



**THE EMPLOYEE BENEFITS AND WORKPLACE SAFETY AT
GENERAL MOTORS INDIA PVT LTD,CHENNAI.**

ROHINISHAFDO and M. FATIMALUCIASHEEBA

Department of Human Resource Department, St. Mary's College (Autonomous),Thoothukudi

Affiliated to ManonmaniamSundaranar University, Tirunelveli, Tamilnadu, India

ABSTRACT

The main purpose of the study is to explore employee benefits and workplace safety. Based on the concept, the benefits of employees are more than an effective commodity for businesses around the world and often play a vital role in social and economic facilities. Employer insurance plans also fill holes in national health and pension schemes. This paper offers an overview of the theoretical advantages and patterns of workers in the workplace. In theoretical analysis, the paper presents the employee benefits advantage: leveraging a global perspective and the most important benefits objectives in some countries. Part of the article is about the results of research. The purpose of offering employee benefits is to attract and retain talented individuals, enhance employee satisfaction and well-being, and promote a positive work culture. By providing comprehensive benefits, companies demonstrate their commitment to the overall welfare and development of their employees.

KEYWORDS: Employee Benefits ,Workplace Safety, Well- Being, Health and Pension Schemes.

INTRODUCTION

Employee benefits refer to the perks and advantages that employees receive from their employers in addition to their regular salary. This can include health insurance, retirement plans, paid time off, and more. Workplace safety, on the other hand, focuses on creating a safe and healthy work environment for employees, ensuring their physical well-being, and minimizing the risk of accidents or injuries. It's important for employers to prioritize both employee benefits and workplace safety to create a positive and secure work environment.

IMPORTANCE OF EMPLOYEE BENEFITS AND WORKPLACE SAFETY

- **Employee Retention and Attraction:** Offering competitive benefits such as healthcare, retirement plans, and wellness programs can help manufacturers attract and retain skilled workers in a competitive labour market.
- **Productivity and Efficiency:** A safe work environment reduces the risk of accidents and injuries, leading to fewer disruptions in production and higher overall productivity. When employees feel secure in their workplace, they are more likely to focus on their tasks effectively.
- **Cost Reduction:** Investing in workplace safety measures can result in significant cost savings for manufacturers. Fewer workplace injuries mean lower medical expenses, reduced workers' compensation claims, and decreased downtime due to accidents.
- **Compliance and Legal Obligations:** Ensuring workplace safety is not only ethically responsible but also legally mandated. Adhering to safety regulations helps manufacturers avoid costly fines, penalties, and lawsuits, protecting both employees and the company's reputation.
- **Employee Morale and Satisfaction:** Providing comprehensive benefits and prioritizing safety demonstrates that a company values its employees' well-being. This can lead to higher morale, increased job satisfaction, and a more positive work culture.
- **Risk Management:** Implementing safety protocols and offering benefits like disability insurance or paid leave can mitigate risks associated with workplace accidents or illnesses. This proactive approach reduces potential liabilities and safeguards the company's financial stability.

SCOPE OF THE STUDY

- This study would enable the management to provide safety and secured working environment to all the employees and also this will help the company to improve the safety measures provided in company.

- Toprovidingcomprehensivehealthcoverage foremployeesandtheir families,includingmedical, dental, and vision insurance.
- Tooofferingretirementsavingsoptionspensionplans,orotherretirementbenef itsto help employees preparefor their future.
- Employee Assistance Programs (EAPs): Providing counselling services,financial advice, and support for employees facing personal or work-relatedchallenges.
- SafetyTraining:Conductingregulartrainingsessionstoeducateemployees onworkplacehazards,emergency procedures,and properuseof equipment.

RESEARCH DESIGN

Quantitative Methods such as surveys and questionnaires to gather data from sample >

Qualitative Methods such as conducting interviews with employees

SAMPLE DESIGN

Convenient sampling method is used to ensure representation from different departments and demographic groups.

SIMPLE PERCENTAGE ANALYSIS

Percentage analysis is a method to represent raw streams of data as a percentage for better understanding of collected data.

Percentage analysis = Number of respondents / Total number of respondents $\times 100$.

CONSTRUCTION OF QUESTIONNAIRE:

The researcher had a discussion with a group of students. Based on the discussion the researcher constructed a questionnaire. Then it was circulated to 71 respondents for data collection.

