



## HEALTH AND SAFETY MEASURES IN AUTOMOTIVE INDUSTRY - A STUDY REPORT

**M. Adline Nisha**

Final Year M.b.a., Department Of Management Studies, Ponjesly College Of Engineering, Nagercoil-629 003, Tamil Nadu, India.

**Dr. G. Arumugasamy\***

Heads Of The Department, Department Of Management Studies, Ponjesly College Of Engineering, Nagercoil-629 003, Tamil Nadu, India.  
\*Corresponding Author

### ABSTRACT

Employee health and safety are the measures of promoting the efficiency of labor. Health and Safety measures provided by the employer will have immediate impact on the health, physical and mental efficiency alertness, morale and overall efficiency of the worker and thereby contributing to the higher productivity. This paper highlights the Health and Safety measures taken in the Uno Minda limited company. Through this study I found that some of the facilities and services which fall within the preview of labor Health and Safety including cleanliness of the work place, drinking water facilities, toilet facilities, proper arrangements of machines, medical facilities and maintenance of the building. The Data collection was done through Interview schedule. To analyze, the collected data I used percentage analysis, one way Anova, Mann Whitney test and Correlation. Different charts and graphs were drawn to interpret the collected data. Through this study I can suggest something to the companies. The company should provide more Health and Safety training to the employees. Company should try to give the training between three to six months. The document highlights the company's commitment to ensuring the well-being of its employees through proactive measures aimed at mitigating occupational hazards. Strategies such as regular safety audits, employee training programs, and the utilization of advanced safety equipment are discussed. Additionally, the abstract emphasizes the company's adherence to regulatory standards and continuous improvement initiatives to enhance the effectiveness of implemented measures. By prioritizing health and safety, Uno Minda Seating Division not only protects its workforce but also fosters a culture of safety consciousness, ultimately contributing to a safer and more productive work environment.

**KEYWORDS :** Health and safety measures, Human Resource Management, Strategies to Improve Employees Health and Automotive Industry etc.

### INTRODUCTION:

Organized efforts and procedures for identifying workplace hazards and reducing accident and exposure to harmful situations and substances. It also includes training of personnel in accident prevention, accident response, emergency preparedness, and use of protective clothing equipment. Due to rapid industrialization, industrial workers are exposed to several types of hazards and accidents. Every year lakhs of workers are injured due to mechanical, chemical, electrical and radiation hazards that leads to partial or total disablement. So in recent years, greater attention is given to health and safety due to pressure from government, trade unions, labour. Work environment consists of all the factors, which act and react on the body and mind of an employee. The primary aim is to create an environment, which ensures the greatest ease of work and removes all causes of worries.

### Automotive Industry Overview

The automotive industry comprises a wide range of companies and organisations involved in the design, development, manufacturing, marketing, selling and repairing, modification of motor vehicles. The word automotive comes from the Greek autos (self) and latin motus (of motion), referring to any form of self powered vehicle. The automotive industry began in the 1860s with hundreds of manufacturers pioneering the horseless carriage. Early car manufacturing involved manual assembly by a human worker. The process evolved from engineers working on a stationary car, to a conveyor belt system where the car passed through multiple stations of more specialized engineers. Starting in the 1960s robotic equipment was introduced to the process, and most cars are now mainly assembled by automated machinery.

### Statement of the Problem

The automotive industry presents numerous health and safety challenges that require continuous attention. Workers in automotive manufacturing and repair face risks such as physical injuries from heavy machinery, exposure to

hazardous materials, and repetitive motion tasks. Prolonged exposure to toxic substances like solvents, paints, and welding fumes can lead to chronic health conditions, including respiratory diseases etc. Poor ergonomic practices contribute to affecting productivity and quality of life. Vehicle occupant safety remains a critical concern, with traffic accidents still a leading cause of injury and death globally.

### Need of the Study

The employees health and safety on and off the job within the organization is a vital concern of the employers and the employers should provide a healthy and safer environment to the employees in the workplace. The employers should prevent accidents at work and reduce the risk of injury or death. By implementing effective health and safety measures improves employee well being.

### Research Objectives

- To analyze the training level that is offered to employees regarding the health and safety in UNO Minda.
- To identify the role of management in implementing health and safety.
- To compare the accidents caused by humans and machines.
- To examine whether the factories act are implemented or not.

