

A Study on Employee Health in Hyundai Motor India Limited, Chennai

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ABSTRACT

Human resources department play a vital role in Indian modern society. One of the main function of personnel management in industrial organization is to lay concentration on welfare measures to be undertake. The management looks after employee's right number and right kids. They must be stationed at the right place on one hand on the other hand meet their genuine expectation of returns for the work accomplished by them. The personnel management that deals with undertaking their needs and behavior must remember it. Employee is an important aspect to boost up motivation for achieving organization goals.

Keywords: Personnel Management, Employee Health

1. INTRODUCTION:

The philosophy of a healthy organization is to establish employee safety measures and welfare activities, which gives an opportunity for the workers to express their social responsiveness towards the welfare scheme offered to them. There is necessity to know how labour welfare officer performs his duty in creating environment to boost of morale of the people working in the organization. The different acts, rules and regulation prescribed by the government to safeguard the welfare of the workers and to put them into force and if they are not the reasons for not forces are clearly examined.

1.1 RESEARCH PROBLEM:

An organization is affected by different HR factors. The worker health, safety and welfare measure is one of the elements infiltrating in the life of representatives the individuals who are working in the substantial scale part. This study investigates the workers' work proportions of automobile organizations in Chennai. It likewise examines the worker see about the work measures on the profitability of automobile units. Another perspective recognized in the investigation is the components that add to enhance the standard of work proportions of representatives. It covers each element of job including monetary benefits, job security, working conditions and environment and superior subordinate relationship. Thus, the goal of this study is to gain knowledge about employee's health measures and social security in automobile companies in Chennai.

1.2 OBJECTIVES OF THE STUDY:

- To study the applicable provisions of the Factories Act relating to Health measures to employees of Hyundai Motors, Chennai.
- To analyse the perception of employees on Health Measures provided to employees by the Hyundai Motors in Chennai.
- To assess the Employees' satisfaction on Health Measures and amenities provided to the employees in the study area.
- To offer suggestions and recommendations for the betterment of employee group.

1.3 NEED FOR THE STUDY:

Positive employee morale leads to good mental health. Good mental health enhances performance of individuals, and also the productivity of individual and also organisation. The main aim of the study is to know about the perception of employees, towards the various

health measures and other facilities provided by the company. This study is made in order to measure the demographic factors and qualifications of employees and analyses the impact of work performance of the employees based on the facilities provided.

1.4 SCOPE OF THE STUDY:

Automobile industry plays a vital role in the development of Indian Economy. It relates with different segments of the economy make it an imperative part of the economy. Infrastructural advancement of a country includes urban improvement, provincial improvement and modern advancement, yet the concealed necessity of framework is the availability between different areas, which is satisfied by the vehicle business. The automobile business assumes a noteworthy job in molding a nation's economy and development. The manufacturers of heavy vehicles had offered ascend to another time in the Indian history. Gradually numerous organizations began setting up different small manufacturing units in India.

1.5 DATA COLLECTION:

Both primary and secondary sources were used for data collection.

1.6 SAMPLING:

The sample size is 130 respondents are taken for the study in a convenience sampling method. The sample of this study covers the employees of the Hyundai Motors India Limited, Chennai. Hence, the exact sample size of the study is 130.

1.7 LIMITATIONS OF THE STUDY:

- The study is restricted to employees of Hyundai Motors only.

- The number of respondents taken for data analysis is only 130 from the total population.
- The respondents perception and level of satisfaction may vary from time to time and person to person.
- The findings and conclusion of the study may be generalized after keeping in view the demographic profile of the place to which it is applied.

2. REVIEW OF LITERATURE:

The present study extends the previous literature by examining the impact on work performance in selected automobile companies based on the health measures. The literature is available in abundance on this emerging topic of research covering all the dimensions. Hence, every attempt has been made to include all the important studies dealing with various aspects of work performance.

