



ಶ್ರೀ ಶಾರದಾ ನೂಲಿಯ ಚಂದಯ್ಯ ಶಾಸ್ತ್ರೀ
ಎ.ಕೆ.ಕೆ. ಶಿಕ್ಷಣ ಸಂಸ್ಥೆಯ ಕಲಾ ಪಾಠ್ಯಕ್ರಮ ವಾಣಿಜ್ಯ ಮಹಾವಿದ್ಯಾಲಯ
ಗಂಗಾಧರನಗರ, ಹುಬ್ಬಳ್ಳಿ - 580 020 ತಾ: ಹುಬ್ಬಳ್ಳಿ ಜಿಲ್ಲಾ : ಧಾರವಾಡ ರಾಜ್ಯ : ಕರ್ನಾಟಕ
SHRI SHARANA NOOLYA CHANDAYYA
Dr. B. R. AMBEDKAR SMARAKA A.K.K. EDUCATION
SOCIETY'S ARTS & COMMERCE COLLEGE



GANGADHARNAGAR, HUBBALLI - 580 020, TQ.: HUBBALLI DIST: DHARWAD STATE : KARNATAKA

Affiliated to Karnatak University Dharwad & Recognised by Govt. of Karnataka

Founder & President : Late Shri K. G. GOKAK M.A., LL.B. (Spl)

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Website : www.ssncdrbraakkdagrecollege.in

Ref. No.

Date : _____

1.12 average percentage of course that include experiential learning through project work/field work/internship during last year

2020-2021

Sl.no	Name of programme	Name of work	Course code No	Name of the Subject	No of Student	Department	visit Date
1	B.A	Project work	F61	Report on Employee	8+18+24	Geography	27-2-2021
2	B.A	Project work	F22	Janapada vidvans Dr SomaShekhar Inrapur	8	Kannada	20-7-2021
3	B.Com	Industrial Visit	ED1	Karnataka Milk Federation (KMF) Dharwad	17	Cost Accounting	27-10-20
4	B.Com	Industrial Visit	FO1	Sugar Factory, M K Hubballi	20	cost Accounting	20-1-2021

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A.K.K. Education Society's
Arts and Commerce College
Gangadharnagar, HUBBALLI - 580 020

College Name : Shri sharana nooliya chandayya Dr B R Ambedkar Smarak
A K K Education Society's Arts & Commerce College Hubballi



Enrolled list of project on "Janapad Vidvansa Dr Somashekhar Imrapur"
2020-2021"

Sl.no	Reg no	Name of the Student	Sign
1	18A11373	Manikant Shigamv	
2	18A14001	Arjun koujageri	
3	18A14020	Muttu Gadagin	
4	18A14025	Renuka Gokak	
5	19A14411	Gangamalavva Madar	
6	19A14440	Palakshi Panchakatimath	

Note : SLNo 5 & 6 students (BA-IVsem) are interested in the Project Work



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Content of project on Sanskrit
viduons or Somashkar Timpaper.

ಪರೀಕ್ಷೆ

ಪ್ರಾಚಾರ್ಯರ ಅಧೀನದಲ್ಲಿ ಪರೀಕ್ಷೆ

- 1) ಅಧ್ಯಯನದ ವಿಷಯ, ವಿಷಯ, ವಿಷಯ.
- 2) ಪರೀಕ್ಷೆಯ ವಿಷಯ, ವಿಷಯ, ವಿಷಯ.
 - 2.1 ವಿಷಯ
 - 2.2 ವಿಷಯ
 - 2.3 ವಿಷಯ
 - 2.4 ವಿಷಯ
3. ಪರೀಕ್ಷೆಯ ವಿಷಯ, ವಿಷಯ, ವಿಷಯ.
4. ವಿಷಯ.

Signature

Signature

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Gangadhamagar, KURBALGA.

Report of Interaction of Dr. Someshwar Ingapur

ಜಾನಪದ ವಿದ್ಯಾಂಸ ಡಾ ಸೋಮಶೇಖರ ಇಮ್ರಾಪುರ

ಕುವೆಂಪು-ಬೆಂಗಳೂರು ನಂತರ ನೆಲದ ಸತ್ಯ-ಸೌಂದರ್ಯ, ಸಾಂಸ್ಕೃತಿಕ ಸೌರಭ, ವಿಗುಮಾನಗಳನ್ನು ತಮ್ಮ ಕವನಗಳಲ್ಲಿ ಅಭಿವ್ಯಕ್ತಿಸಿದ ಕನ್ನಡ ನಾಡಿನ ಶ್ರೇಷ್ಠ ಕವಿಗಳು ಡಾ ಸೋಮಶೇಖರ ಇಮ್ರಾಪುರ ಅವರು. ಹೊಸ ಶಬ್ದಗಳನ್ನು ಸೃಜಿಸಿ ಕನ್ನಡ ಭಾಷೆಗೆ ನೀಡಿದ್ದಾರೆ. ಕನ್ನಡ ಜಾನಪದ ವಿದ್ಯಾಂಸರಾದ ಡಾ ಸೋಮಶೇಖರ ಇಮ್ರಾಪುರ ಅವರ ಕನ್ನಡ ಸಾಹಿತ್ಯ ಮತ್ತು ಜನಪದ ಕ್ಷೇತ್ರಕ್ಕೆ ಕೊಟ್ಟ ಕೊಡಗೆ ಪರಿಚಯಿಸುವ ಉದ್ದೇಶದಿಂದ ವಿದ್ಯಾರ್ಥಿಗಳಿಗೆ ಯೋಜಿತ ಕಾರ್ಯ ನೀಡಲಾಗಿದೆ. ವಿದ್ಯಾರ್ಥಿಗಳು ಕವಿಗಳನ್ನು ಸಂದರ್ಶಿಸಿ, ಅವರಿಂದ ಮಾಹಿತಿ ಪಡೆದು : " ಜಾನಪದ ವಿದ್ಯಾಂಸ ಡಾ ಸೋಮಶೇಖರ ಇಮ್ರಾಪುರ" ಯೋಜಿತ ಕಾರ್ಯ ಹೊತ್ತಿಗೆ ತಯಾರಿಸಿ ಕನ್ನಡ ವಿಭಾಗಕ್ಕೆ ಸಲ್ಲಿಸಿದ್ದಾರೆ.

ಸಂದರ್ಶನ ಮಾದರಿ:

- 1) ಹೆಸರು
- 2) ವಾಚ್ಯ
- 3) ಹಳ್ಳಿಯ ಜೀವನ
- 4) ವಿದ್ಯಾಭ್ಯಾಸ
- 5) ಸಾಹಿತ್ಯದ ಪ್ರಭಾವ ಪ್ರೇರಣೆ
- 6) ವೃತ್ತಿ ಜೀವನ
- 7) ವಿವಾಹ
- 8) ಮಕ್ಕಳು
- 9) ಹೋರಾಟದ ಸಂದರ್ಭಗಳು
- 10) ಸಾಹಿತ್ಯ ಕೃತಿಗಳು
- 11) ಕವನ ಸಂಕಲನಗಳು
- 12) ಜಾನಪದ ಕ್ಷೇತ್ರಕ್ಕೆ ಕೊಡಗೆ
- 13) ಗೌರವ ಸನ್ಮಾನ-ಪ್ರಶಸ್ತಿ



ಮುಖ್ಯಸ್ಥರು
ಕನ್ನಡ ವಿಭಾಗ
ಶ್ರೀ ಕೆ.ಎಸ್. ಶಿವರಾಜ್ ಕುಮಾರ್ ಕಂದೇಯ
ಡಾ|| ಬಿ.ಎಸ್. ಕಂದೇಯರ ಹೆಸರಿನಲ್ಲಿ
ಜನಪದ ವಿದ್ಯಾಭ್ಯಾಸ, ಸೆಪ್ಟೆಂಬರ್ 20

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Gandharnagur



ಜ್ಞಾನಲತೆ ಬೆಳೆಸುವುದರಲ್ಲಿ ಡಾ. ಸೋಮಶೇಖರ ಇಮ್ರಪುರ
Dr. SOMASHEKHAR IMRAPUR.



Dr. SOMASHEKHAR IMRAPUR & Smt. SHANTA IMRAPUR

ಡಾ. ಸೋಮಶೇಖರ ಇಮ್ರಪುರ ಶ್ರೀಮತಿ ಶಾಂತಾ ಇಮ್ರಪುರ

ಪ್ರಾಚಾರ್ಯರು

ಶ್ರೀ ಶರಣ ಮಹಾಯಿ ದೇವಯ್ಯ
ಡಾ. ಕೆ. ಆರ್. ಕಂಪೋಸರ್ ಪ್ರಾಚಾರ್ಯರು
ವರದಿ ಮಹಾದಿವ್ಯನಗರ, ಕಿರೀಟ ಬೆ

ಪ್ರಾಚಾರ್ಯರು

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DEPARTMENT OF GEOGRAPHY

B.A. 6th SEMESTER PROJECT REPORT

"Report on Employee health and safety"

By

B.A. 6th Semester Students

Department of Geography

Project Supervisor

**Shri. D.S. Hegde
Assistant Professor**

Submitted to

**The Department of Geography, as a partial fulfillment of the
B.A/B.Sc 6th Semester Examination**

YEAR 2020-21

CERTIFICATE

This is to Certify that **Mr. Devaraj Lingappa Akkasali** of B.A/B.Sc 6th Semester student have successfully completed the project/survey work entitled "**Report on Employee health and safety**" under my supervision. During the year 2020-21 as partial fulfillment of B.A. 6th Semester's practical work in Geography.


Place : Hubballi

Date :



Shri .D.S. Hegde
Head, Dept. of Geography
Project Supervisor

Examined

1) 
2/8/2021

2) 
2/8/2021


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ACKNOWLEDGEMENT

The satisfaction and euphoria accompanies the successful completion of any task would be incomplete without the mention of the people who made it possible, whose constant guidelines, support and encouragement crown all the success.

