

THE IMPACT OF WORKPLACE SAFETY ON JOB SATISFACTION OF WORKERS IN A MANUFACTURING COMPANY

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Abstract:

Workplace safety is an important part of manufacturing sector which influencing job satisfaction among workers in manufacturing company. A safe working condition reduces accidents due to safety measures provided to worker, reduces stress of unsafe work and which enhancing job satisfaction. For this study purpose structured questionnaire and statistical correlation analysis used to find out the relation between workplace safety and job satisfaction. Simple Random sampling technique used for selection of worker. SPSS statistical tool used to measure correlation between workplace safety and job satisfaction. To analyze the relationship between workplace safety and job satisfaction of worker in manufacturing company. Positive feeling towards workplace safety shows positive attitude toward job Satisfaction. The result shows that A higher level of workplace safety positively impacts on workers job satisfaction.

Keywords: Job Satisfaction, Workplace Safety, Worker, manufacturing company, correlation

I. Introduction

When workers work in a manufacturing company, there is a risk of accidents. Working conditions and work environment are factors that affect work safety and can affect a worker's job satisfaction. Job satisfaction is a psychological concept that depends on individual perceptions. A safe work environment reduces the risk of accidents, reduces stress, and increases workers' confidence in their workplace.

Workplace Safety:

Safety is the state of being free from danger and in the workplace, safety is essential to ensure efficient operations. The workplace means the physical environment of work ⁽¹⁾. Workplace safety not only creates a safe and productive work environment but also jeopardizes the well-being of employees, which leaves businesses facing legal and financial challenges ⁽²⁾.

Job Satisfaction:

According to Locke (1969), job satisfaction can be defined as a pleasurable or positive emotional state resulting from the appraisal of one's job or job experiences ⁽³⁾. In 1996, Motowidlo defined the self-reporting-style job satisfaction as: a judgment of the friendliness of the working environment ⁽⁴⁾. Spector (1997) defined as Job satisfaction, is a measure of workers' contentment with their job, whether they like the job or individual aspects or facets of jobs, such as nature of work or supervision ⁽⁵⁾. The term job satisfaction is interchangeably used with job contentment meaning the emotional reaction to the situation at work ⁽⁶⁾.

II. Literature Review

Seth Ayim Gyekye (2005) ⁽⁷⁾ “**Workers’ Perceptions of Workplace Safety and Job Satisfaction, International Journal of Occupational Safety and Ergonomics**”, in a research article researcher study on job satisfaction and safety perception in Ghanaian industrial workers. Researchers used a one-tailed ANOVA analysis to show the relation between job satisfaction and safety perception. The study also examined the relationships between job satisfaction and workers’ compliance with safety management policies and accident frequency. The study highlighted that there was a positive correlation between job satisfaction and safety climate, committed to safety management policies and a lower rate of accident involvement.

Dziuba, S. T., Ingaldi, M., & Zhuravskaya, M. (2020) ⁽⁸⁾ **Employees’ job satisfaction and their work performance as elements influencing work safety**, in a research paper, researchers explain the impact of job satisfaction on job performance and both elements have an impact on job safety and employee perception of it. The researcher selected metallurgical industry and 47 employees were chosen to fill questionnaire for research purpose. The result shows that the most important factors of their job satisfaction, e.g., "the training offered by the company is well done". The study highlights that a satisfied employee devotes himself / herself to work, performs orders better, cares for others and for himself and feels safe in the enterprise.

Kim, Chong W.; McInerney, Marjorie L.; and Alexander, Robert P. (2002) ⁽⁹⁾ "**Job Satisfaction as Related to Safety Performance: A Case for a Manufacturing Firm,**" The study examines the relationship between job satisfaction and safety performance in a manufacturing firm. The Study highlights the improvements in safety policies, the firm reached a plateau in reducing workplace accidents, prompting a shift toward behavioral safety techniques. The researcher analyzes job satisfaction using the Job Descriptive Index across four departments, comparing accident rates, absenteeism, and job satisfaction metrics. The study found that employees in departments with higher job satisfaction reduce lower accident rates and absenteeism. Job Satisfaction with supervision, present job, and overall job experience strongly felt better safety performance. Departments with more variety in tasks, decision-making power, and open communication had better safety records. Job redesign strategies, such as job rotation, enrichment, and participative decision-making, could enhance job satisfaction and safety.

