

# A STUDY ON EMPLOYEE RETENTION WITH REFERENCE TO CLOUDIN SOFTWARE TECH LABS PVT LTD AT COIMBATORE

**Shiny Grace.C**

Department of Master of Business Administration  
Gnanamani college of technology  
NH-7 AK ,Samuthirwm, Pachal post, Namakkal -637018  
Tamilnadu , India

**Mr.D.SUNDARAM**

Assistant Professor  
Department of Master of Business Administration  
Gnanamani college of technology  
NH-7 AK ,Samuthirwm, Pachal post, Namakkal -637018  
Tamilnadu , India

## ABSTRACT

Safety is the state of being "safe", the condition of being protected from harm or other non-desirable outcomes. Safety can also refer to the control of recognized hazards in order to achieve an acceptable level of risk. Employee safety measure, also known as staff welfare, refers to the services and benefits provided by an employer for well-being of employees. It includes healthcare, paid time off, and amenities. These services extend from physical to mental health among employees, helping create an efficient and satisfied workforce. The main objective of employee safety measure is to improve employee morale, develop a better image of the company, develop efficiency, and create a satisfied workforce.

## INTRODUCTION

Employee safety measure refers to the various services, facilities, and amenities you provide to ensure the well-being of your employees. This comprehensive concept aims to enhance the quality of life for workers, both within and outside the workplace.

It includes health and safety measures, recreational activities, and other employee safety measure activities that support a balanced and fulfilling work life. Staff welfare is one of the critical factors of employee retention. The higher the salary for a position, the higher the costs to rehire and retrain a new employee. There is also a correlation between employee safety measure and higher productivity.

## OBJECTIVES OF THE STUDY

- To find out the employee safety measures in Jeyyam Global Foods Pvt Ltd at Salem
- To analyze the labor safety measures of

employees that may require improving the employee's productivity.

- To evaluate the existing service, on the job and orientation safety measures of employees.
- To know the employee's perception regarding the safety programmes and practices.
- To study the employee opinion with their expectation of safety measures from the questionnaires
- To find out the organization which ever take care of necessary steps to the employees

## REVIEW OF LITERATURE

**Loga Sakthi & Rajagopal, (2020)<sup>1</sup>** The Safety, Health, and Welfare at Work Act of 2005 repealed and replaced the Safety, Health and Welfare at work Act of 1989. The purpose of the former was to make further provision for the safety, health and welfare of persons at work. The act clarifies and enhances the responsibilities of employers, the self-employed, employees and other parties in relation to safety and health at work. It also provides a range of enforcement measures that may be applied, and specifies penalties that may be applied for breach of occupational safety and health laws (Safety, Health, and Welfare at Work Act of accessed)

**Dolores Acevedo-Garcia (2020)<sup>2</sup>** Scholarship on immigrant health has steadily increased over the past two decades. This line of inquiry is often approached as a "specialty" topic involving a discrete de-contextualized population, rather than a topic that is central for understanding patterns of population health within and between sending and receiving countries. Frequently immigrant health research employs theoretical frameworks (e.g., acculturation) that emphasize cultural explanations, while less commonly utilized is the "social determinants of health" framework, which emphasizes social and structural explanations.

Drawing upon literature in the fields of economics, sociology of immigration, and social epidemiology, we present a conceptual framework for understanding immigrant health from a cross-national perspective.

**Alexander and Michael (2021)<sup>4</sup>** The audit concentrated vigorously on distributed reports, fundamentally drawn from the period through, wherein training was utilized as an intercession push to lessen danger of business-related damage and malady. Eighty such reports were found and gave overpowering proof to demonstrate the benefits of preparing in expanding specialist learning of employment dangers, and in affecting more secure work rehearses and other positive activities in a wide exhibit of worksites. Reports from select overviews and examinations of laborer wounds and work environment fatalities were likewise gotten to with numerous involving absence of preparing as a contributing variable to the disasters

**Jane et.al. (2021)<sup>5</sup>** 'Employment health and safety after privatization' the paper states that whether work status after employment misfortune because of privatization impacts health and utilization of health administrations and whether money related strain, psychosocial measures, or health related practices can clarify any discoveries. The finish of the examination is insecure re-business and joblessness after privatization result in increments in minor mental horribleness and interviews with a general specialist, which are conceivably because of the expanded minor mental dreariness.

**Srinivas (2023)<sup>11</sup>** safety measures recognized safety facilities and worker's satisfaction level about welfare facilities embraced at the industry, Bangalore. It is found that the greater part of the, welfare facilities like helpful, bottle, working condition, security measures et cetera., are given by the association and the greater part of the

employees are happy with the welfare facilities embraced by the association towards the worker's welfare.

**RESEARCH METHODOLOGY**

Research methodology is the way of systematically solving the research problem. It may be understood as a science of studying how research is done scientifically and systematically.