I sincerely extend my thanks to Mr. Mahesh .s. Manager, SSGPF Annigeri, who mixed delicate mix of freedom, guidance and monitoring to make this project a great success.

I thank our principal Mr. Manjunath Mattimani and all the professors who showed keen interest in giving their valuable guidance and constant encouragement during the project work.

I take this opportunity to express my profound gratitude to our Shri. Dattatraya .S. Hegde H.O.D of geography Administration, who has always been a constant source of inspiration to me with his innovative ideas and guide me throughout my project work .

I sincerely thank all the Respondents and SSGPF owners who have spared their valuable time and have provided all the information required by me.

Project Work Title : Report ON EMPLOYEE HEALTH & SAFETY

List of Students undergoing the project work : 2020-2021

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2	18A14010	Jhansirani Anthonibabnu	JA
3	18A14017	Manjappa Kumbar	MK
4	18A14018	Manjunath B. Uppar	MB Uppar
5	18A14030	Shantakumari Kallakuntla	SK Kallakuntla
6	18A14034	Devaraj Ningappa Akkasali	DA Akkasali

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Executive summery

To create the Health, safety and work on environment awareness at all levels of management and to communicate the specific risk / hazards, at relevant locations. Health, safety and work on Environment signs, warning Labels, instructions to be displayed

The main aim to study at ShriSiddhivinayaka Ginning and Pressing Factory was to study in depth the safety measures, the awareness of safety among the workers, the usage of Factories Act 1948, the methodology of the study involves the collection of primary data mainly with the help of questionnaire.

The study of the Health and Safety measures revels that, the overall safety measures are good, but still there are few areas which required improvement in the training in safety, awareness of the safety among the workers

INTRODUCTION

A clear and fulfilling employees Health and Safety role is not enough without the means to deliver a supportive boss, a positive work environment and employee health and safety measures. One of the important factors behind every successful organization is its employees. A satisfied employee is a productive employer. Therefore, it is very essential to retain such employee and ensure they are happy at their work place.

Employee Health and Safety is the terminology used to describe whether employees are happy and contented at their work place. Many measures purport that employee satisfaction is a factor in employee motivation, employee goal achievement and employee morale at the work place

Purpose of the study

The study is undertaken to understand the various aspect of employees Health and Safety at Shri Siddhivinayaka Ginning and Pressing Factory

The study also makes an effort to analysis the various factors that determine the satisfaction level of the employee towards employees health and safety measures undertaken at the Shri Siddhivinayaka Ginning and Pressing Factory

To judge the level of satisfaction of the employee or various health and safety parameter in Shri Siddhivinayaka Ginning and Pressing Factory and also medical benefits.

The study is as per the requirements of the Karnataka University of Dharwad curriculum. It is for only degree of Bachelor of Arts.

INDUSTRY PROFILE

SHRI SIDDHIVINAYAKA GINNING AND PRESSING FACTORY

INTRODUCTION OF THE ORGANISATION

"Shri Siddhivinayaka Ginning and Pressing Factory, Annigeri"

It is a partnership firm having all the infrastructure facility in the heart of the city, has proposed to establish a Ginning and Pressing Factory unit at Annigeri of Navalgund Taluk and Dharwad District.

There is a good demand for establishment of Cotton Ginning and Pressing. The units working at Dharwad District are of old type and still are of orthodox was forced to shut down for some. Now the unit has proposed to establish of modern type 14 Gins and 1 press meet the essentials of the requirement of market and other purchases cotton dealers in the area.

The installation proposed unit will be from dust and harmful for human, this is fully automatic one-long staple cotton having highest production and the superior quality, the unit will be a fully mechanized one, which avoids contamination thus ensuring clean cotton, while maximizing productivity and lint recovery, it requires labour and lubricant consumption, low degradation of the fiber helps to obtain premium price for the lint.

The supplier is reputed one and they will not only supply the machine will supervise the erecting and installation and give training to the operators at unit site and having warranty of 24 months, further they maintain machine onsite, look that the working of the machine will affect the expected production.

Further unit desire to avail the exemption and concessions under the New Industrial Policy like Subsidy, cess Exemption etc and to compete with other concerns.

MARKET UTILITY

Annigeri is located near Gadag and Annigeri is known for availability best among bests. Quality cotton it has heritage of business atmosphere at Annigeri. Now due to requirements of the market, pollution control, existing Ginning and Pressing system has to be modernized and as per standards affecting the health of the workers and dust and noise. The unit has explored possibility of the same and come forward to modernize their unit at Annigeri. The other infrastructures already with the unit and at as the main crop of the area is cotton. Now a new variety BT kapas has come, the yield from framing is good. The kapas needs to be converted to cotton lint and seeds. There is need of the cotton Ginning and Pressing. The unit will explore all requisite efforts in mobilize all the possibility of utility and already as the unit is existing one has good contacts with users and already so many dealers have assured to use the unit and further CCI which is main purchaser of the kapas at Gadag and giving a support price.

LABOUR

The Ginning and Pressing factory requires labour of 30 to 35 labor. Here 5 labour are required after installation of machinery, current location and further the supplier will give training the operator to have full control and run the proposed machine and be part of operation of the machine. 2 labour are required for computer work and account maintained. [Skilledlabours].

30 labours are unskilled laboursthey are hamalas, office boy and remaining for work in cleaning of raw cotton and sprinkling of water to cotton etc.

LOCATION

Annigeri is a town in NavalgundTaluk of Dharwad District in the state of Karnataka, India,

Located 20km west of Gadag route to Hubli and 35km from Hubli.

TECHNICAL KNOWHOW

The proposed unit is from dust and harmful for human. But this is an automatic one, Roller Gin Machine medium and Long staple cotton having highest production and the superior quality, this a mechanized one, which avoids contamination thus ensuring clean cotton, while maximizing production and lint recovery. The required technical knowhow for the unit will be given by the supplier of the machine

Government Incentives

Government will support for the small scale industries the government will provide many facilities to develop the small scale industries .And this industry i.e.ShriSiddhivinayaka Ginning and Pressing Factoryis fully related to agriculture activities.

So, here are some incentives given by the government

- Government is providing Subsidy who is going to start a new industry of cotton ginning and pressing factory
It must contain all machines, building must be installed newly .So that the government will provide subsidy.
- Government will give 15 % of subsidy for investment of building, machinery and also for electricity they give 5rsper unit
- Government will provide CESS exemption
The newly built cotton ginning industries government will provide CESS exemption for 10 years

COMPANY PROFILE

Company profile

Company name	ShriSiddhivinayaka Ginning and Pressing Factory.
Address	GadagHubli road near ambigeri cross Annigeri, Taluk: Navalgund, Dist:Dharwad
Phone No	9980955333
Fax No	+918362202805
Nature of business	Modern Cotton Ginning And Pressing unit Separation of cotton seeds and lint from kapas
No of employees	10 women 20 men

MANAGEMENT

Our management is a team of professionally qualified industry experts with a wealth of knowledge of agriculture and considerable experience in general management .They work for the company thinking as it's there company all the people of management take their few decisions ,risks by their own and give good performance to company

CORPORATE SOCIAL RESPONSIBILITY (CSR)

Early since our inception we have maintained a Strong CSR focus by

- Water conservation-We constantly strive to optimize water use in factory
- Strong Thrust on Financial independence of farmers.
- Support to rural economy by providing employment opportunities to local talents and unskilled first generation woman folk.

Technology

We continuously work to improve our process system, to reduce cost and optimize our use of people, constructive use of technology has a key role in the factory and on the farm where we are also trying to bring a new technology to generate speed process and environment advantage

Photos of improved technology

Raw cotton



Hot box



New technology Tractor



Bales (lint)



Pressing unit



Ginning unit (ratio)



cotton



www.ck12.org - 6/20/17

PURCHASE DEPARTMENT

FLOW CHART OF PURCHASE DEPARTMENT



Business Activities of ShriSiddhivinayaka Ginning and pressing Factory

Purchase of Raw Cotton:

Annigeri is known for its rich agriculture land and Variety of crops grown on these fields. The main crops is Annigeri surrounding areas are chilly, onion and cotton. ShriSiddhivinayaka Ginning and Pressing Factory will directly purchase cotton from farmers

Firstly the farmers bring a bulk of cotton to the factory next the purchase advisor will check the quality of the cotton after that the rate will fix as per the daily market the cotton rate will be different it may increase or decrease the rate will be as per/quintal .

For Ex: 1 quintal= 5300 or 5000 depends on the daily market. Next the cotton will weight on the Weight Bridge or electric machine after that the cotton will dispose in gowdan after that the purchase advisor will give a slip to farmers in that there will be how much cotton and what is the rate of cotton per quintal and at last grand total of money.

After that the cashier will give the money to the farmers .This is the method of purchase department

This year they are expecting to purchase of raw cotton of 10,000 quintals from farmers with average price of Rs 4500 per quintal.

Processing of Raw Cotton

The purchased cotton has to undergo 2 kinds of processing namely:

- 1) Ginning and
- 2) Pressing

1) Ginning: Ginning is activity where cotton (lint) is separated from the seeds. This is done from specialized machinery called as cotton ginning machines (ratis).SSGPF Have 14 completely automated Zadado DR ratis which does the ginning of raw cotton.

2) Pressing: The processed cotton is sent to pressing unit where this cotton processed (pressed) with hydolic machines and pressed cotton which is called as BAILS.

ShriSiddhivinayaka Ginning and Pressing Factory is automated and less consumption of electricity.

The factory has additional features they are, HotBox, Airseparator, Dustseparators, new technology Tractor etc..

Sale of Processed Goods:

There are 2 outputs from Ginning and Pressing unit. One cotton Bails and other one is Cotton seeds.

Cotton bails and seeds are sold to various buyers in Karnataka and other states.

