

EMPLOYEE SATISFACTION TOWARDS SAFETY MEASURES AT ON WIN TECH PRECISION ENGINEERING

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Abstract: The study undergone at WIN TECH PRECISION ENGINEERING the industrial training which focuses on imparting knowledge and practical exposure in the different areas of an organization. In enhance the knowledge of the student, which can be practically applied in further courses of action. It is an extraordinary opportunity to experience partial industrial environments, discipline, teamwork, time management, quality controlling and to obtain a clear understanding of the theoretical knowledge from the company. From this study it has been observed that the HR. MARKETING, Finance department, Purchase, Stores and quality of WIN TECH PRECISION ENGINEERING aims to increase productivity and to play right person in right job, through proper channel of recruitment and training an employee. This I have experienced from this Industrial training.

Keywords: HR policies, Employee Relationship, Organization.

1. INTRODUCTION

Human beings seek satisfaction in every aspect of life, especially in their jobs, as it directly influences their performance and productivity. Employee satisfaction is shaped by feelings, emotions, attitudes, and motivation, and it plays a crucial role in creating a positive organizational climate. Employees expect security, recognition, growth opportunities, and independence, and when these needs are not fulfilled, it leads to dissatisfaction and reduced efficiency. Work is not only a source of income but also contributes to an individual's social status and overall well-being. According to various scholars, employee satisfaction is a collection of feelings and attitudes toward one's job and depends on the relationship between expectations and actual outcomes. In today's global environment, organizations focus on providing benefits such as fair salary, leave, allowances, and medical support to enhance satisfaction. Overall, employee satisfaction is influenced by work conditions, relationships, and fulfillment, and it includes cognitive, emotional, and behavioral aspects that contribute to a positive work experience

2. RESEARCH METHODOLOGY

The study focuses on analyzing employees' opinions on Employees satisfaction towards safety measures at on WIN TECH PRECISION ENGINEERING. It adopts a descriptive research design to understand current practices and employee perceptions. The study uses both primary and secondary data for analysis. Primary data was collected from 122 employees through a structured questionnaire. Additional insights were gathered through observation and informal discussions. The respondents were selected using simple random sampling to ensure equal representation. Secondary data was collected from journals, company records, and online sources. The collected data was analyzed using descriptive analysis, Chi-square test, and One Way ANOVA to derive meaningful conclusions.

3. REVIEW OF LITERATURE

Warn (2003) - It emphasized aspects of the workplace, contributing to depression and lack of job satisfaction. Stress is normally caused by a lack of power over the intended effects. At the workplace, tension is felt because of a lack of authority, job conflicts, and uncertainty, contributing to frustration. The principle of checkability brings a solution to lower pressures and contributes to job fulfillment in which a person has an attitude of desires and needs that depends on the aspirations of the individual and governs multiple facets of the working situation. A supportive working atmosphere, such as a positive environment for studying or no abuse at work or anxiety in the workplace, helps minimize depression and achieve job satisfaction.

2. Zaki (2003) It explains Lebanese non-management banking employees' work satisfaction and results. The researchers found a substantial link in terms of pay and supervision between work satisfaction and gender. Only satisfied people within the company are willing to carry out their roles and obligations. Women workers were happy with the salaries, while men were happier with supervision. The author himself often claims this does not matter because the self-rate is inflated, and his colleagues' success is usually underestimated.

3. Austin (2007) The major reasons for managers' work satisfaction in Cyprus are "self-fulfillment," "independence," and "job environment." Fair salaries, well-educated subordinates, the prospects for self-realization are development opportunities. Employers can reflect on the three aspects of community independence of their work setting to ensure the framework's flow contributes to job satisfaction, i.e., age, sex, number of years in the company, public and private sector, number of workers oversight.

4. Omev (2007) Discusses the connection between education and work satisfaction. Although there's a relationship, he claims there's no relationship, too. In contrast with the lower-skilled employees, higher-education workers are often happy, as they receive a better-quality job. He continues that under-trained employees can also be better pleased with the "good job psychological advantages. Employee quality varies with the educational level and results in various levels of work fulfillment. Job features play a major role, and you have the chance to use your skills. The author thus argues that organizations should concentrate more on standards of work than education.

5. Hawley (2008) Discusses the degree and the factors impacting the teachers' happiness in the beginning. Teachers are pleased with their jobs, and academic proficiency, race, socio-economic status, teacher's degree, and whether their mother was a teacher are the variables contributing to their work satisfaction. The teaching license plays an important part here because it demonstrates the expertise and experience that the instructor wants to be taught.

