# SAFE SPACES: DESIGNING INCLUSIVE AND ACCESSIBLE WORK ENVIRONMENT IN PRIVATE COMPANIES OF TUTICORIN

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**KEYWORDS**
*Work Safety, Work Force Retention, Employee Well Being*

**ABSTRACT:**
*The study, titled "Safe Spaces: Designing Inclusive and Accessible Work Environments in Private Companies of Tuticorin," focuses on evaluating the efforts of private companies in creating inclusive, accessible, and safe work environments for their diverse workforce. In today's competitive business climate, promoting inclusivity and accessibility is essential for employee well-being, satisfaction, and productivity. This research aims to assess how these companies are adapting their workplaces to accommodate individuals of all abilities and backgrounds, fostering an environment that supports diversity and equality.*

***Methodology***

*A descriptive research approach was used to analyze employee perceptions of the inclusivity and accessibility measures in private companies. A sample of 120 respondents was selected using the convenience sampling technique. Primary data were collected through employee questionnaires, and secondary data were gathered from company reports, industry guidelines, and relevant literature. The data were analyzed using percentage analysis, chi-square tests, weighted averages, and one-way ANOVA to draw meaningful insights into the effectiveness of these measures.*

***Conclusion***

*The findings of the study reveal that the inclusive and accessible work environments in Tuticorin's private companies are generally viewed positively by employees. However, areas for improvement were identified, particularly in expanding accessibility features and fostering greater inclusivity in workplace culture. Overall, the study emphasizes the importance of continuous efforts to enhance these aspects, ensuring a more diverse and equitable work environment.*

***Management Implications***

*The study suggests that companies in Tuticorin should regularly assess their accessibility and inclusivity measures to align with evolving workforce needs. Offering ongoing training programs on diversity, inclusion, and mental health support, as well as improving ergonomic workplace design, can further enhance employee satisfaction and productivity. By prioritizing these measures, companies can create safer, more welcoming spaces for all employees, ultimately contributing to long-term success and workforce retention.*

## INTRODUCTION

Creating inclusive and accessible work environments has become a crucial focus for organizations aiming to foster diversity, equality, and a culture of belonging. The project titled "Safe Spaces: Designing Inclusive and Accessible Work Environments in Private Companies of Tuticorin" examines how companies in this region are adapting their workplaces to be more inclusive for individuals of all abilities, backgrounds, and identities **Lal, N. (2023)**[i]. Inclusive design goes beyond just physical accessibility—it involves ensuring that all employees feel valued, safe, and empowered to perform their best without barriers **Khan, H. A. (2023)**[ii].

In a rapidly evolving business landscape, companies that prioritize inclusivity not only comply with legal mandates but also gain a competitive advantage by promoting innovation and productivity **Kaur, A. (2024)**[iii]. This study focuses on private companies in Tuticorin to understand how well they are incorporating these principles into their workspaces. By exploring the current infrastructure, policies, and

practices, the research aims to highlight successful strategies and identify areas for improvement to create workspaces that truly cater to diverse employee needs **Johnson, L. (2022)**[iv].

In today's rapidly evolving work environment, the importance of inclusivity and accessibility has gained significant attention. While many private companies across various regions have begun to prioritize the creation of inclusive and accessible workplaces, there remains a lack of comprehensive understanding regarding the effectiveness of these efforts in smaller industrial hubs such as Tuticorin. Specifically, private companies in this region may face challenges in addressing the diverse needs of their workforce, which includes individuals with varying abilities, backgrounds, and personal circumstances **Mitra, S., & Patel, G. (2022)**[v]. This study seeks to address the following key issues:

- To what extent are private companies in Tuticorin designing workspaces that are truly inclusive and accessible for all employees? **Davis, K., & Lee, R. (2023)**[vi]
- How do employees perceive the effectiveness of these measures, and what challenges or barriers still exist within the work environment? **Barker, R. (2023)**[vii]
- What strategies or improvements can be implemented to enhance workplace inclusivity and accessibility in these companies? **Campbell, S., & Edwards, N. (2024)**[viii]
- The problem lies in identifying whether the current workspaces in private companies in Tuticorin are meeting the necessary standards of inclusivity and accessibility, and how they can evolve to create genuinely "safe spaces" that promote diversity, equity, and employee well-being **Chen, L., & Zhao, M. (2023)**[ix]. The study aims to bridge this gap by evaluating the existing measures and providing insights into best practices for fostering an inclusive and accessible work environment **Singh, R., & Narayanan, M. (2024)**[x].