Some important buyers of cotton seeds are:

- 1) Cot seed Corporation, Hubli
- 2) ShriRajeshwari Oil Industries, Hubli
- 3) Prashant Commercials, Hubli.

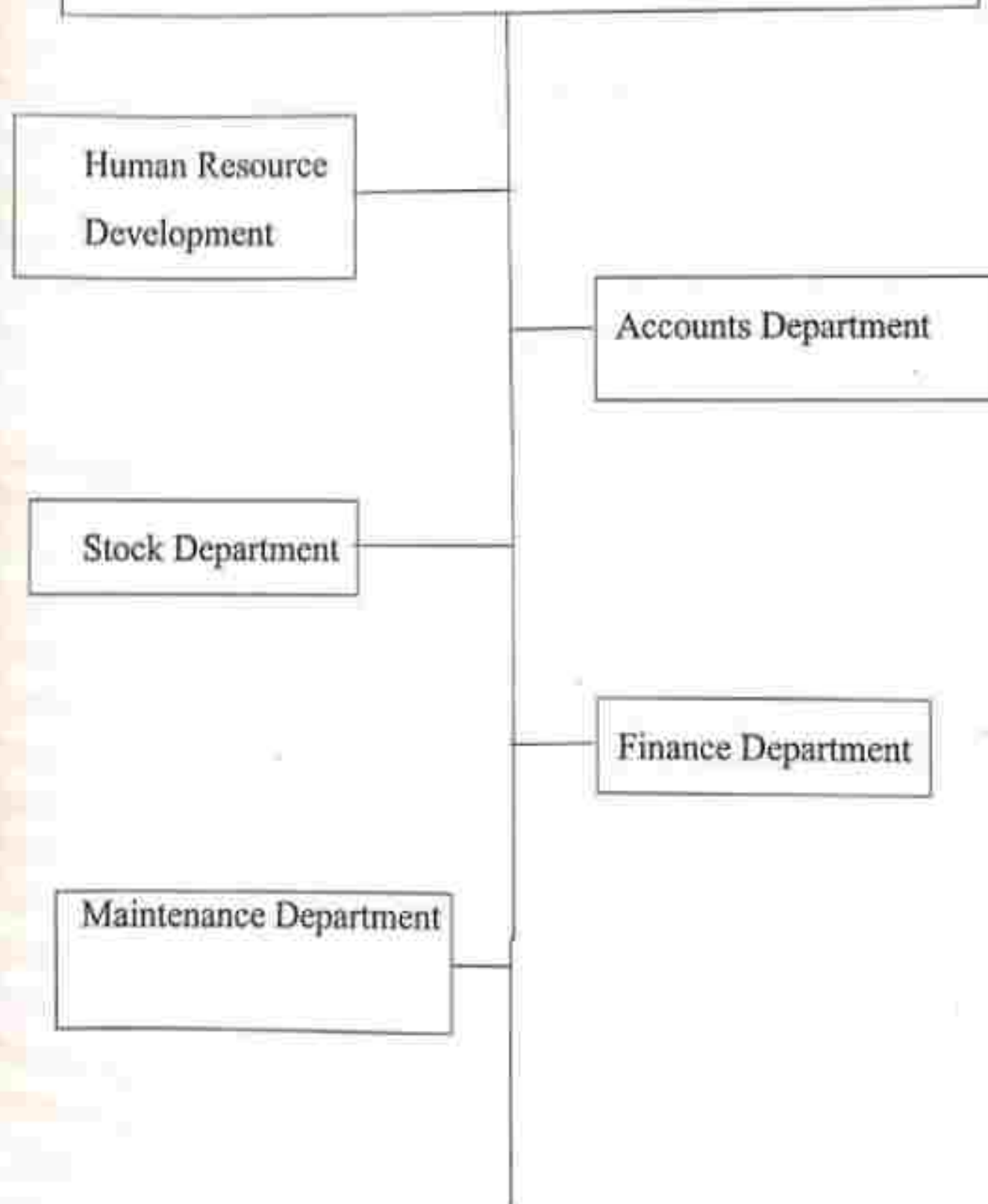
Bails are directly sold to the Textile Mills to other states like, Tamilnadu, Andhrapradesh, and some in Karnataka.

The Turnover of the SSGPF is

Amt	
Purchase	953,40,900
Sales	929,40,580

Organization structure

SHRI SIDDHIVINAYAKA GINNING AND PRESSING FACTORY



HUMAN RESOURCE DEPARTMENT

Working staff

HR manager -1

HR assistance -2

Organisation are made by the people, without the people organisation cannot exist, the resource are collected, co-ordinated and utilized through a proper direction of the human resource manager.

It is through the combination effort of people that maintain resource so SSGPF give much important to the human resource department

The role of the Human resource department is in charge of recruitment, training and the dismissal of employees in the organisation

Training is held by the HRD to improve the employee's skill, as well as to motivate them and they know about the safety regulation that is mandatory in the organisation

- Employee welfare safety, health, insurances etc.
- Wages and salary administration on including settlement.
- Attendance, leave recording and maintaining
- Submission of statutory returns
- Providing bonus to employee
- SSGPF provide gloves, masks for labour safety

They conduct some programs for employee

- Recruitment
- Training
- Seminar

Accounts department

Working staff

The function of the accounting department is to control all the day-to-day transaction that takes place in the organization. Accounting department is controlled by accounting software the software takes care of the sales register, purchase register, journal, cash vouchers, debit notes, credit notes as per ISO standards.

- Book keeping procedure
- Providing management information
- Maintaining of commercial accounts , income tax and sales tax,
- Money Out – making payment and keeping the bills paid
- Money in- processing incoming payment
- Payroll- making sure everyone gets paid
- Reporting - Creating profit and loss account and balance sheet

Financial controls – to avoid errors, fraud and theft

STOCK DEPARTMENT

It is very essential to the factory to keep stock. The cotton which is in good quality, good staple, good colour and clean cotton. That type of raw cotton the stock manager stocks more quantity in godan.

Because after end of season the cotton comes to factory with low quality that times the good quality and low quality mix each other. To get good staple and colour at the time of sale of bales (lint) sales.

And also the stock manager keeps for good quality and good staple of bales (lint) after the season the bales get good price.

So the manager keep bales stock. The manager keeps 200 to 300 bales as a stock.

FINANCE DEPARTMENT

Finance Department is very important of every business. The Fixed capital of ShriSiddhivinayaka Ginning and Pressing Factory such as machines, buildings etc. Will be contribute by partners as and when the business need the partners will contribute.

This time shrisiddhivinayaka has taken a loan of 9500000 here all partners will contribute the equal share to the business as and when the money need all partners will contribute to run the business.

The main finance need in SSGPF for purchasing of raw cotton from farmers. The farmers bring bulk of cotton to factory and procedure goes like quality checking, rate fixing, cotton to weighbridge. After that the finance manager will give money to farmer directly by cheque or cash.

Maintenance department

Working staff

Maintenance head – 1

Maintenance supervisor -9

ROLE: -The maintenance department looks after all the work that takes place around all the organization. Maintenance department looks after the civil work (construction), electrical work, power control, and any new technology that takes place in the organization.

The maintenance department key work is to check for any machine failure, machine maintenance, the maintenance department has the technical staffs that help maintain and control the power supply throughout the plant. And also pressing machine, tractor etc...

RESEARCH **METHODOLOGY**

"A study on Health and Safety at Shri Siddhivinayaka Ginning and Pressing Factory"

Objective of the study:

- ❖ To study the health and risk factor at Shri Siddhivinayaka Ginning and Pressing Factory
- ❖ To study the safety measures adopted at Shri Siddhivinayaka Ginning and Pressing Factory
- ❖ To study the causes for accidents

Data collection Method:

Primary data:

Primary data was collected through survey method by distributing questionnaires to employees. The questionnaire was carefully designed.

Secondary data:

Secondary data is collected from

- Company manuals
- Report Books

Measurement Technique: the technique used for the project is graphical method

Measuring Tools: Data is useful only after analysis. Data analysis involves converting a series recorded observation statement and information about relationship. Hence concerned to this project method if analysis of data will be graphically method

Limitation of the study:

- Some of the employees reluctant to answer because of their busy schedule.
- Certain things which are confidential in nature to the company and are not included in the report like financial activities, example salary, profit and loss and turnover of the company

THEORETICAL ASPECTS **OF THE STUDY**

Introduction of Employees Health and Safety:

It is important for the organization to know whether the employees are satisfied or not satisfied in the precaution taken by the organization in health and safety measure towards employees.

Meaning of Employees Health and Safety:

Organized efforts and procedures for identifying work place hazards and reducing accidents and expose to harmful situation and substances, it also includes training of personal and in accident prevention, accident response, emergency preparedness and use of protective clothing and equipment

Health and safety:

Safety and health is the state of being "safe", the condition of being protected against physical, social, financial, political, emotional, educational or other types or consequences of failure, damage, error, accident harm and any other event it could be considered non-desirable. Safety can also be defined to be the control of recognized hazards to achieve an acceptable level of risk. This can take the form of being protected from the event or from exposure to something that causes health or economical losses. it can include protection of people or of position.

Statutory provision for safety in India

The following are the provision under factory Act 1948 with regard to the safety of the worker. This are referred to section 21 to 40 they are

Work on or near machinery in motion:

The examinations of any machine while in the motion shall be made or carried out only by a specially trained adult male worker wearing the necessary equipment whose name has been recorded in the registered prescribed for the purpose.

Precaution in case of fire:

All practicable measure shall be taken to prevent outbreak of fire the following precaution shall be taken

- a) Proper means of escape shall be provided in every industry establishment
- b) Every door, window or other exit, through which person can escape in event of fire, shall be distinctly marked in red letter in a language that is understood by the worker.
- c) All workers shall be trained in the routine to be followed in the event of the fire in the factory premises.