MadhuriSaripalle has carried out a Case Study of the Indian Automobile Industry the think about investigates the effect of government strategy routine on the learning and capacity obtaining of firms after some time. Through a contextual analysis investigation of the Indian car industry, the examination creates three theories relating approach routines with learning techniques of firms. The investigation tests these speculations through a model of picking up utilizing a board information for the Indian car industry. It finds that speed of learning osmosis is increasingly essential in the changed approach routine opposite assurance when information absorption as such was a progressively vital financial. A Comparative analysis of Liquidity and Profitability of Indian Car Industry. **Annavajhula J.C. Bose**, in his study inquire about investigation was considered as an experimental investigation of 'the end result for's work' in the vehicle business in the National Capital Region (NCR) in the period of neo-liberal financial changes in India. The investigation records and talks about the encounters of

the working individuals by following work relations regarding (a) nature of work contracts; (b) work association and specialist interest; (c) abilities and preparing; (d) wages and working conditions; and (e) laborer association and work the board relations in a chose test of vast, medium, little and minor firms in the auto generation chain found in the NCR. The postulation entitled "Work Relations in a Liberalized Industry". **John Dixon,**

Mark Hyde a neo-classical economist has without a doubt worked towards the worldwide annuity privatization change plan, it doesn't make accessible for a satisfactory structure for the change of post retirement pay assurance. Without a doubt, it presents striking choice dangers for approach producers in view of its theory of knowledge that emphasizes the application of methods, results, and theories from the empirical sciences. and office philosophy, which renounce both the estimation of the branch of knowledge that deals with interpretation information and the presence of auxiliary goals. At the point when stood up to with the test of pay support for those in retirement, arrangement producers should fundamentally handle deliberately essential, values-loaded inquiries. This expects them to take part in arrangement talks that are educated by contending welfare belief systems. Mirroring these talks, national governments have embraced three change ways to deal with open annuity privatization. All are reliable with estimations of network solidarity, social union and citizenship rights, which are seen by national governments to be desirable over the qualities that support neo-established monetary examination, in particular, singular duty, opportunity of decision and legally binding rights. **Babu P. Ramesh,** has without a doubt worked towards the worldwide annuity privatization change plan, it doesn't make accessible for a satisfactory structure for the change of post retirement pay assurance. At the point when stood up to with the test of pay support for those in retirement, arrangement producers should fundamentally handle deliberately essential, values-loaded inquiries. This expects them to take part in arrangement talks that are educated by contending welfare belief systems.

Mirroring these talks, national governments have embraced three change ways to deal with open annuity privatization.

3. DATA ANALYSIS AND INTERPRETATION:

ONE-WAY ANOVA

QUALIFICATION – PERCEPTION ON HEALTH MEASURES

H₀: There is no significant difference among the Qualification of respondents with respect to the Perception on Health Measures provided by the company.

TABLE 3.1

VARIABLE	QUALIFICATION				F - value	p - value
	School Level (12)	Diploma / ITI (56)	UG / PG (24)	Professional/ Engineer (38)		
HEALTH MEASURES	41.12	41.96	42.95	42.05	4.170	0.006**
	3.462	3.119	2.629	3.160		

Source: Primary Data

No. of respondents are shown in brackets

(** 1% level of Significance)

As the *P* value is lesser than Sig. Value, the Alternative Hypothesis is accepted. Hence, there is a significant difference among the Qualification of the respondents and the Perception on Health Measures provided by the company.

CORRELATION

AGE & JOB EXPERIENCE – PERCEPTION ON HEALTH MEASURES

H₀: There is no significant relationship between Age & Job Experience of the respondents and Perception on Health Measures provided by the company.

TABLE 3.2

AGE& JOB EXPERIENCE – HEALTH MEASURES

VARIABLES	N	'r' VALUE	P VALU E	RELATIO NSHIP	REMARKS	
					SIGNIFICANT	RESULT
Age – Health Measures	130	0.265**	0.000	Positive	Significant	REJECTED
Job Experience – Health Measures	130	0.327**	0.000	Positive	Significant	REJECTED

****.** Correlation is significant at the 0.01 level (2-tailed).

As the P value is lesser than Sig. Value (0.01) in all the above cases, the Null Hypotheses are rejected. Hence, there are significant relationships between Age & Job Experience of the respondents and Perception on Health Measures provided by the company.