The scope of the study covers several key aspects related to workplace inclusivity and accessibility within the region's private sector. The study focuses on the following areas:

***Geographical Scope:*** The research is cantered on private companies operating in the industrial hub of Tuticorin, examining how local firms address inclusivity and accessibility in their workplace environments.

***Conceptual Scope:*** The study encompasses various dimensions of inclusivity and accessibility, including physical accessibility (such as infrastructure and ergonomic design), policy-driven inclusivity (diversity policies, anti-discrimination measures), and cultural inclusivity (supportive workplace culture for people of different abilities, identities, and backgrounds).

***Employee Scope:*** The study targets employees across different roles and departments within private companies, focusing on their experiences and perceptions of inclusivity and accessibility measures in their respective workplaces.

***Organizational Scope:*** This study considers both large and small private companies in Tuticorin, analyzing their approaches to designing safe, inclusive, and accessible workspaces. It examines company policies, infrastructure adjustments, training programs, and other initiatives that contribute to building inclusive work environments.

***Timeframe:*** The research explores both current practices and trends related to inclusivity and accessibility, with potential implications for future improvements in workplace design and management strategies.

***Analytical Scope:*** The study includes a variety of data analysis techniques to evaluate how effective these companies have been in implementing safe spaces. This includes analyzing employee feedback, company policies, and existing infrastructure through methods such as surveys, interviews, and statistical tests (e.g., chi-square tests and ANOVA).

The study's findings are expected to provide valuable insights into the effectiveness of inclusivity and accessibility initiatives in private companies in Tuticorin, offering recommendations for future

improvements. It will also contribute to the broader understanding of how organizations can design workspaces that foster safety, inclusivity, and equal opportunity for all employees **Green, D., & Patel, S. (2023)**[xi].

## REVIEW OF LITERATURE

**Khan, H. A. (2018)**[xii] – This study emphasizes the role of inclusive design in modern workspaces, highlighting how accessible environments benefit not only individuals with disabilities but also improve overall employee satisfaction and productivity. Inclusive designs ensure equal participation by reducing physical and psychological barriers.

**Smith, J. & Roberts, A. (2019)**[xiii] – Their research examines how corporate policies on inclusivity impact organizational culture. The study found that companies with clear, inclusive policies see improvements in team collaboration and employee morale, particularly when policies focus on accessibility and diversity.

**Shah, P. & Rao, S. (2017)**[xiv] – This paper focuses on the significance of ergonomics in workplace design, particularly for employees with physical disabilities. It emphasizes how creating adjustable workspaces can cater to diverse physical needs, enhancing comfort and productivity for all employees.

**Brown, T. et al. (2020)**[xv] – This research highlights how accessible design is more than just physical accommodations, stressing the need for digital accessibility. Companies that implement accessible digital tools and platforms increase inclusivity for employees with various impairments, such as visual or hearing disabilities.

**Johnson, L. (2016)**[xvi] – The study focuses on the economic benefits of inclusivity in workplace design. It demonstrates that companies with inclusive and accessible environments are more likely to retain talent and experience reduced turnover rates, particularly when they cater to diverse needs.

**Davis, K. & Lee, R. (2018)**[xvii] – This research paper explores how inclusive workplace cultures foster innovation. It finds that when employees from diverse backgrounds and abilities are provided with safe, supportive environments, they contribute more creative ideas, leading to greater organizational success.

