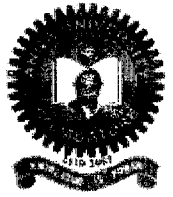


P-3646



**A STUDY ON THE SAFETY AND WELFARE
MEASURES PROVIDED AT MICRO FIREWORKS,
MADURAI**



SUMMER PROJECT REPORT

Submitted by

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Under the guidance of

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Assistant Professor (Senior Grade) in Management

A PROJECT REPORT

submitted

In partial fulfilment of the requirements

for the award of the degree

of

MASTER OF BUSINESS ADMINISTRATION

Department of Management Studies

Kumaraguru College of Technology

(An autonomous institution affiliated to Anna University, Coimbatore)

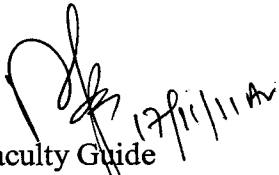
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November, 2011

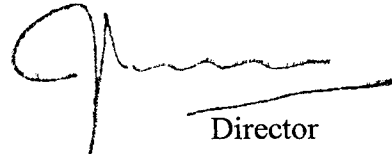
CERTIFICATE

BONAFIDE CERTIFICATE

Certified that this project report titled “A Study on safety measures and labour welfare” is the bonafide work of **Ms.Kalpana.S.K, 10MBA23** who carried out the project under my supervision. Certified further, that to the best of my knowledge the work reported herein does not form part of any other project report or dissertation on the basis of which a degree or award was conferred on an earlier occasion on this or any other candidate.



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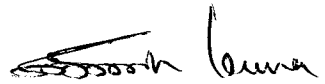
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18/12/21



Internal Examiner



External Examiner

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It is my humble duty to thank God Almighty who showered his blessings upon for the successful completion of this project.

I express my gratitude to our beloved chairman **Arutchelvar Dr. N.MAHALINGAM and Management** for the prime guiding spirit of **Kumaraguru College of Technology** for giving me an opportunity to undergo the MBA Degree course and to undertake this project work.

I wish to express deep sense of obligation to **Mr. A. Senthilkumar Assistant Professor (Senior Grade)**, KCT Business School, for his guidance and moral support throughout the project from its inception to completion.

I whole heartily thank **Mr. Prabakaran, Micro Fireworks**, for his motivation to complete the project successfully.

Micro FireWorks

Innovative Quality

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Prop. R.Prabhakaran

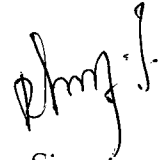
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CERTIFICATE

This is to certify that **Ms.KALPANA.S.K**, Roll No: **10MBA23** , a student of KCT Business School, Kumaraguru College of Technology, Coimbatore had undergone a Project entitled "A STUDY ON SAFETY MEASURES AND LABOUR WELFARE".
Between 4.7.2011 and 30.7.2011

During the tenure, her performance was **Very Good**.



Signature of the
Organizational Guide

TABLE OF CONTENTS

CONTENTS

CHAPTER	LIST OF CONTENTS	PAGE NO
1	INTRODUCTION	1
1.1	Introduction To The Study	1
1.2	Industry Profile	2
1.3	Organization Profile	3
1.4	Statement Of The Problem	4
1.5	Objectives Of The Study	4
2	REVIEW OF LITERATURE	8
3	RESEARCH METHODOLOGY	11
3.1	Type Of Research	11
3.2	Data And Sources Of Data	11
3.3	Population & Sample Size	11
3.4	Tools for ananalysis	11
3.5	Limitations of the Study	11

4.1	Percentage Analysis	12
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5 FINDINGS, SUGGESTIONS AND
CONCLUSIONS

5.1	Findings	38
5.2	Suggestions	40
5.3	Conclusion	41

APPENDIX	41
----------	----

BIBLIOGRAPHY	45
--------------	----

LIST OF TABLES

Table Numbers	Title	Page. No
4.1	Usage of safety protection equipments	12
4.2	Effectiveness of the training given on the safety measures	13
4.3	Training on safe handling of the raw materials	14
4.4	Adequate training provided to use fire extinguishers	15
4.5.a	Conduct of safety meetings	16
4.5.b	Period of safety meetings	16
4.6	Supervisor's attention to the newly employed labour	17
4.7	Table showing the Cleanliness of work area	18
4.8.a	Training programmes in the local language	19
4.8.b	Level of satisfaction of the Training programmes conducted in the local language	19
4.9.a	Training programmes and safety aspects relevant to the industry	20
4.9.b	Satisfaction level of training programmes cover safety aspects relevant to the industry	20
4.10	Satisfaction level of safety measures	21
4.11	Transport facility provided to labour	22

4.13	Health and medical facility provided to labour	24
4.14	Insurance Policy provided to labour	25
4.15	Loans provided to labour	26
4.16	Incentives provided to labour	27
4.17	Canteen facility provided to labour	28
4.18	Accessibility of welfare measures	29
4.19	Overall satisfaction level of welfare measures	30
4.20	Age of respondents	31
4.21	Gender of respondents	32
4.22	Years of experience (with Micro Fireworks)	33
4.23	Years of experience (outside Micro Fireworks)	34
4.24	Wage level of employees	35
4.25	Literacy level of employees	36
4.26	Respondents family members working in Micro Firework	37

