Highlighting that a safe workplace is not only a legal need but also a major driver of productivity, morale, and job satisfaction, the study underlines the important link between employee well-being and occupational safety. Employee attitudes toward their work, their company, and their future inside it is much shaped by psychological security as much as physical safety. The results imply that employees feel less stress, more motivated, and more trust in their company when safety precautions are supported by management and carried out successfully. Still, many organizations ignore or understaffed thorough safety initiatives, particularly in areas including mental health support, proper policies, and proactive risk assessment. Safety plans must change as work environments change—through new industrial processes, remote work, or automation. Long- term organizational success and a healthier, more involved workforce can result from building a culture where employee well-being is valued and safety comes first.

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