Safety program:

Safety program deals with the prevention of the accident and with minimizing the resulting loss and damage to person and property five basic principle the safety program of the organization.

1. Industrial accidents result from a multiplicity of factors, but this have to be traced to their root causes, which are usually faults in the management system arising from

poor leadership from the top in adequate supervision, analysis and elimination of hazards, and poor training facilities.

2. The most important function of safety program is to identify potential hazard provided effective facilities and equipment to take prompt remedial action.
3. The safety policy of the organization should be determined by the top management which must be continuously evolved in monitoring safety performance and in ensuring corrective action is taken when necessary.
4. Management and supervision must be made full accountable for safety performance in the work place they control.

Safety organization:

A safety director and a safety committee are set up by the organization. The following facts should be given to consideration in any safety organization program

- a) Safety program must have top management approval, sanction and support
- b) Responsibility for safety must rest with supervisory panel
- c) Safety must be given equally important consideration with that of other factor production
- d) Provision must be made for prompt action in the elimination of mechanical and personal hazard
- e) Safety must be included in all phases of planning purchasing, supervision and operation

Safety education and training:

Safety education for all level of management personnel for employees is vital for any successful safety program. The goal of safety education is twofold to develop safety consciousness among employee and build up a favorable attitude to their part towards safety measure and precaution; and secondly, to ensure safe work performance on the part of each employee by developing his skill in the use and operation of the safety equipment

Cleanliness - section 11. Except in cases specially exempted all inside wall and partitions, all ceiling or tops of rooms all walls, sides and tops of passage and staircases in a factory shall be kept painted otherwise with washable water paint or varnished. Be repainted or re varnished at least once in every period of five year

Drinking water -

Section 18. In every part of a factory effective arrangements shall be made to provide and maintain a suitable points conveniently situation for all worker employed therein a sufficient supply of wholesome drinking water.

SAFETY SYSTEM WHICH ARE NEEDED:

Cotton industry involves several hazards. To handle this hazardous environment following safety system are very essential.

1) Firefighting system:

- i) Fire hydrant
- ii) Fire extinguisher
- iii) Fire sand buckets
- iv) Fire extinguished ball
- v) Sprinkler system

2) Escape routes

3) Assembly point

4) First aid kit box

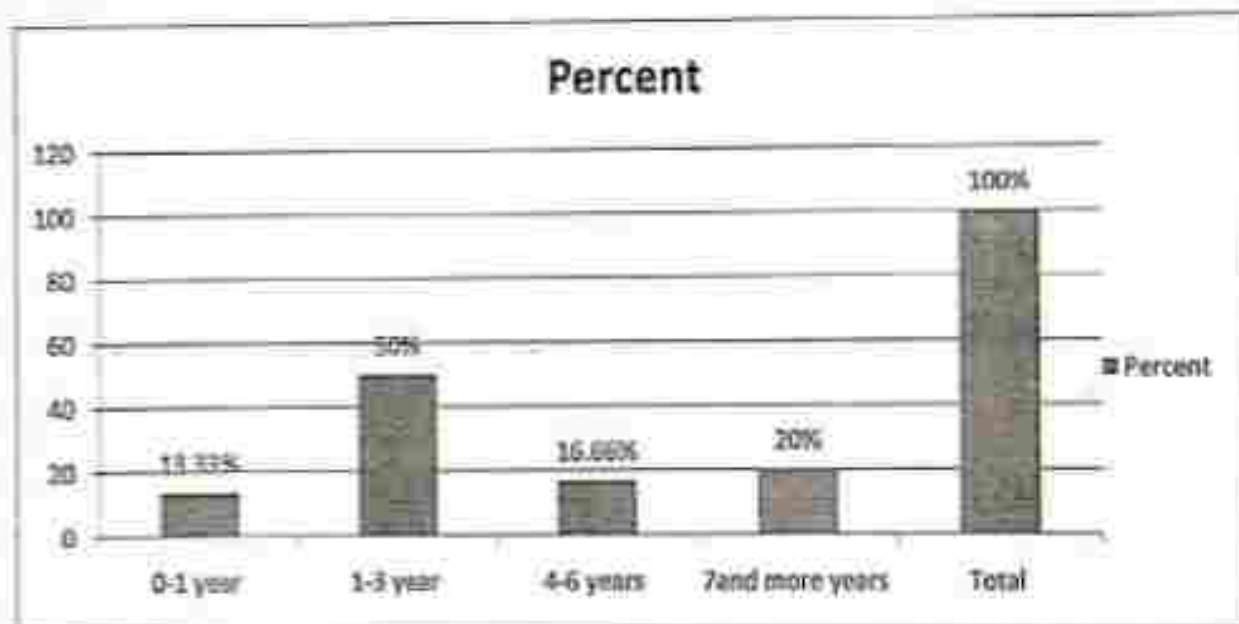
5) Personal protective equipment's (PPE's)

- 1) Hand gloves
- 2) Mouth Masks
- 3) Rubber shoes
- 4) Mechanical dress
- 5) Ear buds

DATA ANALYSIS AND INTERPRETATION

Q1) Years of experience of the respondent in the company

	Frequency	Percent
Valid less than 1 year	4	13.33
1-3 year	15	50
4-6 years	5	16.66
more than 7 years	6	20
Total	30	100

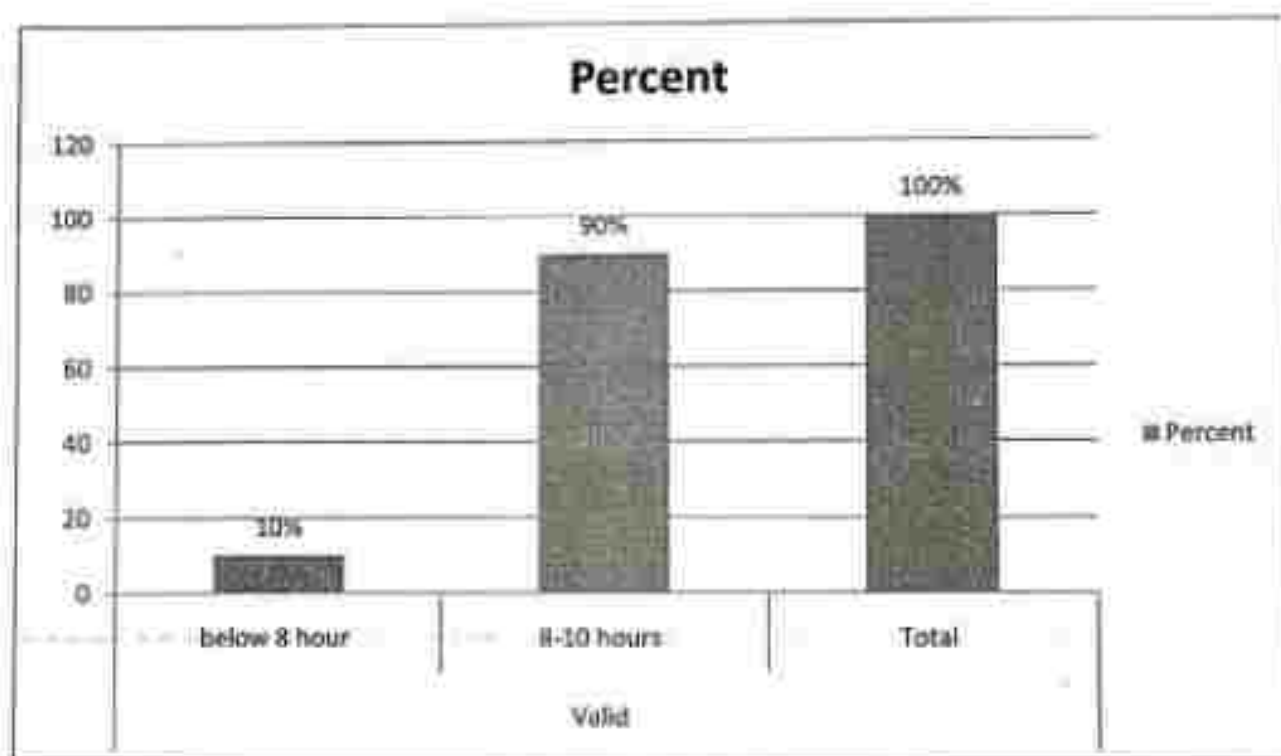


Interpretation:

The graph reveals that majority 50% of respondents say they have been working in this organization for 1-3 years, 20% of the employees have been working for more than 7 years, and 16.66% of the employees have been working for 4-6 years and 13.33 of the employees for less than 1 year.

Q2. What is the working hour in the industry?