**TOOLS AND TECHNIQUES**

- Simple percentage analysis
- Chi-square analysis
- Correlation
- ANOVA

**DATA ANALYSIS AND INTERPRETATION**

**TABLE 1 : JOB SAFETY MEASURE PROVIDE BY FIRM**

S.NO	JOB SAFETY	RESPONDENTS	PERCENTAGE
1	Yes	86	71.7%
2	No	34	28.3%
	<b>TOTAL</b>	<b>120</b>	<b>100.0%</b>

**INTERPRETATION**

The above table shows that safety measures provide by firm, 71.7% of the respondents are provide safety measures by the firm, 28.3% of the respondents are not provide safety measures by the firm.

Majority 71.7% of the respondents are providing safety measures by the firm.

<b>TABLE 2 : COMPANY PROVIDE SAFETY AND HEALTHY WORK ENVIRONMENTZS.NO</b>	<b>ENVIRONMENT</b>	<b>RESPONDENTS</b>	<b>PERCENTAGE</b>
1	Always	53	44.2%
2	Usually	42	35.0%
3	Only sometimes	20	16.7%

4	Rarely	2	1.7%
5	Never	3	2.5%
	<b>TOTAL</b>	<b>120</b>	<b>100.0%</b>

### INTERPRETATION

The above table shows that safety and healthy work environment, 44.2% of the respondents are always provide safety and healthy work environment, 35% of the respondents are usually provide safety and healthy work environment, 16.7% of the respondents are only sometimes provide safety and healthy work environment, 1.7% of the respondents are rarely provide safety and healthy work environment, 2.5% of the respondents are never provide safety and healthy work environment.

Majority 44.2% of the respondents are always providing safety and healthy work environment.

**TABLE 3 : SUFFERED A WORK-RELATED INJURY OR ILLNESS**

S.NO	INJURY OR ILLNESS	RESPONDENTS	PERCENTAGE
1	Yes	31	25.8%
2	No	89	74.2%
	<b>TOTAL</b>	<b>120</b>	<b>100.0%</b>

### INTERPRETATION

The above table shows that suffered a work-related injury or illness, 25.8% of the respondents are suffered a work-related injury or illness, 74.2% of the respondents are not suffered a work-related injury or illness.

Majority 74.2% of the respondents are not suffered a work-related injury or illness.

**TABLE 4 : FIRM PROVIDE MEDICAL FACILITIES**

<b>S.NO</b>	<b>MEDICAL FACILITIES</b>	<b>RESPONDENTS</b>	<b>PERCENTAGE</b>
1	Excellent	8	6.7%
2	Good	6	5.0%
3	Satisfaction	11	9.2%
4	Fair	4	3.3%
5	Poor	2	1.7%
	<b>TOTAL</b>	<b>120</b>	<b>100.0%</b>

#### **INTERPRETATION**

The above table inferred that prefer to attend safety program, 40.8% of the respondents are prefer to attend safety program in work place, 19.2% of the respondents are prefer to attend safety program in private club, 11.7% of the respondents are prefer to attend safety program in local school or Facility/ Hall, 5% of the respondents are prefer to attend safety program in online and remaining 23.3% of the respondents are prefer to attend safety program in others.

Majority 40.8% of the respondents are preferred to attend safety program in work place.

**TABLE 5 : EMPLOYEE SAFETY MEASURES PROVIDED BY ORGANIZATION**

Facilities	Highly satisfied		Satisfied		Dissatisfied		Neutral		Highly dissatisfied	
	Res	Per	Res	Per	Res	Per	Res	Per	Res	Per
Ventilation	59	49.2%	46	38.3%	8	6.7%	4	3.3%	3	2.5%
Drinking water	38	31.7%	49	40.8%	17	14.2%	5	4.2%	11	9.2%
Canteen	45	37.5%	39	32.5%	16	13.3%	15	12.5%	5	4.2%
Medical facility	32	26.7%	52	43.3%	14	11.7%	16	13.3%	6	5.0%
Insurance	49	40.8%	43	35.8%	14	11.7%	11	9.2%	3	2.5%
Bonus & Incentives	41	34.2%	32	26.7%	15	12.5%	25	20.8%	7	5.8%
Physical training	65	54.2%	32	26.7%	15	12.5%	5	4.2%	3	2.5%

**INTERPRETATION**

The above table shows that employee safety measures provide in organization, 49.2% of the respondents are highly satisfied in ventilation facility, 40.8% of the respondents are satisfied in drinking water facility, 37.5% of the respondents are highly satisfied in canteen facility, 43.3% of the respondents are satisfied in medical facility, 40.8% of the respondents are highly satisfied in insurance facility, 34.2% of the respondents are highly satisfied in bonus and incentives facility and remaining 54.2% of the respondents are highly satisfied in physical training facility

Majority 54.2% of the respondents are highly satisfied in physical training facility

**FINDINGS**

- Majority 33.3% of the respondent’s age are 20-25.
- Majority 75% of the respondents are male.
- Majority 62.5% of the respondents are married.
- Majority 28.3% of the respondent’s income are below Rs10, 000.
- Majority 35.8% of the respondents experience is 1-3 years.
- Majority 35.8% of the respondent’s qualification is diploma.
- Majority 71.7% of the respondents are providing safety measures by the firm.
- Majority 35.8% of the respondents are often supervisor encourage or condone the work.

