

Employee Safety, Health And Welfare Measures In Pharmaceutical Industry: An Empirical Study

Preksha Yadav¹, Brijesh Singh², BhagyaLakshmi.K³, Poonam Mishra⁴, Ramya. N⁵

¹Assistant Professor, Dept. of MBA, CMR Institute of Technology, Bengaluru.

²Research scholar at VTU and Associate Professor, SJB Institute of Technology, Bangalore

³Assistant Professor, Visvesvaraya Technological University, Mysuru.

⁴Assistant Professor, GLA University, Mathura

⁵Assistant professor, Department of Management, Bangalore.

ABSTRACT

Indian labor welfare commenced in its broader way however has steadily. Primary goal in labor welfare scheme is to set off good industrial relations. Mostly, it presents psychologically good working conditions. To meet the legal necessities one should offer labour welfare centers. The study explain about the health, safety and welfare measures for the employees working in the Pharmaceutical Industry, in which researcher is analyzing the effectiveness of facility provided by the companies to the employees in their safety and welfare measures, the employees are the very important resource of the company has to provide safety for the employees to improve their employees efficiency, which may help for the productivity of the organization.

This study mainly focuses on the health, safety and welfare activities taken in the Pharmaceutical Industry. This study also try to identify the overall work life quality of the employee. Primary data collected through questionnaire and in few cases personal interview were required for filling up of the questionnaire of this study. To analyze the collected data, researcher used simple percentage analysis and Chi-Square test. Different charts and graphs were drawn to interpret the collected data. Primary objective of the study is to know about the employee's health, safety and welfare measure provided and the level of awareness among the employees.

KEYWORDS: Welfare, Health, safety, Job Satisfaction, Work life, Employee performance, Productivity

INTRODUCTION:

Employees welfare, health, and safety are basic requirement for employee's performance and productivity improvement. The numerous welfare measures supplied with the aid of using the business enterprise may have on the spot effect at the health, bodily and intellectual performance alertness, morale and overall performance of the employee and there are with the aid for better

performance. Few of the facilities which are the part of labour welfare are like, canteen centers, lodging, leisure centers, scientific centers and transport facilities.

The idea of labour health, safety and welfare are bendy and broadly differs by country, region, industry, society, time, and custom. The overall socio financial improvement of the human beings and political ideologies winning throughout a selected time frame. It is also, molded in line with the gender, age, social background, cultural background, financial background and level of education among employees of many Pharmaceutical industries. Accordingly, the idea cannot be very exactly defined. However, professionals deal with it of their personal way.

THE LABOUR WELFARE ORGANIZATIONS

Anything that could do for the mental, physical, ethical and financial blessings of the employee could be necessity of the time and very important. That can be by the employers, by the authorities or different corporations over and above what's laid down via way of means of regulation or what's usually predicted of the blessings for which the people have negotiated. As per the committee Logasakthi & Rajagopal, such offerings and services as good enough canteens, relaxation rooms, activity sanitary, medical facilities, association for tour to and fro, for lodging of out stationed employees and other different offerings.

INTERNATIONAL LABOR ORGANIZATION (ILO)

International Labor Organization (ILO) offerings and centers may also to permit the employées hired to carry out their work in a healthy & congenial surroundings, Insists on supplying services conducive to excellent fitness and enough morale.

LABOUR WELFARE IN THE INDIA:

Labour welfare in India commenced in its very big way however end up narrower way has steadily. Primary goal in their labour welfare scheme is to set off a good organization and worker industrial relationship. Mainly, it presents healthy and happy working conditions. As per laws companies should offer labour welfare centers. Labour welfare pursuits at presenting such service centers and amenities as might allow the employee in factories and industries to carry out their work in healthful congenial ecosystem to precise fitness and high morale.

WHY LABOUR WELFARE IS NEEDED IN INDIA?

Employee's welfare, health and safety in India are required due to the fact that, India is a commercial country and the operating situations aren't

first-class in India. The employees are underprivileged and uneducated. Employees welfare, health and safety scheme are important for enacting employees operating situations and their monetary and residing standards. In present day society, monetary improvement of labourers performs an important function in production. Hence, via way of means of uplifting labour, the monetary improvement of the state will increase markedly

Which in flip will increase performance and productivity?

In earlier times, the employers used to dominate the employees via way of means of paying much less profits and extracting extra work in poor working conditions. Because of this clash among the entrepreneur and the worker was seen. To guard the personnel from the ill-remedy of entrepreneur, the worker unions had been developed to resolve their proper issues.

THE DEVELOPMENT OF LABOUR LAW IN INDIA

Factories Act 1881 and the same used to be amended from time to time. Subsequently the mines Act 01, Dock laborers Act 1934, Dock workers Regulation and employment Act 1948, plantation labors Act 1951, Motor shipping employees Act 1961 and the agreement people Act 1070 got here into life to attend to the issues of the personnel with inside the relevant & respective regions of domain.

