

Internship

Final report

7th January – 30th April 2022



Berger Becker Coatings Pvt. Ltd.

Submitted to Goa University

For the partial fulfillment of course in

MASTER OF BUSINESS ADMINISTRATION (MBA) - PART 2

By

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Roll. No. 2040

Batch 2020-2022

Under the guidance of

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March 2022

DECLARATION

I Prajol H. Patil, student of MBA final year at Goa Business School (No- 2040), hereby declare that the project entitled “Final Report” at Berger Becker Coatings Pvt. Ltd. has been prepared by me to the best of my knowledge towards the partial fulfilment of the requirement for the award of Master of Business Administration Degree (MBA) during the period from 3th Jan to 30th April 2022, Under the guidance of Dr. Suraj Velip of Goa Business School (MBA). I further declare that the work reported in this project has not been submitted before and will not be submitted henceforth by anyone else, either in part or in full.

Prajol H. Patil

Place: Mapusa, Goa

MBA-II

CERTIFICATE



Ref : BBCPL/HR/2022-23

Date : 06-05-2022

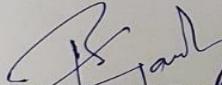
TO WHOMSOEVER IT MAY CONCERN

This is to certify that **Ms. Prajol Patil**, MBA student of Goa Business School (Goa University), has successfully completed her internship at Berger Becker Coatings Pvt Ltd, Goa from 03.01.2022 to 30.04.2022

During her internship she has demonstrated her skills with self-motivation to learn new skills. Her performance exceeded our expectations and she was able to complete the assigned tasks on time.

We wish her all the best for her upcoming career.

For Berger Becker Coatings Pvt Ltd.


Brahmanand Parakkal
Manager HR & Administration



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CERTIFICATE (Mentor)

I hereby certified that the above declaration of the student, Prajol H. Patil is true and the project work titled “Analysis of effect of occupational health and safety on performance of employees in Berger Becker Coatings Pvt. Ltd” was carried out under my mentorship.

Place: Goa University, Taleigao plateau

Suraj Velip
Assistant Professor
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Goa University

Date:

ACKNOWLEDGEMENT

Firstly, I am thankful to Goa Business School (Goa University), for giving me the opportunity to work on this project.

I take this opportunity to record my sincere thanks to Mr. Brahmanand Parab, Sir, (Manager HR & Administration) of Berger Becker Coatings Pvt. Ltd., to my parents who co-operated me during this period and giving constant motivation and encouragement to complete this project. And I am thankful to almighty for giving me strength and being with me and showing me the guiding light in the passage of life.

I would like to acknowledge, with gratitude, my thanks to my research project mentor, Dr. Suraj Velip for his encouragement and valuable advice, counsel, and for co-ordinating the project work and giving me guidance. Working under his guidance make me learn much. This project would not have been possible without the guidance provided by mentor.

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COMPANY ANALYSIS

A company analysis includes basic information about the company, like the mission statement and the goals and values.

COMPANY OVERVIEW

Berger Becker Coatings Pvt. Ltd. is a 51: 49 joint venture company between two leading paint manufacturing companies in the world- Becker Industrial Coatings Holding Ab, Sweden & Berger Paints India Ltd. Berger Becker Coatings Pvt. Ltd. was established on 13 February 2004. The company is dedicated in industrial coatings and with strong worldwide positions in coil, consumer products, ACE, and other strategic industrial segments and over a period they have grown up with business. In India there are 2 units with 140 manpower in Goa and 50 manpower at Nagpur which was set up in 2015 including contract labours with average turnover 500-1000 tonnes. TATA steel, JSW, Bhushan, JCB, mobile companies like Oppo, Motorola, Nokia, etc. have become the major customers of Berger Becker Coatings Pvt. Ltd.

The company belongs to Becker Group owned by AB With Becker, a Swedish company, with over 145 year's history in coatings area. The company business philosophy is to satisfy the expectations of their customers, by offering quality products and services. Their endeavour is to improve environmental performance through resource conservation and pollution prevention. They also strive to improve the safety and health of employees and persons who are working for or on behalf of the company. Berger Becker Coatings Pvt. Ltd., produces variety of paints which is been widely used in coil coatings and consumer electronic segments. The manufacturing process involves mainly mixing of various raw materials such as pigments, resins, solvents and other powder material to get desirable paint in liquid form.