ABSTRACT

Employees' safety and welfare measures are very important in an organization in order to retain the employees and also to improve the company in order to take the organization to higher level. This is possible only when there is good safety and welfare measures followed in the company. Thereby the company should implement such measures and help in the growth of the employees which eventually leads to the improvement of the organization too. Hence, a descriptive study was conducted at Micro Fireworks with primary source of data collected from 140 respondents working therein. The study revealed that the safety and welfare measures provided by the Micro Fireworks are within the regulatory norms and the labour are satisfied with those measures.

CHAPTER:1 INTRODUCTION

1.1 INTRODUCTION TO THE STUDY

FIRE has been the most important factor in the development, even the survival, of the human race. It has also been the most important stimulus to the development of man's inventive capacity. We cannot but marvel at the fact that fire is necessary for almost every operation. Fire is an immeasurable, uncontrollable element, concerning which, it is hard to say whether it is destructive whether it consumes more or produces more.

In India, however, the adoption of fireworks making was restricted to only few items made of gun powder and iron borings. The present day chemicals such as potassium chlorate, barium and strontium nitrate, aluminum and magnesium powder had not then been discovered. India restricted its manufacture to making rockets and high blast crackers with gunpowder, and Flower Pots, with gunpowder and iron filings only. Even today, Bengal venerates her discovery of the fascinating Flower Pots (Tubris) by holding street to street competitions. After the gradual appearance of chlorates, nitrates, and metal powders, the firework makers improved their production, progressively adding these elements to obtain colour, brilliance, flash, sound and special effects. In the early days the use of these new elements, with imported chlorates, nitrates, aluminium and magnesium, was restricted only to making large types of fireworks for festive and religious occasions.

BACKGROUND OF THE STUDY

DEFINITION FOR LABOUR WELFARE

The oxford dictionary defines labour welfare as “effort to make life worth living for workmen”.

WELFARE MEASURES CONCEPT

The basic aim of the labour services in an industry is to improve the living and working condition of worker and their families. Welfare measures include all activity of employer's state, trade union and other agencies to help the workers and their families to serve with greater satisfaction by creating favourable working conditions.

The concept of welfare as such services facilities and amenities as adequate canteen, rest and recreation facilities, arrangements for travel to and from work and for accommodation of workers.

1.2 INDUSTRY PROFILE:

HISTORY OF FIREWORKS:

The history of fireworks shows that not only have fireworks been around a long time, they have been used for many different purposes. In China, they are intended to scare off beasts. In Europe, they were used by rulers to impress their subjects. And, of course, in the United States they are used to help celebrate Independence Day.

Ancient Times:Fireworks most likely originated in China, the nation that invented gunpowder. Firecrackers were and continue to be popular during Chinese New Year, during which they are used to scare off the mythical beast Nian. However, fireworks may have come from India, home of the firecracker-filled Diwali celebration.**13th and 14th Centuries:**Europeans bring back fireworks after traveling to the East. In Italy, princes begin requesting displays, impressing their subjects, who are unaccustomed to such sights.

16th Century:The popularity of fireworks continue to spread across Europe. For example, in England, fireworks were often on display during the reign of Queen Elizabeth I.

1830s:Inventors in Italy discover the chemistry to add colors to fireworks.**1870:**Angelo Lanzetta moves from Italy to New York, bringing his skills at making fireworks. His business grew into Fireworks by Grucci, one of the largest fireworks companies.**1893:**Italy continues to produce fireworks experts. Antonio Zambelli moves from Italy to the United States, launching Zambelli Fireworks Internationale, another well-known fireworks company.

1.3 ORGANISATION PROFILE:

Company Name	: Micro Fireworks
Address	: Kariyapaty road, Madurai
Year of Establishment	: 1996
Number of Labour	: 140
Proprietor	: Prabakaran
Products saled To	: North India and South India
Place of Original	: Madurai

The Main Objective of the company is to satisfy customers by developing Samples and executing the orders in terms of quality/delivery and competitive price. They produce variety of crackers.

MISSION:

Our mandate is to distribute firework products in a practical and cost effective manner. We will not conflict with our clients and will educate the industry on product design and safe usage. We listen what we need and we deliver what we commit.

VISION:

Taking forward founder's effort to make quality and innovative products and work towards customer satisfaction.

1.3.1 DIFFERENT TYPES OF CRACKER:

Firecrackers: The classics, these often come in strips and can be lit with one fuse. They are best known for the amount of noise they can create.

Fountains: These create sparks that flow up like fountains and spill on the ground.

Pinwheels: These feature sticks driven into the ground, with the firework spinning at the top of the stick.

Repeaters (aka Cakes): These are small tubes packed together. They can be lit by one fuse, which means you get a big show for minimal effort.