PHARMACEUTICAL INDUSTRY:

The Pharmaceutical organization builds up, the items, and markets drugs approved for use as prescriptions. Pharmaceutical associations are allowed to deal in nonexclusive and brand solutions and government as for the permitting, testing, esteeming and ensure prosperity and adequacy and production of meds. The Indian Pharmaceutical industry is the second greatest on earth and driving the collecting portion of India the Indian, in May 2020, Pharmaceutical sales grew 9% y-o-y to Rs. 10,342 crore (US\$ 1.47 billion). Bio Pharmaceutical is the best supporter delivering 60% of industry improvement at Rs. 8,829 crores, trailed by bio-organization at 2,639 crores and bio-cultivating at Rs. 1,936 crores. The principle Pharmaceutical association west Bengal engineered mixes and Pharmaceutical works, which still exists today as one of 5 government had prescription creators in Calcutta in the year 1930.

HISTORICAL BACKGROUND of PHARMACEUTICAL INDUSTRY

The main drugstore was opened by Arabian medication masters in Baghdad in 754 and it offered way to deal with some more, which after a short time started working all through the medieval Islamic world and at last medieval Europe. A significant

part of the drugstores in Europe and North America had consistently shaped into greater Pharmaceutical associations by the nineteenth century.

RECENT DEVELOPMENT OF PHARMACEUTICAL INDUSTRY

- India Pharmaceutical segment represents about 2.4% of the worldwide Pharmaceutical industry in esteem terms (approx. USD 30 billions) and 10% in volume terms.
- India represent 20% of worldwide fares in generics. India has one of the most noteworthy quantities of USFDA affirmed plants.
- In association spending plan, 2016 FDI expanded to 74% existing Pharmaceutical.
- The nations Pharmaceutical industry is required to extend at a CAGR of 12.89% more than 2015-20
- Increasing in the range of average workers families joined with the improvement in remedial structure and augmentations in the invasion of therapeutic inclusion in the country will in like manner sway in the advancement of Pharmaceutical parts.

LITERATURE REVIEW

The review of literature is conducted to analyze on the employees safety and welfare measures provided by organizations. The articles of different writers are investigate and alluded to get or locate the sort of techniques which are appropriate for the worker's wellbeing and welfare measures. The audit of writing helped the examination to lead the overview in powerful way. It is additionally help to the specialist to acquire more information about the theme clears the issues and aides in giving greater port. (Sir vastava et al., 2004) The analyst breaks down the answer for the issue of wellbeing and security measures, the primary target of issue are to discover the view and mindfulness on labourers wellbeing and security measures. What's more, it will quick effect on wellbeing, physical and mental effectiveness of workers. (Srivastra et al., 2009) The analyst found an effect on work welfare on representatives welfare and measures the work feel happy with the activity and welfare offices given by the organization through getting inspirational work prizes to their work for the investigation the representatives or specialists chose from the private and open with the assistance of accidental examining technique further the consequence of the examination shows the welfare exercises influenced the labourer exercises the words the board and occupation fulfillment in Pharmaceutical. (M M Nurul Kabhir et al., 2011) This is break down the Pharmaceutical area in which the Pharmaceutical part assumes an indispensable job in monetary advancement in that worker wellbeing and welfare

measures is essential there are diverse Pharmaceutical organizations that emphasis hands on fulfillments of representatives it depends up on the workers experience, age and sexual orientation. It improves the way of life of work dimension of employment fulfillment. So as to increase upper hand and receive to the emotional changes condition it is essential to accomplish the board productivity by expanding representative fulfillment in the association. (K Alafi et al., 2013) The analyst find a few elements and their commonness influencing worker fulfillment in extensive current of drug store enterprises to help with the point of improving both expert efficiency with result from scales examined utilizing clear examination and one route anova to arrange the break down fulfillment result, representative fulfillment or how the representatives react sincerely to function, is a critical factor for authoritative achievement and benefit in improving representative execution and inspiration. (Sangwan et al., 2013) The specialist examined the issue of the subject of the worker welfare measure, this investigation in expected to see the impact of the administrative viability hands on fulfillment and to decide the dimension of occupation fulfillment among the representative welfare and fulfillments. It was attempted to think about the predominant the status of occupation fulfillment and administrative adequacy of the worker of the sorted out in the drug store industry. What's more, the welfare measure in the feature of the impact of the administrative viability on the worker fulfillment. (Christoph et al., 2014) In this report the reporter assumes that the issue of employees safety and welfare measures. This article challenges based on a review of national responses to the current crises, it argues the structural adjustment in welfare and labor market to a convergence of national economies. (K Lalitha et al., 2014) This is clarified about representative welfare measures are received in IT industry. The primary goal of representative welfare measure is improve the life of workers. Worker spends at any rate half of their time at work. The realize that they are add to the association due to get something once more from the association. (M S Suriya et al., 2015) The exploration completed the investigation on the essential goal of a modern wellbeing and security estimates this examination feature wellbeing and security estimates which infer to improve the execution of the representatives. This exploration led based on unbalanced fulfilled irregular inspecting. The examination likewise centers around what are the wellbeing types of gear are important and how it shield workers from mishap. This investigation is valuable for the association and future advancement. (Krishna Naik et al., 2015) In this they break down representative welfare as the exertion which are given by the business to the great life worth of its workers, welfare mean anything accomplished for the solace and improvement of workers to keep their inspiration level high the worker welfare measure plot delegated two classifications intra wall and additional . The intra wall plans are those which are obligatory given by a relationship as a consistence to laws managing delegates prosperity and

