HEALTH AND SAFETY CHALLENGES FOR EMPLOYEE TURNOVER (SPECIAL REFERENCE TO RMH PVT LTD)

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ABSTRACT

This research was conduct to investigate the relationship between employee health and safety challenges for employee turnover (Special reference to RMH (pvt) ltd,) Kurunegala.There were big employee turnover in RMH pvt Ltd last few years. Because of that this study is very important to identify their employee turnover as well as company can get idea about their health and safety conditions. The main purpose of this study is identifying the relationship between employee's health and safety conditions and employee turnover. To achieve the objective researcher, use last year employees resign reports. The required secondary data collected from the annual resign report prepared by the human resource department. The researcher collects primary data using questionnaire. There are 100 of working production level employees considered as a sample. SPSS23 statistical package was using to data interpretation and analysis.

KEYWORDS: Health, Employee, Challenges

INTRODUCTION

The importance of the human resources is high in Sri Lanka from the period where industrial sector began to grow rapidly. In order to get the maximum output from this valuable human resource, mangers of the organizations execute different strategies to motivate their employees. So according to the current competitive market this companies give more attention on developing employee's performance. Because performance is impact on organization's productivity. Employee's Health and safety is a major component of their overall performance. (ILO,2000) When there is a positive Health and safety then employee performance level will increase. So, organizations try to increase employee's performance by motivating them. So there are lots of strategies implementing by managers to improve employee health and safety.

Sri Lanka has one of the best healthcare delivery systems in the Asian Region. Despite the favorable health indices, occupational health services in the areas of surveillance and health interventions faces significant challenges. Hence, there is a need to identify priority areas that require attention in occupational health and safety for Sri Lanka

There is growing evidence in current trends in employment condition may be affected on labor turnover and directly damaging the physical and mental health of employees. Finally, researcher proposes the industrial social work implementation for above issue in industrial environment.

METHODS

This study in RMH Pvt ltd Kurunegala, It is based on employee health and safety of the organization and employee turnover. The research conceptual framework builds on the main four factors which influence Employee health and safety conditions on employee turnover of the organization.

For this research the researcher used a sample of 100 employees which represented 5.0% of the employee population of the RMH Company's factory. The factory workers population accoding to the employee master book of the company is 300. This is an average employee population as the company recruits seasonal factory workers several times during a year. According Morgan Table if population is 300 there sample should be 5.0% its mean 169 sample from population.(due to availability of labors researcher got only 100 questionnaire) Based on that researcher used simple random sampling method for data collection. The main reason for choosing this sampling method was the limited time the company allocated for the researcher for data collection and the simplicity of the method.

This is a quantitative study and for this research the researcher used percentages, scatter diagrams and correlations to analyze the data. Percentages give values that can be used to represent an entire data set. There are other methods like central tendencies & dispersions that are generally used in data analyzing but in this research the researcher avoided most of such methods. In this research using percentages the researcher analyzed the basic behaviors of the collected data and described the collected data with respect to the variables. To test the hypotheses the researcher used SPPSS correlation analysis and scatter diagrams. Using scatter diagrams the researcher observed the relationships of the independent variables with the dependent variable diagrammatically.

*Appendix 01: Morgan Table for Sample Size*

3. Results

Figure 01 Work Experience of the Sample
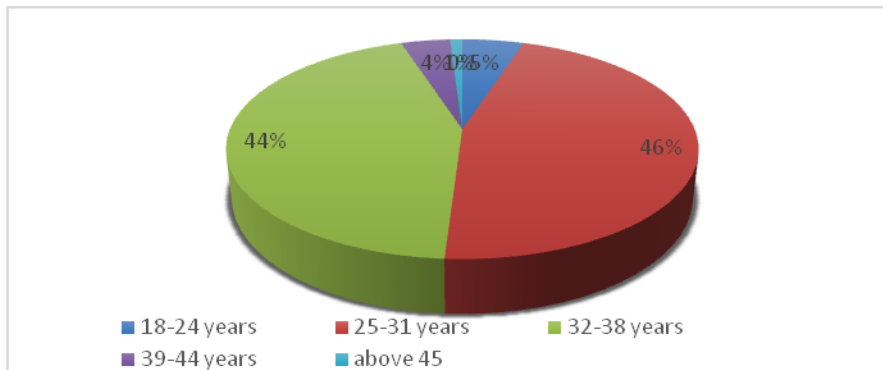
Source: Survey Data 2018