INDEPENDENT SAMPLE ‘T’ TEST

GENDER – PERCEPTION ON HEALTH MEASURES

H₀: There is no significant difference between Male and Female respondents with respect to the Perception on Health Measures provided by the Automobile Companies.

TABLE 3.3

VARIABLES	GENDER						t - value	p - value
	MALE			FEMALE				
	N	Mean	SD	N	Mean	SD		
The Factory is clean and free from dirt.	91	4.30	0.958	39	3.82	1.048	3.591	0.000**
The wastes and effluents are disposed properly.	91	4.26	0.816	39	4.22	0.889	0.557	0.578
Adequate ventilation and the fresh air provided	91	4.16	0.787	39	3.92	0.882	2.177	0.030*
Factory is free from dust and fumes and normal temperature is maintained	91	3.98	0.770	39	3.67	0.809	1.847	0.045*
Adequate space and lighting facilities provided	91	4.26	0.818	39	4.01	0.979	3.453	0.000**
Wholesome drinking water is provided at	91	4.20	0.681	39	4.06	0.703	2.575	0.010*

convenient places								
Toilet facilities provided to men and women separately with clean sanitary condition with lighting and ventilation	91	4.28	0.729	39	3.75	0.816	2.123	0.034*
First aid and Emergency Aid Services are available in the factory	91	4.15	0.664	39	4.08	0.699	1.320	0.188
Adequate quality health care services provided at the factory's clinic/dispensary	91	4.13	0.807	39	3.75	0.885	4.002	0.000**
Annual medical check up for all employees	91	4.30	0.998	39	4.09	1.108	2.540	0.011*
HEALTH MEASURES	91	42.02	3.701	39	39.37	4.618	3.990	0.000*

Source: Primary Data

(** 1% level of Significance)

(*5% level of Significance)

As the *P* values are lesser than Sig. Value (0.01 and 0.05) in case of 9 out of 11 variables including Health Measures Score (0.000), the Null Hypotheses are rejected. The Null Hypotheses are accepted in only two cases since the *P* values (0.578 and 0.188) are greater than Sig. Value (0.05)

Hence, it is concluded that there is a statistically significant difference between the Male and Female respondents with respect to the Perception on Health Measures provided by the company.

• **FINDINGS OF THE STUDY:**

- In terms of Gender, a significant majority of the respondents (70%) is Male.
- The range of Age of the respondents is 21 to 50 years. (50%)
- Majority of the respondents are Married (77%).
- In terms of academic qualifications, majority (43%) of the respondents are Diploma holders.
- The Male respondents have more perception on the Health Measures provided by the company than the female respondents
- There is a difference between the gender of respondents with regard to the Perception on Health Measures provided by the company.
- There are significant relationships between Age & Job Experience of the respondents and Perception on Health Measures provided by the company

CONCLUSION:

The study covers the health measures provided to employees in Hyundai Motors in Chennai. It is discovered that the specialists in car organizations are all things considered exceptionally happy with Health, Safety and Welfare Measures. Cleanliness of the factory is very important which helps the employees from infections and diseases and the facility of washroom must be improved. Anyway they are not neglected to stick - pointing the zones which require further enhancement. It is emphatically felt that the discoveries of this examination will help the vehicle organizations to distinguish the quality and feeble spots of Health, Safety and Welfare Measures and to enhance the equivalent in future .The

discoveries, specifically, will encourage the Health, Safety and Welfare Measures to reinforce further in those zones where they are very much valued and cure the territories where they have fizzled .It is additionally trusted that the discoveries will positively help the other car organizations likewise to survey and adjust, if fundamental, will absolutely build the fulfillment of laborers and furthermore the general public on the loose.

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