

ANALYSIS ON OCCUPATIONAL DISEASES IN SMALL INDUSTRIES IN VALICHCHANAI.



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ABSTRACT

The occupational diseases are having a greater impact on the performance of both the employees and the business. Concerning the health condition of the employees are more important since it links to the performance of the entire business. Further it has direct impact of the personal life of the employees.

The maintenance of health can serve the trust between the management and workers thereby improving commitment and personal contribution leading to better organizational performance. Managers must then understand the issues and take step to maintain a safe work environment with help of staff by creating such environment friendly culture.

The main objective of the research is to study the occupational diseases on employees in small industries and causes that create the problems, what are the action that could be taken by management and to record alternative actions to overcome the problems of both employees and the business.

The diseases are caused by variables or the factors such as unsafe working condition, unsafe acts of employees, heavy use of drugs and level of trainings. The research defines the problems, questions and the causes of the problems.

In order to undertake the research small industries that include the business such as rice mills, ice-factory, sore mill, garments and garages have been considered. There about 100 employees were selected as random sample out of the total population of 600 employees. The data were collected by using questionnaires and interviews

According to the research it is found that unsafe working conditions, Level of training, unsafe acts of employees and usage of drugs are the factors causing the occupational diseases respectively in small industries at valichchanai. Where unsafe working condition is in higher level having a mean value of 3.51, overall average value is recording 3.02 on a five point likert scale. Therefore it's found that occupational diseases are the results of the above factors with assumptions.

The recommendations are given to both workers and the business in order to overcome the issues in small industries at valichchanai. Recommendations on improving training level and maintaining a safe, clean working environment are detailed on the final chapter.