**Patel, M. (2020)**[xviii] – Patel's study examines the legal framework surrounding workplace inclusivity and accessibility in India, discussing how private companies must adhere to government regulations. It shows that compliance with laws such as the Rights of Persons with Disabilities Act (2016) can significantly improve workplace inclusivity.

**Campbell, S. & Edwards, N. (2019)**[xix] – This paper investigates the role of leadership in promoting inclusivity. It highlights how supportive leadership is crucial in fostering accessible work environments, as leaders must advocate for diverse needs and actively work to remove barriers.

**Wong, A. (2017)**[xx] – This research looks at mental health inclusivity in the workplace. The study concludes that providing accessible mental health resources and creating a psychologically safe environment reduces stress and increases overall job satisfaction.

**Green, D. (2021)**[xxi] – Green's research emphasizes the importance of inclusive recruitment practices in building diverse workplaces. It argues that without inclusive hiring practices, even the most accessible workplace designs cannot fully support an inclusive workforce.

**Singh, R. & Narayanan, M. (2020)**[xxii] – This study highlights the importance of flexible working arrangements in creating inclusive environments, particularly for employees with disabilities or caregiving responsibilities. Flexible policies like remote working, flexible hours, and adaptable workspaces are seen as critical components of inclusive work design.

**Thompson, P. & Martin, S. (2018)**[xxiii] – The paper examines how employee training on diversity and inclusion fosters a more inclusive work culture. Companies that implement ongoing training sessions see significant improvements in the overall awareness of accessibility issues among staff.

**Yadav, V. (2019)**[xxiv] – Yadav's research on workplace accessibility in Indian private firms highlights the gap between policy and implementation. The study emphasizes the need for ongoing assessments and adjustments to ensure workspaces remain inclusive and accessible.

**Fernandez, M. (2020)**[xxv] – This study explores how the COVID-19 pandemic has reshaped inclusivity in work environments, with companies adopting more flexible and remote working models. These changes have inadvertently improved workplace accessibility for employees with disabilities.

**Kaur, A. (2017)** [xxvi] – Kaur's research focuses on how inclusive workspaces can positively affect employee mental health. The study found that a supportive, accessible environment contributes to reduced anxiety and stress, making employees feel more valued.

**Garcia, P. & Lopez, J. (2019)**[xxvii] – This study highlights the role of technology in creating accessible work environments. It shows how assistive technologies such as screen readers, voice recognition software, and adjustable desks enhance the inclusivity of the workplace for employees with different abilities.

**Mitra, S. & Patel, G. (2018)**[xxviii] – This paper explores how accessible transportation options to and from work are integral to creating a truly inclusive workplace. For many employees with disabilities, accessible infrastructure starts outside the office.

**Barker, R. (2021)**[xxix] – Barker's study examines the importance of clear communication in inclusive workplaces. Companies that prioritize accessible communication channels, such as closed captioning and visual aids, create more inclusive environments for employees with hearing or language barriers.

**Joshi, A. & Rajan, P. (2016)**[xxx] – This research focuses on how social inclusion initiatives in private companies can strengthen a culture of diversity. It emphasizes that inclusive social programs and activities help foster a sense of belonging among employees of all backgrounds.

**Lal, N. (2020**[xxxi]**)** – Lal's study examines the economic impact of inclusive workplace design in Indian cities, including Tuticorin. It concludes that companies investing in inclusivity see long-term benefits in employee retention, customer satisfaction, and organizational reputation, which translates into competitive advantage.

The literature collectively underscores the significance of creating safe, inclusive, and accessible work environments, especially in the context of private companies. It highlights the multi-dimensional approach required, including physical design, technology integration, flexible policies, leadership support, and an inclusive organizational culture. These elements, when combined, can lead to healthier, more productive, and diverse workplaces, which not only benefit employees but also contribute to the overall success and sustainability of the company.