6. Silverthorne (2008) The contribution to job content and the associated effects, such as output and tension, of the individually variable locus of control was studied. Findings suggest that a low degree of work tension and a greater level of satisfaction and efficiency are the product of the internal position of control. The external control locus doesn't reduce work stress, while the internal control locus decreases work stress by reducing efficiency and happiness.

7. Antvor (2010) Discusses the national culture's impact on the national work satisfaction level but discusses its role on other measures of the employment aspects at the same time. While there was a cultural impact on domestic job satisfaction, they claimed that all work satisfaction factors were not unique to the cultural context. The findings of a cross-border work satisfaction survey must be compared with management.

8. Artz (2010) Studies the relationship between rewards and work satisfaction for Outer. Benefits from the periphery do not necessarily contribute to workplace satisfaction. In so long as the employee has the impression that he can fulfill his desires, it is still appropriate. It is also noticed that it does not fulfill the employee's expectations, which contributes to discontent. Organizations need to evaluate their processes more effectively and, if possible, provide fringe incentives and offer workers the chance to make use of them, thereby generating satisfaction with their work.

9. Mudor and Tookson (2011) It discuss the relationship between human capital administration, employee satisfaction, and attrition eventually. Monitoring, recruitment, and compensation procedures, which are the three factors of HRM practices, are extremely counterproductive to employee satisfaction. Efficient workers lead to continuous employment and fair wages for employees. Job quality contributes directly to turnover.

10. Ramayah (2011) It evaluates whether mentoring results in work satisfaction within the Malaysian context. His results suggest that career mentoring is connected to every aspect of work satisfaction. The aspects of job satisfaction analyzed

were: jobs themselves, employees, managers, and promotion. At a higher education level, mentors often play an important role and deliver meaningful job results directly. But psychological mentoring has no essential connection to the three variables that fulfill the job (co-workers, the job itself, and promotion). The study also suggests that since therapeutic mentoring contributes to non-monetary happiness, workers would not appreciate it in the longest possible term.

11. Nir (2012) It studies the importance of teachers' perceived organizational support on Job Satisfaction. There are two aspects to satisfaction, mainly intrinsic and extrinsic. Earned status and respect are extrinsic factors that play an important role in employee satisfaction. Self-efficacy, as an intrinsic factor, helps as it promotes individual selffulfillment. When an organization value its employee's contribution and cares about their well-being, employees are intrinsically and extrinsically satisfied.

12. Aristovnik (2014) discusses the influence of organizational and environmental factors on employee job satisfaction. The police employees rated salary and security as the least motivator and support from the management as high. Police employees rate trust and belongingness as the key factor in job satisfaction.

13. Kumari and Pandey (2011) State that for any country, both the public and private sector are equally important and these two are fundamental criteria for every nation to thrive and expand. Here, the level of workplace satisfaction has been checked for work ambivalence (the state of having mixed feelings or contradictory ideas about something). The manager received a higher output ranking if the ambivalence of the workers was lower and vice versa. Jobs happiness and success have little connection if the ambivalence to the work rises. Organizations should also concentrate on clarifying their jobs to the workers in order to properly appreciate the task.

14. Seniwoliba A.J. (2013), analysed career quality satisfaction levels of teachers in the public high school in Temale Metropolis in Ghana and was found to motivate employees and contribute successfully to the achievement of job satisfaction through factors extrinsic to pay, rewards, working conditions, protection (medical and future pension benefits). In terms of worker satisfaction, the wages and working conditions are greater and organisations should still concentrate on it and take steps to enhance it by expanding. Organizations must preach fair wages for equal status.

15. Witte (2012) discussed the element of job satisfaction highlighted on group discrepancies. The research was carried out in Belgium in the banking industry. For the hypothesis test, a model was developed. The paradigm is "job demand management support," and the study showed that the demand for work had the greatest impact in explaining satisfaction in relation to working circumstances and less in relation to explaining satisfaction with task contents.

16. Saari & Judge (2004) discussed attitudes towards employee satisfaction, discussed the employee's mood is linked to the job where an employee loves the job, the content level rises with increasing the success of the company as a whole.

17. Singh & Jain (2013), Employee happiness and its impact on results were highlighted. The behavior of workers represents the company's morality. The satisfied staff has a significant role in customer care and sales because they communicate regularly with the customer. The office is the gateway to employee fulfillment. Good labor practices and good working conditions also improve workers' efficiency, profitability, satisfaction, and retention.

