



SAFETY MEASURES OF EMPLOYEES IN TRANSPORT CORPORATION – A JOB SAFETY LINKAGE

C. Hemamalini

Research Scholar, Alagappa University Government Arts College,
Paramakudi Tamilnadu

**Dr. K.
Senthilkumar***

Research Supervisor, Alagappa University Assistant Professor, Government
Arts College, Paramakudi Tamilnadu *Corresponding Author

ABSTRACT

This conceptual research article concentrates on the safety measures of employees and its linkage to "Job Safety". Job Safety is equal to employee's safety in which the tools and equipments are handled by an employer in an organization. Organizations like Transport, Manufacturing & Assembly operations, is nowhere compared with other organizations when it comes to safety and job safety. The measures taken by the employer to eliminate accidents is something to concentrate on employees' safety and wellbeing in the way of Job Safety. This is to make the safety measures a core one to take care of in any organizations deals with tools and equipments and handled by the employees. Existing experienced employees or newly appointed one are of the same level considered when it comes to tools and equipments. Most importantly, very less care may be taken to implement safety measures required and requested by the existing experienced employees which would lead to failures or question the well being of employee.

KEYWORDS : Safety measures, Implementation Drag, Job Safety, Theory

INTRODUCTION

Transport organizations are fame for its safety measures of the workspace and employees in a daily basis on handling tools and equipments. Countries like India started adopting technologies to do things in a vehicle with failures, but at last, human is very much needed to deal with the accuracy of the repair service made and solved. This is the situation where the employees would have the situation to deal with the tools and equipments. There is a chance of definite incident when it comes to four wheelers and heavy vehicles.

The linkage between the job perception by the employees and their positive feeling about the job is based on the elimination of accidents or assuring a safety work place. Suggestions on safety measures are expected to be conveyed to the employer from the employees' side on a daily basis. Expectations of employees on safety measures to be done by the employers are always in the list which takes the important role in government undertakings. The bureaucracy normally take time to process the request from employees even on their safety measures, which would impact the well being and satisfaction of employees on their job and safety.

Job Safety is defined as the link between men and materials, tools and equipments; the work space may or may not pave the way to eliminate accidents in such a way it is maintained.
Workplace Environment:

Workplace plays an important role in ensuring the safety of employees while handling the equipments. Safety measures include the procedure to be followed before the protective equipments to wear to eliminate the accidents, pitfalls inside the workplace. Experience of the employee, safety training and supervisor also take part in planning the workplace safety. Job safety is parallel to workplace safety and employees behavior at the workplace. This article analyses the Personal safety, Job safety and Workplace safety dimensions in view with the employees' welfare.

These three involves accidents in any mode due to human error, machine faults and workplace design. And also the above said three dimensions work together to eliminate accidents overall at the workplace. The roles of the in-charge for the Job, Workplace & Machineries responsible for the failures occur as a whole.

Supervisor's role at the workplace:

Supervisor's role at the workplace is to ensure overall safety of

the employees, as they monitor the employee very close when they work. The supervisor's role is added with responsibility not only to eliminate the accidents but also to prevent it before it occurs by planning the design appropriately.

Transport Corporation normally has moving vehicles, tools and equipments which consist of hazards and its processes. The level of reporting stretch to drivers, conductors and mechanics in the organization on account of service repairs, wherein communication among them plays the vital role.

Training will be the most important part in the work place by preparing the employees and helping them to work in their place without failures. Supervisor should select the appropriate training method and based on the training needs of the employees.

Feedback from the employees should be listened carefully and ensure appropriate action and follow-up by the supervisor.

Personal Safety:

Personal safety refers to the freedom from physical harm and threat of physical harm, and freedom from hostility, aggression, harassment, and devaluation by members of the academic community. Safety includes worry about being victimized as well as actual accidents.

www.tru.ca/safety/workinglearningsafely/personal.html.
[accessed on 01.10.2019]

Personal safety is something related to the overall well being of an employee which would have consequences at the workplace due to the feeling of the employee towards the job. Occupational hazards are very close to proven accidents with the well being from the personal and family incidents.

Personal safety is apart from real personal and psychological well being at home and workplace and superior's approach towards the employee's concern and feedback and support from him. Harassment and aggression caused by the colleagues and superior would impact the job performance of employees at the workplace and may lead to accidents when they deal with hazardous processes or machinery.

Job Safety:

Job Safety is related to the nature of job which demands safety

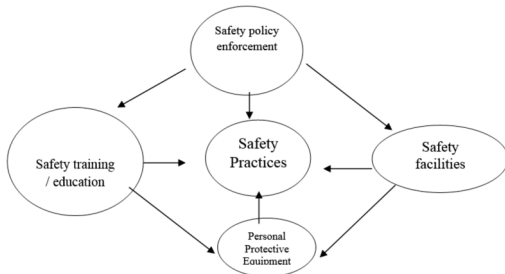
at every moment. Transport corporation-like organizations make routing procedures to ensure the safety of the employees and workplace in support with the procedures of the job safety.

It involves the people, work; materials, equipment and machinery; the environment. The job as a whole is to complete the day-to-day tasks given by the employer push the employees to complete before they leave the workplace, which would force the employee to lose concentration sometimes. Hazardous job demands more concentration than any other work in a transport corporation. The knowledge and experience of the employee helps to sustain the possibilities to eliminate accidents from the job. It is the responsibility of the employees to ensure their safety when doing their job with more concentration. Handling tools and moving materials, ignition of vehicles, and the fumes from the vehicles and the wastages collected at the work environment.

All the above factors, Job Safety need more attention with the safety measures taken by the employer to eliminate accidents should be aligned towards the Job and its safety.

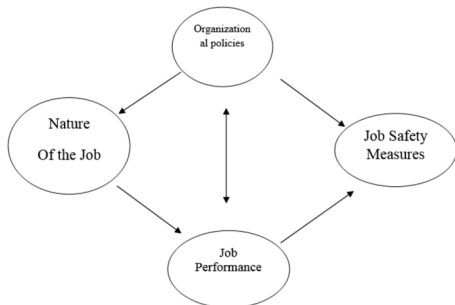
Wherein, workplace safety shall be based on the structure of the workplace by lining the completed job tasks and work-in-progress of vehicles.

Personal safety shall be based on every individual in the organization based on the jobs allotted to the concern employee.

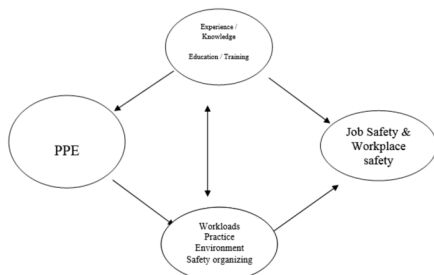


The conceptual framework showing the factors associated with Health and Safety practices of workers at workplace (Clarke, 2008; Health and Safety Executive, 2008; 2009b).

Job Safety:



Personal Safety:



CONCLUSION:

The above research articles have some suggestions based on previous articles on safety especially in Transport Corporation. This article put some light on the dimensions in which the safety takes the lead in Transport Corporation employees and categories it as "Job Safety, Personal Safety and Work Place Safety". It would be easily understood by the researchers who would be interested to study this area in which dimension it would be appropriate to deal with the research in the future. Studies on Transport Corporation would normally deal with single dimension and study the problem and cause for the failures after it happened. Concentration on Personal Safety, by studying the employee's performance on day to day basis would help the organization to eliminate failures. And Job Safety, measuring the actual hazards in the job would help the organization to design the work place according to the machineries required for the job and its safety. Work place safety and job safety related to each other and mutually benefit and the organization.

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