	Frequency	Percent
Valid below 8 hour	3	10
8-10 hours	27	90
Total	30	100.0

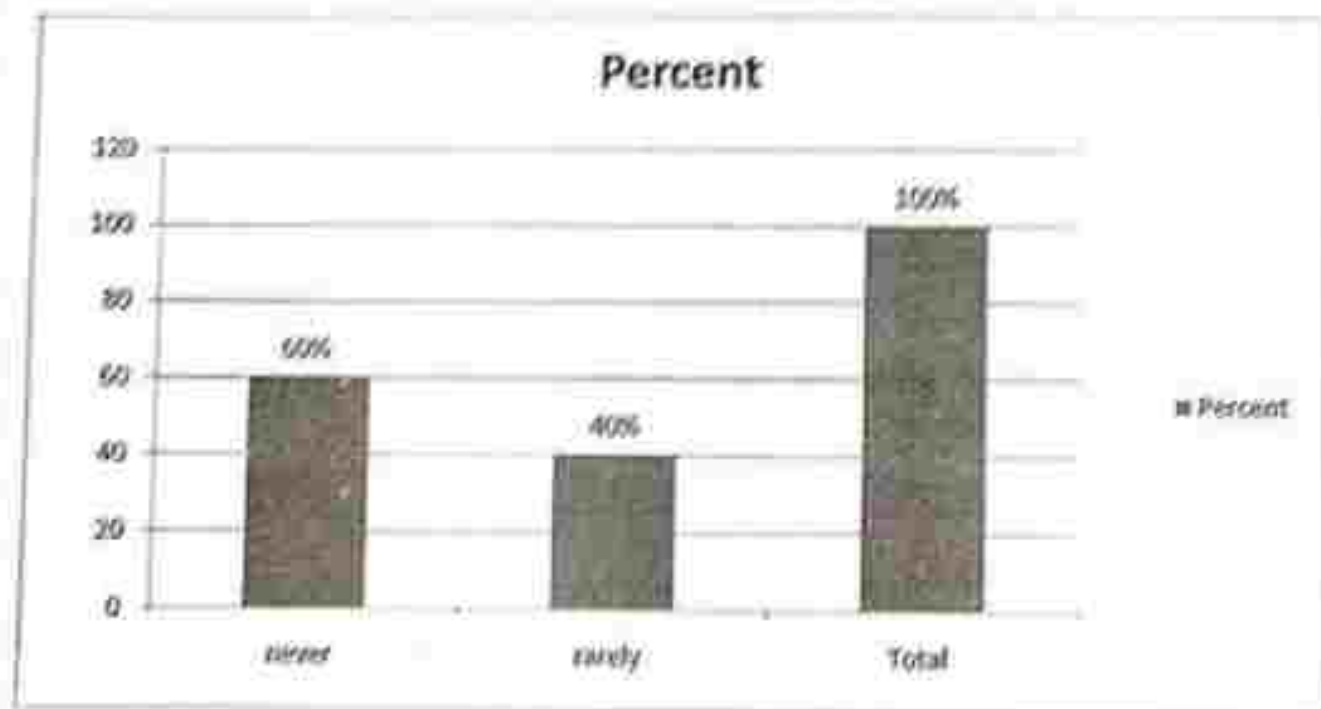


Interpretation:

The above chart reveals that 90% of the employees work for 8-10 hours whereas, 10% other employees say that they work for below 8 hours

Q 3 Do accident happen?

		Frequency	Percent
Valid	never	18	60
	rarely	12	40
Total		30	100

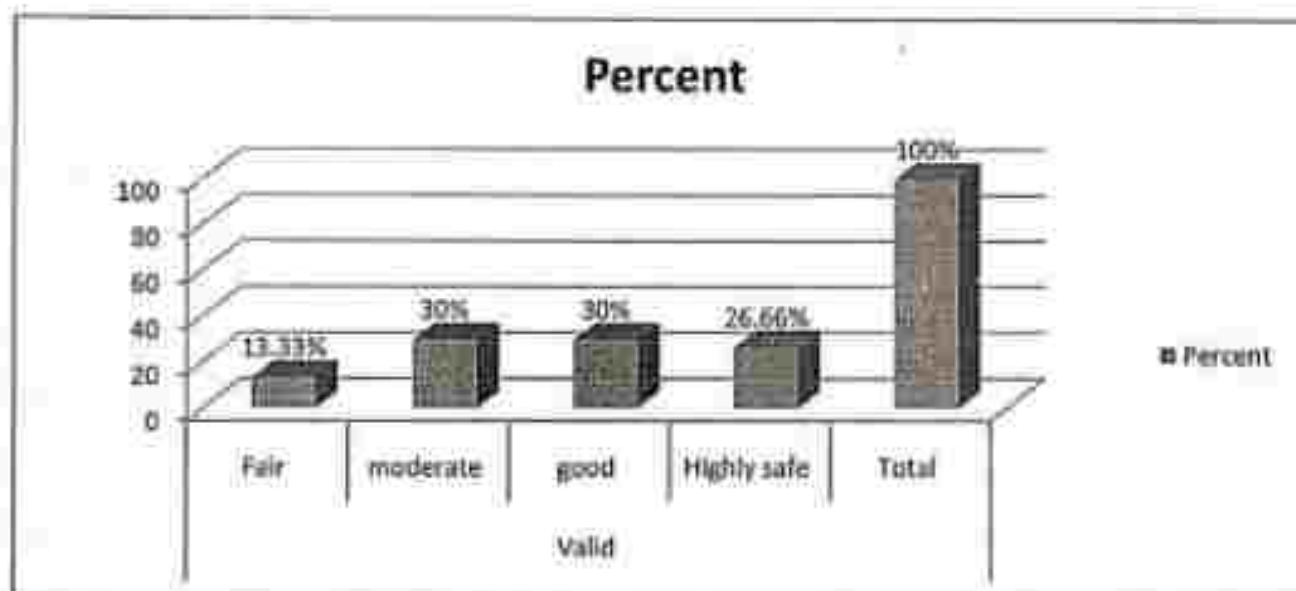


Interpretation:

The above chart reveals that 60% of the employees say accident happens never in the organization and 40% says rarely accident happen.

Q4 Do you feel safe while working?

		Frequency	Percent
Valid	Fair	4	13.33
	moderate	9	30
	good	9	30
	Highly safe	8	26.66
	Total	30	100.0

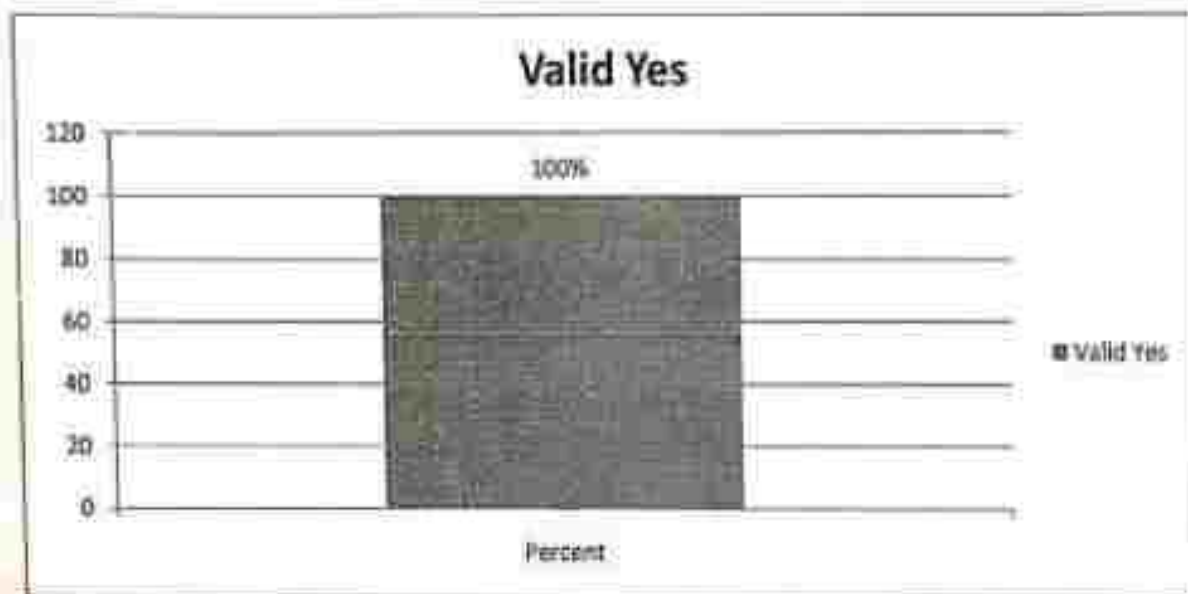


Interpretation:

The above chart reveals that 13.33% of the employees say fair while working in the organization, 30% people sat they moderately feel safe, 30% people say they feel good and 26.66% people say they feel highly safe while working in the organization.

Q5 Have you been provided with the safety measures in the organisation?

		Frequency	Percent
Valid	Yes	30	100,0

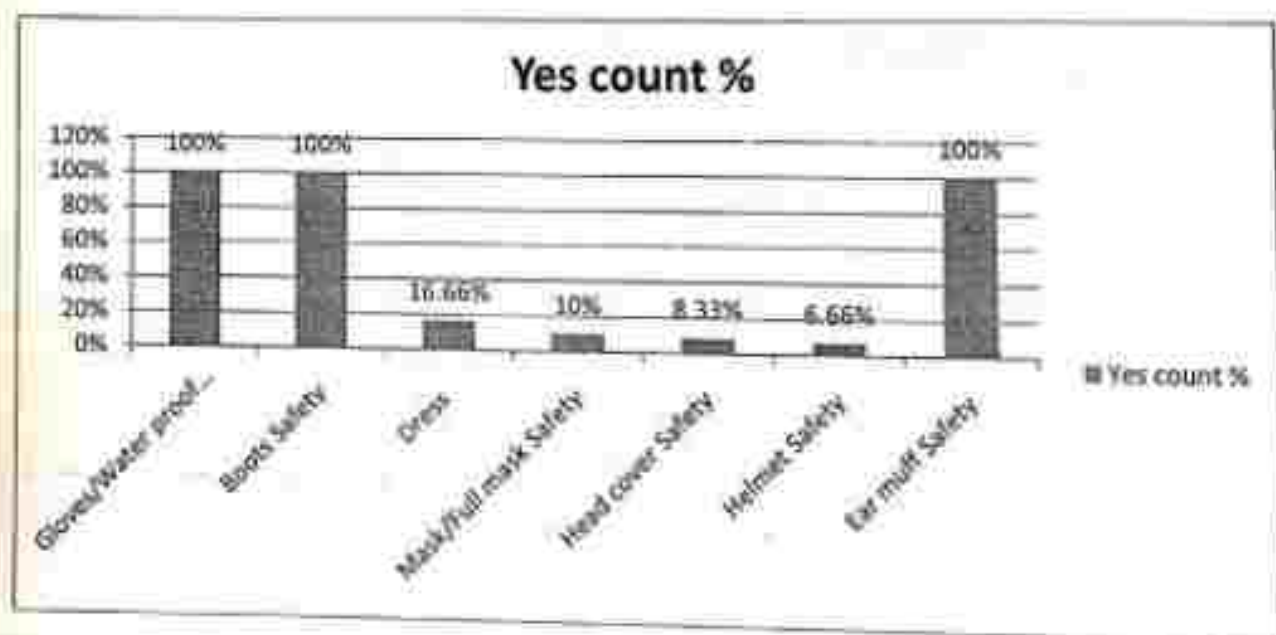


Interpretation:

The above chart reveals that 100% of the employees say that they are provided with the safety measures in the organisation

Q6 Mention the safety measure adopted at the SSGPF?