PRODUCTS OF THE COMPANY

1. Paints
2. Industrial Coating
3. Coil coating
4. Thinners
5. Primers
6. Backing coats
7. Consumer design finishes

VISION

Becker is a private coatings company that develops environmentally compatible paint systems. Our expertise is based on our long history dating back over 150 years. Our organization is global, ensuring fast service to customers from 24 locations in 18 countries.

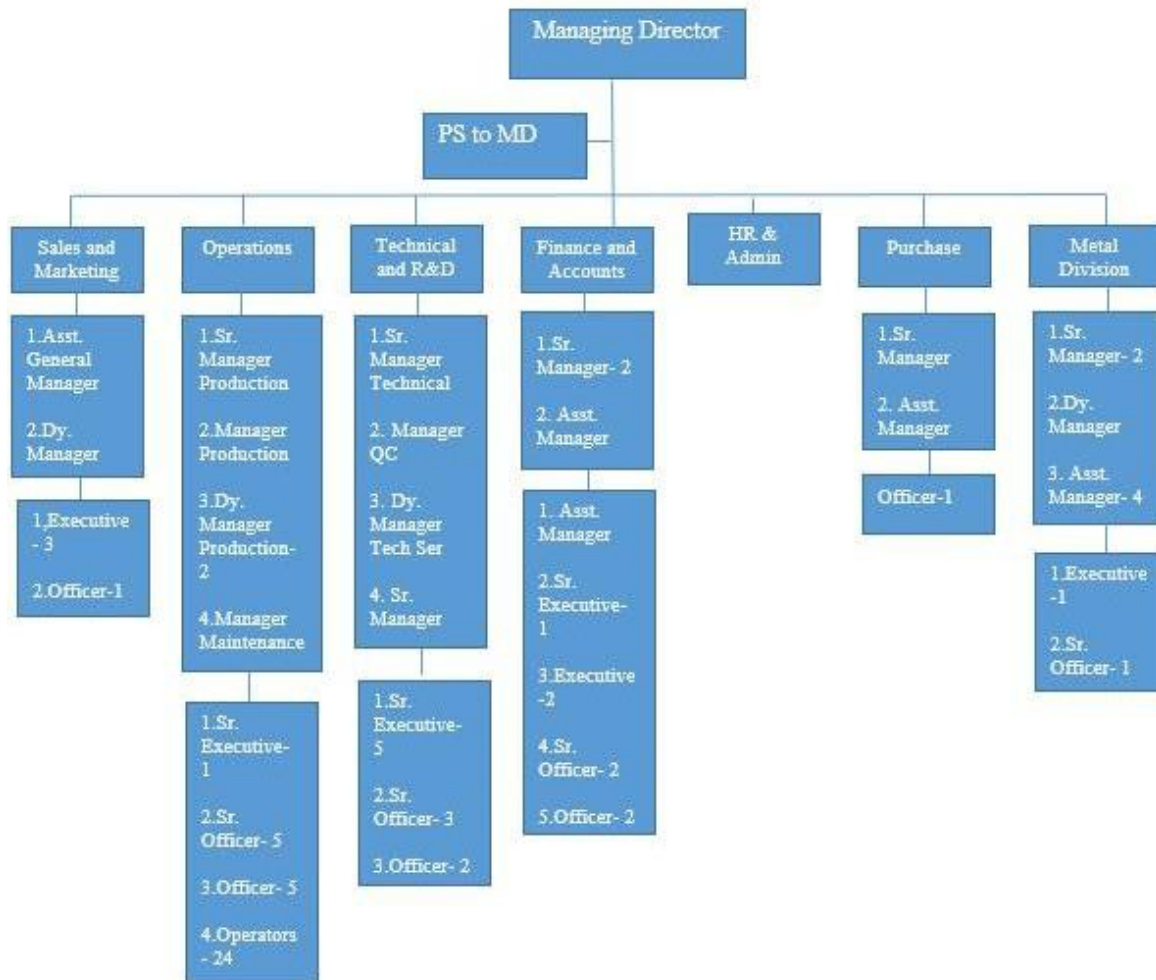
PURPOSE

We will transform our industry by developing solutions that give surface a new meaning and create maximum positive impact for our customers, for society and the planet.