**WORK STUDY**

- The primary aim of this study is to examine how private companies in Tuticorin are designing inclusive and accessible work environments, with a focus on fostering safe spaces for all employees. The specific objectives of the study are as follows:
- To assess the current state of inclusivity and accessibility in the workplace design of private companies in Tuticorin, focusing on infrastructure, policies, and practices.
- To evaluate employee perceptions of the inclusivity and accessibility measures implemented in these companies, identifying areas of satisfaction and concern.
- To identify the challenges and barriers that employees with diverse abilities, backgrounds, and identities face in the workplace, particularly related to accessibility and inclusivity.
- To analyze the impact of inclusive and accessible work environments on employee well-being, job satisfaction, and productivity in private companies.

- To recommend strategies and best practices for improving the inclusivity and accessibility of workspaces in private companies, aiming to create safer and more welcoming environments for all employees.
- To explore the role of management and leadership in fostering a culture of inclusion and accessibility, ensuring that policies and initiatives are effectively implemented and monitored.
- These objectives aim to provide a comprehensive understanding of how private companies in Tuticorin can enhance workplace diversity and inclusion, ensuring that all employees feel valued, supported, and safe.

**NOVELTY**

The research can incorporate insights from sociology, psychology, architecture, and environmental design to create a holistic approach to safe space design. Engaging local communities and stakeholders in the research process can lead to innovative solutions grounded in real-world experiences. Emphasizing the importance of psychological safety in addition to physical accessibility is a relatively underexplored area. This includes fostering an environment where all employees feel valued and respected. Investigating the role of emerging technologies, such as AI and virtual reality, in creating inclusive workspaces can provide novel insights into modern workplace design. Highlighting the use of advanced assistive technologies specifically tailored to the local workforce can set this research apart. Gathering and analyzing data over time to assess the effectiveness of implemented strategies adds depth to the findings. Exploring how various aspects of identity (e.g., gender, age, disability, socioeconomic status) intersect to impact experiences in the workplace can yield richer insights. Offering specific policy recommendations for local businesses can help shape more inclusive corporate policies and practices. By emphasizing these aspects, the research can contribute valuable, contextually relevant knowledge to the field of workplace design, promoting inclusive and accessible environments that enhance employee well-being and productivity in Tuticorin.

**RESEARCH METHODOLOGY**

This section outlines the research methodology employed in the study of creating inclusive and accessible work environments in private companies located in Tuticorin. The methodology is designed to ensure a comprehensive understanding of the current practices, employee perceptions, and potential areas for improvement regarding workplace inclusivity and accessibility **Smith, J., & Roberts, A. (2022)**[xxxii].

***Research Design:*** The study adopts a descriptive research design, which is well-suited for understanding the characteristics, attitudes, and perceptions of employees regarding inclusivity and accessibility in their workplaces. This approach allows for the systematic collection and analysis of data to provide insights into the existing conditions and challenges faced by employees.

***Population:*** The target population for this study includes employees working in various private companies located in Tuticorin. The population encompasses individuals from diverse backgrounds, abilities, and job roles.

***Sample Size:*** A sample size of 120 respondents will be selected to participate in the study. This sample is deemed sufficient to capture a range of experiences and perceptions related to workplace inclusivity.

***Sampling Technique:*** The convenience sampling technique will be employed to select participants. This technique allows for the easy identification and recruitment of participants who are readily available and willing to share their experiences.

***Data Collection Methods:*** The study will utilize both primary and secondary data collection methods:

***Primary Data:*** Data will be collected through structured questionnaires administered to employees. The questionnaire will consist of both closed-ended and open-ended questions designed to gauge employees' perceptions of workplace inclusivity and accessibility, as well as their experiences related to safety and support.

***Secondary Data:*** Secondary data will be gathered from various sources, including: Company reports and internal documents related to workplace policies on inclusivity and accessibility. Academic journals, articles, and books that provide background information and context on the subject matter. Government publications and guidelines on workplace inclusivity and accessibility standards.

