

HYGIENIC FIRST AID BOX AMENITY- A WAY OF HEALTHY LIFE AT WORKSPOT

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INTRODUCTION

Human Resources (HR) Capital plays a vital role in the growth and prosperity of any industry of any nation. The workers can be motivated and their productivity can be increased only when a conducive and hygienic physical work environment is created an adequate health and medical facility is provided by the management of irrespective of the sector. Physical Working environment influences to a greater extent of the health of workers. Hygienic environment is an important requisite for maintenance of good health. The term 'hygiene' includes not only the material environment but also personal hygiene. The importance of personal hygiene should continually be brought home to the industrial workers. The pre-employment interview with the doctor, nurse or welfare officer gives an opportunity for hints on personal hygiene. The fundamental conditions of a healthy working environment must be maintained in every factory for keeping the workers in good health conditions. To reduce the risk of direct infection, workers should be so spaced that they do not have to inhale each other's breath. After independence, the Government of India passed Factories Act, 1948 to ensure a fair deal to employees in various health and safety aspects of their jobs. As per Chapter – V under section 45 of Indian Factories Act, 1948 every factory should be provided and maintained on First-Aid Box for every 150 workers.

REVIEW OF LITERATURE

The review of literature of few studies on importance of First Aid Box has been presented here.

1. Rizwana Ansari (2011) found out in her study physical environment and employee industrial safety, a remarkable improvement of employee performance in public sector unit.
2. Maja Dijkic (2008) in his study on physical environment an expanded model of job satisfaction concludes with positive correlation.
3. Kudchedkar (2008) differentiates between the labour welfare activities and the personnel functions and gives some suggestions for better working and living standards.

4. Nancy E. Waldec_ and Zachary M. Leffakis (2005) conducted a study relating to HR Perceptions and the provision of workforce training in an Advanced manufacturing technologies (AMTs) environment.
5. Narayana Murty (2000) has studied socio- economic profile of the workforce and employee welfare activities in Indian Industrial Organizations-public, Private and Co-operate sector units.

All these studies help the management, unions and government to improve the existing state of affairs mainly by emphasizing on functional areas of Human Resources Management and existing welfare, medical, safety and health amenities in a single unit or two units or more with a comparative study in the same sector like private or public or co-operative. However, surprisingly, very few attempts have been made by the researchers to study the First Aid Box facility to the employees of any unit. The study shows the gap and also furnishes the reasons between the practice and precept.

OBJECTIVES OF THE STUDY

The study has undertaken the following Objectives.

1. To Study work environment of the workforce and its impact on the employees' hygiene,
2. To Know the First Aid Box provision as welfare amenity being provided by selected Indian Industrial Units, and
3. To make appropriate suggestions for the improvement of hygienic health and medical facility in order to maintain good work environment of workforce in selected Indian Industrial Units by providing First Aid Box facility.

HYPOTHESIS OF THE STUDY

Null Hypothesis: There is no influence of First Aid Box Amenity on employee job satisfaction.

METHODOLOGY AND SELECTION OF THE STUDY

Selection of the Unit

The study is conducted by using both analytical and descriptive type of methodology. The study depends on primary and secondary data. Based on the pilot study, questionnaire is modified suitably to elicit response from the sample group.

Sampling Size and Design

The primary data are collected through well formulated Questionnaire. Random Sampling is applied for generating data. Samples for the purpose of the study are selected systematically. The workforce in selected state owned public sector unit is 3771 employees. Totally 377 Questionnaires are distributed and out of which 312 completed questionnaires are found usable.

Secondary Data

The Secondary data are collected from Journals, Magazines, Publications, Reports, Books, Dailies, Periodicals, Articles, Research Papers, Websites, Company Publications, Manuals and Booklets.

Statistical Tools for Data Analysis

The processing, classification, tabulation and interpretation and analysis of data are done with the help of SPSS software package. Major Statistical and Mathematical Techniques- Factor analysis, one sample t-test and paired sample t-test and K-means cluster analysis have been employed depending on the nature of the data collected from the respondents.

First Aid Box Amenity in Occupational Health And Safety

Health and medical provision is a method of creating more satisfactory working conditions for men and women employed in an industry. This welfare measure would greatly reduce turnover and absenteeism among workers and improves workers efficiency to a greater extent and also create a permanent settled labor force by making service attractive to the labor. A large number of well-motivated workforces is essential for an industrial organization of such nature and magnitude to maintain good industrial relations which lead to high morale, commitment and productivity.

In this regard, general propaganda by means of posters, notices on works and office board, articles and magazines, and lectures can help to make the factory workers health-minded. Generally, the firms issue handbooks on hygiene to new employees, which contain hints on food, exercise, personal hygiene, and the seeking of medical advice. A good example of which opens with the sentence "Health is won by a way of life rather than a bottle of medicine." Any company setting-up a new occupational health program can profitably utilize qualified hygienist to make a through survey of hazards requiring control or elimination.