VALUES

Our values represent the foundation for all guiding principles shaping Becker's culture. They allow us to determine what guides our priorities, actions and behaviour within the organization; they are long-term and define the character of the company.

ORGANIZATIONAL STRUCTURE



The above chart shows the organizational structure of Berger Becker Coatings Pvt. Ltd. (Goa and Nagpur).

SWOT ANALYSIS

SWOT stands for strengths, weakness, opportunities and threats. SWOT analysis is a technique for assessing these four aspects of the company.

Strengths of Berger Becker Coatings Pvt. Ltd.

Berger Becker Coatings Pvt. Ltd. has numerous strengths that enable it to thrive in the market place. These strengths not only help it to protect the market share in existing markets but also help in penetrating new markets. Some of the strengths of Berger Becker Coatings Pvt. Ltd. Company are-

- **Brand recognition**

Berger Becker Coatings Pvt. Ltd. being the leading paint coating manufacturer gives them a healthy brand equity. Their rigorous campaigns have made them a household name. Berger Becker Coatings Pvt Ltd. has high brand recognition and is familiar with its products and offerings.

- **Awards and achievements**

Berger Becker Coatings Pvt. Ltd. has received many awards across various functions. They have received award for sustainability.

- **Strong distribution network**

Over the years Berger Becker Coatings Pvt. Ltd. has built a reliable distribution network that can reach majority of its potential market.

- **Strong global presence**

Berger Becker Coatings Pvt. Ltd. has a wide footprint on a globe operating in 18 countries and have 24 production sites around the world and is the leading paint coating manufacturing company.

- **A wide range of products**

The Product portfolio of Berger Becker Coatings Pvt. Ltd. allows them to cater to different segments and industries, they are present in the Industrial coatings, Paints, Coil coating, Thinners, Primers, Backing coats, Consumer design finishes etc. This allows them to penetrate different segments of business and sections of society which helps them maintain market share.

Weakness of Berger Becker Coatings Pvt. Ltd.

Weakness is the areas where Berger Becker Coatings Pvt. Ltd. Can improve upon. Strategy is about making choices and weakness are the areas where a firm can improve using SWOT analysis and build on its competitive advantage and strategic positioning.

- ☐ **Difficulty in having local technical workers**

No proper institutions who are offering technical education hence difficult to get experienced technical workers from the locality.

- ☐ **High attrition rate in production line**

As Berger Becker Coatings Pvt. Ltd. is hazardous company, workers in production line come in direct contact with chemicals which affects their health such as skin, eyes and mucous membrane irritation, headaches, dizziness and sickness, lungs problem effects on the nervous system, blood, liver and Kidneys.

Opportunity of Berger Becker Coatings Pvt. Ltd.

Opportunities are the favorable external factors that could give a competitive advantage to the organization. Some of the opportunities of Berger Becker Coatings Pvt. Ltd. are-

- ☐ **Expand and develop business**

Berger Becker Coatings Pvt. Ltd. has opportunity for expanding their business in more countries.

- ☐ **Backward integration**

Berger Becker Coatings Pvt. Ltd. is a manufacturing paint coating company. There are certain raw materials which are used in bulk quantities which company purchase from other manufacturer but if they manufacture of their own, then they can supply these raw materials to other customers which are in competition getting it at cheaper rate within cost. This is opportunity for of future developing business with backward integration.

- ☐ **Exploring different lines of appliance**

Different lines of business not Limited only to coating but also to home Appliances like refrigerator, washing machine, etc.

Threat of Berger Becker Coatings Pvt. Ltd.

Threat are the factors that have the potential to harm the organization. Following are the threats-

- **Hazardous company**

Environment in the Berger Becker Coatings Pvt. Ltd. is hazardous to the workers who come in direct contact with chemicals faces health issues while working in the organization. Some weaknesses are threat to the company.

- **Highly flammable substances**

Company mainly deals with highly flammable solvents. Different resin components are used as raw material dangerous to handle which is a major threat for the company.

- **Changing government laws**

Changing government laws may lead to new companies in this sector. That means an increase in competition.