18. Shanmugapriya. S (2016), in this study, the employees of public sector banking opined that the state banks had a sea turn in their success in analyzing determinants of job satisfaction. Moreover, the economic and financial market reforms have begun. Various factors have made India one of the world's fastest-growing economies, including opening the global markets, reforming the banking system, rising investment levels, the proactive regulatory landscape, and its demographic profile. There is no question, for a functioning financial environment, a safe banking sector is important. Indian banks have good human capital and operating technologies oriented, being the largest and most profitable domestic and global scenarios.

19. Neeraj Kumari (2016) pursued observational research on behavior and criteria in the service sector against job satisfaction. The research is done with a certain framework and observations into the life insurance scheme. Throughout the analysis, it is found that life insurance employees are usually satisfied. The researcher stresses the facets of incentives and financial advantages, and personal recognition, which has a dominant function to play, factors such as the company's goals, the reputation and credibility of the company, sustainability with the role, and the personality of the employee. The researcher further suggested that managers take care of recruiting and personnel decisions to make a constructive contribution to the human resource to effectively aware of the organization's future needs.

4. RESULT AND DISCUSSION

TABLE 1 - Showing the SAFETY EQUIPMENT PROVIDED BY THE COMPANY

LEVELS	NO OF RESPONDENTS	PERCENTAGE
VERY SATISFIED	66	54.4%
SATISFIED	41	33.9%
NEUTRAL	14	11.6%
DISSATISFIED	0	0%
STRONGLY DISSATISFIED	0	0%
TOTAL	121	100%

INTREPRETATION:

The table shows the level of employee satisfaction towards safety measures in the organization. A majority of respondents, 66 employees (54.4%), are very satisfied with the safety measures. About 41 employees (33.9%) are satisfied, indicating a positive response overall. A small portion, 14 employees (11.6%), remain neutral, showing scope for improvement. No respondents reported dissatisfaction, which indicates a high level of satisfaction with safety measures

TABLE 2 - Showing the PERSONAL PROTECTIVE EQUIPMENT

LEVELS	NO OF RESPONDENTS	PERCENTAGES
VERY SATISFIED	52	43%
SATISFIED	53	43.8%
NETURAL	12	9.9%
DISSATISFIED	4	3.3%
STRONGLY DISSATISFIED	0	0
TOTAL	121	100 %

INTREPRETATION:

The table shows that an number of respondents 52 (43%) are very satisfied and 53 respondents satisfied with the safety measures. Respondents of 12 percentage (9.9%) remain neutral, while very few4 respondents (3.3%) are dissatisfied. Overall, the results indicate a high level of employee satisfaction with safety measures in the organization

TABLE 3- Showing the FIRST AID FACILITIES in the workplace

LEVELS	NO OF RESPONDENTS	PERCENTAGES
VERY SATISFIED	64	52.9%
SATISFIED	38	31.4%
NEUTRAL	15	12.4%
DISSATISFIED	4	3.3%
STRONGLY DISSATISFIED	0	0
TOTAL	121	100%

INTREPRETATION:

The table shows the level of employee satisfaction regarding first aid facilities in the workplace. A majority of respondents, 64 employees (52.9%), are very satisfied with the facilities. About 38 employees (31.4%) are satisfied, indicating a positive response overall.

A smaller group, 15 employees (12.4%), are neutral, and 4 employees (3.3%) are dissatisfied.

Overall, the results suggest that most employees are satisfied with first aid facilities, though slight improvements can be made.

TABLE 4- Showing the INSURANCE POLICY To the employees in satisfied manner

LEVELS	NO OF RESPONDENTS	PERCENTAGES
STRONGLY SATISFIED	57	47.1%
SATISFIED	48	39.7%
NEUTRAL	12	9.9%
DISSATISFIED	4	3.3%
STRONGLY DISSATISFIED	0	0%
TOTAL	121	100%

INTREPRETATION:

The table shows the level of employee satisfaction regarding the safety aspect measured.

A majority of respondents, 57 employees (47.1%), are strongly satisfied.

Around 48 employees (39.7%) are satisfied, indicating a highly positive response overall.

A small percentage, 12 employees (9.9%), are neutral, and only 4 employees (3.3%) are dissatisfied. Overall, the results indicate a high level of employee satisfaction with minimal dissatisfaction

CHI SQUARE TEST:

HYPOTHESIS 1:

HO: There is a significant relationship between safety measures availability and employee satisfaction.

H1: There is no significant relationship between safety measures availability and employee satisfaction.