***Ethical Considerations:*** The study will adhere to ethical guidelines to ensure the confidentiality and anonymity of participants. Informed consent will be obtained from all respondents prior to data collection, and they will be assured that their participation is voluntary and that they can withdraw at any time without consequences.

The study relies on self-reported data, which may be subject to biases such as social desirability or misinterpretation of questions. The study's focus is primarily on private companies, which may not fully represent the inclusivity and accessibility landscape across other sectors or regions. This research methodology aims to provide a comprehensive framework for understanding the inclusivity and accessibility of work environments in private companies in Tuticorin. By utilizing a mix of quantitative and qualitative data collection and analysis methods, the study will generate insights that can inform future improvements in workplace design and practices, ultimately contributing to the creation of safer, more inclusive spaces for all employees **Thompson, P., & Martin, S. (2023)**[xxxiii].

## RESULTS AND DISCUSSION

**TABLE 1.1 DEMOGRAPHIC PROFILES**

| S.NO | PARTICULARS | FREQUENCY | PERCENTAGE |
|---|---|---|---|
| **Age wise classification** | | | |
| 1. | Below 30 | 27 | 22 |
| | 31 years – 40 years | 63 | 53 |
| | 41- 50 years | 18 | 15 |
| | Above 50 years | 12 | 10 |
| **Gender wise classification** | | | |
| 2. | Male | 90 | 75 |
| | Female | 30 | 25 |
| **Educational Qualification** | | | |
| 3. | SSLC | 20 | 17 |
| | HSS | 25 | 21 |
| | PG | 63 | 52 |
| | Others | 12 | 10 |

| | | | |
|---|---|---|---|
| **Experience wise classification** | | | |
| 4. | Below 5 years | 20 | 17 |
| | 6 years – 10 years | 49 | 41 |
| | 11 years – 15 years | 32 | 26 |
| | Above 16 years | 19 | 16 |
| **Designation wise Classification** | | | |
| 5. | Top level executive | 22 | 19 |
| | Functional level executive | 34 | 28 |
| | Lower-level employees | 64 | 53 |

**Age-Wise Classification**

*Majority Age Group:* The largest age group is 31 to 40 years (53%), indicating a substantial number of mid-career professionals within the workforce.

*Young Workforce:* Only 22% of employees are below 30 years, suggesting fewer entry-level positions or a preference for experienced candidates.

*Older Employees:* A smaller portion of the workforce is aged 41 to 50 years (15%) and above 50 years (10%), highlighting potential succession planning needs.

**Gender-Wise Classification**

*Significant Gender Disparity:* 75% of the employees are male, while only 25% are female. This imbalance indicates a need for gender diversity initiatives to create a more inclusive workplace.

**Educational Qualification**

*Highly Educated Workforce:* A notable 52% of employees hold postgraduate degrees (PG), suggesting a skilled workforce equipped for complex tasks.

*Lower Educational Levels:* Only 17% have completed their SSLC, and 21% have completed their HSS, indicating that the organization prioritizes higher education in its hiring practices.

**Experience-Wise Classification**

*Mid-Level Experience:* The majority (41%) of employees have 6 to 10 years of experience, signifying a strong mid-career presence.

*Newer Talent:* 17% have below 5 years of experience, while 26% possess 11 to 15 years, and 16% have over 16 years. This mix allows for mentorship opportunities between newer and more experienced employees.

**Designation-Wise Classification**

*Operational Focus:* The largest segment of employees (53%) are classified as lower-level employees, which is crucial for daily operations.

*Middle Management:* 28% are functional level executives, and 19% are top-level executives, indicating a healthy structure for operational and strategic roles, although there may be a need for leadership development.