- **Threat from competitors**

Even though Berger Becker Coatings Pvt. Ltd. is the leader in the paint coating manufacturing segment, it faces a rigid competition from the local and international market.

VRIO Analysis

VRIO Analysis is an analytical technique for the evaluation of the company's resources and thus the competitive advantage. VRIO is an acronym for valuable, rare, inimitable and organization.

VALUABLE

- Berger Becker Coatings Pvt. Ltd. Company's employees are a valuable resource to the company. Employees of the company are trained and this leads to more productive output for the organization. The employees are also loyal, and retention levels for the organization are medium. All of this translates into greater value for the end consumers of Berger Becker Coatings Pvt Ltd. Company's products.
- Berger Becker Coatings Pvt Ltd. Company's distribution network is a valuable resource. This helps it in reaching out to more and more customers. This ensures greater revenues for the Company.

RARE

- The employees of Berger Becker Coatings Pvt. Ltd. Company are a rare resource. These employees are highly trained and skilled, which is not the case with employees in other firms. The better compensation and work environment ensure that these employees do not leave for other firms and low attrition in the company.
- The distribution network of Berger Becker Coatings Pvt. Ltd. Company is a rare resource as competitors would require a lot of investment and time to come up with a better distribution network than that of Berger Becker Coatings Pvt. Ltd. Company. These are also possessed by very few firms in the industry.

IMITABLE

- The employees of Berger Becker Coatings Pvt. Ltd. Company are also not costly to imitate. This is because other firms can also train their employees to improve their skills. These companies can also hire employees from Berger Becker Coatings Pvt. Ltd. Company by offering better compensation packages, work environment, benefits, growth opportunities etc. This makes the employees of Berger Becker Coatings Pvt. Ltd. Company a resource that provides a temporary competitive advantage.
- The distribution network of the Company is very costly to imitate by competition. This has been developed over the years gradually by Berger Becker Coatings Pvt. Ltd. Company. Competitors would have to invest a significant amount if they are to imitate a similar distribution system.

ORGANIZATION

- Berger Becker Coatings Pvt. Ltd. Company's distribution network is organized. Company uses this network to reach out to its customers by ensuring that products are available on all of its outlets. These resources prove to be a source of sustained competitive advantage for the Company.

Industry Analysis

Industry analysis is a tool showcasing a firm's position concerning other firms producing similar services and products.

PESTEL ANALYSIS

PESTEL examines the political, economic, social, technological, environmental and legal factors.

Political factors that impact Berger Becker Coatings Pvt. Ltd.

Political factors play a significant role in determining the factors that can impact Berger Becker Coatings Pvt. Ltd. Company's long-term profitability in a certain country or market. Berger Becker Coatings Pvt. Ltd. Company can closely analyze the following factors before entering or investing in a certain market-

- ☐ Level of corruption - especially levels of regulation in basic materials sector.
- ☐ Bureaucracy and interference in paint and coating- major Diversified industry by government.
- ☐ Trade regulations & tariffs related to basic materials
- ☐ Pricing regulations- Are there any pricing regulatory mechanism for basic materials
- ☐ Taxation- tax rates and incentives
- ☐ Wage legislation- minimum wage and overtime
- ☐ Industrial safety regulations in the basic materials sector.

Economic factors that impact Berger Becker Coatings Pvt. Ltd.

The Macro environment factors such as – inflation rate, savings rate, interest rate, foreign exchange rate and economic cycle determine the aggregate demand and aggregate investment in an economy. While micro environment factors such as competition norms impact the competitive advantage of the firm. Berger Becker Coatings Pvt. Ltd. Company can use country's economic factor such as growth rate, inflation & industry's economic indicators such as paint and coating- Major Diversified industry growth rate, consumer spending etc. to forecast the growth trajectory. Economic factors that Berger Becker Coatings Pvt. Ltd. Company should consider while conducting PESTEL analysis are-

- ☐ Government intervention in the free market and related basic materials
- ☐ Exchange rates & stability of host country currency.
- ☐ Infrastructure quality in paint and coating- Major diversified industry

- ☐ Labor costs and productivity in the economy
- ☐ Economic growth rate
- ☐ Unemployment rate
- ☐ Inflation rate
- ☐ Interest rates

Social factors that impact Berger Becker Coatings Pvt. Ltd.

