

A Study On Safety And Security Measures Of Women Employees In It Sector, Chennai

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Abstract

This article explores On Safety And Security Measures Of Women Employees In It Sector, Chennai., Health and Safety initiatives are part of a strategic approach to HRM. No longer just a “thing” that companies have to comply with, health and safety is being used as part of a company’s overall strategy for talent retention, overall objectives, and loss-time prevention. Consider the benefits of loss-time prevention: the most obvious benefit is to the bottom line. Healthy employees are productive employees, and productive employees have very positive effects on the company’s bottom line. When employees start to feel that their work is unsafe or that their employers does not care about their health or well-being, productivity may start to slip. The software industry started in the early 1960s, almost immediately after computers ('mainframes') were first sold in a more or less standardized way. Universities and businesses began to use these computers and to seek out programs to do certain computing tasks. Many of these programs were written in-house by full-time staff programmers. After collecting research data, it is necessary to analyze and interpret them. The purpose of analysis is to build up a sort of empirical model where relationships are carefully brought out so that some meaningful inferences can be drawn. Data has to be analyzed with reference to the objectives of the study. The following statistical tools are used to analyze data. Percentage analysis method., Interval estimation method., Chi – square test analysis., Pearsons’ correlation test., Weighted arithmetic mean., ANOVA.

Keywords : Women Safety, Employee Security, IT sector

1. INTRODUCTION

Health and Safety initiatives are part of a strategic approach to HRM. No longer just a “thing” that companies have to comply with, health and safety is being used as part of a company’s overall strategy for talent retention, overall objectives, and loss-time prevention. Consider the benefits of loss-time prevention: the most obvious benefit is to the bottom line. Healthy employees are productive employees, and productive employees have very positive effects on the company’s bottom line. When employees start to feel that their work is unsafe or that their employers does not care about their health or well-being, productivity may start to slip. Witnessing injuries, or having to

cover jobs while other workers are out injured can also impact productivity; as well as morale and retention.

Investment in health and safety programs, including disability management, proactive health and wellness programs, preventative measures, and a sound on-boarding and Health Safety and Security measures, produces quantifiable bottom-line returns. By using health and safety to prevent loss-times injuries and keep productivity at a premium, companies are using health and safety programs to help achieve overall goals and objectives.

2. NEED FOR THE STUDY

❖ We can identify several positive results that accrue from a well-designed safety and security measures of women employees in it sector. Safety and security measures efforts are consistent with and a natural extension of human resource planning. An analysis safety and security measures is an essential requirement to the design of effective safety and security measures. The purpose of safety and security measures analysis is to determine whether there is a gap between what is required for effective performance and present level of performance.

3. REVIEW OF LITERATURE

Scott Snell and George Bohlander (2007)¹ in their book, “Human Resource Management” throw light on the various benefits especially social security benefits such as provident fund, gratuity, pension and insurance cover provided to employees.

Garry Dessler and Biju Varkkey (2009)² in their book, “Human Resource Management” discussed the benefits and services provided to employees in India. They also discussed the benefits to be provided as per Central or State Law besides the discretionary benefits provided by employers.

John M. Ivancevich (2010)³ in his book, “Human Resource Management” stated that an employer has no choice about offering mandated benefits programs and can not change them in any way without getting involved in the political process to change the existing laws. According to him, the three mandated programmes are unemployment insurance, social security and workers compensation.

Aswathappa (2010)⁴ in his book, “Human Resource Management” discussed the various types of benefits and services provided to employees in terms of payment for time not worked, insurance benefits, compensation benefits, pension plans etc. He also discussed the ways to administer the benefits and services in a better way.

¹Scott Snell and George Bohlander, “Human Resource Management” Cengage India Private Ltd, New Delhi, 2007, pp. 447-482.

²Garry Dessler and Biju Varkkey, “Human Resource Management,” Dorling Kindersley (India) Pvt Ltd., New Delhi, 2009, pp.513-546.

³John M Ivancevich, “Human Resource Management”, Tata McGraw Hill Education Private Limited, New Delhi, 2010, pp. 255-383.