According to the above there are five variables in age category. In here there is 5% of employee's the sample is of people between 18-24 years. There are 46% of employees between 25-31years. There are also 44% of employees between the ages of 32-38 years and finally there are 2% of employees between the age of 39-44 years. There are 1employees in above 45 ages. Most of people come to RMH Pvt Ltd for fulfill their job requirement. According to above figure can identify big employee age between 25-31 and 18-24. As well as in the organization we can see low elder employees work.

Figure 2: Gender distribution of the sample
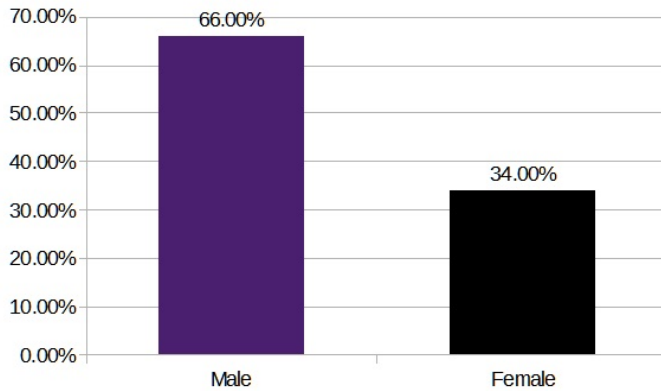
Source: Survey Data,2018

The male: female ratio of the factory is 33:17 this is approximately 2:1. According to the observations of the researcher the reason for the gender ratio can be the heavy work carried out in the factory and apparently males are suitable to carry out such tasks.

Reliability Statistic

Cronbach's Alpha	N of Items
.714	4

Cronbach's alpha is a measure of internal consistency, that is, how closely related a set of items are as a group.   It is considered to be a measure of scale reliability. A "high" value for alpha does not imply that the measure is undimensional.

The alpha coefficient for the five items is .714, suggesting that the items have relatively internal consistency. A reliability coefficient of .70 or higher is considered acceptable. Therefore above data are reliable for further researcher's action.

Table 1: Correlation among Management strategies

	Company provided transport facilities for patients to the hospital at any accidental cases	There was a good leave system (casual & medical leave) for the patients.	There were notices or instructions in every department about the safety systems and procedure
Company provided transport facilities for patients to the hospital at any accidental cases	100		
There was a good leave system (casual & medical leave) for the patients.	.824**	1	
There were notices or instructions in every department about the safety systems and procedure	.796**	.883**	100
**. Correlation is significant at the 0.01 level (2-tailed).			

Source: survey data 2018

The above table shows the obtained by the researcher about correlation test among management strategies. According to above table first variable is "There was a good leave system (casual & medical leave) for the patients" and "Company provided transport facilities for patients to the hospital at any accidental cases" its significant value is 0.824** its mean their relationship is strong level. Second variable is "There were notices or instructions in every department about the safety systems and procedure" and "Company provided transport facilities for patients to the hospital at any accidental cases" between these two correlation is strong level its coefficient value is 0.796**. Downward third variable and across raw third variable significant value is 0883** its mean their correlation also in strong level.

Table 2: Correlation among welfare services

	Welfare committee provide better service for employees	In emergency situation(Death/funer el) Donations are in good condition	There were annual Trip and Social Gathering for employees.	could you satisfy with that services?	Is there counselo r in company ?	Happy about the health and safety facilities of company
In emergency situation(Death/funerel) Donations	.613**					
There were annual Trip	.425**	.517**				

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and Social Gathering for employees.					
could you satisfy with that services?	.111	.120	.110			
Is there counselor in compnay?	-.111	-.120	-.110	.010		
Happy about the health and safety facilities of company	-.014	-.014	-.240*	-.252*	.007	
Want to develop he health and saety faciluties	.257**	.244*	.220*	.066	-.066	-.191
**. Correlation is significant at the 0.01 level (2-tailed).						
*. Correlation is significant at the 0.05 level (2-tailed).						