Human beings have been subjected to some occupational health hazards or the other from the very beginning of human civilization. In fact, no occupation is free from hazards. In the recent past as a result of rapid escalation of industries, the health hazards in industry have greatly increased. The Government of India became concerned about the occupational health problems in the country after the recommendations of the Royal Commission on Labor in 1931. The occupational health service in an industry should aim at:

1. Protecting the workers against health hazards which may arise out of their work or the conditions in which it is carried on, and
2. Contributing towards the workers physical and mental adjustments and maintenance of the highest possible degree of physical and mental well being

First Aid Box Provision

First Aid should be given to the workers as soon as the accident occurs. In most of the case accident assumes serious proportions as first aid being neglected. In Indian organizations we have been observing the First Aid Box in other forms also. These are First Aid Kit, Home First Aid Kit, Travel First Aid Kit, Small First Aid Kits, Medium First Aid Kits, Large First Aid Kits, XL and EMT First Aid Kits, Pet First Aid Kits, Homeland Security First Aid

Kits, Burn Kits, Personal Protection First Aid Kits, Sports First Aid Kits, Athletic Trainer First Aid Kits, Marine First Aid Kits, Medical Sea Pak First Aid Kits, First Aid Kit Fund Raiser , First Aid Kit Refills and First Aid Bags.

Safety Working Conditions

According to the section 12, 16 and 17 of the Factories Act, 1948, the management of every industrial organization should provide good working conditions at the work-spot. Assurance of safety working conditions is again the job of Safety Engineer and Welfare Officer. Accidents could be avoided by providing adequate lighting and ventilation to the workers at their workplaces. Extreme heat and cold and successively altering temperature are harmful to human health. Therefore these should be controlled by modern scientific devices and humidity and temperature should be adjusted to suit the working conditions.

Illumination

Day light is the best illumination for work. In the absence of day light, artificial light is needed. A situation where illumination covers the total work environment rather than concentrating on a single aspect of the work areas is better. In case of the latter, whenever visual field is shifted to a properly illuminated surrounding, it dilutes the workers. Excessive papillary activity causes fatigue and eye-strain.

Ventilation

Adequate ventilation is another aspect of working conditions. In every factory, there should be proper arrangement for adequate ventilation by the circulation of fresh air. It is mainly provided by windows and ventilators etc.

Lighting

Adequate and suitable lighting at work places protects the eye-sight of the employees and increases their output. Natural lighting may be derived from roof windows. Artificial lighting may be had through electricity, kerosene or petro max lamps.

Sanitation

Sanitation means cleanliness inside the factory. There should not be accumulation of dirt and dust. The floor should be cleaned; walls should be painted and varnished. Besides, there should be effective arrangements for the disposal of wastes and effluents.

Cleanliness

According to Section 11 of Factories Act, 1948, the management of Company has to be maintained work spot very cleanly. The work spot should be made elegant and attractive, as far as possible. A cheerful and moderately artistic work environment will be conducive to the toning up of morale, spirits and energies of the workers.

Shift System

The shift system is a common feature of modern industrial organization in all organized industries. It is necessitated by more demand for production, and has become possible through the modern industrial system. The shift system is an advantage if it makes fuller

utilization of machinery which reduces standing expenses in terms of output. The shift system provides leisure time to the employees to look after their families' welfare also.

Spittoons

It has also been laid down in the Act that in every factory there shall be a sufficient number of spittoons at convenient places and maintained in a clean and hygienic way. The management has to maintain sufficient toilets accommodation at convenient places accessible to workers, while they are at the work place.

Temperature

Temperature and humidification are also important aspect of working conditions. The climatic conditions especially in summer make physical work unpleasant due to high temperature. As the nature of work in a company it requires high temperature, workers should be protected against it by separating the process, which produces such temperature, from the workroom or by some other methods. The recommended comfortable temperature in India is 69⁰ to 80⁰F. Under Section 13 (B) of the Factories Act, 1948 effective and suitable provision of temperature shall be made in every factory for securing and maintaining in every work room/spot to the workers.

DISCUSSIONS AND RESULTS

The prevalence of job satisfaction varies from person to person and from time to time within the same company in any nation. This is mainly due to the presence of various factors relating to both the job and the individual within the organization. First Aid Box Facility is one of the various factors of employee job satisfaction.

First Aid Box

According to the Chapter – V under section 45 of the Factories Act, 1948, every factory should be provided and maintained on First-Aid Box for every 150 workers. First Aid should be given to the workers as soon as the accident occurs. In most of the case accident assumes serious proportions as first aid being neglected. First Aid Box provision would be helpful immediately to the injured workers. Sickness and ill-health are the most wide spread causes of absenteeism, lower morale and tardiness.

The National Commission on Labor in India felt that the last two should be left to the process of evolution, whereas primary importance should be given to first. It further observed that protection of health requires provision of both preventive and curative measures. Curative measures consist of pre-employment medical examination, removal of health hazards, and imparting of training in first aid and hygiene, etc., The curative aspects begin when a worker suffers from ill health and disease.