Society's culture and way of doing things impact the culture of an organization in an environment. Shared beliefs and attitudes of the population play a great role in how marketers at Berger Becker Coatings Pvt. Ltd. Company will understand the customers of a given market and how they design the marketing message for paint and coating. Major Diversified industry consumers. Social factors that leadership of Berger Becker Coatings Pvt. Ltd. Company should analyze for PESTEL analysis are -

- ☐ Demographics and skill level of the population

Education level as well as education standard in the Berger Becker Coatings Pvt. Ltd. Company's industry.

- ☐ Culture (gender roles, social conventions etc.)
- ☐ Entrepreneurial spirit and broader nature of the society. Some societies encourage entrepreneurship while some don't.
- ☐ Attitudes (health, environmental consciousness, etc.)

Technological factors that impact Berger Becker Coatings Pvt. Ltd.

Technology is fast disrupting various industries across the board. Transportation industry is a good case to illustrate this point. A firm should not only do technological analysis of the industry but also the speed at which technology disrupts that industry. Slow speed will give more time while fast speed of technological disruption may give a firm little time to cope and be profitable. Technology analysis involves understanding the following impacts -

- ☐ Recent technological developments by Berger Becker Coatings Pvt. Ltd.
- ☐ Impact on cost structure in paint and coating- Major diversified industry
- ☐ Impact on value chain structure in basic materials sector.

Environmental factors that impact Berger Becker Coatings Pvt. Ltd.

Different markets have different norms or environmental standards which can impact the profitability of an organization in those markets. Even within a country often states can have different environmental laws and liability laws. Before entering new markets or starting a new business in existing market the firm should carefully evaluate the environmental standards that are required to operate in those markets. Some of the environmental factors that a firm should consider beforehand are -

- ☐ Laws regulating environment pollution
- ☐ Air and water pollution regulations in paint and coating- Major diversified industry
- ☐ Recycling
- ☐ Attitudes toward “green” or ecological products

Legal factors that impact Berger Becker Coatings Pvt. Ltd.

In number of countries, the legal framework and institutions are not robust enough to protect the intellectual property rights of an organization. A firm should carefully evaluate before entering such markets as it can lead to theft of organization’s secret sauce thus the overall competitive edge. Some of the legal factors that Berger Becker Coatings Pvt. Ltd. Company leadership should consider while entering a new market are -

- ☐ Anti-trust law in paint and coating- Major diversified industry and overall in the country.
- ☐ Copyright, patents / Intellectual property law
- ☐ Employment law
- ☐ Health and safety law

PORTER'S FIVE FORCES ANALYSIS

- **Threat of new entrants**

Entry level barrier is high as Berger Beker Coatings Pvt. Ltd. has high loyalty and brand recognition. They have units globally which is difficult to capture.

- **Power of suppliers**

Power of suppliers are high; the required number of raw materials are more in preparation of paint coating. If these suppliers come together and start making end products, it can be a great threat to the Berger Becker Coating Pvt. Ltd.

- **Power of buyers**

Buyers switching cost is low as Berger Becker Coatings Pvt. Ltd. is a competitive industry with multinational, national and local players. The buyers have lot of options to choose from so the company should retain their existing buyers by some effective reward on marketing system.

- **Availability of substitutes**

There are Less Substitutes available in this industry but variety of products are more. This is where big players like Berger Becker Coating Pvt. Ltd. have an edge over local players with different kinds of paints and coatings available in the market to manufacture this one need huge factories but the local players will have small units which basically manufactures not more than a few variants.

- **Competitive rivalry**

Competitive rivalry is high because of the number of players in the market and number of takers if the customers switch to other companies which will be great loss to the company. Berger Becker Coatings Pvt. Ltd. has units globally. It has international competitors which can be a great threat for Berger Becker Coatings Pvt. Ltd. to sustain in the global market.

PROJECT TOPIC

“ANALYSIS OF EFFECT OF OCCUPATIONAL HEALTH AND SAFETY ON PERFORMANCE OF EMPLOYEES IN BERGER BECKER COATINGS PVT. LTD”

My aim is to study the performance of the employees regards to occupational health and safety, work environment and discipline which will help the company to know where they are lacking and if they need to implement any other safety policies or if they need to take any safety measures to prevent any accidents or serious health hazards or any equipment needs to be provided to ensure safety of their employees at workplace.