security the extra divider painting plan differentiate from relationship to affiliation and from industry to industry. Its benefits are the aftereffect of workers advancement. (Mendies et al., 2016) Today world the people become more sources for the business they are like human asset and they can be developed through safety and welfare measures satisfaction of employee can make organization to achieve their objective. It is focus on the relationship between the employee and organization and welfare facility and operation level of employee. (Robinson et al., 2017) He analyze that labor welfare measure is an effective term to cover the aspect of industrial life which contribute to welfare of an employees. The labor welfare measure provides various services to an employee's. It improves their health, efficiency and betterment of social status. The organization provides the various facilities to employees, to keep employee and environment safe. Organization should improve work life and give them happy environment. This is important, in order to maintain better industrial relation and stability in the organization. The relationship between the demographic variables, i.e. age and gender, and opinions of the employees for health, safety and welfare measures taken in the Pharmaceutical Industry has not yet been clarified, so this study will try to find out the same. Through this study researcher is trying to explore the health, safety and welfare measure of Pharmaceutical Industry, which is not clearly mentioned in available literature.

METHODOLOGY

This Study on Employee Health, Safety and Welfare Measures of Pharmaceutical Industry specially via look for new information in ones preferred area of knowledge up gradation. Research methodology is a very systematic way to study and resolve the research problem. It is a way to do research systematically. Researcher has clearly mentioned all the details about the selection of research method , sample and technique, so that future researcher can evaluate it.

The researcher has undertaken a descriptive type of research. Data classified as Primary data and Secondary data. The sample size is 100. To analyze, the collected data the researcher used simple percentage analysis, Chi-Square test. Different charts and graphs were drawn to interpret the collected data. The main objective of study is to know about the employee's safety and welfare measure is provided to the employees and how much the secured in that is the main objective.

HYPOTHESIS TESTING

Chi-Square Test

1. To understand the employees welfare. Health & safety measures in the company.

Null hypothesis H01: There is no significant relationship between the employee's perception and the gender of the employees in the organization,

Alternative hypothesis H11: there is a significant relationship between the employee's perception and the gender of the employees in the organization.

Table No: 1

Employee's perception for Health, Safety and Welfare measures (based on gender)

Observed Frequency	Highly Satisfied	Satisfied	Average	Highly Dissatisfied	Dissatisfied	Total
Male	50	05	09	00	00	64
Female	30	05	01	00	00	36
Total	80	10	10	00	00	100

Table No: 2

Relationship between the employee's perception and the gender of the employees in the organization

O	E	(O-E)	(O-E) ²	(O-E) ² /E
50	51.2	-1.2	1.44	0.028
05	6.4	-1.4	1.96	0.306
09	6.4	2.6	67.6	10.562
00	0.00	00	00	00
30	28.8	1.2	1.44	0.05
05	3.6	1.4	1.96	1.4
01	3.6	-2.6	6.76	1.869
00	00	00	00	00

TOTAL				14.215
-------	--	--	--	--------

DEGREE OF FREEDOM=(c-1)* (r-1) (4-1) * (2-1)

$$3 * 1 = 3$$

Table value=3@5%=1.158

Calculated value =14.215

Result=the calculated value greater then table value

The probability of $0.001 < 0.05$, which is regarded as significant. Therefore, H01 is rejected and H11 is accepted, such that, there is a significant difference between the employee's perception and the gender of the employees in the organization

2. To analysis the employees level of security towards their job

Null hypothesis H02: There is no significant relationship between the age group of employees and job security of employees at Pharmaceutical Industry.

Alternative hypothesis H12: There is a significant relationship between the age group of employees and job security of employees in the organization.