The workers may face accidents during the work of loading, unloading, metal breaking, metal handling, metal carrying, welding, weighing, mechanical, metallurgical, electrical and some other operations which are of hazardous nature. For this, keeping first aid box at the place of work is very essential. The Public Sector Units in India had provided sufficient and adequate number of First Aid Boxes, which are containing the necessary items at every work spot inside the plants. There are well-equipped hospitals in the vicinity of Public Sector Units in India.

The Computed Data shows information on opinion of workers in selected units of study on the awareness and availability of First Aid Box at their nearest places of work spot. It is evident from the data that almost all the workers are known about the first aid box facility in Public Sector Units in India. It is also clear from the data cent percent of the workers in Public Sector Units in India had expressed positive opinion on the maintenance of first aid box inside the plants. Thus, it can be concluded that majority of the workers on an average in the unit felt happy with First Aid Box facility Public Sector Units in India.

Application of Statistical Tools on Working Conditions

Cluster analysis has revealed the classification of the samples selected into 3 clusters namely strong cluster, moderate cluster and weak cluster on the basis of the mean value scores of the various factors of job satisfaction. Factor-wise results of the formation of 3 clusters of employees have been found as under:

Working environment

Regarding Working environment, it has been found that the strong cluster of 24.68 % of respondents feel that the working conditions are excellent, moderate cluster of 62.82 % are of the opinion that working environment gives them moderate satisfaction and weak cluster of 12.50 % says that they need some improvement in the maintenance of working environment.

The Computed data shows information on opinion of workers on utilizing working conditions available at work spot inside. It is clear from the data that on an average about 87 percent of the workers had satisfactory opinion on illumination, ventilation, lighting and sanitation available in Public Sector Units in India.

The Computed data shows information on respondents' opinion on temperature at work-spot in the selected unit. The data indicates that about 51 percent of the workers had expressed their feeling about temperature at work spot was normal and remaining percentage of the workers (49) felt that the temperature at work-spot in Public Sector Units in India was hot.

MAJOR OBSERVATIONS OF THE STUDY

- It is observed that majority of the workers had positive opinion on maintenance of first aid box facility inside the plant.
- It is observed that the Public Sector Units in India have been maintaining the satisfactory level in illumination, ventilation, lighting and sanitation at their work spots.
- It is observed that the workers display more job satisfaction towards the sub-factor of working conditions prevailing in the Working environment followed by another sub-factor namely comfort and safety.
- It is observed that majority of the workers in Public Sector Units in India were satisfied with the supply of protective devices by management.
- It is observed that most of the employees in Public Sector Units in India are working with high temperature conditions.

- It is also observed that there is no separate department for the functions/ activities like safety, training and apprentice. So it is difficult to concentrate to educate the workers in the use of safety tools in Public Sector Units in India.

TESTING OF HYPOTHESES

Testing of Hypotheses through the use of statistical and mathematical techniques reveals the following:

Hypotheses (HO1): There is no influence of First aid Box facility on the employee job satisfaction.

It is rejected. There is an influence of First Aid Box facility on employee job satisfaction

Result: The study has revealed that the Safety and Health Environment (SHE) of employees have a great influence on the determination of employee job satisfaction.

Suggestive Injection for Healthy Life at Work spot

The role of occupational health service should be essentially preventive. Its functions should be: a). to identify occupational hazards and suggest measures for their control, b). to detect occupational or other diseases and give initial treatment, c). to render advice about the placement of people in suitable work, d). to provide necessary advice relating to the supervision of conditions at work which may influence health and general sanitation, and e). to undertake the health education.

- It is suggested that the Public Sector Units in India should mitigate the dissatisfied workers by improving healthy physical work environment, since the workers and the employers are affected very much physically and psychologically.
- It is suggested that workers who are working in high temperature conditions in the unit should be protected against it by providing protective devices in the working place.
- It is suggested that the Public Sector Units in India should provide more protective devices as there is every need to provide and educate in the use of safety tools and equipment at their work spot.
- It is suggested that the Public Sector Units in India should take all the necessary steps to mitigate the rest of dissatisfied workers in the provision of First Aid Boxes.
- It is further suggested that the management of Public Sector Units in India may be segregated the safety and training function from HRD department.

SCOPE FOR FURTHER RESEARCH

The study can be extended to the related business in private, co-operate, service, educational, BPO, health care, pharmaceutical, medical, engineering industries in India and as well as in international countries and similar studies can be conducted on any type of industries.

SOCIAL RELEVANCE

Society comprises of the workers, management, Government and general public. The present study is of much relevance from the point of view of the society. The Central and State

Government are enabling several labor legislations and adopted a policy to create better safety and health environment to the employees by clear understand of the provision of First Aid Box.

CONCLUSION

On the basis of the results obtained in the study, it is observed that the safety and health environment to employees in the units prevailing have deep impact on workers' psychology and the presence of such factors always motivate the workers towards their job in a laudable manner. It has also been found that the concept of health services facility assumes immense importance in the present business scenario which requires highly skilled and competent human resources for the transformation of traditional economies into the modern and industrial economies.

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