Abstract

Employee performance can be the supporting factor of company performance. However, employee performance can be affected by several factors. Employees can have optimal performance if they feel safe and comfortable. The purpose of this research is to analyze the effect of occupational health and safety on the employee performance in Berger Becker Coatings Pvt. Ltd. This research is conducted by taking data from 30 respondents. The data is collected through a survey method by framing a structured questionnaire.

Introduction

This study sought to explain the effect of occupational health and safety on employee performance Berger Becker Coatings Pvt. Ltd. Human resources are important part in an organization. Company as an organization can increase their organizational performance if there is a good relation between company and their employee. If there is difficulty when they are working, it can affect their performance. Job performance is a work achieved by a person in carrying out the tasks assigned to him based on skills, experience, and sincerity and time. While working, it is important for the employee to feel safe and comfortable.

STATEMENT OF PROBLEM

- Difficulty in getting local technical workers. There are no proper technical institutions available who are offering technical education hence the company has to hire these workers from other states which is expensive to hire as the company will have to provide them accommodation and other facilities at companies cost. Which leads to lack of experienced technical workers that will affect the safety at workplace as this company deals with hazardous substances which needs highly technical and experienced staff to work as safety being the most important part.
- Berger Becker Coatings Pvt. Ltd. is a hazardous company, workers come in direct contact with the chemicals which affects their health and cause various health problems. Thereby reduce work performance of the employees.

LITERATURE REVIEW

Barling and Hutchinson (2000) researched on effects of Occupational Health and Safety Practices on Organizational Commitment, Work Alienation, and Job Performance and found that, in their study commitment-based safety practices improved trust and organizational commitment and indirectly and directly influenced the safety climate. Another study by Parker et al. (2001) underscored the importance of organizational commitment in improving the safety performance. Organizational interest was shown by acts in support of workplace health and safety. Workplace health and safety is expected to influence organizational commitment.

Katou and Budhwar (2010) in his study stated that human resources management policies such as health and safety, communication, participation, work design, and involvement can build safe working environment combining with the employees who have opportunity in joining decision-making process which will reduce employee turnover and absenteeism. When organizations do not support their employees sufficiently, this could decrease loyalty and reliability but increase work alienation.

Dr. Gabriel Dwomoh, Eric Edwin Owusu, Mabel Addo (2013) done research on impact of occupational health and safety policies on employee performance in the Ghana's timber industry. The researchers adopted a method of collecting data for the study and from this information correlation analysis was done to look at the effects of investment on health and safety on reducing fatalities at the workplace. Scatter diagram was also adopted to check the relationship that exists between the two variables. Again, correlation analysis was also done to examine if the organisation's investment in health and safety has any effect on employee's performance in terms of productivity. Scatter diagram again was used to check the relationships between the two Variables. The calculated Pearson correlation and the co- efficient of determination of the two variables are positively weak correlated. There is also inverse relationship between accidents/ injuries and employee's performance.

Wachter and Yorio (2014) recommended that when organizations invest in a safety management system it helps to improve the performance of accident reduction and occupational safety. Human performance systems based on safety management develop and improve organizational commitment in workers. Such organizations also care for winning the hearts and minds of their workers. Also (Fernández-Muniz et al., 2009) state that safety performance lowers the accident rate, personnel injuries and material damage which results in good working condition and high employee motivation and reduced absenteeism.

The author Eric Oulouc (2015) had done research on effect of occupational safety and health programmes on employee performance at Kenya power company limited. Tools of analysis used for research are survey, frequency distribution tables and diagrams, pie charts, and bar graphs. The findings are majority of the respondents clearly indicate that the company have Occupational safety and Health Programs. Occupational health surveillance programs are carried out by qualified, trained and experienced people and that surveillance is in accordance with the law (OSHA). The study indicate that Kenya Power Company has health and safety

committee and has not allowed participation of employees in its activities, identified health and safety issues to be addressed or make improvements hence employees are not confident with the composition of health and safety committee.