Rockets: As the name indicates, these launch into the air and then explode.

Shells: Like rockets, these are fired into the air, but then they burst open in a pattern.

Sparklers: These fireworks can be held by a stick, and they set off sparks. These seem as safe as snaps, but children can hold them too close, and the sparks might catch their clothing on fire

1.4 STATEMENT OF PROBLEM:

Employees' safety and welfare measures are very important in an organization in order to retain the employees and also to improve the company in order to take the organization to higher level. This is possible only when there is good safety and welfare measures followed in the company. Hence, a descriptive study was conducted to study the safety and welfare measures provided and the level of the satisfaction of the people working in that organization.

1.5 OBJECTIVE OF STUDY:

Primary objective:

To study the safety and welfare measures provided to labour in Micro Fireworks, Madurai.

Secondary objective:

- To study the level of satisfaction of labour towards the safety measures provided.
- To study the level of satisfaction of labour towards the welfare measures provided.

1.6 SCOPE OF THE STUDY:

The scope of the study is confined to the 140 labour working at Micro Fireworks, Madurai.

1.7 CORPORATE SOCIAL RESPONSIBILITY

Micro Firework Company's Corporate Social Responsibility policy is based on international recognized standards and consists of codes of conduct, social- and environmental issues.

It applies to all workplaces of Micro Fireworks Company, including the manufacturing unit and the suppliers of the materials. Micro Firework Company is free of anti-competitive agreements like price arrangements or illegal division of markets.

Micro Firework Company complies with local laws and pays taxes.

1.7.1 Discrimination

Recruitment, wage policy, employee promotion policy, policies of employment termination, and any other aspect of the employment relationship is based on the principle of equal opportunities, regardless of race, color, gender, religion, political affiliation, nationality, social or ethnic origin, or disability.

Micro Fireworks Company promotes decent work for both men and women with the aim to improve less fortunate peoples' lives while taking care of labor conditions.

Micro Firework Company regards women's economic and social rights on gender equality as a human right, and aims at an optimal representation of women represented in the workplace in order to be able to effectively improve the lives and opportunities of women, and ensure that their voices are heard.

1.7.2 Child Labor / Workers Exploitation

There is never use of child labor neither within Micro Firework Company nor in its

Nobody will be allowed to perform work which, by its nature or the circumstances in which it is carried out, is likely to endanger or harm their health, safety or morals. There is no use of forced labor, and bribery is in any way not tolerated.

1.7.3 Wages

Wages are an essential element for the employees' wellbeing. Wages paid to employees are above standard and are always more than sufficient for the basic needs (such as housing, electricity, nutrition, clothing, healthcare, education, drinking water, transport, savings, etc.).

Employees are adequately and clearly informed about the specifications of their wages including wage rates and pay period.

Micro Firework Company communicates with workers on processes to improve their wages. Micro Firework Company also ensures to pay suppliers a price that gives those suppliers a possibility to provide better living conditions to their employees.

1.7.4 Working hours, overtime

Employees never work more than 48 hours per week and are allowed at least one day off per week. Overtime work is voluntary (so not demanded regularly), does not exceed 12 hours per week, and is always compensated at a premium rate. The overtime work per employee is documented in the Overtime Registration Book in which the employee can write his/her hour choices. In this book also information is given to workers on their rights in this respect.

The frequency, duration, and number of workers involved are regularly monitored to check whether maybe it is necessary to employ additional labour (or temporary personnel).

1.7.5 Safe & healthy working conditions

Micro Firework Company provides a safe and hygienic working environment. Effective regulations are implemented to prevent accidents and minimize health risks as much as possible. Employees receive a short training on health- and safety issues when commencing their job.

1.7.6 Employment relationships

All employees receive a fair and transparent working contract in which their rights and opportunities are mentioned.. New workers have the opportunity to participate in training programmes.

Every employee is treated with respect and dignity. No employee is subject to any physical, sexual, psychological or verbal harassment, discipline or abuse. Micro Firework Company ensures that within its own and all suppliers' companies will never be any form of corruption or oppression.

CHAPTER-2:REVIEW OF LITERATURE

CHAPTER 2 : REVIEW OF LITERATURE

Changes Enacted to Enhance Firework Safety

Cherie Berry¹ observed that fireworks contained inside a rental truck exploded while the workers prepared for a 40-minute fireworks display at Ocracoke Island on North Carolina's Outer Banks, resulting in the death of four employees and serious burns to a fifth employee. The Federal Bureau of Alcohol, Tobacco, Firearms and Explosives (ATF) is responsible for the regulation of explosives and has jurisdiction over the storage and transportation/security of fireworks. At the time of the explosion, North Carolina laws did not require operators to be trained or certified when participating in pyrotechnic activity. The N.C. General Assembly enacted the Pyrotechnics Safety Permitting Act after the explosion to improve pyrotechnic safety in North Carolina. This law sets established guidelines for the Office of State Fire Marshal in the N.C. Department of Insurance to regulate testing and training requirements. These requirements can be found at N.C. Gen. Stat. 58-82A, Pyrotechnics Training and Permitting, and 11 NCAC 05 Guidance on proper handling of fireworks is available from the American Pyrotechnics Association's Display Fireworks Training Program and the National Fire Protection Association's Code for Fireworks Display (NFPA 1123). Additional guidance is available on a number of related subjects such as storage, transportation, static electricity and security through additional APA, NFPA, DOT and ATF documents

