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# Employee attitude towards safety practice at workplace: An empirical study

**B Jenifer [1*], Dr. CR Christi Anandan [2]**
[1] Research Scholar, P.G & Research Department of Social Work, Sacred Heart College, (Autonomous), Tirupattur, Tamil Nadu, India
[2] Assistant Professor, P.G & Research Department of Social Work, Sacred Heart College (Autonomous), Tirupattur, Tamil Nadu, India

* Corresponding Author: **B Jenifer**

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**Abstract**
This study looks at workplace safety policies and the structure of employee attitudes towards them. It starts by collecting and factor-analyzing data on employee attitudes towards safety in the JBM Auto limited industry. And the findings indicated that this company's employees have positive views towards safety. There are several ways to structure this topic, including in terms of knowledge, practice, attitude, and perception. These findings' theoretical and practical ramifications are examined, and emphasis is placed on their potential application in a programme designed to improve organization safety culture by challenging supervisors' safety-related attitudes. The researcher used a descriptive research techniques. There are 800 employees in the industry. Sampling size will be 100 to the quality, weld shop, die-maintenance, press shop, paint shop, employees to analyze the data, SPSS software will be used. A simple random sampling technique was adopted. This result in 100 employees being selected as a sample. The outcome of the study will be clear status of employee attitude towards safety practice at workplace. The main findings include most of the accidents happen in industry, the main reason employees they are not using proper safety measures, first in every industry employee and employer they have basic knowledge on safety measures such as PPE Personal protective equipment, Machine protection, Handling of hazardous materials, to conduct safety training program. And also follow PPE stands for personal protection equipment, and it might include things like gloves, hard helmets, safety glasses, earplugs, and protective clothes. PPE can shield workers from dangers like falling items, loud noises, and chemical exposure.

**Keywords:** Knowledge, Practice, Attitude, Perception

## Introduction
Safety is given an important role in every organization; the reason is to save employee's precious life from dangerous situation and accidents. Employee's attitude towards safety in an industry may be positive or negative, but it is necessary to provide safety equipment's, in every industry they should provide safety measures to the employees like safety shoes, gloves, googles, ear plug, but some of the employees are not following safety measures, this study is to help the industry and also the employees to know about the importance of safety. Safety is an human life priority, attitude is a mental state and neural of readiness organized through experience, exerting directive or dynamic influence upon the individual's response to all objects and situations with which it is related. Safety can also refer to the contract of recognized hazards in order to achieve an acceptable level of risk. In Infrastructure Health & Safety Association (IHSA) says, safety work practice is generally written method outline how to perform a task with minimum risk to people, minimizing potential exposure. An employee's attitude (whether positive or negative) is usually based on their actual experiences. It could be argued, then an employee with a negative attitude towards safety can adopt a more positive attitude if they witness positive workplace safety behaviour. Safety is the state of being safe the condition of

being protected from harm or other dangers.

**Employees safety:** Safety is a state in which hazards and conditions leading to physical psychological or material harm are controlled in order to preserve the health and well-being of individual and the community.

**Employee attitude:** Employee attitude is a positive or negative display of motivation an employee show. It can be displayed towards individual job duties, product or service, co-workers or management, or the organization as a whole in the workplace. Ignoring it can harm a company's employee retentions.

**Employee's:** an employee's is someone who gets paid to work for a person or company. Workers don't need to work full time to work by an employer (the person or business that pays them).

## Review of Literature

### Henning *et al*. (2009) [4]

The Author explain employee attitudes toward safety which had been shown to relate to safe workplace behaviour. In an effort to determine what contributes to stronger employee attitudes toward safety, they examined the relationships between safety attitudes and a wide array of individual differences reflecting preferences and tendencies toward risk and control. Using a sample of 190 engineering and occupational safety students from two universities, they found that agreeableness, conscientiousness, prevention regulatory focus and fatalism related significantly to all six safety attitudes examined. Regression analyses demonstrated that agreeableness, prevention focus and fatalism significantly related to safety attitudes when controlling for the other individual differences. This study illustrates the utility of examining individual differences when predicting safety-related attitudes.

### Lugah *et al.* (2010) [6]

Focused on determine the level of OSH awareness and knowledge among healthcare professionals in Malaysia. A cross-sectional study was conducted using a 21-item self-administered questionnaire addressing information on demographics, general OSH issues, OSH legislations, occupational hazards in the healthcare setting and personal protective equipment (PPE). The response rate was percent (284 healthcare professionals). The overall level of knowledge on OSH was moderate, with a mean score of 62.0 percent. Although the OSHA 1994 has existed in Malaysia for more than ten years, awareness of OSH remains relatively poor. This warrants a greater effort to promote OSH knowledge and principles among the professionals.

### K. Jilcha, D. Kitaw May 2016 [5]

The author review Global status of workplace safety and health, Nowadays, work place safety is considered by world health organization (WHO) a priority setting for health promoting in the 21st century (Takala, 1999; WHO, 2010). International Labour organization (ILO) and WHO reports indicate that in manufacturing industries many employees suffer from workplace injuries and property damage result in economic crisis (ILO,2010; WHO, 2010). Every 15 seconds, a worker dies from a work related accident or disease.

