Journal DOI: 10.36713/epra1013 | SJIF Impact Factor (2025): 8.619 ISSN: 2347-4378
EPRA International Journal of Economics, Business and Management Studies (EBMS)
Volume: 12 | Issue: 5 | May 2025 -Peer-Reviewed Journal

THE SAFETY MANAGEMENT ON JOB PERFORMANCE AMONG EMPLOYEES IN BEST ENGINEERS PUMPS PVT. LTD AT COIMBATORE, TAMILNADU

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ABSTRACT
This study investigates how safety management affects workers' job performance at Best Engineers Pumps Pvt. Ltd. in Coimbatore, Tamil Nadu. The study intends to evaluate the ways in which different safety-related practices affect job performance, given the growing recognition of workplace safety as a crucial component of organizational effectiveness and employee well-being. 110 employees were given a structured questionnaire that focused on topics like how often safety inspections are conducted, how clear emergency protocols are, how well training works, how management handles incidents, and how safety concerns are communicated. With 54.55% of respondents saying that safety significantly improves their performance and 50% indicating a strong positive impact on productivity, the results show that safety management has a significant positive impact on job performance. The majority of workers expressed a strong desire to adhere to safety procedures, and most agreed that management had communicated safety concerns in a clear and concise manner. Although safety procedures were generally seen favourably, certain obstacles were noted, such as apprehension about the repercussions and ambiguous reporting procedures, which make it difficult to effectively report safety issues.
KEY WORDS: *Workplace safety, Safety management, Job performance, Employee productivity, Training, Risk management, Occupational health.*

INTRODUCTION

Particularly in sectors where operational hazards are common, workplace safety has emerged as a critical element of organizational effectiveness. In addition to shielding workers from mishaps and injuries, maintaining a safe workplace is crucial for enhancing job performance and general productivity. Businesses have realized more and more in recent years that good safety management procedures are not only necessary to comply with regulations but also serve as strategic instruments that increase productivity, decrease downtime, and promote employee happiness. The manufacturing company Best Engineers Pumps Pvt. Ltd., situated in Coimbatore, Tamil Nadu, is the subject of this study. Strict adherence to safety procedures is necessary for industrial operations. Examining the connection between employee job performance and workplace safety management is the main goal of the study. This study attempts to comprehend how safety measures impact day-to-day work outcomes by assessing the frequency of safety inspections, communication clarity, training programs, incident response, and employee motivation. The research offers valuable recommendations to strengthen the organization's safety culture and performance standards by identifying areas for improvement and providing insights into current safety practices through employee feedback obtained through structured questionnaires.

OBJECTIVES

- To assess employee awareness and understanding of workplace safety policies and procedures.
- To evaluate the frequency of workplace safety-related challenges employees encounter and assess the effectiveness of safety training programs in preparing employees for workplace hazards.
- To improve workplace safety by identifying obstacles in reporting safety concerns and implementing targeted training to empower employees to recognize and report hazards confidently and effectively.
- To gather suggestions for improving safety practices and enhancing the overall safety culture in the company.

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REVIEW OF LITERATURE

- **Zohar (2022),** Zohar explored the safety climate within organizations, emphasizing that a positive safety climate where employees perceive a high commitment to safety from management leads to reduced workplace accidents. Employees working in such environments tend to perform better because they feel secure and less anxious about potential hazards.
- **Martínez et al. (2021),** This study focused on the relationship between safety culture and employee motivation. It found that organizations with a strong safety culture motivate their employees to adhere to safety measures. This is because employees feel more involved and trusted by the organization. The study concluded that a positive safety culture boosts employee engagement and enhances overall job performance by fostering safer work environments.
- **Robson & Clarke (2020),** Robson and Clarke examined the role of safety training programs in improving workplace safety. They concluded that comprehensive safety training not only helps employees understand safety protocols better but also leads to increased job performance. Employees with proper safety training feel more confident in managing hazards, leading to higher productivity and fewer safety-related incidents.
- **Gupta & Kaur (2021),** Gupta and Kaur's study investigated the direct impact of safety training programs on productivity. They found that employees who attended detailed safety training programs showed a significant increase in productivity, especially in high-risk industries such as manufacturing and construction. The study suggested that employees who are better prepared for hazards are more focused on their tasks, resulting in higher output.

