



DIRECTORATE OF DISTANCE EDUCATION  
CHIDAMBARAM BIO DATA OF THE RESEARCH  
GUIDE

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ABSTRACT	There has been healthcare from ancient times which has been updated and professionalized nowadays. India has a great potential for becoming the hub for medical value travel. The government of India has also introduced various National programs and schemes in healthcare industry. A deduction of 10% in custom duty and full exemption of excise duty on certain life-saving drugs and bulk drugs is a kind of privilege given to Indian health-care industry and even government has permitted 100% FDI for hospitals and other related services. Agra was considered to be one of the most powerful and influential cities in India in the medieval period and healthcare facilities were established and maintained by both government and non-government organizations in those days. Springleaf Healthcare Pvt Ltd. that was established in 2008. The aims of the study were to know the safety measures and work environment of Spring Leaf Healthcare; to find out the awareness of safety measures and safety provisions among employees; to identify the employees attitudes towards safety measures and work environment; and to know the satisfaction of employees toward the safety measures and work environment.
KEYWORDS	

1.3 INTRODUCTION TO THE STUDY

Is your safety program proactive to create safety performance excellence, or is it reactive to simply hold the line on injuries and illnesses? Safety professionals who are trying to achieve excellence through leading measures of performance can take the next step to develop and apply such measures in a systematic way.

Indiana University's Earl Blair and Barry Spurlock from the Midwestern Insurance Alliance talked about 10 steps for developing and applying leading safety measures in the workplace, how to measure safety performance, and how to sell the leading measures to management.

They spoke at a conference of more than 600 safety professionals from Indiana and several surrounding states. The conference was presented by the Indiana chapter of the American Society of Safety Engineers (ASSE) and the Indiana Chamber of Commerce in partnership with the National Environmental, Health and Safety Training Association (NESHTA), Indiana INSafe, and the American Industrial Health Association.

**Leading and Trailing Indicators of Performance**

Spurlock said that "leading" safety measures are indicators of where the organization is headed; they are measures of future performance. He contrasted this with "trailing" indicators, which are indicators of past performance and they don't accurately indicate present and future safety conditions. For example, he recounted a visit to a facility with zero lost-workday injuries for the year and watched a man driving a forklift with another person standing on the forks while the forks were raised and the forklift turned a corner. The lost-workday report for that facility was more an indicator of luck (so far!) and not of overall safety performance. Leading safety measures are focused on improving safety performance. Trailing indicators indicate progress toward compliance with safety rules. Both are essential for workplace safety. A safety program striving for excellent performance will use a mix of leading and trailing indicators.

Spurlock gave examples of leading and trailing measures and the safety management attitude that correlates with the measure:

General Duties of an Employer

- The employer is required:
- to ensure the safety, health and welfare at work of his or her employees;
  - to manage and conduct work activities in such a way as to ensure the safety, health and welfare at work of all employees;
  - to manage and conduct work activities in such a way as to prevent any improper conduct or behavior likely to endanger employees;
  - to ensure safety and the prevention of risk arising from the use of articles or substances or the exposure to noise, vibration, radiation or any other ionizing agent;
  - to provide systems of work that are planned, organised, performed, maintained and revised as appropriate so as to be safe and risk free;
  - to provide and maintain facilities and arrangements for the welfare of employees at work;
  - to provide information, instruction, training and supervision, where necessary;
  - to implement the safety, health and welfare measures necessary for protection of employees, as identified through risk assessments and ensuring that these measures take account of changing circumstances and the general principles of prevention specified in Schedule 3 of the Act;
  - to provide protective clothing and equipment where risks cannot be eliminated or adequately controlled;
  - to prepare and revise emergency plans and procedures;
  - to report accidents and dangerous occurrences to the relevant authority;
  - to obtain where necessary the services of a competent person for the purpose of ensuring safety and health at work; and
  - to ensure that all safety measures take into account both fixed term and temporary workers and that that any measures taken do not involve financial cost to his or her employees.
- As regards the place of work concerned, the employer must ensure the design, provision and maintenance of:
- a safe, risk-free place of work,
  - safe means of access to and egress from it
  - plant and machinery that are safe and without risk to health

**Aim for the study:-**

The need for the study of safety measures arises from the very nature of industrial system, which is characterized by basic facts:

1. The conditions under which are carried in the hospital is not congenial for the health.
2. When employee joins a hospital he has to work in an entire strange atmosphere, create problems of adjustment.
3. The workers should secure for them, by suitable legislation, living wage.
4. Healthy conditions of work, limited hour, and suitable machinery for disputes between employers and workmen and protection against the economic consequences of old age, sickness and unemployment.
5. The necessity for employee safety measures is felt more our country because of its developing economy aimed at rapid economic and social development.

**Objectives of the study:-**

- To study the safety measures and work environment of Spring Leaf Healthcare
- To find out the awareness of safety measures and safety provisions among employees
- To identify the employees attitudes towards safety measures and work environment.
- To know the satisfaction of employees towards the safety measures and work environment.

**3. RESEARCH METHODOLOGY****3.1 RESEARCH**

Research is essentially an investigation, a recording and an analysis of evidence for the purpose of gaining knowledge. Research is a scientific and systematic search of information pertaining to subject considered.

**3.2 RESEARCH METHODOLOGY**

It is a way to systematically solve the research problem. Methodology is a plan of action for a research project and explains in detail how data are collected analyzed and presented, so that they will provide meaning information.

**3.3 RESEARCH DESIGN**

A research design is the arrangement of condition for collection and analysis of data in a manner that aims to combine relevance to the research purpose with economy in procedure.

It is concerned with decision regarding what, where, when, how much, by what means covering and inquiring for a research study constitutes a research design.

Research design is needed because it facilitates the smooth sailing of research operation, thereby making research as efficient as possible, yielding and most information with minimal expenditure of effort, time and money.

**CONCLUSION:**

This study reflects on a study on employees' safety measures in Spring Leaf Healthcare. This refers safety availability in a hospital. Every hospital has to satisfy the basic needs and wants so the employees are satisfied are there of achieving the objectives. The hospital has to provide them safety measures in a proper manner of employees.

From the study it is clear that the overall safety measures are good in Spring Leaf Healthcare. The hospital may improve the availability of safety equipment's in the working environment. This highlights some of the small gaps in employees' safety measures in work environment.

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