D O Putri (2018) studied on the effect of occupational health and safety, work environment and discipline on employee performance in a consumer goods company and found that work performance is a work achieved by a person in carrying out the tasks assigned to him based on his skills, experience, and sincerity and time. In the study, D O Putri used four indicators in the variable of work performance, i.e., job quality, job quantity, work attitude and work interest.

D O Putri (2018) stated that under occupational safety legislation no.1 of 1970 Article 2, occupational safety protection covers all aspects of hazardous work of any workplace, whether on land, in the soil, on the surface of water, in water or in the air within the jurisdiction of the Republic of Indonesia. By this regulation, then every worker in various fields of work is expected to be given guaranteed protection for safety in carrying out his work. There are five indicators in occupational safety and health variables, which are knowledge of occupational safety and health, health conditions, occupational health and safety, completeness of work equipment and the availability of protective equipment.

RESEARCH GAP

Most of the studies carried focused on finding the relationship between Occupational Health and Safety and employee performance. These were conducted mainly in the manufacturing industries, electric utility industry, food industry and the timber industry. My study consists of effect of occupational health and safety on employee performance in Berger Becker Coatings Pvt. Ltd. which is paint and chemical industry. First objective is the extent at which safety guidelines are followed and the second objective is the effect of occupational health and safety on employee's performance. Techniques for the survey are normality test, descriptive test, multiple linear regressions will be used to analyze data.

PROJECT QUESTIONS

- 1- What is the extent at which safety guidelines are followed?
- 2- What is the effect of occupational health and safety on employee's performance?

RESEARCH OBJECTIVES

- 1- The extent at which safety guidelines are followed.
- 2- The effect of occupational health and safety on employee's performance.

RESEARCH HYPOTHESIS

The null hypothesis of the study are:

H₀₁: Data is normally distributed.

H₀₂: No association exists between occupational health and safety and gender.

H₀₃: No association exists between occupational health and safety and age.

H₀₄: No association exists between occupational health and safety and department.

H₀₅: No association exists between occupational health and safety and work experience.

H₀₆: No effect of occupational health and safety on employee performance.

PROJECT METHODOLOGY

The data is collected by using primary and secondary. Primary data was collected by giving a structured questionnaire to the employees and through discussion with the HR related to occupational health and safety. Primary data was collected through referring to various articles.

Data period for the study is from January till April 2022. Thirty employees took part as respondents. All respondents answered all sixteen questions. Questions are related to occupational health and safety and employee performance. Every question provides several choices that respondents have to response. After that, normality test, descriptive test, multiple linear regressions will be used to analyze data.

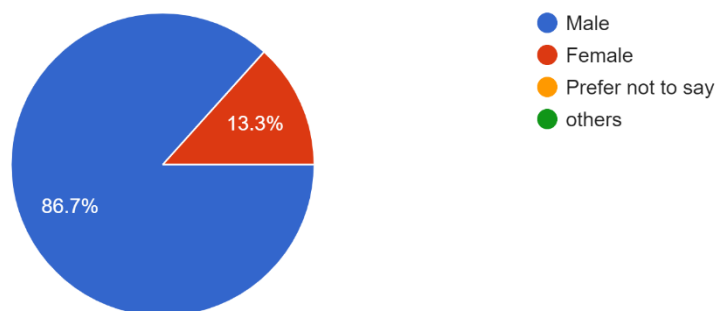
PROJECT DESIGN

Project design is the framework of methods and techniques used by the researcher. I have chosen a survey method for this project report. It is the technique of gathering data by asking questions to the employee. A structure questionnaire is prepared and circulated among the employees. The first part of questionnaire is based on the demographic profile in which employees are asked questions such as age, gender, department, work experience etc. Second part of questionnaire is based on occupational health and safety and third part of questionnaire is based on employee performance.