III. Scope of Study

This study focuses on the impact of workplace safety on the job satisfaction of workers in a manufacturing company. This study creates awareness about the importance of workplace safety in the job satisfaction of workers. This research paper contributes to creating awareness about safety in society, workers and manufacturing companies. This research paper highlights the importance of job satisfaction in a manufacturing company.

IV. Objective of The Study

1. To analyze the relationship between workplace safety and job satisfaction of worker in manufacturing company

2. To identify key safety factors affecting worker morale in manufacturing company

V. Hypothesis

H₁: A higher level of workplace safety positively impacts workers job satisfaction

H₀: A higher level of workplace safety negatively impacts workers job satisfaction

VI. Research Methodology

Research design:

A sample of workers in a manufacturing company has been selected to explore the relationship between workplace safety and job satisfaction. Some security reasons company name keeps confidential purpose. 30 workers selected as sample for this study purpose. A structured questionnaire used for collection of primary data. Structured questionnaire helps to find out workplace safety level and Job Satisfaction level of worker. 10-point liker scale has been used to measure responses of respondents. Correlation analysis used measure correlation between workplace safety and job satisfaction of worker. Data is analyzed using both descriptive and inferential statistics.

Sample Size: For this study purpose 30 Workers has been selected for to know the correlation between workplace safety and worker job satisfaction. Works are very important part of company to enhance the productivity and growth of organization.

Sampling Method: Simple random sampling method used to select the sample size for study purpose.

VII. Data Analysis and Interpretation

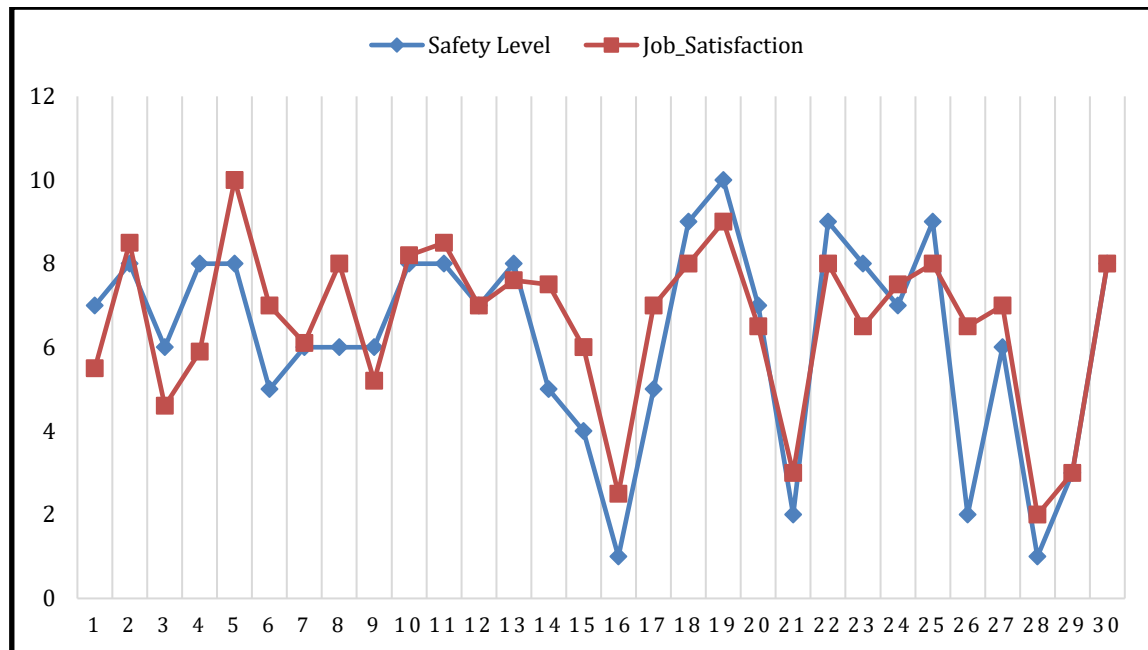
For this study both Descriptive and inferential statistics are used to analyse the data. SPSS statistical tool technique used to measure correlation between Workplace safety and job satisfaction. The primary data is collected from the worker of manufacturing companies using structured questionnaire. The responses are collected using a 10-point Likert scale. Pearson correlation is applied to measure relationship between Workplace safety and job satisfaction. A rating of 1 indicates unsafe and a rating of 10 indicates the level of safety in the workplace. A rating of 1 indicates extremely dissatisfied and a rating of 10 indicates the level of job satisfaction that is extremely satisfied.