Occupational Health and Safety in India

V S Rama Rao² on October 23, 2010 The health and safety of employees working in factories and mines have been given high importance in India. The Constitution of India has provisions to ensure that the health and well being of all employees is protected and the state has the duty to ensure this protection. The different legislation the support this concept are discussed here. **The Factories act of 1948** regulates the health, safety welfare and other working conditions of workers in factories. The act requires factories employing more than the prescribed numbers to appoint qualified safety officers and medical officers. Safeguards have been prescribed to prevent accidents and report instances of accidents

Mr.Haridas³ has conducted a research on “The study on labour welfare measures in TTK prestige Ltd” in 1999, the sample size was 100 and he used the interview schedule for the primary data collection. He found out that 80% of employees were satisfied with the working condition of the factory, all of them were satisfied with first aid facilities. All of them were utilizing the facilities provided in the organization.

National commission(1972)⁴ conjunction with the passage in 1970 of the occupational safety and health act, a National Commission has established to undertake a compensation laws in order to determine adequate, prompt, equitable system of compensation. The framework of objectives to the commission includes like broad coverage of employees and related injuries and diseases , substantial protection against interruption of income, provision of accident medical care and rehabilitation services, encourage of safety.

The Measure of American Human Development Report 2008-2009, produced by the American Human Development Project, is modeled on the United Nations Development programme’s global Human Development Report, which has provided authoritative analysis and a ranked index for countries around the world for almost two decades. The Measure of America, published by Columbia University press and the social science research council is the first time the human development approach has been applied in the United States or any other

industrialization nation. The report features foreword by Nobel laureate and Harvard professor Marty sen and California venture capitalist William H. Draper.

National commission on labour (1969)-was appointed in 1966. It had reviewed many aspects of labour welfare India such as existing conditions of labour. Legislative measures available to protect their interest, level of workers earnings, standard of living and various welfare facilities viz. health and medical facilities, canteens, crèches, housing, transportation, recreational facilities, provisions of family planning and adult education etc. were studied in detail.

CHAPTER:3 RESEARCH METHODOLOGY

This chapter explains the research tools that have been applied by the researcher to collect data analyze and interpret results. Research methods are a program that guides the researcher in collecting, analyzing and interpreting data and facts. The following tools were used in this research.

3.1 TYPE OF RESEARCH:

Descriptive:

Descriptive research includes survey and fact finding enquiries of different kinds. The major purpose of descriptive research is description of the state of affairs as it exists at present.

3.2 DATA AND SOURCE OF DATA:

Primary Data:

The data collected for the study is from the primary source. The data collection instrument is Structured Interview Schedule collected directly from the respondents.

3.3 POPULATION AND SAMPLE SIZE:

The total labour working in Micro Fireworks is 140. Census method is used by collecting responses from all the 140 labour employed in the firm.

3.4 TOOL FOR ANALYSIS:

Percentage Analysis

3.5 LIMITATION OF STUDY:

Since the employees working in the industry are not permanent, it is difficult to predict the welfare measures needed.

P-3646

CHAPTER 4 INTERPRETATION AND ANALYSIS

Table 4.1 Usage of safety protection equipments

Description	No. of respondents	Percentage of response
Gloves	140	100.0
Helmet	0	0
Shoes	0	0
All the above	0	0
Total	140	100

Interpretation:

The table 4.1 indicates the usage of safety protection equipments in the organization. It is found that only Gloves are being used as protection equipment.

Inference:

The table 4.1 infers that only Gloves are being used as safety protection equipment in the organization, besides the presence of Helmets and Shoes.

Table 4.2 Effectiveness of the training given on the safety measures

Description	No. of respondents	Percentage of response
Excellent	56	40.0
Verygood	29	20.7
Good	46	32.9
Fair	9	6.4
Total	140	100

Interpretation:

The table 4.2 emphasizes the effectiveness of the training given on the safety measures by the company. In that, 40% of the respondents said it was excellent, 20.7% of the respondents said it was very good, 32.9% said it was good, and 6.4% said it was fair.

Inference:

The table 4.2 infers that 40% of the labour responded that training given on the safety measures are Excellent.

Table 4.3 Training on safe handling of the raw materials

Description	No. of respondents	Percentage of response
Yes	109	77.9
No	31	22.1
Total	140	100

Interpretation:

The table 4.3 emphasizes whether the labour are educated by the company on safe handling of the raw materials. 77.9% of respondents said that they are educated by company on safe handling of raw material and 22.1% of respondents said they are not educated by company.

Inference:

The table 4.3 infers that 77.9% of respondents are educated by company on safe handling of raw material.

