
**EMPLOYEES SAFETY CULTURE: A STUDY AT SCC PVT LTD,
KRISHNAGIRI**

***¹Dr. M. Dhanasekaran, ²Oviya. R.**

¹Head of The Department Department of Management Studies, Adhiyamaan College of
Engineering (Autonomous)²MBA Department of Management Studies Adhiyamaan College of Engineering
(Autonomous)**Article Received: 10 March 2026, Article Revised: 30 March 2026, Published on: 20 April 2026*****Corresponding Author: Dr. M. Dhanasekaran**

Head of The Department Department of Management Studies, Adhiyamaan College of Engineering (Autonomous)

DOI: <https://doi-doi.org/101555/ijarp.7183>**ABSTRACT**

In the contemporary industrial environment, workplace safety has emerged as a critical determinant of organizational efficiency and sustainability. With increasing complexities in production processes and technological advancements, ensuring employee safety has become both a legal obligation and a strategic priority for organizations. This study focuses on examining the contribution of Human Resource Management (HRM) and Operations Management in building an effective safety culture at SCC Pvt Ltd, Krishnagiri. The research aims to analyze how safety policies, training programs, and operational practices influence employee behavior and workplace safety. It also evaluates the level of awareness among employees and the role of leadership in promoting safety culture. Primary data was collected through structured questionnaires distributed among employees, and the responses were analyzed using percentage methods. The findings indicate that while the organization has established safety measures, there is a need for enhanced coordination between HR and Operations. Training programs, employee participation, and management commitment are identified as key drivers of safety culture. The study concludes that a proactive and integrated approach is essential to strengthen safety culture and minimize workplace risks.

INTRODUCTION

Workplace safety is one of the most important aspects of organizational management, especially in industries where employees are exposed to hazardous conditions. In recent years,

organizations have increasingly recognized that ensuring employee safety is not only a moral responsibility but also a critical factor influencing productivity, efficiency, and overall performance. Safety culture refers to the shared values, beliefs, attitudes, and practices that determine how safety is managed within an organization. It reflects the extent to which safety is prioritized in decision-making processes and daily operations. A strong safety culture ensures that employees at all levels are committed to maintaining a safe work environment and preventing accidents. In manufacturing organizations like SCC Pvt Ltd, safety becomes even more important due to the presence of machinery, equipment, and potentially hazardous materials. Employees working in such environments are exposed to risks such as mechanical injuries, chemical exposure, and physical strain. Therefore, it is essential for organizations to implement effective safety measures and promote a culture of safety.

Human Resource Management plays a crucial role in developing safety culture by designing policies, conducting training programs, and promoting awareness among employees. HR ensures that employees understand the importance of safety and are equipped with the necessary knowledge and skills to follow safety practices. Operations Management, on the other hand, focuses on implementing safety measures in day-to-day activities. It ensures that machinery is properly maintained, safety procedures are followed, and potential hazards are identified and addressed. Operations managers are responsible for creating a safe working environment by enforcing safety standards and monitoring compliance. The collaboration between HR and Operations is essential for building an effective safety culture. While HR focuses on employee behavior and training, Operations ensures practical implementation. A lack of coordination between these functions can lead to gaps in safety practices and increase the risk of accidents.

REVIEW OF LITERATURE

- The concept of safety culture has been widely studied by researchers across different industries. Previous studies have highlighted the importance of organizational practices, employee behavior, and leadership in promoting safety.
- Sharma (2015) emphasized the role of HR practices such as training, performance evaluation, and employee engagement in promoting workplace safety. The study concluded that organizations with strong HR policies tend to have better safety outcomes.
- Kumar and Singh (2016) focused on employee participation and found that involving employees in safety decisions improves compliance and reduces accidents. Employees

who feel valued are more likely to follow safety rules.

- Cooper (2000) defined safety culture as a combination of psychological, behavioral, and situational factors. This definition highlights the importance of both individual attitudes and organizational systems in determining safety outcomes.
- Neal and Griffin (2006) examined the relationship between safety climate and performance. Their study revealed that a positive safety climate leads to improved employee behavior and reduced workplace risks.
- Hofmann (2007) highlighted the role of leadership in promoting safety culture. Leaders who prioritize safety create a supportive environment that encourages employees to follow safety practices.
- Despite extensive research, there is limited focus on the combined role of HR and Operations Management in building safety culture, particularly in Indian manufacturing industries. This study aims to address this gap.

OBJECTIVES

- The main objectives of the study are:
- To understand the concept and importance of safety culture
- To analyze the role of HR in promoting safety awareness
- To examine the contribution of Operations Management in safety implementation
- To evaluate employee participation in safety practices
- To study the effectiveness of training programs
- To identify challenges in maintaining safety culture
- To provide suggestions for improvement

RESEARCH METHODOLOGY

The research methodology provides a systematic approach for conducting the study.

Research Design:

The study uses a descriptive and analytical research design to understand safety practices and analyze employee responses.

Data Collection:

Primary data was collected through structured questionnaires distributed to employees. Secondary data was collected from journals, books, and company records.

Sample Size:

The study includes 50 employees from different departments.

Sampling Method:

Convenience sampling method was used. Tools for Analysis:

Percentage analysis method was used to interpret the data.

DATA ANALYSIS & INTERPRETATION

- The data collected from employees was analyzed to understand their perception of safety culture.
- A majority of employees are aware of basic safety practices
- Training programs have a positive impact on safety awareness
- Some employees feel that safety measures need improvement
- Coordination between HR and Operations is moderate
- Interpretation:
- The analysis shows that safety culture exists but requires improvement in training, communication, and coordination.

DESIGNATION

S.No	Option	Count	Percentage (%)
1	HR Executive	8	16%
2	Manager	10	20%
3	Staff	18	36%
4	Labour	10	20%
5	Others	4	8%
	Total	50	100%

Chi-square value = 10.4 → Rejected T-test → Accepted

ANOVA → Accepted

Interpretation

The distribution of respondents across designations is not equal, with staff contributing the highest responses. However, overall variation among groups is not significant, indicating balanced representation.

DEPARTMENT

S.No	Option	Count	Percentage (%)
1	HR	7	14%
2	Operations	15	30%
3	Administration	8	16%
4	Production	15	30%
5	Others	5	10%
	Total	50	100%

Chi-square value = 8.8 → Accepted T-test → Accepted ANOVA → Accepted

Interpretation

Responses are evenly distributed across departments, showing no bias and ensuring reliability of the study.

FINDINGS

- Employees have moderate awareness of safety practices
- Training programs are helpful but not frequent
- HR plays a significant role in awareness creation
- Operations ensures implementation but faces challenges
- Employee participation is not consistent
- Leadership support influences safety culture

SUGGESTIONS

- Conduct regular and effective training programs
- Improve communication between HR and Operations
- Increase employee involvement in safety decisions
- Strengthen leadership commitment Implement continuous monitoring systems
- Encourage feedback from employees

CONCLUSION

The study concludes that safety culture is a crucial element for organizational success. Both Human Resource Management and Operations Management play significant roles in ensuring workplace safety. While HR focuses on training and awareness, Operations ensures implementation. A strong safety culture reduces accidents, improves employee morale, and enhances productivity. Organizations must adopt a proactive approach and continuously improve their safety practices.