REVIEW OF LITERATURE

Vanajan, Bultmann, and Henkens (2020) found that access to flexible working hours and a psychologically safe work climate to be associated with improvements in workability amongst older workers with chronic health conditions. Armstrong, Vani, (2006) Explains that incentives provided by the company helped to improve the productivity of the workers which paves the way of all over the industrious performance of the company (Vani, 2006). Employee benefits are part of an employee's total reward package provided along with his/her usual cash payments (Armstrong, 2006).

OBJECTIVES OF THE STUDY

- Discuss the importance of benefits as a part of employee compensation.
- To provide employees with such benefits that are prevalent in similar organizations.
- Ensure the physical and mental well-being of employees.
- To create a productive and positive work environment.
- To prevent accidents, injuries, and illnesses.

TABLE 1.1

TABLE SHOWS WHAT MOTIVATES YOU TO ACHIEVE IN YOUR CAREER

S.NO	PARTICULARS	NO.OF RESPONDENTS	PERCENTAGE
1	Success	9	6%
2	Impact	29	20%
3	Recognition	22	15%
4	Learning	11	59%
	TOTAL	71	100%

Source: Primary data

CHART 1.1

CHART SHOWS WHAT MOTIVATES YOU TO ACHIEVE IN YOUR CAREER

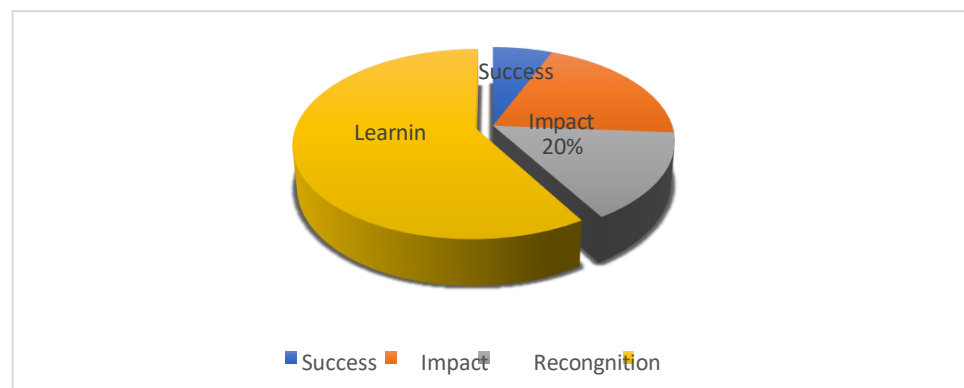


TABLE 1.2

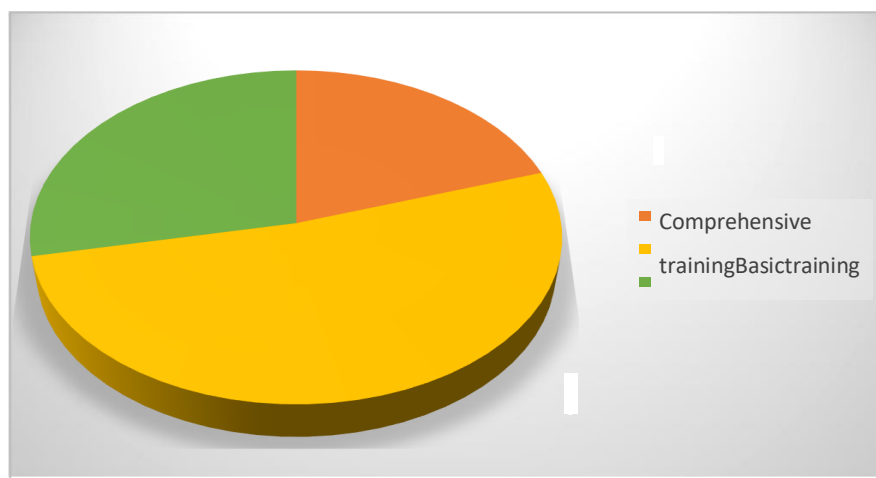
TABLESHOWINGTYPEOFTRAININGTOPREVENTWORKPLACE ACCIDENT

S.NO	PARTICULARS	NO.OF RESPONDENTS	PERCENTAGE
1	Comprehensive training	14	20%
2	Basic training	37	52%
3	Limitation training	20	28%
	TOTAL	71	100%

Source:Primary data

CHART 1.2

CHARTSHOWINGTYPEOFTRAININGTOPREVENTWORKPLACEACCIDENT



INFERENCE:

It can be inferred that 52% of respondents choose basic training, 28% of respondents have limited training, and 20% believe that comprehensive training is necessary. This suggests that there are a range of opinions on the level of training required to prevent workplace accidents.