Source: survey data 2018

The above table shows the obtained by the researcher about correlation test among welfare services. According to above table first variable "In emergency situation(Death/funeral) Donations are in good condition" and across raw first variable "Welfare committee provide better service for employees" between these two significant value is 0.613** its mean their correlation is strength level. Same downward raw second variable "There were annual Trip and Social Gathering for employees" and across raw first variable "Welfare committee provide better service for employees" between these two their significant value is 0.425** in here also correlation is strength level. Downward raw third variable "could you satisfy with welfare services" and across raw first variable "Welfare committee provide better service for employees" between these two variable significant value is 0.111 its mean their correlation is in weak level. Same downward raw fourth variable "Is there counselor in company" and "Welfare committee provide better service for employees" between these significant value is -0.111 here also correlation is in weak level. The same raw fifth variable "Idea about health and safety services and across raw first variable "Welfare committee provide better service for employees" between these two variable coefficient value is -0.014 it's also weak correction. Here across raw second variable "In emergency situation(Death/funeral) Donations are in good condition" and downward third variable 'could you satisfy with that services" between these two significant value is 0.111 here correlation weak level. Ita mean company employee are not satisfied with that service. Across raw third variable "here were annual Trip and Social Gathering for employees" and downward raw third variable "could you satisfy with that services" here significant value also 0.110 its mean their correlation also in weak level. Employees are not satisfied with that services.

According to this correlation matrix researcher can find out the RMH Pvt Ltd welfare services are not enough level. This is a major reason for an employee turnover in the organization.

Table 3: Correlation among Reaction on emergency situation

	The existing emergency exists are enough in the company.	There are proper procedures for measuring the employee's health & safety status.	There are proper mechanisms to face emergency situation &avoid accidents.	There are good training programs on health & safety procedures for new comers.
There are proper procedures for measuring the employee's health & safety status.	.018			
There are proper mechanisms to face emergency situation &avoid accidents.	.223[*]	.089		
There are good training programs on health & safety procedures for new comers.	.089	.105	.141	
There is physical fitness testing programs in the company. (yearly, monthly,)	.176	.156	.346[**]	.530[**]
*. Correlation is significant at the 0.05 level (2-tailed).				
**. Correlation is significant at the 0.01 level (2-tailed).				

Source: survey data 2018

According to above table can identified the first variable in downward raw "There are proper procedures for measuring the employee's health & safety status and "The existing emergency exists are enough in the company" between these two variables significant value is 0.81 its mean their correlation is weak level. In second variable in downward raw "There are proper mechanisms to face emergency situation &avoid accidents" and across raw second variable "There are proper procedures for measuring the employee's health & safety status" between these two variable significant value is 0.89 its mean also their correlation is in weal level. When it's come to the downward raw third variable "There are good training programs on health & safety procedures for new comers." And across raw third variable "There are proper mechanisms to face emergency situation &avoid accidents "between these two significant value is 0.14 here also correlation is in weak level. The last variable in downward raw "There is physical fitness testing programs in the company. (yearly, monthly,)" and across raw last variable "There are good training programs on health & safety procedures for new comers" between these two significant value is 0.530 its mean their correlation is strong level.

According to above result with correlation researcher can come out a conclusion that above company is not properly prepared for a reaction on emergency situation. That is a one of major issue to employees' turnover in the organization.

Table 4: Correlation among machine protection

	The machine safety is sufficient	Machine cleaning facilities are in good position and sufficient	There is machine protection equipment's near the machine	There is good machine maintaining facilities are available and maintenance carder
Machine cleaning facilities are in good position and sufficient	.354**			
There is machine protection equipment's near the machine	.275**	.309**		
There is good machine maintaining facilities are available and maintenance carder	.192	.201*	.482**	
The machines are Automatically Stopped when Emergency situation	.290**	.262**	.360**	.255*
**. Correlation is significant at the 0.01 level (2-tailed).				
*. Correlation is significant at the 0.05 level (2-tailed).				