Respondent No.	Safety Level	Job Satisfaction
1	7	5.5
2	8	8.5
3	6	4.6
4	8	5.9
5	8	10
6	5	7
7	6	6.1
8	6	8
9	6	5.2

10	8	8.2
11	8	8.5
12	7	7
13	8	7.6
14	5	7.5
15	4	6
16	1	2.5
17	5	7
18	9	8
19	10	9
20	7	6.5
21	2	3
22	9	8
23	8	6.5
24	7	7.5
25	9	8
26	2	6.5
27	6	7
28	1	2
29	3	3
30	8	8

7.1 Table showing the workplace safety level and job satisfaction level of worker

Table 7.1 showing the workplace safety level and job satisfaction level of worker responded to structured questionnaire. Working conditions, hygiene and sanitation facilities, training and development programs, necessary safety equipment, medical facilities, insurance facilities, compensation provided to the concerned worker in case of accident are the factors that measure safety and job satisfaction at the workplace.



7.2 Graph showing the safety level and job satisfaction level

Graph 7.2 Shows the level of workplace safety and job satisfaction which are collected from respondent.

Hypotheses Testing:

H₁: A higher level of workplace safety positively impacts workers job satisfaction

H₀: A higher level of workplace safety negatively impacts workers job satisfaction

Correlations			
		Safety Level	Job Satisfaction
Safety Level	Pearson Correlation	1	.796**
	Sig. (2-tailed)		.000
	N	30	30
Job Satisfaction	Pearson Correlation	.796**	1
	Sig. (2-tailed)	.000	
	N	30	30

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

Table 7.3 showing correlation between workplace safety and job satisfaction of worker

Based on table 7.3 Since the p-value of Correlation between safety level and Job satisfaction is 0.796, it indicates the positive correlation, hence the null hypothesis H₀: A higher level of workplace safety negatively impacts workers job satisfaction is rejected.

VIII. Conclusion

Workplace safety is important part of manufacturing company. Workplace Safety can have positively or negatively impact on the worker job satisfaction. Working conditions, hygiene and sanitation facilities, training and development programs, necessary safety equipment, medical facilities, insurance facilities, compensation provided to the concerned worker in case of accident are the factors of workplace safety. Job satisfaction is important role for manufacturing company for growth and development. If worker feel safe about workplace, he/she enhance productivity and efficiency.

The study reveal that worker feel safe due to facilities provided such as working conditions, hygiene and sanitation facilities, training and development programs, necessary safety equipment, medical facilities, insurance facilities, compensation provided to the concerned worker in case of accident. Positive feeling towards workplace safety shows positive attitude toward job. Worker feel safe because safety measures provided and training program arranged for worker to avoid accident. The study highlight, a safe working condition reduces the accident due to adequate safety tools, reduce the stress of workplace safety and enhancing the job satisfaction. The result shows that there is positive relationship between workplace safety and job satisfaction.

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