Table No: 3

Employee's perception for the job security (based on age)

Observed frequency	Excellent	Good	satisfactor y	Poor	Total
Below 30	40	05	05	00	50
31-40	10	10	00	00	20
41-45	10	03	03	00	16
46-50	10	02	02	00	14
51and above	00	00	00	00	0
Total	70	20	10	00	100

Table No: 4

Relationship between the employee's perception towards job security and age group of the employees in the organization

O	E	o-E	(o-E)²	(o-E)² /E
40	35	5	25	0.71
05	10	-5	25	2.5
05	5	00	00	00
00	00	00	00	00
10	14	-4	16	1.14
10	4	06	36	09
00	2	-2	4	02
00	0	00	00	00
10	11.2	-1.2	1.44	0.12
03	3.2	-0.2	0.04	0.012
03	1.6	1.4	1.96	1.22
00	00	00	00	00
10	9.8	0.2	0.04	0.004
02	2.8	0.8	0.64	0.22
02	1.4	0.6	0.36	0.25
00	00	00	00	00
00	00	00	00	00
00	00	00	00	00
00	00	00	00	00
Total				17.176

DEGREE OF FREEDOM $= (c-1) * (r-1)(4-1) * (5-1)$

$3 * 4 = 12$

Table value=12@5%=1.796

Calculated value =17.176

Result—calculated value is greater than Table value

The probability of $0.001 < 0.05$, which is regarded as significant. Therefore, H01 is rejected and H11 is accepted, such that, there is a significant difference between the age group of employees and job security of employees in the organization.

DISCUSSION

The employees are well aware of safety & welfare legislation policy and representatives are happy with the preparation given by the organization. Respondents rated job security as excellent. Employees have clear idea that company is providing good medical facility and giving flexible working conditions. Respondents evaluated that the working condition in the organization is great and happy with the rest room given by the organization. Employees say that accident compensation is paid quickly by the company and company provides facility such as gratuity, provident fund, family insurance, group insurance etc.

CONCLUSION

The fundamental target of this investigation in Pharmaceutical companies are to see if the laborers in the organization are happy with the arrangement of security and welfare measures given by the organization. As indicated by the overview report, greater parts of the workers are happy with the provisions provided by the companies. It is also found that, workers are well aware about the health safety & welfare schemes provided by government and organization as well.

Companies are strictly following the provisions aid under the factories act 1948. It is observed that the organizations have not violated any of the provisions. Employee's morale is the hallmark of all the successful entrepreneurs. Such a state of mind is the result of high involvement of management in catering to the grievances of the employees. So far, we have seen a good relationship between employee & employer.

BIBLIOGRAPHY:

1. Dr Usha Tiwari (2014), A study on employee Welfare Facilities and Its Impact on employee Efficiency, Abhinav Publication, Volume 03, Page No 1-7
2. M M Nurul Kabir (2011), Factors affecting Employee Job Satisfaction of Pharmaceutical Sector, Austrelian Journal of business management Research, Volume 01, Page no 113-123
3. Dr K Lalitha (2014), A study on mployee Welfare measure with referance to Pharmaceutical industry, International Journal Engineering Technology, Volume 02, Page no 1-6
4. Dr C N Krishna nayak (2015), Astudy on Employee welfare measure, International Research journal engineering and technology, Volume 02, Page no 1-7
5. MVS Mendes (2016),A study on operationl level of employee,Journal of Keliniya human resource management, Volume 11, page no 128-136.
6. Swewtha R (2017), benifits of welfare Measures, Volume 03, page no 2395-4396
7. Haslam C, Atkinson S, Brown S and Haslam R A. Anxiety and depression in the workplace: effects on the individual and organization (a focus group investigation). Journal of Affective Disorders 2005: 88; 209–215
8. Howard Quartey, Samuel; Buenar Puplampu, Bill (Dec2012) “Employee Health and Safety Practices: An Exploratory and Comparative Study of the Shipping and Manufacturing Industries in Ghana” Vol. 7 Issue 23, p81-95. 15p
9. Junevičius, Algis; Gelžinytė, Dainora. (2009) “Employees Health and safety requirements” European Integration Studies. Issue 3, p76-85.
10. Kothari.C.R.Research Methodology -2nd Edition, Vishwa Prakashan publications, New Delhi.
11. Miller P, Rossiter P and Nuttall D. Demonstrating the economic value of occupational health services. Occupational Medicine 2002: 52; 477–483.
12. V.S.P.Rao, Human Resource management-2nd Edition, Excel Books, New Delhi.
13. Wilkins, James R. Construction Management & Economics.(Oct2011), “Construction workers ’ perceptions of health and safety training programmes” Vol. 29 Issue 10, p1017-1026
14. Zhu, William; Singh, Jas; Norton, Kathy. Industrial Management. Nov2011, “Going safely overseas” Vol. 53 Issue 6, p26-30.