**TABLE 1.2 WEIGHTED AVERAGE RANKING METHOD FOR SAFETY EQUIPMENT**

| **Factors** | **Satisfaction level** | | | | | **Total Score** | **Mean Score** | **Rank** |
|---|---|---|---|---|---|---|---|---|
| Helmet | 28 (140) | 36 (144) | 26 (78) | 14 (28) | 16 (16) | 406 | 3.38 | II |
| Mask | 44 (2200) | 24 (96) | 06 (18) | 28 (56) | 18 (18) | 2388 | 3.40 | I |
| Cloves | 29 (145) | 22 (88) | 23 (150) | 24 (34) | 22 (31) | 448 | 3.10 | III |
| Shoes | 10 (50) | 12 (48) | 50 (150) | 17 (34) | 31 (31) | 313 | 2.60 | V |
| Outfits | 19 (95) | 16 (64) | 21 (63) | 49 (98) | 15 (15) | 335 | 2.79 | IV |

The helmet received a total score of 406, with a mean score of 3.38, ranking it second in terms of employee satisfaction. This indicates that employees generally regard helmets positively, likely appreciating their role in ensuring safety. Masks achieved the highest total score of 2388 and a mean score of 3.40, making them the most satisfactory item in the survey. This suggests that employees feel very secure and satisfied with the masks provided, highlighting their importance in the workplace safety environment. Gloves received a total score of 448 and a mean score of 3.10, placing them third in satisfaction. While they are considered satisfactory, there may be room for improvement in either the quality or comfort of the gloves provided to employees. Shoes had the lowest mean score of 2.60 and a total score of 313, ranking fifth. This indicates a significant level of dissatisfaction among employees regarding the shoes provided. Potential issues may include comfort, fit, or inadequate protection, warranting immediate attention from management. Outfits scored a total of 335 with a mean score of 2.79, placing them fourth. This suggests that while outfits are somewhat satisfactory, they are not meeting employees' expectations as effectively as helmets and masks. There may be concerns regarding functionality, comfort, or durability that need to be addressed.

**TABLE 1.3 EXPERIENCE AND AWARE OF HEALTH AND SAFETY POLICY IN ORGANIZATION WITH CROSS TABULATION**

| CROSS TABULATION | | | | | |
|---|---|---|---|---|---|
| | | AWARE OF HEALTH AND SAFETY POLICY IN ORGANIZATION | | | Total |
| | | Excellent | Very good | Good | |
| EXPERIENCE OF THE RESPONDENTS | Below 5 years | 10 | 0 | 10 | 20 |
| | 6 years – 10 years | 20 | 19 | 10 | 49 |
| | 11 years – 15 years | 0 | 22 | 10 | 32 |
| | Above 16 years | 0 | 0 | 19 | 19 |
| Total | | 30 | 41 | 49 | 120 |

The data shows that awareness of health and safety policies peaks among respondents with 6 to 10 years of experience, with 80% rating it as "Excellent" or "Very Good." Conversely, those with over 11 years of experience exhibit a decline in awareness, with no respondents rating it as "Excellent" and only 19% reporting "Good." This suggests that engagement with health and safety policies decreases as experience increases, highlighting a potential need for ongoing training and communication. Overall, 120 respondents participated, with varying levels of awareness across experience categories.

**TABLE 1.4 EXPERIENCE AND AWARE OF HEALTH AND SAFETY POLICY IN ORGANIZATION WITH CHI-SQUARE TEST**

| **Chi-Square Tests** | | | |
|---|---|---|---|
| | Value | df | Asymp. Sig. (2-sided) |
| Pearson Chi-Square | 69.911[a] | 6 | .000 |
| Likelihood Ratio | 87.911 | 6 | .000 |
| Linear-by-Linear Association | 23.477 | 1 | .000 |
| N of Valid Cases | 120 | | |
| a. 1 cells (8.3%) have expected count less than 5. The minimum expected count is 4.75. | | | |

The Chi-Square test results indicate a significant association between the variables, with a Pearson Chi-Square value of 69.911 and a p-value of .000, suggesting that the awareness of health and safety policies is not independent of respondents' experience levels. The likelihood ratio also supports this finding, showing a similar significance. However, it's noted that 8.3% of cells had expected counts below

5, which may affect the robustness of the results. Overall, with 120 valid cases, the data suggests a strong relationship between experience and awareness.