- Majority 40.8% of the respondents are preferred to attend safety program in work place.
- Majority 44.2% of the respondents are always providing safety and healthy work environment.
- Majority 74.2% of the respondents are not suffered a work related injury or illness.
- Majority 9.2% of the respondents are satisfaction in provide medical facility.
- Majority 40.8% of the respondents are strongly agree in firm provide safety information to employees.
- Majority 56.7% of the respondents are fire safety measures provide by the organization.
- Majority 35.8% of the respondent's main objective of labour safety measures is frustration of Industrial work.
- Majority 37.5% of the respondents are satisfied in working environment.
- Majority 35.8% of the respondents are friendly relationship with management and coordination.
- Majority 26.7% of the respondent's major element of planning process are motivating people.
- Majority 32.5% of the respondents are life expectancy factors are human development process.
- Majority 26.7% of the respondents personal feelings are below about work load.
- Majority 36.7% of the respondents are satisfied in safety awareness program.
- Majority 54.2% of the respondents are highly satisfied in physical training facility.
- Majority 47.5% of the respondents are strongly agree with safety is treated as a top priority by the leadership team during daily operations

## SUGGESTIONS

- Company must provide smoking zone for the employee regarding safety in organization.
- Organization needs to conduct more safety training programs for the employees. Need to supply safety equipment wherever required and supervising to follow safety measures by the employees.
- Organization should implement safety in entrance gates with CCTV cameras installation, bomb detector equipment and electricity fencing around water canals.
- Organization should provide separate rest rooms and wash rooms for each department for both male and female employees.
- Organization should provide drinking water facilities near the plant or outside of plant for working labour as well as employees.
- Promotions and allowances should be provided to the employees based on their performance rather than their experience.
- Organization should improve medical facilities regarding services and treatment.
- Organization should provide liveries and PPEs for working labour and employee where ever it is required.

## CONCLUSION

Every Industry is dynamic and different from each other therefore people policies and practices are different for the industries. When considering the industry, it is asset intensive and engineering driven. Interestingly, people in the industry generally have a long-term commitment towards the organization and this commitment goes on for generations. Precision is one of the most crucial skills in the power sector, where the

work performed has to be virtually error-free with a zero-margin error. Consequently, roles take longer to mature as an employee needs to spend three to four years in a particular job profile to become an expert in a particular domain.

Normally, it takes four to five years to build a plant. The challenge is that technology in the industry changes very rapidly and integration of new technologies is a very challenging task. At present the safety condition in work place is satisfactory. Welfare facilities rendered to the employees are of good quality but there is a scope for improving safety & welfare measures for the employees to provide full range of amenities that may improve living standards of the employees in the organization. The effective and efficient safety policies and welfare facilities make the employee to perform the job better, which leads to effectiveness of the organization.

## REFERENCES

- **Parker, R.** (2026). "Employee Health and Safety Policy Guidelines for 2026." Six Fifty Legal Analysis Journal.
- **Gbadebo, P., Amedome, S. N., & Hony Enuga, B. Q.** (2017). "The Impact of Occupational Health and Safety Measures on Employee Performance." International Journal of Research in Business Studies and Management.
- **Hrenov, G., Reinhold, K., & Tint, P.** (2017). "The Role of Employer in Improving Safety Measures at Workplace." Journal of Health and Safety at Work.
- **Yanar, B., & Smith, P. M.** (2018). "The Role of Supervisor Responsibility in Preventing Workplace Injury." Safety Science.
- **Goh, Y. M. (2024).** Introduction to Workplace Safety and Health Management: A Systems Thinking Approach (3rd ed.). World Scientific

Publishing.

- **Plog, B. A., & Quinlan, P. J. (2022).** Fundamentals of Industrial Hygiene (7th ed.). National Safety Council.
- **Schneid, T. D. (2023).** Safety Law: Legal Aspects in Occupational Safety and Health (1st ed.). Routledge.
- **Spurlock, B. (2023).** Physical Hazards of the Workplace (2nd ed.). CRC Press.
- **Manuele, F. A. (2020).** On the Practice of Safety (4th ed.). John Wiley & Sons