RESEARCH DESIGN

Based on the survey method, **the current study is descriptive in nature**. This section provides a brief overview of the techniques used in the sample selection, respondent selection, data collection, and analysis tools.

HYPOTHESIS

H1: The biggest obstacles to adhering to workplace safety regulations are inadequate training and excessive workload.

H_{01}: Employees' capacity or willingness to identify and report workplace hazards is not significantly impacted by targeted safety reporting training.

H_{11}: Employees who receive targeted safety reporting training are much more capable and inclined to identify and report workplace hazards.

H2: Workers who get focused safety reporting training will report hazards at a much higher rate than workers who don't get the training.

H_{02}: The effectiveness of safety training programs in preparing employees for workplace hazards is not significantly correlated with the frequency of workplace safety-related challenges they face.

H_{12}: The frequency of workplace safety-related issues that employees face is significantly correlated with and the effectiveness of safety training programs in preparing them for workplace hazards.

SOURCES OF DATA

- Primary Data – Questionnaire was given to 110 respondents.
- Secondary Data – Websites and online journals, Published reports & Review of literature from published articles.

Sample Size: 110 Employees in Best engineer's pumps

TOOLS FOR ANALYSIS

A descriptive statistic typically a percentage, chi square, or correlation is always used to address research questions. When it's crucial to know how many participants provided a specific response, the percentage is appropriate.

Method of Analysis

Tools for Data Analysis: Quantitative analysis of the survey data, including descriptive statistics, will be carried out using statistical software like SPSS and Excel.

CHI SQUARE ANALYSIS

- **What is the biggest obstacle in reporting safety concerns at workplace & What type of additional training would help employees improve workplace safety**

H_0: Employees' capacity or willingness to identify and report workplace hazards is not significantly impacted by targeted safety reporting training.

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H_1: Employees who receive targeted safety reporting training are much more capable and inclined to identify and report workplace hazards.

Chi-Square Tests			
	Value	df	Asymptotic Significance (2-sided)
Pearson Chi-Square	18.119[a]	9	.034
Likelihood Ratio	17.398	9	.043
N of Valid Cases	110		
a. 9 cells (56.3%) have expected count less than 5. The minimum expected count is 1.15.			

INTERPRETATION

The result is statistically significant since the **p-value = 0.034** is less than **0.05**. As a result, the **null hypothesis is rejected**. This indicates that the two categorical variables under analysis have a strong correlation with one another, making it unlikely that the variations in observed frequencies are the result of chance.

- **Work place safety related challenges & safety training programs in preparing you for workplace hazards**

H_0: The effectiveness of safety training programs in preparing employees for workplace hazards is not significantly correlated with the frequency of workplace safety-related challenges they face.

H_1: The frequency of workplace safety-related issues that employees face and how well safety training programs prepare them for workplace hazards are significantly correlated.

Chi-Square Tests			
	Value	df	Asymptotic Significance (2-sided)
Pearson Chi-Square	23.204[a]	12	.026
Likelihood Ratio	24.830	12	.016
N of Valid Cases	110		
a. 11 cells (55.0%) have expected count less than 5. The minimum expected count is .06.			

INTERPRETATION

Since the **p-value (.026)** is **less than the standard alpha level (0.05)**, we **reject the null hypothesis**. This suggests there is a **statistically significant** between the two variables in your analysis.