	Yes	Yes count
	Count	%
Gloves/Water proof gloves Safety	30	100%
Boots Safety	30	100%
Dress	5	16.66%
Mask/Full mask Safety	3	10%
Head cover Safety	25	8.33%
Helmet Safety	2	6.66%
Ear muff Safety	30	100%

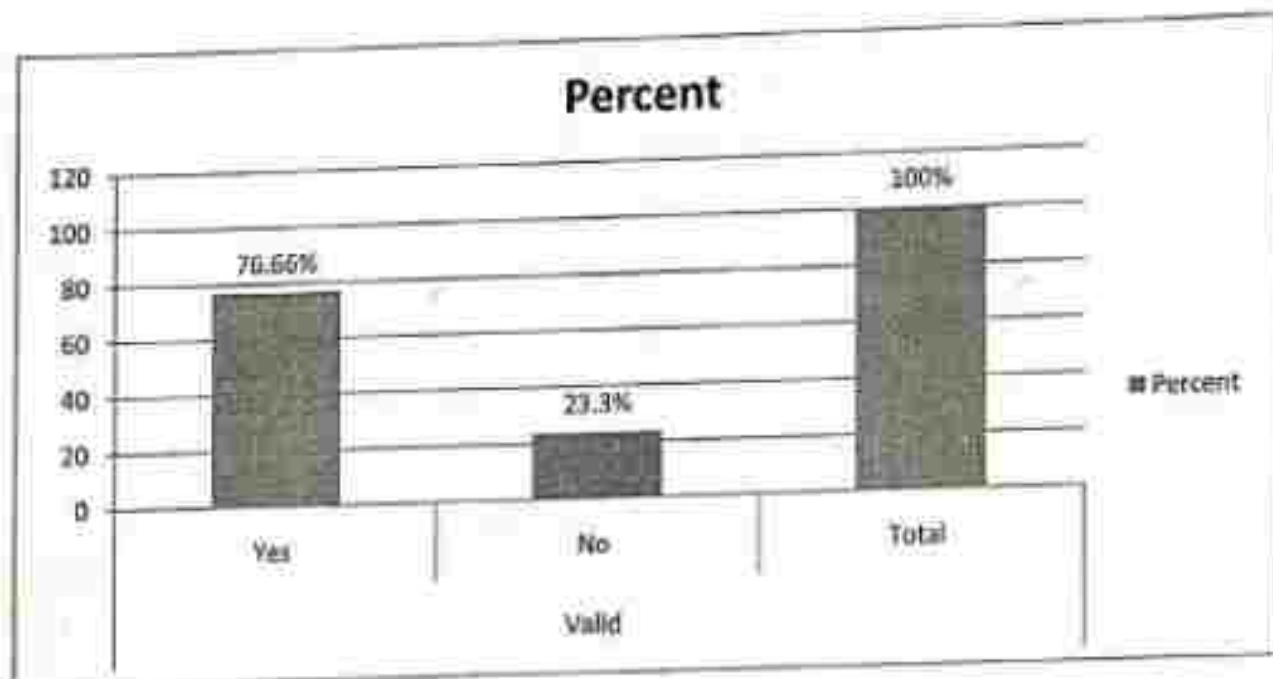


Interpretation:

The above chart reveals that overall comparing the company is giving safety measures to employees.

Q7 Does the organisation provide any effective medical facility?

		Frequency	Percent
Valid	Yes	23	76.66
	No	7	23.3
	Total	30	100.0

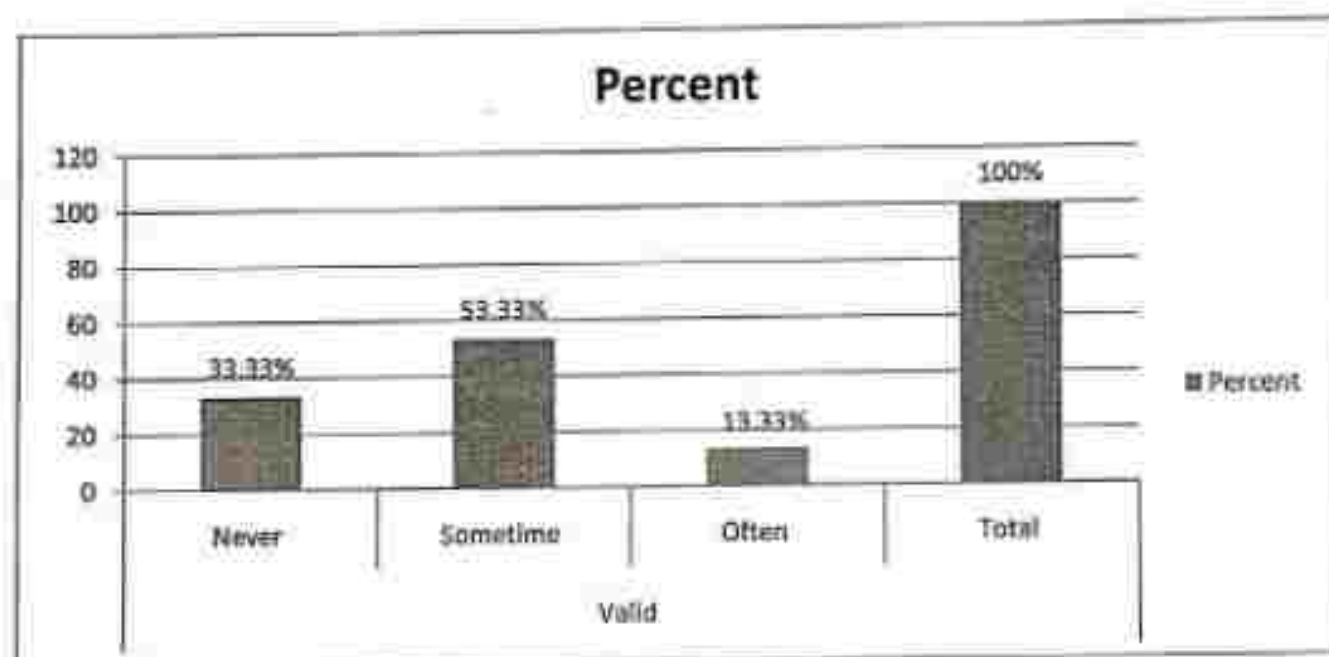


Interpretation:

The above chart reveals that 76.66% of the employees say that they are provided with the effective medical facility. And 23.33% say they are not provided with the medical facility

Q8 Have you faced problem while working in cotton dust area?

		Frequency	Percent
Valid	Never	10	33.33
	Sometime	16	53.33
	Often	4	13.33
	Total	30	100.0

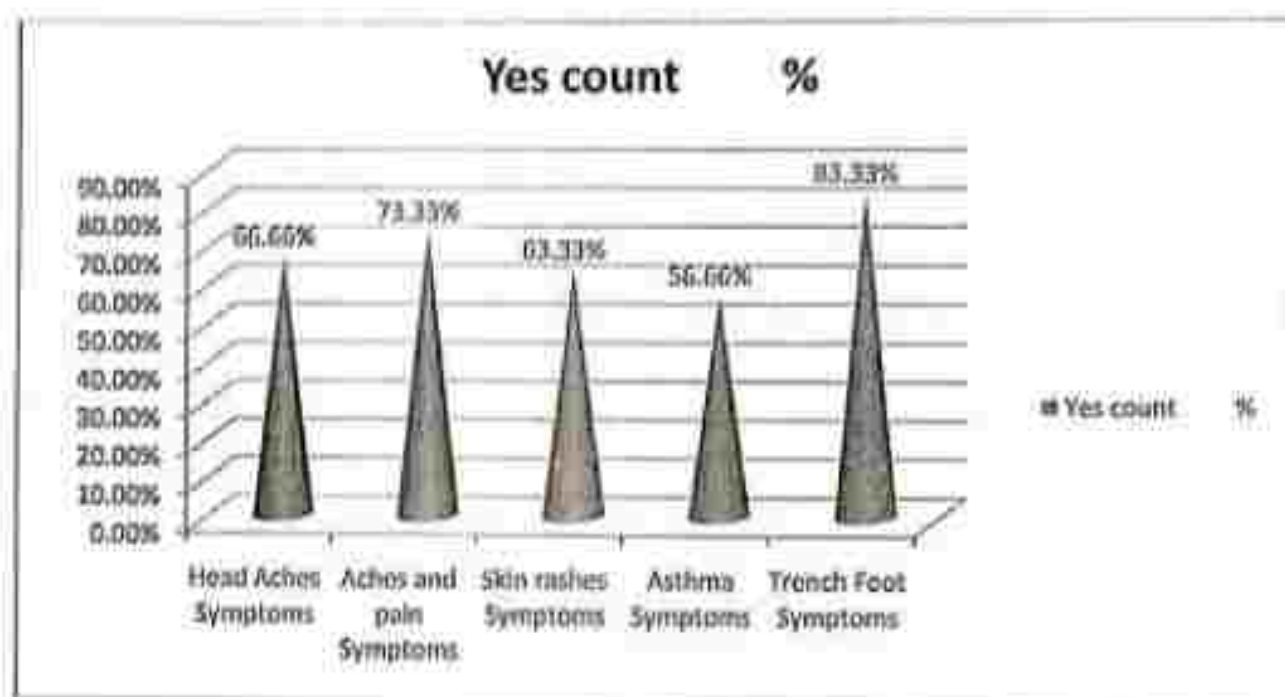


Interpretation:

The above chart reveals that 33.33% of the employees say that they have never faced problem while working in the dust area, 53.33% say they something face problem while working in the dust area and 13.33% say that they often face problem while working in the dust area.