### Curtis, S.L Jan.1995.

The author explains how TQM principles also apply to safety and loss control. He uses several examples to illustrate that accidents are unwanted variations and through the use of employee involvement, the root cause to the problems can be identified and corrected. Based on the employee involvement realistic solutions are found while giving employees ownership into the solutions

## Significance of the study

The research was identified the stated objectives in addressing the research questions that will benefit the industry with a clearer comprehensions and real understanding on manufacturing industry sector safety and health, fundamental issues in industry can be identified and explained to the extent of model to resolve the issues can be proposed in the future. Awareness of the companies may play a significant role for the researchers understand the extent of awareness with its affectively to companies (as business organization) in implementing the rules and regulation. By understanding the level of compliance of the organization, researcher was to identify the real picture and happening at industry. Level of compliance is important as an indicator of measurements, the research to be undertaken for examining the relationship or the extend of influence among the factors at sites. In identifying the safety and health management at site, researchers will able to develop a model management process based on the real scenario that happens in the real practices. The research was a fundamental ground for researcher to understand the exact happenings in industry, on matters pertaining to safety and health, problems that faced by the employee's (the workers themselves) and level of awareness with compliances in various facts may also being identified for future direction of the safety and health in organization. On top of all the study also determined to examine the relationship between HR, safety practices towards work safety at industry.

## Aim

To study the employees attitude towards safety practice at workplace

## Objectives

- To know the socio demography details in the employees
- To know about the reason for the employees Positive & Negative attitude.
- To know the employee's expectation from the organization.
- To make suggestions to improve the attitude of the employees to the management.

## Research Design

The design was descriptive, because it will give the clear status of the employee's attitude towards safety practice at workplace.

## Universe & Sampling

In this study, probability technique was used, simple random sampling method. Lottery method was used to select the respondents. The total population of industry consist of 800 respondents. The researcher select the quality, weld shop, die-maintenance, press shop, paint shop, departments which constituted of 320 employees. A simple random sampling technique was adopted. This result in 100 employees being selected as a sample. The outcome of the study will be clear status of employee attitude towards safety practice at workplace

**Tools for data collection**

Questionnaire method will be taken as a tool to collect the data. Because we can frame the questions based on the objectives and topic to get various dimensions like employee's safety, employees attitude status, the researcher used a Likert Scale.

1. Knowledge on safety measures
2. Practice of safety measures
3. Attitude towards safety measures
4. Perception of safety measures

The reliability test was conducted Cronbach's Alpha value is 0.723. In this study Cronbach's Alpha as a measures was used to access the reliability of a set of attributes or test time. The general rule of thumb is that a Cronbach's alpha of .60 And above is good,.70 and above is better, and .90 and above is best

## Analysis & Interpretation

**Table 1:** Distribution of the respondents based on the knowledge on safety measures

| Knowledge on safety measures | Frequency | Percent |
|---|---|---|
| Low | 57 | 57.0 |
| High | 43 | 43.0 |
| **Total** | **100** | **100.0** |

From the presented table states that, less than majority of the respondents (57.0%) were having low knowledge on safety measures. More than two-fifth (43.0%) of the respondents were having high knowledge on safety measures. So it is evident that less than majority of the respondents (57.0%) were having low opinion on knowledge on safety measures. But the rest of the respondents have high opinion on knowledge on safety measures.

**Table 2:** Distribution of respondents based on the Practice of Safety Measures

| Practice of safety measures | Frequency | Percent |
|---|---|---|
| Low | 93 | 93.0 |
| High | 7 | 7.0 |
| **Total** | **100** | **100.0** |

From the presented table states that, less than all most of the respondents (97.0%) were low practicing of safety measures. Less than one-tenth (7.0%) of the respondents were high practicing of safety measures. So it is evident that less than all most of the respondents (97.0%) were low practicing of safety measures. Because many of the respondents not feel comfortable in their organizational safety practice.

**Table 3:** Distribution of respondents based on Attitude towards safety measures

| Attitude towards safety measures | Frequency | Percent |
|---|---|---|
| Low | 59 | 59.0 |
| High | 41 | 41.0 |
| **Total** | **100** | **100.0** |

From the presented table states that, less than majority (59.0%) of the respondents were low in attitude towards safety measures. More than two-fifth (41.0%) of the respondents were high in attitude towards safety measures. So it is evident that less than majority (59.0%) of the respondents were low in attitude towards safety measures. Because they are not feeling comfortable to wear safety measures.

**Table 4:** Distribution of respondents based on perception of safety measures

| perception of safety measures | Frequency | Percent |
|---|---|---|
| Low | 63 | 63.0 |
| High | 37 | 37.0 |
| **Total** | **100** | **100.0** |

From the presented table states that, more than majority (63.0%) of the respondents were low in perception of safety measures. More than one-third (37.0%) of the respondents were high in perception of safety measures. So it is evident that more than majority (63.0%) of the respondents were low in perception of safety measures. The above table evidently shows that many of the employees have low in perception of the safety measures.

**Suggestion**

The study was conducted using a variety of dimensions, including knowledge, practice, attitude, perception, this components will help to know the employees ideas, needs. Most of the employees are not following the safety measures (PPE), it is major reason for accidents in industry. Employees be protective and follow the procedures related to safety, report hazards, attending safety training programs, use personal protective equipment,

In workplace employee's attitude may be positive or negative, first in every industry employee and employer they have basic knowledge on safety measures such as PPE Personal protective equipment, Machine protection, Handling of hazardous materials, to conduct safety training program. And also follow PPE stands for personal protection equipment, and it might include things like gloves, hard helmets, safety glasses, earplugs, and protective clothes. PPE can shield workers from dangers like falling items, loud noises, and chemical exposure.

**Conclusion**

In conclusion, changing employees' perspectives on workplace safety procedures is essential for developing a secure and healthy work environment. Companies should create thorough safety programs, set a good example, promote open communication, offer rewards for safe behavior, and do frequent safety audits in order to accomplish this. Companies can improve employee attitudes towards safety procedures and develop a culture of safety in the workplace by putting these recommendations into practice. To assess the effectiveness of these recommendations and find new tactics for enhancing workplace safety, more investigation can be done.

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