Table 4.4 Adequate training provided to use fire extinguishers

Description	No. of respondents	Percentage of response
Yes	97	69.3
No	43	30.7
Total	140	100

Interpretation:

The table 4.4 emphasizes whether the labours are given adequate training to use fire extinguisher. 69.3% of respondents said training is provided and 30.7% of respondents said no.

Inference:

The table 4.4 infers that 69.3% of respondents said that adequate training is provided to use fire extinguishers.

Table 4.5.a Conduct of safety meetings

Description	No. of respondents	Percentage of response
Yes	117	83.6
No	23	16.4
Total	140	100

Table 4.5.b Period of safety meetings

Description	No. of respondents	Percentage of response
Rarely	117	100
Weekly once	0	0
Monthly once	0	0
Total	117	100

Interpretation:

The table 4.5.b emphasizes whether the safety meetings are conducted periodically. All of the respondents said that safety meetings are conducted rarely.

Inference:

The table 4.5.b infers that 100% of respondents said safety meetings are conducted rarely.

Table 4.6 Supervisor's attention to the newly employed labour

Description	No. of respondents	Percentage of response
Yes	86	61.4
No	54	38.6
Total	140	100

Interpretation:

The table 4.6 emphasizes whether that supervisor pay more attention to the newly employed labours. 61.4% of respondents said yes and 38.6% of respondents said no.

Inference:

The table 4.6 infers that 61.4% of respondents said that supervisor pay more attention to the newly employed labour.

Table 4.7 Table showing the Cleanliness of work area

Description	No. of respondents	Percentage of response
Highly Satisfied	31	22.1
Satisfied	54	38.6
Neither Satisfied Nor Dissatisfied	35	25.0
Dissatisfied	17	12.1
Highly Dissatisfied	3	2.1
Total	140	100.0

Interpretation:

The table 4.7 emphasizes the cleanliness of work area. 22.1% of respondents are highly satisfied, 38.6% of respondents are satisfied, 25% of respondents are neither satisfied nor dissatisfied, 12.1% of respondents are dissatisfied, 2.1% of respondents are highly satisfied.

Inference:

The table 4.7 infers that 38.6% of respondents are highly satisfied with the cleanliness of work area.

Table 4.8.a Training programmes in the local language

Description	No. of respondents	Percentage of response
Yes	140	100
No	0	0
Total	140	100

Table 4.8.b Level of satisfaction of the Training programmes conducted in the local language.

Description	No. of respondents	Percentage of response
Excellent	58	41.4
Very Good	32	22.9
Good	44	31.4
Fair	6	4.3
Total	140	100.0

Interpretation:

The table 4.8 emphasizes the level of satisfaction of the training programmes conducted in the local language. 41.4% of respondents said it was excellent, 22.9% said very good, 31.4% said good and 4.3% respondents said fair.

Inference:

The table 4.8 infers that 41.4% of labour have responded that the training programmes in local language are Excellent.

Table 4.9.a Training programmes and safety aspects relevant to the industry

Description	No. of respondents	Percentage of response
Yes	97	69.3
No	43	30.7
Total	140	100

Table 4.9.b Satisfaction level of training programmes cover safety aspects relevant to the industry

Description	No. of respondents	Percentage of response
Highly Satisfied	28	28.9
Satisfied	34	35.0
Neither Satisfied Nor Dissatisfied	15	15.5
Dissatisfied	16	16.5
Highly Dissatisfied	4	4.1
Total	97	100

Interpretation:

The table 4.9.b emphasizes whether the training programmes cover safety aspects relevant to the industry. 28.9% of respondents are highly satisfied, 35% of respondents are satisfied, 15.5% of respondents are neither satisfied nor dissatisfied 16.5% of respondents are dissatisfied and 4.1% of respondents are highly dissatisfied.

Inference:

Table 4.10 Satisfaction level of safety measures.

Description	No. of respondents	Percentage of response
Highly Satisfied	23	16.4
Satisfied	60	42.9
Neither Satisfied Nor Dissatisfied	43	30.7
Dissatisfied	10	7.1
Highly Dissatisfied	4	2.9
Total	140	100.0

Interpretation:

The table 4.10 emphasizes the satisfaction level of safety measures. 16.4% of respondents are highly satisfied, 42.9% are satisfied, 30.7% are neither satisfied nor dissatisfied, 7.1% are dissatisfied, 2.9% are highly dissatisfied.

Inference:

The table 4.10 infers that 42.9% of labour are satisfied with safety measures provided by the company.

Table 4.11 Transport facility provided to labour

Description	No. of respondents	Percentage of response
Highly Satisfied	35	25.0
Satisfied	53	37.9
Neither Satisfied Nor Dissatisfied	32	22.9
Dissatisfied	19	13.6
Highly Dissatisfied	1	.7
Total	140	100.0

Interpretation

The table 4.11 emphasizes the transport facility provided by the company. 25% of respondents are highly satisfied, 37.9% of respondents are satisfied, 22.9% of respondents are neither satisfied nor dissatisfied, 13.6% of respondents are dissatisfied and 0.7% of respondents are highly dissatisfied.

