

Safety Precautions and Tools Examination for Employees of Power Plant

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Abstract: Employee welfare and safety has been seen as one of an organization's key performance measures. Changes in employees' working life and changes in both the internal and external business environment have brought tremendous transformation in organizational behaviour. Globalization, innovation and other aspects of work-design compelled companies to focus on the safety and welfare of workers.

Keywords: Employee welfare, Globalization, Welfare

I. INTRODUCTION

Organizations must set standards for taking care of the professional and personal interests of the staff. Expanding dependence on innovation, appropriated work game plans, expanding work pace, and assorted variety in the workplace making a few difficulties for staff in Human Resource Management. In the first place, potential new perils rise up out of the presentation of new innovations and in an increasingly virtual association through work execution[1]-[5]. Firstly, corporations are becoming smaller and flatter and redefining the quality of the job and the essence of the relationship between them.

Safety: Safety in the workplace means having an environment free from injury and hazards. Proper processes and procedures will allow employees to work without worrying about the safety.

Labour Welfare: The concept of labour welfare is necessarily dynamic and has been interpreted in different ways from country to country and from time to time and even in the same country, according to social institutions, degree of industrialization and general level of social and economic development. Labor security requires' such utilities, facilities and amenities as sufficient canteens, rest and leisure facilities, sanitary and health facilities, provisions for commuting to and from and for the lodging of workers employed at their homes' assistance, and such other services[6]-[8].

Revised Manuscript Received on December 11, 2019.

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II. OBJECTIVES

1. To recognize the organization's knowledge of safety or relations facilities among the employees.
2. Or find out how employees use healthcare services
3. To determine the level of employee satisfaction with social welfare facilities.

III. RESEARCH METHODOLOGY

A sample survey was conducted inside the thermal plant to achieve the study's goals and the responses were collected from the plant's employees. The employees were given a questionnaire and asked to answer questions related to the thermal plant's safety and welfare activities[9]-[12].

A. Sample Size

A simple sampling method was used to take sample size of 100 employees at the thermal facility. This technique has been adopted because the plant has several workers and a random sampling methodology is difficult to apply.

B. Data Collection

Via questionnaires, personal interviews and conversations with officials and managers at the power plant, data was collected directly from the respondents[13]-[15]. Employee reactions to the organization's worker's "health and security" interventions were analyzed using relevant statistical tools found in Levin and Rubin (2000).

IV. RESULTS AND DISCUSSION

The data collected are analyzed using correct statistical tools and the findings were appropriately presented to meet the above-mentioned objectives. 1. To understand the organization's awareness of security and welfare facilities among the employees. The employees were asked to rate their awareness about the facilities provided by the thermal plant and the following gives the details

Table 1: Ratings for Awareness About Facilities

	Frequency	Percent
Excellent	4	4.0
Very good	24	24.0
Good	58	58.0
Dissatisfied	14	14.0
Total	100	100.0

From Table-1, one could see that 14% of the employees are dissatisfied with the medical facilities provided by the management. The 95% confidence interval for this event is (0.0720, 0.2080).



If the organization takes necessary measures to address the grievances of the employees, then this percentage may come down to 7% and may go up to 20% in future if they do not address their problems. It is very important for the management to ensure that the percentage will come down below 7% in future [16]-[18].

The study reveals that there is a positive correlation among the satisfaction rates and the implementation of various employee safety and welfare initiatives, which should be properly enforced to strengthen in order to increase employee satisfaction, which in effect can lead to increased productivity. An employee can feel safe in the organization to be happy with his employment. Employee welfare ensures health and safety, comfort and efficiency of the workers, in turn to have a positive impact on employee productivity in the organization. □ Company must provide smoking zone for the employee regarding safety in organization[19]-[21].

□ For employees, the organization needs to conduct more security training programs. Need to provide safety equipment where necessary and oversee the employees to follow safety measures.

□ Organization should implement safety in entrance gates with CC cameras installation, bomb detector equipment and electricity fencing around water canals. □ Organization should provide separate rest rooms and wash rooms for each department for both male and female employees. □ Organization should provide drinking water facilities near the plant or outside of plant for working labour as well as employees[22]-[25].

V. CONCLUSION

Each industry sector is diverse and the policies and practices of individuals are unique for the sectors. It is asset-intensive and engineering-driven when considering the power industry. Ironically, people in the power industry are usually loyal to the business for a long time, and this dedication goes on for decades.

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