Crosstabulation Table

LEVELS	NO OF RESPONDENTS	PERCENTAGE
VERY SATISFIED	66	54.4%
SATISFIED	41	33.9%
NEUTRAL	14	11.6%
DISSATISFIED	0	0%
STRONGLY DISSATISFIED	0	0%
TOTAL	121	100%

CHI SQUARE TEST:

Chi-Square Tests			
	Value	df	Asymptotic Significance (2-sided)
Pearson Chi-Square	9.766 ^a	6	.135
Likelihood Ratio	10.817	6	.094
N of Valid Cases	121		

a. 4 cells (33.3%) have expected count less than 5. The minimum expected count is .12.

INFERENCE:

The Chi-Square test shows that the p-value (**0.135**) is greater than **0.05**, indicating that there is no significant relationship between the variables. Therefore, the null hypothesis is accepted, meaning there is no association between the factors studied. However, since some cells have expected counts less than 5, the results should be interpreted with caution.

ONE WAY ANOVA TEST:

HYPOTHESIS 2:

NULL HYPOTHESIS

H0- There is a significant relationship between safety measures availability and employee satisfaction in WINTECH Precision Engineering Pvt. Ltd.

ALTERNATIVE HYPOTHESIS

H1- There is no significant relationship between safety measures availability and employee satisfaction in WINTECH Precision Engineering Pvt. Ltd.

Descriptives								
Satisfaction								
	N	Mean	Std. Deviation	Std. Error	95% Confidence Interval for Mean		Minimum	Maximum
					Lower Bound	Upper Bound		
good	3	3.3333	.57735	.33333	1.8991	4.7676	3.00	4.00
poor	10	2.6000	1.17379	.37118	1.7603	3.4397	1.00	4.00
average	40	2.4250	1.05945	.16751	2.0862	2.7638	1.00	4.00
excellent	68	2.2647	1.07367	.13020	2.0048	2.5246	1.00	4.00
Total	121	2.3719	1.07341	.09758	2.1787	2.5651	1.00	4.00

ONE WAY ANOVA TEST:

Test of Homogeneity of Variances					
		Levene Statistic	df1	df2	Sig.
Satisfaction	Based on Mean	.873	3	117	.457
	Based on Median	.724	3	117	.540
	Based on Median and with adjusted df	.724	3	114.933	.540
	Based on trimmed mean	.866	3	117	.461

Multiple Comparisons						
Dependent Variable: Satisfaction						
Tukey HSD						
(I) Safety	(J) Safety	Mean Difference (I-J)	Std. Error	Sig.	95% Confidence Interval	
					Lower Bound	Upper Bound
good	poor	.73333	.70469	.726	-1.1033	2.5700
	average	.90833	.64081	.491	-.7618	2.5785
	excellent	1.06863	.63154	.332	-.5774	2.7146
poor	good	-.73333	.70469	.726	-2.5700	1.1033
	average	.17500	.37848	.967	-.8114	1.1614
	excellent	.33529	.36256	.792	-.6097	1.2802
average	good	-.90833	.64081	.491	-2.5785	.7618
	poor	-.17500	.37848	.967	-1.1614	.8114
	excellent	.16029	.21331	.876	-.3957	.7163
excellent	good	-1.06863	.63154	.332	-2.7146	.5774
	poor	-.33529	.36256	.792	-1.2802	.6097
	average	-.16029	.21331	.876	-.7163	.3957

Satisfaction		
Tukey HSD ^{a,b}		
		Subset for alpha = 0.05
Safety	N	1
excellent	68	2.2647
average	40	2.4250
poor	10	2.6000
good	3	3.3333
Sig.		.175
Means for groups in homogeneous subsets are displayed.		
a. Uses Harmonic Mean Sample Size = 8.456.		
b. The group sizes are unequal. The harmonic mean of the group sizes is used. Type I error levels are not guaranteed.		

INFERENCE:

- The One-Way ANOVA test shows a significance value of 0.002, which is less than the chosen significance level of 0.005. This indicates that there is a statistically significant relationship between the overall impact of HR policies on employees’ job satisfaction and engagement, and the effective implementation of HR policies within the organization.

5. CONCLUSION

- The study on welfare measure of employees helps the management to know the satisfaction level of the employees about the welfare measure provided by the company.
- Findings and suggestions are based on the survey that I’ve conducted.
- In steel industry they follow systematic planning and review process to evaluate the performance of employees.
- From the analysis, it was also observed that there is a scope for the improvement of working conditions in steel.
- The job provides the opportunity to the employees to exercise his/her skill at the workplace.
- From this study we can infer that most of the employees are satisfied with the welfare measures.
- The organization can consider all the suggestions of the study for further policy formulation.

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