Inference:

The table 4.11 infers that 37.9% of labour are satisfied with the transport facility provided by the company.

Table 4.12 First aid facility provided to labour

Description	No. of respondents	Percentage of response
Highly Satisfied	45	32.1
Satisfied	52	37.1
Neither Satisfied Nor Dissatisfied	35	25.0
Dissatisfied	8	5.7
Total	140	100.0

Interpretation:

The table 4.12 emphasizes the first aid facility. 32.1% of respondents are highly satisfied, 37.1% of respondents are satisfied, 25% of respondents are neither satisfied nor dissatisfied, 5.7% of respondents are dissatisfied.

Inference:

The table 4.12 infers that 37.1% of labour are satisfied with the first aid facilities provided by the company.

Table 4.13 Health and medical facility provided to labour

Description	No. of respondents	Percentage of response
Highly Satisfied	32	22.9
Satisfied	54	38.6
Neither Satisfied Nor Dissatisfied	39	27.9
Dissatisfied	10	7.1
Highly Dissatisfied	5	3.5
Total	140	100.0

Interpretation:

The table 4.13 emphasizes the health and medical facility. 22.9% of respondents are highly satisfied, 38.6% of respondents are satisfied, 27.9% of respondents are neither satisfied nor dissatisfied, 7.1% of respondents are dissatisfied and 3.5% of respondents are highly dissatisfied.

Inference:

The table 4.13 infers that 38.6% of labour are satisfied with the health and medical facility provided by the company.

Table 4.14 Insurance Policy provided to labour

Description	No. of respondents	Percentage of response
Highly Satisfied	20	14.3
Satisfied	35	25.0
Neither Satisfied Nor Dissatisfied	42	30.0
Dissatisfied	35	25.0
Highly Dissatisfied	8	5.7
Total	140	100.0

Interpretation:

The table 4.14 emphasizes that 14.3% of the respondents are highly satisfied with the insurance policies, 25% of respondents are satisfied, 30% of respondents are neither satisfied nor dissatisfied with insurance policy, 25% of respondents are dissatisfied and 5.7% of respondents are highly dissatisfied.

Inference:

The table 4.14 infers that 30% of labour are neither satisfied nor dissatisfied with the insurance policies provided by company.

Table 4.15 Loans provided to labour

Description	No. of respondents	Percentage of response
Highly Satisfied	16	11.4
Satisfied	23	16.4
Neither Satisfied Nor Dissatisfied	31	22.1
Dissatisfied	47	33.6
Highly Dissatisfied	23	16.4
Total	140	100.0

Interpretation:

The table 4.15 emphasizes the loan facility provided by company, 11.4% of respondents are highly satisfied, 16.4% of respondents are satisfied, 22.1% of respondents are neither satisfied nor dissatisfied, 33.6% of respondents are dissatisfied and 16.4% of respondents are highly dissatisfied.

Inference:

The table 4.15 infers that 33.6% of labour are dissatisfied with the loan facility provided by company.

Table 4.16 Incentives provided to labour

Description	No. of respondents	Percentage of response
Highly Satisfied	44	31.4
Satisfied	51	36.4
Neither Satisfied Nor Dissatisfied	31	22.1
Dissatisfied	11	7.8
Highly Dissatisfied	3	2.1
Total	140	100.0

Interpretation:

The table 4.16 emphasizes the incentive policy. 31.4% of respondents are highly satisfied, 36.4% of respondents are satisfied, 22.1% of respondents are neither satisfied nor dissatisfied, 7.8% of respondents are dissatisfied, 2.1% of respondents are highly dissatisfied.

Inference:

The table 4.16 infers that 36.4% of labour are satisfied with the incentives provided by company.

Table 4.17 Canteen facility provided to labour

Description	No. of respondents	Percentage of response
Highly Satisfied	40	28.6
Satisfied	64	45.7
Neither Satisfied Nor Dissatisfied	30	21.4
Dissatisfied	6	4.3
Total	140	100.0

Interpretation:

The table 4.17 emphasizes the canteen facility. 28.6% of respondents are highly satisfied, 45.7% of respondents are satisfied, 21.4% of respondents are neither satisfied nor dissatisfied and 4.3% of respondents are dissatisfied.

Inference:

The table 4.17 infers that 45.7% of labour are satisfied with the canteen facility provided by the company.

Table 4.18 Accessibility of welfare measures

Description	No. of respondents	Percentage of response
Highly Satisfied	25	17.9
Satisfied	63	45.0
Neither Satisfied Nor Dissatisfied	42	30.0
Dissatisfied	8	5.7
Highly Dissatisfied	2	1.4
Total	140	100.0

Interpretation:

The table 4.18 emphasizes the accessibility of welfare measures. 17.9% of respondents are highly satisfied, 45% of respondents are satisfied, 30% of respondents are neither satisfied nor dissatisfied, 5.7% of respondents are dissatisfied and 1.4% of respondents are highly dissatisfied.