Source: survey data 2018

The above table shows the obtained by the researcher about correlation among machine protection. Its shows with eight variables, according to above variables first correlation with Machine cleaning facilities are in good position and sufficient and "The machine safety is sufficient" between this two variable significant value is 0.354** according to these two variables their correlation is strong level. In this correlation matrix next variable are "There is machine protection equipment's near the machine" and "The machine safety is sufficient" between this two "There is good machine maintaining facilities are available and maintenance carder" and "The machine safety is sufficient" here significant value is 0.192 according to this here correlation is weak level. Not only that another variable is "The machines are Automatically Stopped when Emergency situation" and "The machine safety is sufficient" between this two variable significant value is 0.290 here correlation also moderate level.

CONCLUSION

The researcher conducted this research to identify affecting factors of health and safety conditions for employee's turnover in the RMH Pvt Ltd. In this study researcher analyzed five dimensions identify which factor to employee's turnover. Those are machinery protection for employee health and safety on employee turnover, management strategies for health and safety on employee turnover, awareness program and notice for health and safety on employee turnover, welfare services for

health and safety on employee turnover and reaction of the emergency situation for health and safety on employee turnover. To analyze those variable researchers, use the SPSS23. According to this package in here discuss about correlation analysis l and multivariate analysis used to analyze this study. According to above analysis researcher could identify two significant variables related with the employee health and safety on employee turnover. And also, employee service time is directly affected to the employee turnover.

Impact on Management Strategies for Employee's Health and Safety on Employee turnover.

According to table 2 management strategies one significant variable of this study. The third reason of employees leave the organization is company rules and regulation. In here we can identify management strategies for employee health and safety not affect for employee turnover. co-efficient values are in strength level. When organization hasn't good management strategies for employee health and safety employees disagree with the company rules and regulations then they leave the organization. Sometime organization hasn't good rules and regulation for the employee health and safety because of that they leave the organization.

Impact the reaction of emergency situation for employee health and safety on employee's turnover.

According 3table reaction of emergency situation for employee health and safety services is another one significant variable of this study. The second reason of employee leave the organization is not satisfying with the job. Reaction of emergency situation for health and safety is affected to not satisfy job to the employees. It has 0.040 co-efficient values. When organization hasn't good procedure for face the emergency situations employees not satisfy with their jobs and they leave the organization.

Another reason of employee leaves the organization is difficulties in working environment. There is relationship between reaction of emergency situation for employee health and safety. It has 0.233 significant co-efficient values. When organization hasn't good procedures for face emergency situations employees face lot of difficulties in their working environment. There for they fed up with their jobs and they leave the organization.

Health and safety services are not in good level in this organization. It is a main reason for employee turnover in this organization.

According to the Theory of Two factor by Herzberg researcher can come out a conclusion that employees are not only seeking for a motivation factors but also the employees are looking for as well as hygiene factors provided by an organization.

Industrial Social Work Implementation

Industrial organization forms a secondary setting for the proactive of professional social work. It is different from other secondary welfare setting due to its primary orientation to production and profit rather than to the welfare needs of the workers. There is a growing recognition of the fact that the human personality is influenced by and influences the organization. Hence it is necessary to have a basic understanding of organizational structure of the industry in relation to its communication pattern and its system of authority. The workers and the problems can be better perceived against the holistic background of his work place, his work family, and his community. The industrial social worker whose work covers an intangible output can work with conviction and commitment in a profit-oriented setting only if his/her functions are balanced with the primary interest of the organization. A clear understanding of the social worker's role responsibilities and status in relation to the concerned department of great relevance. Although it was felt earlier that a personnel or welfare programmes need not have any connection with the economic potentials of the industry. It is increasingly felt that "A well formulate Social Work Practice," is as much as economic proposition as production or sales programme. It helps to improve the attitude of employees towards their job. As in the ultimate analysis it is the attitude of employees, which control the quality of production, quantity of the production and the productivity. Improvement in the attitude improves productivity and there by increases profit.

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