Q9 Experience any of the following symptoms while working?

	YES	Yes count
	count	%
Head Aches Symptoms	20	66.66%
Aches and pain Symptoms	22	73.33%
Skin rashes Symptoms	19	63.33%
Asthma Symptoms	17	56.66%
Trench Foot Symptoms	25	83.33%

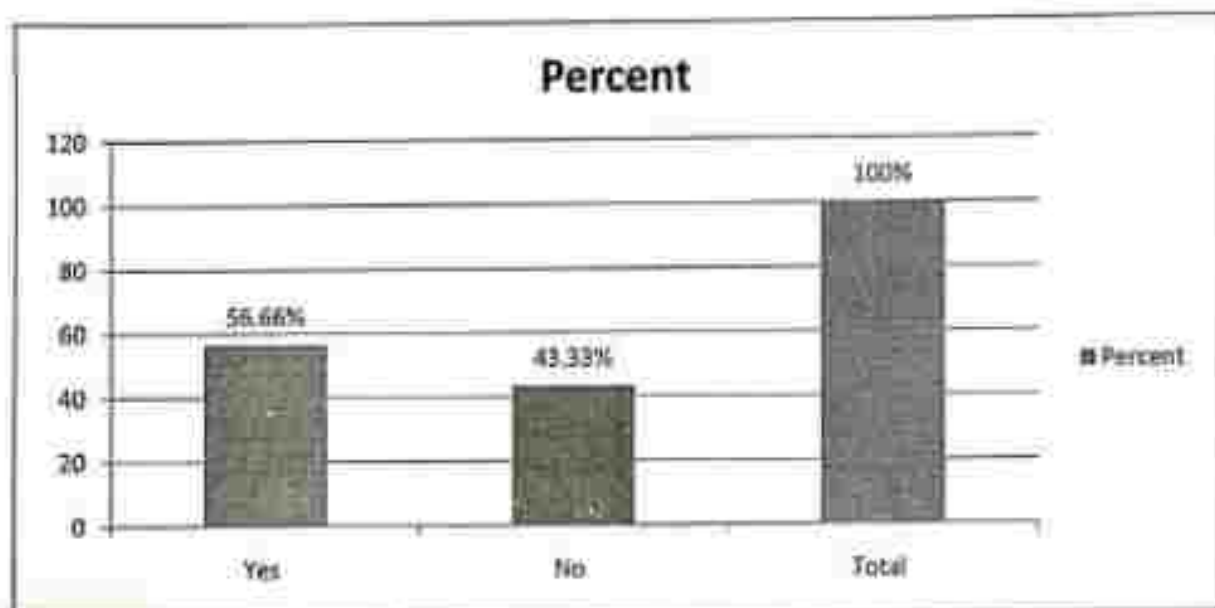


Interpretation:

Here 25 of employees say suffer from Trench foot symptoms. 22 of the employees say suffer from Aches and pain symptoms. 19 of the employees says suffer from headaches and 19 of employees suffer from skin symptoms. 17 employees say suffer from Asthma symptoms.

Q10 Is the site safety plan available on site or accessible to all employees?

	Frequency	Percent
Yes	17	56.66
No	13	43.33
Total	30	100.0

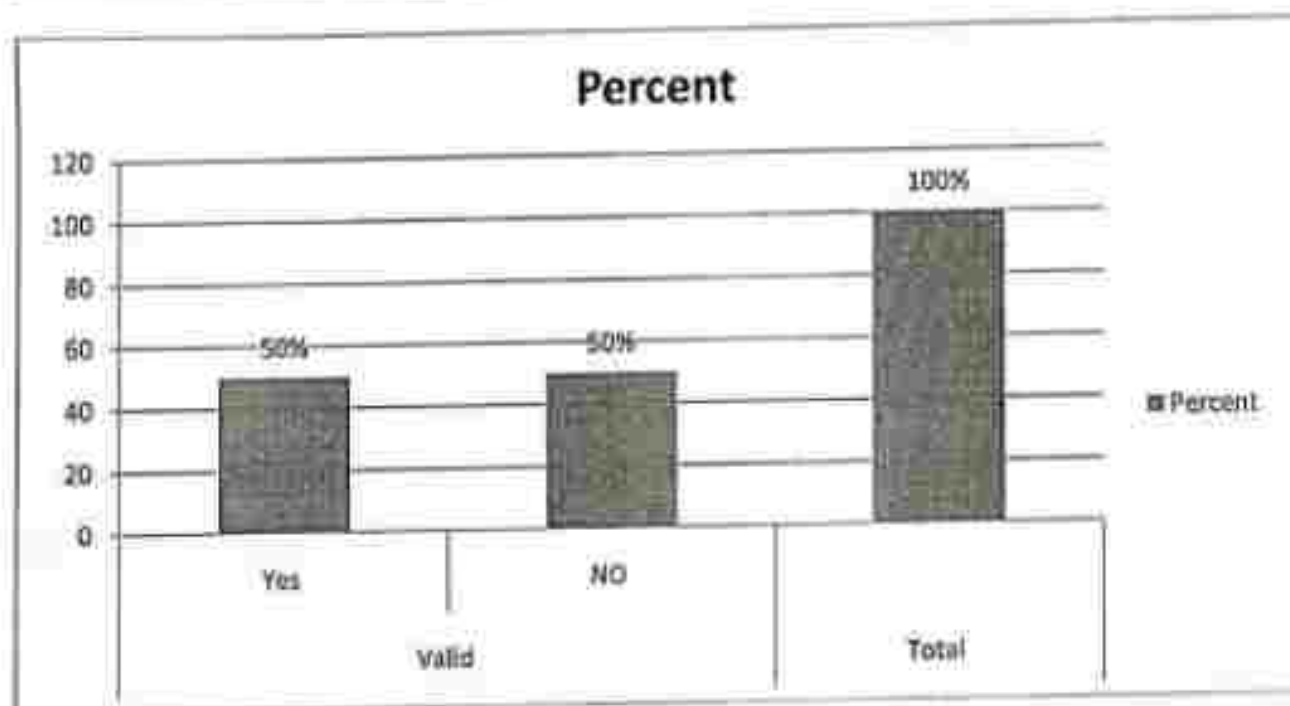


Interpretation:

The above chart reveals that 56.66% of the employees say that they are briefed with the safety plan on site and 43.33% are not briefed with safety plan to the employee.

Q11 Have potential hazard been described to employee on site?

		Frequency	Percent
Valid	Yes	15	50
	NO	15	50
Total		30	100

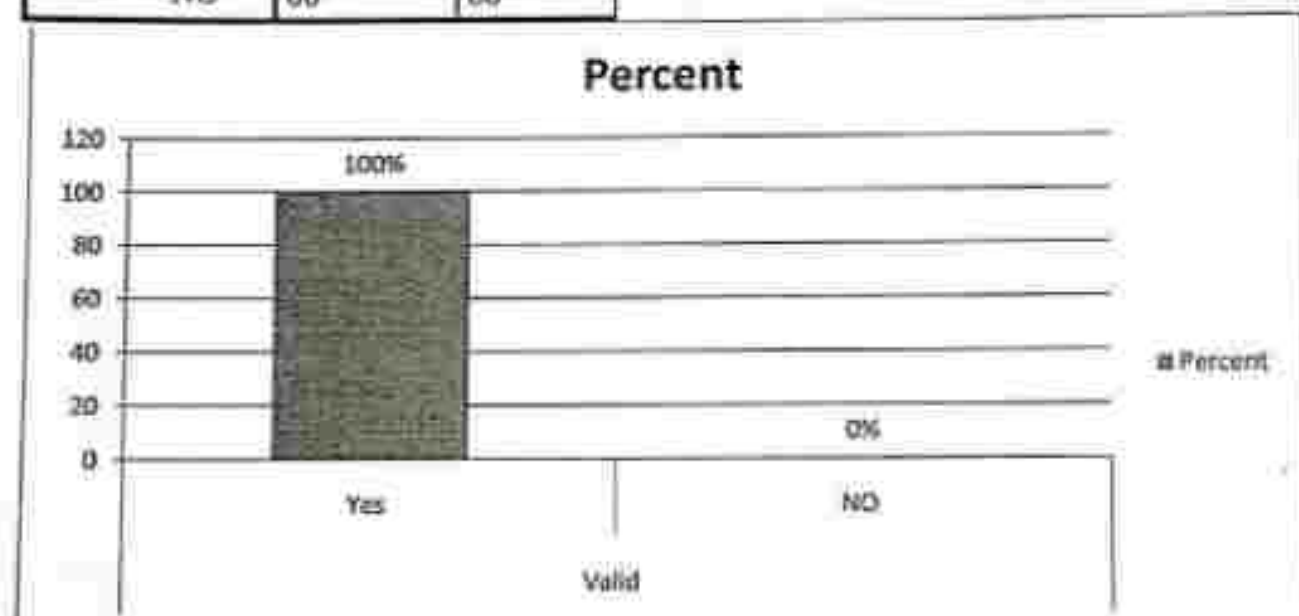


Interpretation:

The above chart reveals that 50% of the employees say that they are briefed with the potential hazard been described. And 50% of employees say that they are briefed with the potential hazard been described. So there is an equal position.

Q12 Have you signed the safety acknowledgement form?