Inference:

The table 4.18 infers that 45% of labour are satisfied with the accessibility of welfare measures in company.

Table 4.19 Overall satisfaction level of welfare measures.

Description	No. of respondents	Percentage of response
Highly Satisfied	43	30.7
Satisfied	52	37.1
Neither Satisfied Nor Dissatisfied	37	26.4
Dissatisfied	8	5.7
Total	140	100.0

Interpretation:

The table 4.19 emphasizes the overall satisfaction level of welfare measures. 30.7% of respondents are highly satisfied, 37.1% of respondents are satisfied, 26.4% of respondents are dissatisfied and 5.7% of respondents are highly dissatisfied.

Inference:

The table 4.19 infers that 37.1% of labours are satisfied overall satisfaction level on the welfare measures provided to them.

Table 4.20 Age of respondents

Years	No. of respondents	Percentage of response
20 to 30	49	35.0
30 to 40	47	33.6
40 to 50	32	22.8
>50	12	8.6
Total	140	100.0

Interpretation:

The table 4.20 emphasizes 35% of labour are found in age group between 20 to 30 years. 33.6% of labour belong to 30 to 40. 22% of labour belong to 40 to 50 and 8.6% of labour belong to more than 50 years.

Inference:

The table 4.20 infers that 35% of labour belong to the age group between 20 to 30 years.

Table 4.21 Gender of respondents

Description	No. of respondents	Percentage of response
Male	86	61.4
Female	54	38.6
Total	140	100.0

Interpretation:

The table 4.21 emphasizes that 61.4% of respondents are male and 38.6% of respondents are female.

Inference:

The table 4.21 infers that 61.4% of labours are male.

Table 4.22 Years of experience (with Micro Fireworks)

Years	No. of respondents	Percentage of response
< 5years	38	27.1
5 to 10 years	55	39.3
10 to 20 years	37	26.4
>20 years	10	7.1
Total	140	100.0

Interpretation:

The table 4.22 emphasizes the employees year of experience with Micro Fireworks. 27.1% of respondents have less than five years of experience in micro fireworks, 39.3% of respondents are working for 5 to 10 years, 26.4% of respondents are working for 10 to 20 years and 7.1% of respondents are working for more than 20 years in micro fireworks.

Inference:

The table 4.22 infers that 39.1% of respondents are working in Micro Fireworks for 5 to 10 years.

Table 4.23 Years of experience (outside Micro Fireworks)

Years	No. of respondents	Percentage of response
< 5years	63	45.0
5 to 10 years	43	30.7
10 to 20 years	30	21.4
>20 years	4	2.9
Total	140	100.0

Interpretation:

The table 4.23 emphasizes the year of experience of respondents outside Micro Fireworks. 45% of respondents have worked for less than 5 years outside micro fireworks, 30.7% of respondents have worked for 5 to 10 years, 21.4% of respondents have worked for 10 to 20 years and 2.9% of respondents have worked for more than 20 years outside micro fireworks.

Inference:

The table 4.23 infers that 45% of respondents have worked for less than 5 years outside micro fireworks.

Table 4.24 Wage level of employees

Wages in Rupees	No. of respondents	Percentage of response
<500	36	25.7
500 to 1000	67	47.9
>1000	37	26.4
Total	140	100.0

Interpretation:

The table 4.24 emphasizes the employee weekly wages. 25.7% respondents wages are below Rs.500, 47.9% respondents wages are between Rs.500 to Rs.1000 and 26.4% of respondents wages are more than Rs.1000.

Inference:

The table 4.24 infers that 47.9% of respondents wages are in the range of Rs.500 to Rs.1000.

Table 4.25 Literacy level of employees

Description	No. of respondents	Percentage of response
Read	60	42.9
Write	39	27.8
All the above	41	29.3
Total	140	100.0

Interpretation:

The table 4.25 emphasizes the literacy level of employees. 42.9% of respondents respondents can Write and 41% of respondents can Read and Write.

Inference:

The table 4.25 infers that 42.9% of respondents possess the literacy level of Reading.

Description	No. of respondents	Percentage of response
Yes	58	41.4
No	82	58.6
Total	140	100.0

Interpretation:

The table 4.26 emphasizes whether any of respondents' family members are working in micro firework. 41.4% of respondents' family members also work with Micro Fireworks while the remaining 58.6% do not.

Inference:

The table 4.26 infers that 58.6% of respondents' family members are not working in micro fireworks.