TABLE 1.3

TABLE SHOWING SATISFACTION LEVEL OF HEALTH AND SAFETY MEASURE

H0- There is no significant association between the gender and health and safety measure

H1- There is significant association between gender and health and safety measure

VARIABLE	GENDER	MEAN	SD	Tvalue	Pvalue
Satisfaction level of health and safety measure	Male	3.4643	1.12758	1.824	0.073
	Female	2.8000	1.65616		

$P > 0.05$ is no significant at the 0.05 level (2-tailed)

pvalue 0.05 there is no significant and no difference between gender and Health and safety measure

INFERENCE:

There is no significant difference in the health and safety measure, of recognition of employee based on the gender

TABLE 1.4
TABLESHOWINGSATISFACTIONLEVELOFBENEFITSPACKAGE

HO- There is no significant association between the gender and benefits backage

H1-There is significant association between the gender and benefits backage

VARIABLE	GENDER	MEAN	SD	tvalue	pvalue
Satisfaction level of benefits package	Male	2.9107	1.21021	0.476	0.636
	Female	2.7333	1.53375		

P > .05 is no significant at the e.05 level (2-tailed)

pvalue 0.05 there is no significant and no difference between gender and benefit backage.

INFERENCE:

There is no significance different in the benefits backage, of recognition of employee based on the gender

TABLE 1.5
TABLESHOWINGANYDIFFICULTYTOAPPLYIMMEDIATELEAVE

HO- There is no significant association between the gender and difficulty to apply immediate leave

H1-There is significant association between the gender and difficulty to apply immediate leave

VARIABLE	GENDE R	MEAN	SD	tvalue	pvalue
Showing any difficulty to	Male	2.5000	1.11192	2.272	0.026
	Female	3.2667	1.33452		

INFERENCE:

It is inferred from the above table that 59% of respondents choose learning for what motivates them to archive in their career, 20% of respondents are impact, 15% of respondents are recognition, and 6% of respondents are success.

TABLE 1.6

TABLESHOWINGEMPLOYEESATISFACTIONLEVELONBENEFITS

HO- There is no significant association between the gender and employeesatisfaction level

H1-There is significant association between the gender and employee satisfaction level

Satisfactionlevel		Mean	SD	tvalue	pvalue
HealthBene fits		2.2679	0.96278	3.356	0.001
		1.4000	0.50709		
Insurance Benefit		2.5000	1.14416	1.523	0.132
		2.0000	1.06904		
Safetyprotoc		2.6607	1.06646		

ols				1.954	0.055
		2.0667	0.96115		
FinancialIncentives		2.7857	1.60357	1.228	0.224
		2.2000	1.01419		

P >.05 is significant at the e.05 level (2-tailed)

pvalue 0.05 there issignificant and no differencebetween gender and medical provided.

INFERENCE:

There is significance different in the employee satisfaction level, of recognition of employee based on thegender

TABLE 1.7

H0: There is no significant association betweenexperience and work schedules and employee mental health & well-being.

H1: Relationship between experience and flexible work schedules offered to workers inmanufacturing industry

H2: Relationship between experienceand employee assistance programs to support employee mental health and well-being

VARIABLE	EXPERIEN CE	MEA N	SD	FVAL UE	PVALU E
FLEXIBLE WORKSCHE DULES OFFERD TO W	1-3YEARS	2.7600	.92556	1.706	0.189
	4-5YEARS	3.1379	1.1869 6		
	MORETHAN 6 YEARS	3.4118	1.3719 9		
	TOTAL	3.0704	1.1628 0	1.706	0.189
EMPLOYEEASSIAT ANCEPROGRAMS TO	1-3YEARS	2.5200	0.7702 8	1.349	0.266
	4-5YEARS	2.3793	1.0146 7		
	MORETHAN 6YEARS	2.8235	0.8089 6		
	TOTAL	2.5352	0.8917 2	1.349	0.266

INFERENCE:

The results of ANOVA test showed that $p(0.189 > 0.05)$ there was no significant difference of between the flexible work schedules offered to workers in manufacturing industry's ($0.266 > 0.05$) there was no significant difference between the employee assistance programs to support employee mental health and well-being.