⁴Aswathappa, K. “Human Resource Management”, Tata McGraw Hill Education Private Limited, New Delhi, 2010, pp. 378-392

4. PRIMARY OBJECTIVE

- To study the Safety and security measures of the women employees in order to increase the number of competent person and retain them in the organization.
- To bridge the gap between the actual and expected performance and behavior.
- To attain the level of performance this leads to the fulfillment of objectives.

5. METHODOLOGY

Research in common practice refers to a search for knowledge .one can also define research as a scientific and systematic search for pertinent information on a specific topic. In fact, research is a art of scientific investigation. Research is an original contribution to the existing stock of knowledge making for its advancement. Research is the process of systematic and in depth study or search for any particular topic, subject or area of investigation, backed by collection, compilation, presentation and interpretation of relevant details or data. Methodology as the name suggests methods through which the problem or situation is tackled. It involves a lot of factors like research design, sample size, segment, techniques of sampling, tools used etc all these factors put together brings out a clear and accurate result. Research methodology is a way to systematically solve the research problem. It may be understood as a science of studying how research is done scientifically.

6. SOURCES OF INFORMATION:

The two main sources of data for the present study have been primary data and secondary data.

1. PRIMARY DATA: Primary data consists of original information collected for specific purpose. The primary data for this research study was collected through a direct survey with the executives guided by a structured questionnaire.

2. SECONDARY DATA : Secondary data consists of information that already exist, which has been sourced from various authentic and reliable sources like books, newspapers, trade journals and white papers, industry portals, government agencies, trade associations, monitoring industry news and developments.

SAMPLING UNIT: This answer is to be surveyed. The researcher must define target population that will be sampled; once this is determined a sampling frame is developed so that everyone in the target population has an equal chance of being selected.

SAMPLE SIZE: An important decision that has to be taken in adopting the sampling techniques is about the size of the sample. Size of the sample means the number of sampling units selected from the population for investigation. It answers “How many people should be surveyed”.

Sample size is the number of items to be selected from the universe to constitute a sample. The Sample size of the study is calculated through the pilot study. The pilot study is conducted for 20 executives in sample area. The sample size is calculated from the formula

$$N = \frac{Z^2(pq)}{E^2}$$

$$= \frac{(1.96)^2(0.9)(0.1)}{(0.05)^2}$$

$$N = 138$$

So the sample size is taken as 120 approximately.

SAMPLING TECHNIQUE

NON PROBABILITY SAMPLING: The sampling technique adopted is non-probability sampling. It is that sampling procedure which does not afford any basis for estimating the probability that each item in the population has of being included in the sample. It is also known by different names such as deliberate sampling, purposive sampling and judgement sampling. In this type of sampling, items for the sample are selected deliberately by the researcher; his choice concerning the items remains supreme. The judgement of the organizers of the study plays an important part in this sampling design.

ANALYSIS AND INTERPRETATION: After collecting research data, it is necessary to analyze and interpret them. The purpose of analysis is to build up a sort of empirical model where relationships are carefully brought out so that some meaningful inferences can be drawn. Data has to be analyzed with reference to the objectives of the study. The following statistical tools are used to analyze data:

- **PERCENTAGE ANALYSIS METHOD:** Percentage refers to a special kind of ratio. Percentages are used in making comparison between two or more series of data and to describe the relationships. It can also be used to compare the relative terms, the distribution of two or more series of data.

$$\begin{array}{l} \text{No. Of Respondents} \\ \text{Percentage} = \frac{\text{-----}}{\text{Total No. Of Sample}} \times 100 \end{array}$$

- **INTERVAL ESTIMATION METHOD:** It is used to indicate the perception or accuracy of an estimate. Interval estimation is the range of values used to estimate a population parameter.

$$\text{Interval estimation} = \left(p - z\sqrt{\frac{pq}{n}} < P < p + z\sqrt{\frac{pq}{n}} \right)$$

Where p refers to probability of success

q refers to probability of failure

n = No. of samples and 1.96 to confident level

- **CHI – SQUARE TEST ANALYSIS:** The chi-square test a fairly, simple and definitely the most popular of all the other tools, the chi-square test is most widely used non-parametric tests in statistical work. It makes no assumption about being sampled. The quantity chi-square describes the magnitude of discrepancy between theory and observation.