CHAPTER-5 FINDINGS, SUGGESTION, CONCLUSION

FINDINGS:

- It is interfered that 100% of respondents are using gloves as their safety protection.
- About 40% of the labour are feeling that effectiveness of the training given on the safety measures are Excellent.
- All the respondents that is 83.6% of respondents said that the safety meetings are conducted Rarely.
- Nearly One third of respondents that is 38.6% of labour are highly satisfied with the cleanliness of work area.
- One third or respondents that is 41.4% of labour are feeling that the training program in local language are Excellent.
- Among 140 respondents, 40.7% of labour are satisfied with the training program given in their industry.
- One third of respondents that is 42.9% of labour are satisfied with safety measures provided by the company.
- Nearly One third of respondents that is 37.9% of labour are satisfied with the transport facility provided by company.
- Nearly One third of respondents that is 37.1% of labour are satisfied with the first aid facilities provided by the company.
- Nearly One third of respondents that is 38.6% of labour are satisfied with the health and medical facility provided by the company.
- Among 140 respondents, 30% of labour are neither satisfied nor dissatisfied with the insurance policies provided by company.
- Among 140 respondents, 33.6% of labour are dissatisfied with the loan facility provided by company.
- Among 140 respondents, 31.4% of labour are highly satisfied with the incentives provided by company.
- One third of respondents that is 45.7% of labour are satisfied with the canteen facility

- One third of respondents that is 45% of labour are satisfied with the accessibility of welfare measures in company.
- Nearly One third of respondents that is 37.1% of labour are satisfied with the welfare measures.
- Nearly One third of respondents that is 35% of labour are found in age group between 20 to 30%
- Among 140 respondents, 61.4% of labours are male. 38.6% of labours are female.
- One third of respondents that is 47.9% of labour wages are in the range of 500 to 1000.

SUGGESTIONS:

- The company can make other safety measures mandatory like wearing face masks, shoes inorder to protect them from the harmful chemicals.
- Accessibility of welfare measures in the company can be improved.
- Safety meetings can be conducted weekly or monthly once since they are conducted rarely within the company.
- Canteen facilities can be improved.
- Cleanliness of the work environment can be improved.
- Employees can be provided with good transport facilities.
- First aid facilities for the employees can be improved.
- Health and medical facilities provided to the employees can be improved.

CONCLUSION

The safety and welfare measures provided by the Micro Fireworks are within the regulatory norms and the labour are satisfied with those measures. However, the study finds scope for improvement in the safety and welfare measures provided at present. Employees' safety and welfare measures are very important in an organization in order to retain the employees and also to improve the company in order to take the organization to higher level. This is possible only when there is good safety and welfare measures followed in the company. Thereby the company should implement such measures and help in the growth of the employees which eventually leads to the improvement of the organization too.

APPENDIX

QUESTIONNAIRE / SCHEDULE

Safety measures:

1. What are the safety protections provided to safeguard you?
(a)Helmets (b)Gloves (c)Shoes (d)all the above
2. The effectiveness of the training given on the safety measures by the company?
(a)Excellent (b)Very good (c)Good (d)Fair (e)poor
3. Are you educated by the company on safe handling of the raw materials?
(a)yes (b)no
4. Are you provided with adequate training to use fire extinguishers?
(a)Yes (b)No
5. Safety meetings are being conducted?
(a.) Yes (b.) No,
5.a. If yes,
(a)weekly once (b)monthly once (c)rarely
6. Does the supervisor pay more attention to the newly employed?
(a)yes (b)No
7. Are you satisfied with the cleanliness of the work area

(d.) Dissatisfied (e.) Highly Dissatisfied

8. Whether the training programmes are conducted in the local language?

(a.) Yes (b.) No,

8.a. If yes, the level of satisfaction,

(a)Excellent (b)Very good (c)Good (d)Fair (e)Poor

9. Does the training programmes cover safety aspects relevant to the industry?

(a.) Yes (b.) No

9.a. If yes,

(a)Highly Satisfied (b)Satisfied (c)Neither Satisfied Nor Dissatisfied

(d.) Dissatisfied (e.) Highly Dissatisfied

10. What is your overall satisfaction level about safety measures provided by the company?

(a)Highly Satisfied (b)Satisfied (c)Neither Satisfied Nor Dissatisfied

(d.) Dissatisfied (e.) Highly Dissatisfied

Labour Welfare measures:

S.No.	Description	Highly Satisfied	Satisfied	Neither Satisfied Nor Dissatisfied	Dissatisfied	Highly Dissatisfied
1.	Transport facilities provided					
2.	First Aid facility					
3.	health and medical facilities					
4.	Medical and accident insurance policies provided					
5.	Loan facilities provided					
6.	Incentives provided					
7.	Canteen facilities					

	of the welfare measures					
9.	Overall satisfaction on the welfare measures					

Personal Details:

1. Age

(a) 20 to 30 (b) 30 to 40 (c) 40 to 50 (d) above 50

2. Gender

(a) Male (b) Female

3. Year of Experience(outside Micro Fireworks)

(a) <5 Years (b) 5 to 10 Years (c) 10 to 20 Years (d)>20 Years

4. Year of Experience(in Micro Fireworks)

(a) <5 Years (b) 5 to 10 Years (c) 10 to 20 Years (d)>20 Years

5. Weekly wages (in Rs)

(a) <500 (b) 500 to 1000 (c) >1000

6. Literacy level

(a) Read (b) Write (c) Speak (d) All the above

7. Any of your family members working in this industry

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