CORRELATION ANALYSIS

Awareness and productivity levels:

Correlations			
		Awareness About Safety Measures	How Influence Productivity Levels
Awareness About Safety Measures	Pearson Correlation	1	.255**
	Sig. (2-tailed)		.007
	N	110	110
How Influence Productivity Levels	Pearson Correlation	.255**	1
	Sig. (2-tailed)	.007	
	N	110	110
**. Correlation is significant at the 0.01 level (2-tailed).			

INTERPRETATION

- **Pearson Correlation (r = 0.255)**
  This is a positive correlation, meaning that people's perceptions of how safety awareness affects productivity levels tend to slightly increase as awareness of safety measures grows. The correlation is regarded as weak to moderate in strength, though.
- **Significance (p = 0.007)**
  The correlation is statistically significant at the 1% level, as indicated by the p-value of 0.007, which is less than 0.01. This indicates that the observed relationship is statistically significant and unlikely to have happened by accident.

- **Sample Size (N = 110)**
  If the sample is representative, the 110 respondents in this study provide a good sample size for extrapolating findings.

Attending training programmes and improving productivity levels:

Correlations			
		Workplace Safety Training Programme	**Impacting**
Workplace Safety Training Programme	Pearson Correlation	1	.088
	Sig. (2-tailed)		.360
	N	110	110
Impacting	Pearson Correlation	.088	1
	Sig. (2-tailed)	.360	
	N	110	110

INTERPRETATION

- **Pearson Correlation (r = 0.088)**
  The 0.088 correlation indicates a very weak positive relationship between impacting (presumably referring to a measured workplace outcome) and the workplace safety training program. There is essentially no linear relationship between these two variables when the correlation is near zero.
- **Significance (p = 0.360)**
  The frequently used significance threshold of 0.05 (or 5%) is significantly lower than the p-value of 0.360. This indicates that any observed relationship between the two variables could easily be the result of random chance and that the correlation is not statistically significant. Thus, we are unable to draw the conclusion that workplace safety training significantly affects the outcomes that have been measured.
- **Sample Size (N = 110)**
  With 110 responders, the sample size is sufficient to identify a moderate or strong relationship, so the lack of significance here suggests that there is no substantial correlation between the variables in question.

SUGGESTIONS

- Strengthen Practical Training: To increase staff members' practical comprehension of safety protocols, hold more interactive safety training sessions and live worksite demonstrations.
- Frequent Refresher Courses: Plan recurring refresher training sessions to maintain staff members' knowledge of new safety procedures and to reinforce safety awareness.
- Enhance Reporting Systems: To remove the fear of repercussions and promote candid communication, create an easy-to-use, anonymous, and transparent system for reporting safety concerns.
- Boost Management Engagement: To foster trust and show a dedication to workplace safety, management should continue to communicate with staff members on a regular basis about safety-related matters.
- Perform Regular Safety Audits: To proactively detect and address possible risks before they worsen, increase the frequency of safety inspections and audits.
- Encourage Safety Culture: Encourage a robust safety culture by praising safe conduct and incorporating staff members in safety initiatives. and integrating safety into performance evaluations.

CONCLUSION

The study unequivocally shows that workplace productivity, motivation, and employee performance are significantly influenced by safety management. The majority of the 110 respondents to the survey at Best Engineers Pumps Pvt. Ltd. stated that they were highly aware of and followed safety procedures, and many of them acknowledged that doing so greatly improved their job performance and morale at work. According to the data, establishing a safe and encouraging work environment is facilitated by frequent inspections, effective training initiatives, prompt incident responses, and clear communication of emergency protocols. Even though overall safety management practices received high ratings, the existence of some barriers, like a fear of reporting and unclear reporting procedures, indicates that more work is required to foster transparency and trust. Furthermore, the need for more practical and hands-on safety training highlights how crucial experiential learning is to safety culture. In the end, the results demonstrate that a well-designed safety management system is a strategic investment that enhances worker performance, lowers risk, and promotes operational excellence it is not just about compliance. Companies should constantly evaluate and improve their safety procedures in accordance with worker demands and industry standards if they want to achieve sustainable growth and employee engagement.

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