### Research Design

Research design is the overall strategy or plan for conducting a research study. It outlines the methods and procedures that will be used to collect and analyse data, as well as the goals and objectives of the study. Simple random sampling method is used in this research. A part of the population selected for the study is called Sample. Here, 70 samples of UNO Minda seating division Hosur are selected as sample. The present research study is descriptive and analytical in nature and therefore, data are collected from both primary and secondary sources. Survey is conducted while working hours of the employees. The data gathered is analyzed using

percentage analysis, Chi-Square test, Anova, Correlation and Manny Whitney Test.

**Chi-Square Analysis**

**H0: Null Hypothesis:** There is no significant association between age and educational qualification.

**H1: Alternate Hypothesis:** There is a significant association between age and educational qualification

**Age \* Qualification Crosstabulation**

**Table 6.1 Age \* Qualification Crosstabulation**

		qualification of the employees				Total
		10th	12th	diploma	degree	
age of the employees	18-25	Count 8	4	12	8	32
		Expected Count 6.9	5.9	11.9	7.3	32.0
26-30	Count	5	6	9	4	24
	Expected Count	5.1	4.5	8.9	5.5	24.0
31-50	Count	1	1	5	2	9
	Expected Count	1.9	1.7	3.3	2.1	9.0
>50	Count	1	2	0	2	5
	Expected Count	1.1	.9	1.9	1.1	5.0
Total	Count	15	13	26	16	70
	Expected Count	15.0	13.0	26.0	16.0	70.0

Chi- Square Test

**Table 6.1 Chi-Square Test**

	Value	df	Asymp. Sig. (2-sided)
Pearson Chi-Square	7.113 <sup>a</sup>	9	.625
Likelihood Ratio	8.635	9	.472
Linear-by-Linear Association	.059	1	.808
N of Valid Cases	70		

a. 9 cells (56.3%) have expected count less than 5. The minimum expected count is .93.

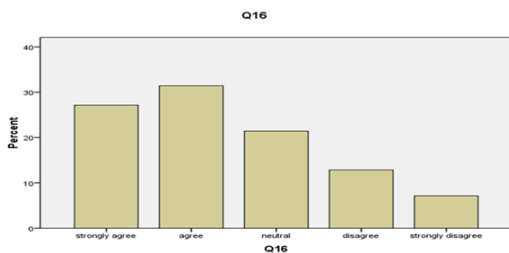
**Interpretation**

Since p value is > 0.05 the H0 is accepted at 5% level of significance. Hence concluded there is no significant association between age and educational qualification.

**6.2 Percentage analysis**

**Table 6.2 Machines are maintained frequently to avoid accidents**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid strongly agree	19	27.1	27.1	27.1
agree	22	31.4	31.4	58.6
neutral	15	21.4	21.4	80.0
disagree	9	12.9	12.9	92.9
strongly disagree	5	7.1	7.1	100.0
Total	70	100.0	100.0	



**Fig 6.2 Machines are maintained frequently to avoid accidents**

**Interpretation**

The above table shows that 27% of the respondents strongly agreed that the machines are maintained frequently, 31% of the respondents agreed that the machines are maintained frequently, 21% of the respondents neutral that the machines are maintained frequently, 12% of the respondents strongly disagreed that the machines are maintained frequently, 12% of the respondents strongly agreed that the machines are maintained frequently. The majority of 7% of the respondents disagreed that the machines are maintained frequently.

**Findings**

- 45% of the respondents are under the age group 18-25 years.
- 45% of the respondents are having 1-3 years of experience.
- 64% of the respondents are male.
- 27% of the respondents strongly agreed that machines are maintained frequently by the management.
- Since p value is > 0.05 the H0 is accepted . Hence concluded there is no significant association between age and educational qualification.

**Suggestions**

- An environment where workers feel at ease reporting safety problems should be established by the organization.
- The organization should maintain the machines frequently.
- Uno minda should improve the health and safety procedures and the organization should listen the safety needs of the employees and implement them in their organization.

**CONCLUSION**

In the UNO Minda demonstrates a robust commitment to health and safety through comprehensive training, ergonomic workstations, mandatory PPE, regular health checkups, stringent safety audits, enhanced hygiene protocols, and well-prepared emergency response teams. These measures not only safeguard the well-being of the employees but also promote a culture of safety ad awareness within the organisation. By prioritizing these practices, Minda ensure a safe and productive work environment, contributing to its overall operational efficiency and employee satisfaction. Recommendation may include enhancing training programs, updating safety equipments, implementing stricter adherence to protocols, and fostering a culture of safety awareness among employees. Overall the study emphasizes the importance of cotinuous evaluation and enhancement of health and safety practices to create a secure work environment for all employees.

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