FINDINGS

- The study reveals that 45% of the respondents completely agreed with the expansion and prosperity of the manufacturing sector.
- The study reveals that 56% of the safety training for all staff is crucial to maintaining workplace safety in manufacturing.

- It was found that 51% of the respondents felt that safety was important, but there are other factors to consider in determining the importance of workplace safety in the manufacturing sector.
- From the study, it was found that 52% of the respondents had basic training in that type of training to prevent workplace accidents.
- The study reveals that 42% of the respondents were involved in heavy machinery accidents, a common safety concern in the manufacturing sector.
- It is understood from the study that 34% of the respondents stated that guarding was a necessary safety measure.
- The study reveals that 45% of the respondents reported occasional improvement rather than continuous improvement.
- From the study, it was found that 50% of the respondents said that an adequate response was how quickly they responded to reporting incidents or concerns.
- It was found that 47% of the respondents were neutral about the flexible work schedules offered to workers.
- The analysis reveals that 48% of the respondents said wellness was a necessity of health insurance.
- It was found that 38% of the respondents were satisfied with the satisfaction level of the benefits package.
- From the study, it was found that 34% of the respondents satisfied that there was a difficulty in applying for immediate leave.
- It was found that 47% of the respondents were neutral about employee assistance programs to support the mental health of manufacturing employees.
- It was found that 66% of the respondents felt that there was limited feedback in that type of employee feedback system.
- From the study, it was found that 75% of the respondents go with the types of benefits that encourage employees to maintain a work-life balance.
- It is understood from the study that 59% of the respondents stated that learning is what motivates you to achieve in your career.
- The study reveals that 37% of the respondents are satisfied with the health benefit

stheyreceive.

- Majority32%ofrespondentschoseneutral astheirinsurancebenefitssatisfactionlevel.
- Fromthestudy,itwasfoundthat38%oftherespondentssaidtheywereneutral aboutthesatisfaction levelof safetyprotocols atwork.

SUGGESTIONS

1. Organizationmayprovidethenecessarysafetymeasuresforthewell-beingofalltheemployees
2. Timelyissueofthenecessarypersonalprotectiveequipment'scanbeimplemented
3. Themanagementshall makefrequent checksforall theunsafeconditions present in each and every department by conducting frequenthazardsidentificationand risk assessment.
4. Creating safetyawarenessalltheemployeesbyeffectiveperiodicsafetytrainings.
5. Toofferacomprehensivehealthinsurancepackagetoensureemployeeshave accessto quality healthcare.
6. Toprovideemployeerecognitionprogramstoacknowledgeandrewardoutstandingperformance,boosting morale andmotivation.
- 7.Thecompanyprovideemployeediscountsorperks,suchasdiscountedproducts or services, to show appreciation and enhance employeesatisfaction.

CONCLUSION

The study was conducted to determine the effectiveness of the safety and security

availabletotheemployees.Thevarious safetymeasuresthathavebeenimplemented in the factory have been explored, and ways to improve the safetyperformance of the organization have been analyzed through a detailed employee survey. Safety training is more important to all employees. In this study, it wasfoundthattheemployeesaremoderatelysatisfiedwiththeexistingsafetymeasures,

and some changes have to be implemented. Few suggestions such as, creating safety awareness all the employees by effective periodic safety trainings, to offer a comprehensive health insurance package to ensure employees have access to quality healthcare is provided for the better performance of employees as a consequence of high satisfaction level towards employee benefits and safety measures.

REFERENCE BOOK

- ✓ EMPLOYEE SAFETY AND SECURITY ©2017 IJRTI | Volume 2, Issue 6 | ISSN: 2456-3315
- ✓ EMPLOYEE BENEFITS AT WORKPLACE ©2018 JETIR February 2018, Volume 5, Issue 2 www.jetir.org (ISSN-2349-5162)
- ✓ V. Kumar and A. Pansari, "Measuring the benefits of employee engagement," MIT Sloan Manag. Rev., 2015.
- ✓ M. Belcourt, "Outsourcing - The benefits and the risks," Hum. Resour. Manag. Rev., 2006, doi:10.1016/j.hrmr.2006.03.011.

REFERENCE WEBSITES:

https://www.researchgate.net/publication/342946961_Employee_Benefits

<https://vigilanttiger.com/blog/12-easy-ways-to-improve-safety-in-the-workplace/>

<https://www.haughn.com/5-advantages-of-workplace-safety-programs/>