**TABLE 1.5 GENDER WITH HEALTH INSURANCE BENEFITS, MEDICAL FACILITIES AND ACCIDENTS BENEFITS IN THE ORGANIZATION**

| **ONE WAY ANOVA TEST** | | | | | |
|---|---|---|---|---|---|
| | Sum of Squares | Df | Mean Square | F | Sig. |
| Between Groups | 6.822 | 5 | 1.364 | 9.920 | .000 |
| Within Groups | 15.678 | 114 | .138 | | |
| Total | 22.500 | 119 | | | |

The One-Way ANOVA results indicate a statistically significant difference in means among the groups, with an F-value of 9.920 and a p-value of .000. This suggests that at least one group's mean awareness of health and safety policies differs significantly from others. The sum of squares for between groups is 6.822, while within groups is 15.678, indicating that variability between groups is notable. Overall, with 120 valid cases, the findings suggest a strong impact of the independent variable on awareness levels.

**TABLE 1.6 EDUCATIONAL QUALIFICATION OF THE RESPONDENTS AND USAGE OF SAFETY EQUIPMENT PROVIDED BY THE ORGANIZATION.**

| **CORSS TABULATION** | | | | | | | |
|---|---|---|---|---|---|---|---|
| Count | | | | | | | |
| EDUCATIONAL QUALIFICATION OF THE RESPONDENTS | | USEAGE OF THE SAFETY EQUIPMENTS | | | | | Total |
| | | Always | Sometimes | Often | Rarely | Not at all | |
| | SSLC | 5 | 5 | 7 | 3 | 0 | 20 |
| | HSS | 8 | 6 | 8 | 3 | 0 | 25 |
| | PG | 12 | 14 | 28 | 7 | 2 | 63 |
| | Others | 0 | 2 | 9 | 1 | 0 | 12 |
| Total | | 25 | 27 | 52 | 14 | 2 | 120 |
| | | | | | | | |

The cross-tabulation shows the relationship between respondents' educational qualifications and their usage of safety equipment. The data indicates that respondents with postgraduate (PG) qualifications have the highest usage, with 28 using safety equipment "Often" and 12 "Always." In contrast, the "Others" category has the least engagement, with only 2 using equipment "Sometimes." This suggests a potential correlation between higher educational qualifications and more frequent use of safety equipment, highlighting the need for targeted training for less qualified groups.

**TABLE 1.7 EDUCATIONAL QUALIFICATIONS OF THE RESPONDENTS AND USAGE OF SAFETY EQUIPMENT PROVIDED BY THE ORGANIZATION WITH CHI SQUARE TEST**

| **Chi-Square Tests** | | | |
|---|---|---|---|
| | Value | Df | Asymp. Sig. (2-sided) |
| Pearson Chi-Square | 10.513[a] | 12 | .571 |
| Likelihood Ratio | 13.169 | 12 | .357 |
| Linear-by-Linear Association | 2.693 | 1 | .101 |
| N of Valid Cases | 120 | | |
| a. 11 cells (55.0%) have expected count less than 5. The minimum expected count is .20. | | | |

The Chi-Square test results show no significant association between the variables examined, with a Pearson Chi-Square value of 10.513 and a p-value of .571, indicating that the null hypothesis cannot be rejected. The likelihood ratio also supports this finding with a p-value of .357. Additionally, the data notes that 55% of the cells have expected counts below 5, which can undermine the validity of the results. Overall, with 120 valid cases, the analysis suggests that there is no meaningful relationship between the factors being studied.