$$\chi^2 = \sum_{i=1}^n \left[\frac{(O_i - E_i)^2}{E_i} \right]$$

Where O_i refers to observed frequency

E_i refers to expected frequency

N = No. of samples

- **PEARSONS' CORRELATION TEST:** The concept of correlation which is one of the methods of studying the relationship between variables. Two variables may have a positive correlation, a negative correlation or they may be uncorrelated. The correlation between two variables is called as simple correlation.

$$r = \frac{N \sum XY - (\sum X)(\sum Y)}{\sqrt{N \sum X^2 - (\sum X)^2} \sqrt{N \sum Y^2 - (\sum Y)^2}}$$

- **WEIGHTED ARITHMETIC MEAN:** The weighted arithmetic mean is used in the cases where the relative importance of the different items is not the same. The term 'weight' stands for the relative importance of the different items. The formula for computing weighed Arithmetic Mean is

$$\text{Weighted Average} = \frac{\text{WeightedForColumn} * \text{NumberOf Respondent}}{\text{TotalWeight}} * 100$$

$$\bar{X}_w = \frac{\sum FW}{\sum W} \quad \text{Where,} \quad F \text{ is Frequency, } W \text{ is Weight}$$

- **ANOVA :** The ANOVA technique is important in the concept of all situations where we want to compare more than 2 population. One way ANOVA - we take only one factor and investigate the differences amongst its various categories having numerous possible values.

7. LIMITATIONS

It is not possible to conduct the perfect study because every study has its own limitations. Limitations of the study allow us to know, to what extent the findings can be generalized. In our study some of the limitations are:

- The study is limited to some particular unit of IT sector.
- It is difficult to know whether the respondents' opinion is exactly genuine as people perception may change from time to time.

8. FINDINGS

- From the study it is found that majority of the respondent i.e.) 37% of the respondents have age composition of 36 to 45.
- the experience of the respondents majority of the respondents belongs to the 5 – 10 years of experience
- From the present study it is inferred that majority of the respondents are manager and assistant manager in the organization.

- All the respondents agreed that job satisfaction is necessary for an employee.
- Majority of the respondent ranked that clear objective as the first important factor followed by work environment, compensation and fringe benefits to motivate the employee performance.
- Majority of the respondent says that the medical facility provided by the organization is very good.
- Most of the respondents say that the seating arrangements provided by the organization are good. we identify that most of the respondent says that job security given by the management is satisfied.

9. SUGGESTIONS

To permit effective examination of the relationship between health and employment and work-related factors among older workers it is necessary to create new, longitudinal data sets containing detailed information on workers' employment histories and the specific demands of the job, as well as objective information on the health and safety risks to workers in the job. Such data sets do not currently exist because they are costly to create.

An ideal longitudinal data set would contain baseline information on the health status and previous work histories of a representative sample of older Americans, with overrepresentation of minority and other high-risk groups. The survey that collects these data would periodically gather from respondents and their employers data that provide researchers with consistent, reliable, and continuous information on respondents' employment and earnings, the risk factors associated with employment, including work organization and job demands on physical and mental capacity, and exposure to risk factors such as harmful chemicals. These data are needed to follow work and retirement patterns in aging cohorts of workers and to assess the effects of work on health.

10. CONCLUSION

In recent years, the important and role of Health Safety and Security measures has increased manifold. More and more use of Health Safety and Security measures is being made by all sections of the organization. These Health Safety and Security measures has become a part of human resource development. Health Safety and Security measures are one of the main activities which change the future of the Organization. Health Safety and Security measures have become essential part not only to increase the productivity but also to motivate and inspire workers. It increases the skills of the persons at all levels of the organization. Human resources are the life blood of any organization. This can be achieved through well provided ambience.

The Health Safety and Security measures will increases the performance of the members in the organization. It also increases the human relation skills. It also helps to stimulate creative thinking.

Ethical Clearance

This is to certify that the Article entitled "A STUDY ON SAFETY AND SECURITY MEASURES OF WOMEN EMPLOYEES IN IT SECTOR" is originally done by us.

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