		Frequency	Percent
Valid	Yes	30	100.0
	NO	00	00

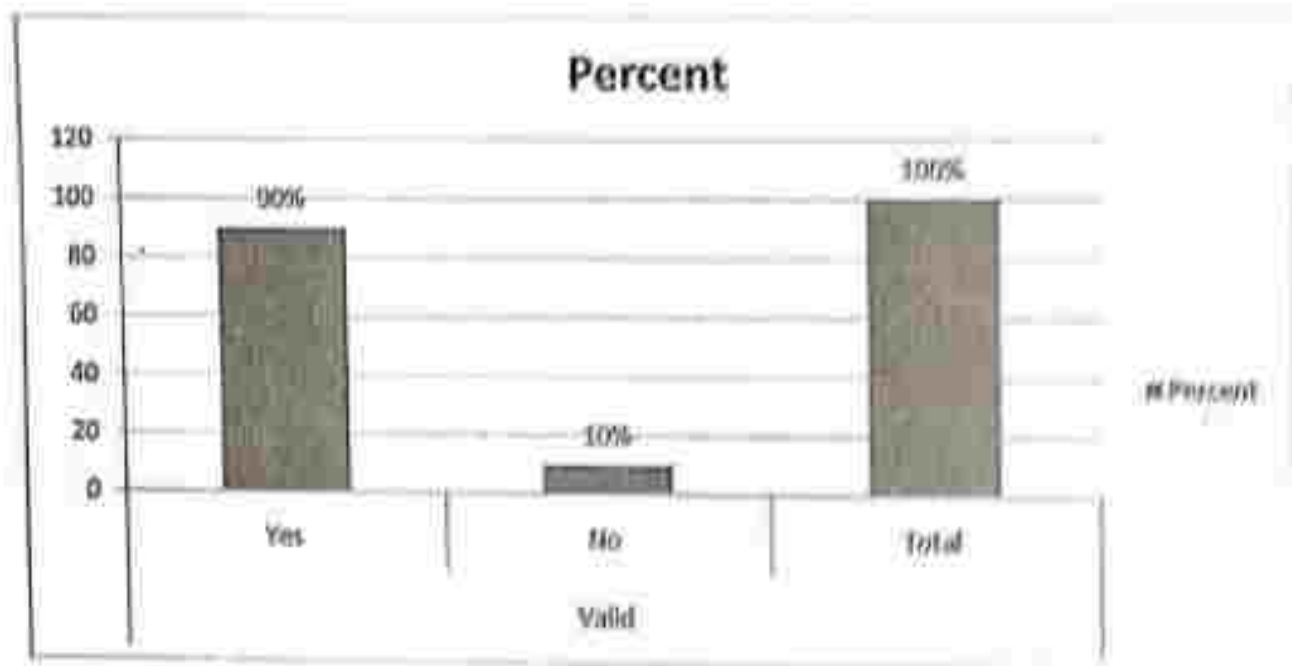


Interpretation:

The above chart reveals that 100% of the employees say that they are signed with the safety acknowledgement form.

Q 13 Are you familiar with the emergency signals?

		Frequency	Percent
Valid	Yes	27	90
	No	3	10
	Total	30	100,0

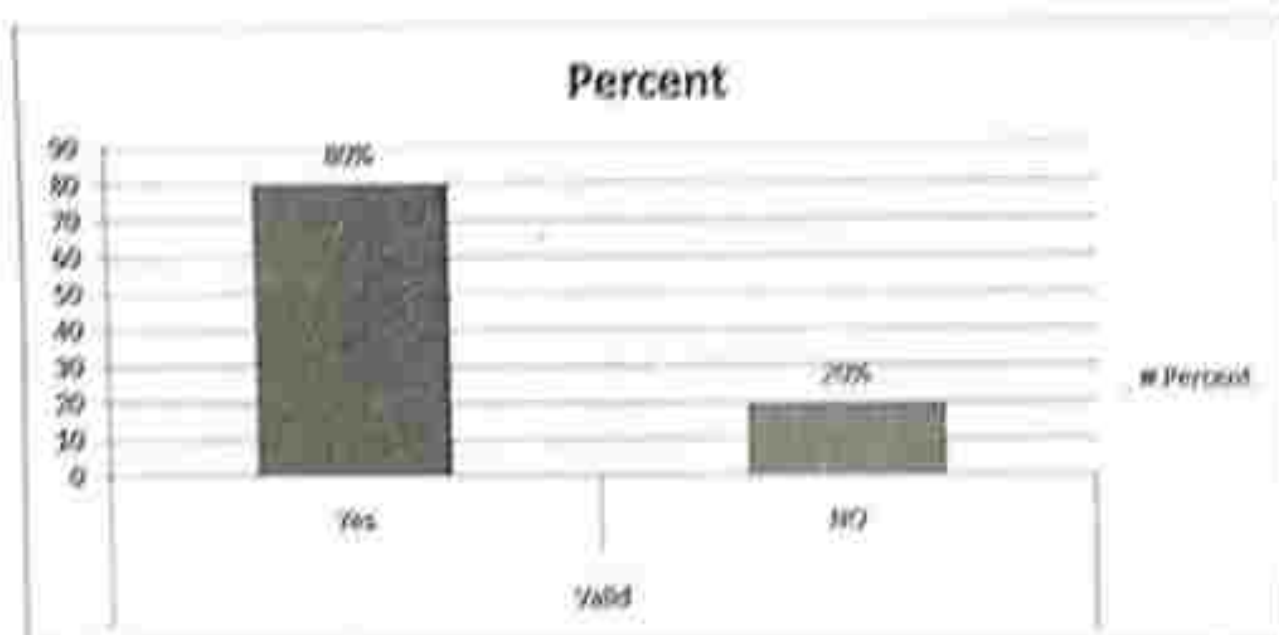


Interpretation:

The above chart reveals that 90% of the employees say that they are familiar with the emergency signals and the rest 10% don't know about the emergency signal

Q14 Are you aware of the first aid kit availability in the company?

		Frequency	Percent
Valid	Yes	24	80
	NO	6	20

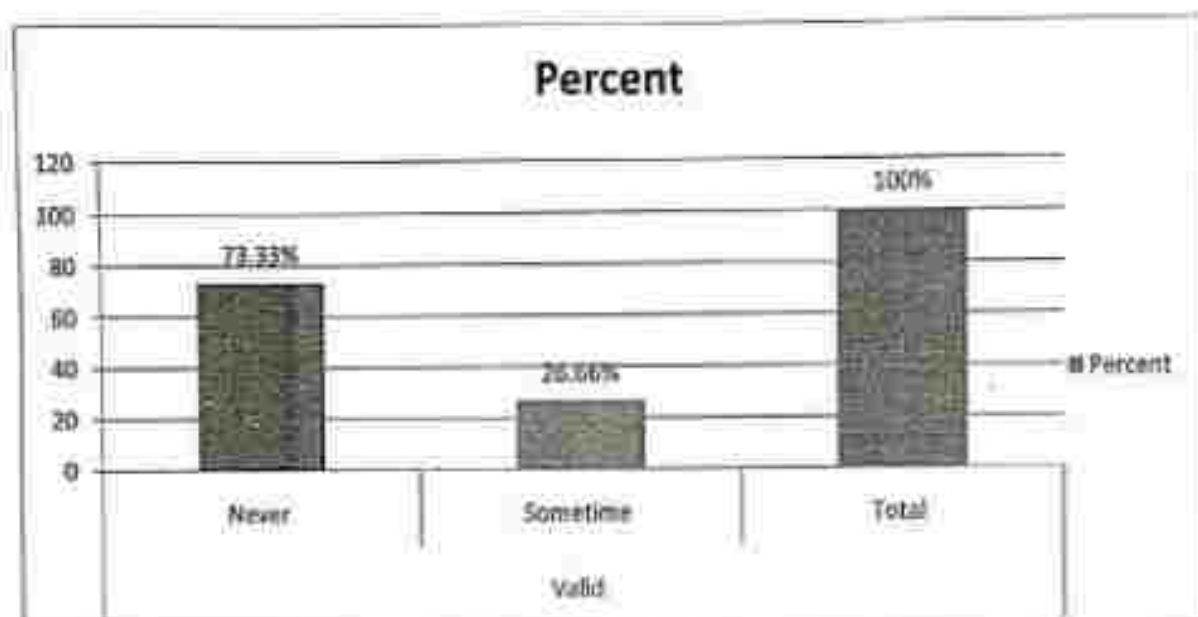


Interpretation:

The above chart reveals that 80% of the employees say that they know about the availability of first aid kit in the company. And 20% of the employees don't know about availability of first aid kit in the company.

Q 15 Have you any time considered leaving the job due to health issue?

		Frequency	Percent
Valid	Never	22	73.33
	Sometime	8	26.66
	Total	30	100.0



Interpretation:

The above chart reveals that 73.33% of the employees say that they never considered leaving the job due to health issue. 8% say they something considered leaving the job due to health issue.

FINDINGS

- According to the survey made in the organization employee are not fully satisfied with the safety equipment
- The company should conduct training on safety to reduce accidents, due to carelessness of the employee
- There is no regular health check-up. The company should conduct health check-up for the employee as well as for safety issue.

SUGGESTION

- In case of any accident there should be a vehicle ready to transport the victim to the nearest hospital, as the location is far away from medical facilities
- There must be proper drinking water facilities for the employees.
- The company must provide new safety equipments every month.

Conclusions:

Our study concluded in SSGPF has explored, various factors lying behind the success of the company in Process industry.

I undertook the study "Employee Health and safety" which enables me to understand the working environment and its culture

The complete training in SSGPF was a very memorable one, the organization provided for the very good interface with us. It was also a pleasure completing the training at SSGPF on the guidance at the company.

The result from the study showed that the Employee health and safety measures adopted by the company were good and leads to positive changes in employees and increases them to give better performance.

OBSERVATION THE COTTON SPINNING MILL 55



Date : 27/02/2021

OBSERVATION OF SEEDS SEPARATE BY COTTON



Date : 27/02/2021

PRESSING OF COTTON



Date : 27/02/2021

PURCHASING OF COTTON BY FARMERS



Date : 27/02/2021