**TABLE 1.8 POSITION GRADE AND SAFETY TRAINING PROGRAMME IN THE ORGANIZATION.**

| **ONE WAY ANOVA TEST** | | | | | |
|---|---|---|---|---|---|
| | Sum of Squares | Df | Mean Square | F | Sig. |
| Between Groups | 2.595 | 4 | .649 | 1.086 | .367 |
| Within Groups | 68.705 | 115 | .597 | | |
| Total | 71.300 | 119 | | | |

The One-Way ANOVA results indicate that there are no statistically significant differences in the means among the groups, with an F-value of 1.086 and a p-value of .367, which is above the common alpha

level of 0.05. The sum of squares for between groups is 2.595, while within groups is 68.705, suggesting that the variability between the group means is not substantial compared to the variability within the groups. Overall, this data implies that educational qualification or the independent variable being tested does not significantly impact the dependent variable measured.

**TABLE 1.9 AGE OF THE RESPONDENTS AND SAFETY IN WORKING ENVIRONMENT WITH CROSS TAB.**

| **CROSSTABULATION** | | | | | |
|---|---|---|---|---|---|
| Count | | | | | |
| | | AGREE THAT WORK ENVIRONMENT IS SAFE | | | Total |
| | | Strongly agree | Agree | Neither agree nor disagree | |
| AGE OF THE RESPONDENTS | Below 30 | 9 | 2 | 16 | 27 |
| | 31 years – 40 years | 7 | 33 | 23 | 63 |
| | 41- 50 years | 0 | 0 | 18 | 18 |
| | Above 50 years | 0 | 0 | 12 | 12 |
| Total | | 16 | 35 | 69 | 120 |

The cross-tabulation illustrates the relationship between respondents' ages and their perceptions of workplace safety. Among respondents below 30, 33% (9 out of 27) "Strongly agree" that the work environment is safe, while this sentiment increases significantly in the 31-40 age group, where 52% (33 out of 63) agree. Conversely, older age groups (41-50 and above 50) show no strong agreement, with all respondents in these categories indicating "Neither agree nor disagree." This suggests that younger employees tend to perceive the work environment as safer, while older employees may be more neutral or uncertain about safety conditions. Overall, it highlights a potential generational difference in attitudes toward workplace safety.

**TABLE 1.10 AGE OF THE RESPONDENTS AND SAFETY IN WORKING ENVIRONMENT WITH CHI SQUARE TEST**

| **Chi-Square Tests** | | | |
|---|---|---|---|
| | Value | df | Asymp. Sig. (2-sided) |
| Pearson Chi-Square | 51.373[a] | 6 | .000 |
| Likelihood Ratio | 60.374 | 6 | .000 |
| Linear-by-Linear Association | 17.071 | 1 | .000 |

| Chi-Square Tests | | | |
|---|---|---|---|
| | Value | df | Asymp. Sig. (2-sided) |
| Pearson Chi-Square | 51.373[a] | 6 | .000 |
| Likelihood Ratio | 60.374 | 6 | .000 |
| Linear-by-Linear Association | 17.071 | 1 | .000 |
| N of Valid Cases | 120 | | |
| a. 4 cells (33.3%) have expected count less than 5. The minimum expected count is 1.60. | | | |

## CONCLUSION

The company should enhance employee well-being by offering comprehensive health benefits, medical facilities, and accident compensation **Garcia, P., & Lopez, J. (2024)**[xxxiv]. Regular safety training programs should be conducted, with a focus on gathering employee feedback to assess their effectiveness. Safety equipment must be maintained in good working condition **Wong, A. (2022)** [xxxv] . Regular inspections of machinery should be conducted on a monthly basis to ensure that all equipment is safe for employee use **Fernandez, M. (2022)** [xxxvi] . The findings indicate that employees have insufficient awareness of workplace safety. Common issues include repeated accidents related to machinery, lifting and handling injuries **Yadav, V. (2023)**[xxxvii]

The establishment of effective disciplinary procedures will help ensure compliance with safety policies and maintain a safe working environment **Zhang, Y., & Li, J. (2023)**[xxxviii]. Several actionable recommendations have been suggested to mitigate accidents and enhance health and safety practices. The role of management in enforcing these safety measures is critical and significantly contributes to the overall safety culture within the organization **Zhao, M., & Chen, L. (2024)**[xxxix].

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