PROJECT DATA

Fig 1.1

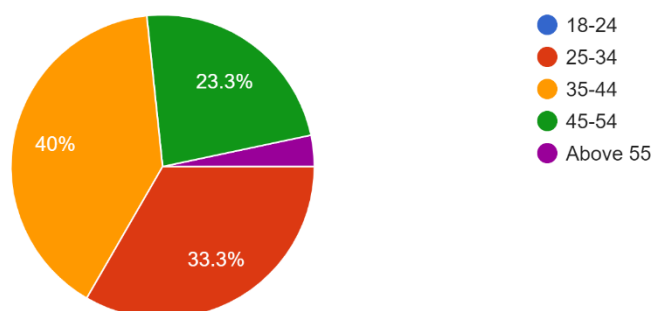
Gender
30 responses



As shown in fig 1.1, 86.7% are male and 13.3% are female. There are more males than females in the organization.

Fig 1.2

Age
30 responses



The above fig 1.2 shows that 33.3% falls under 25-34 category, 40% are from 35-44 category and 23.3% comes under 45-54% category. There are maximum 27 people in the category 34-44 than in 45-54 and in 25-34 category.

Fig 1.3

Department
30 responses

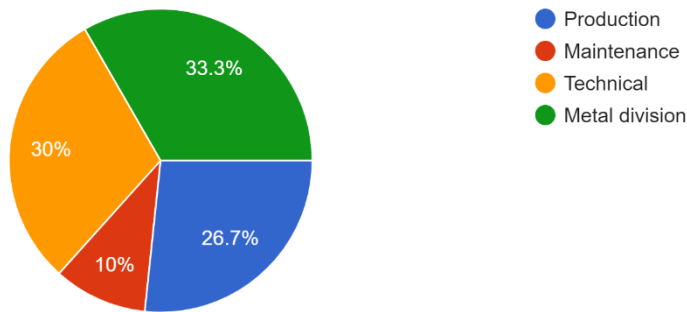
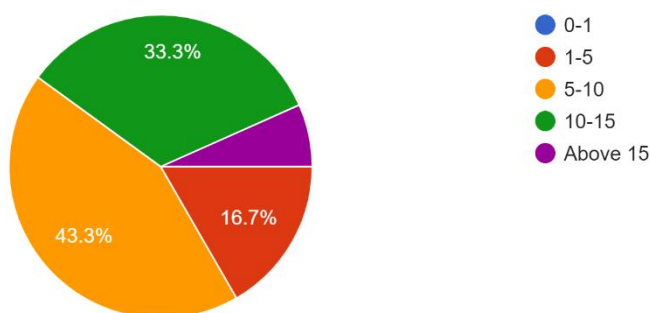


Fig 1.3 shows that 33.3% are from metal division department. 30% are from technical department, 26.7% are from production department and 10% are from maintenance department. These are safety related department in the organization.

Fig 1.4

Work experience
30 responses



In fig 1.4 we can observe that 43.3% has 5-10 work experience, 33.3% has 10-15 work experience, 16.7% has 1-5 work experience in the organization. Majority of the people falls under 5-10 category which shows that they have more than 5 years of work experience in the organization.

Fig 2.1

Does the safety officer inspect containers for leaks or damages?
30 responses

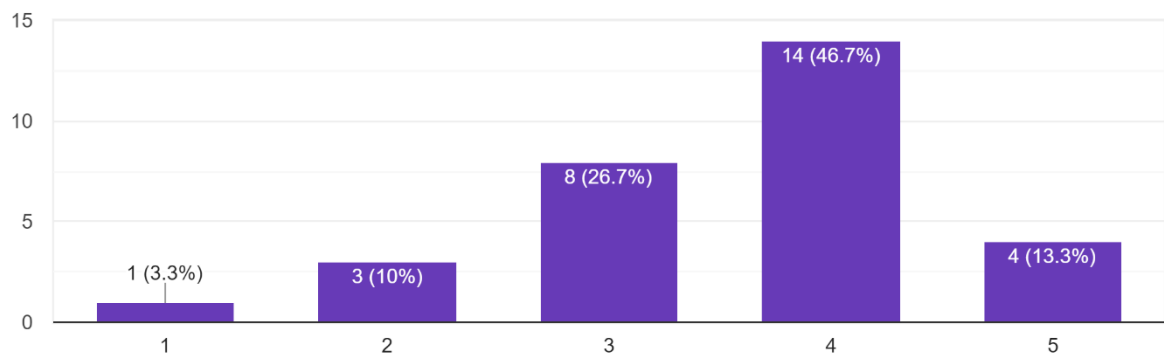
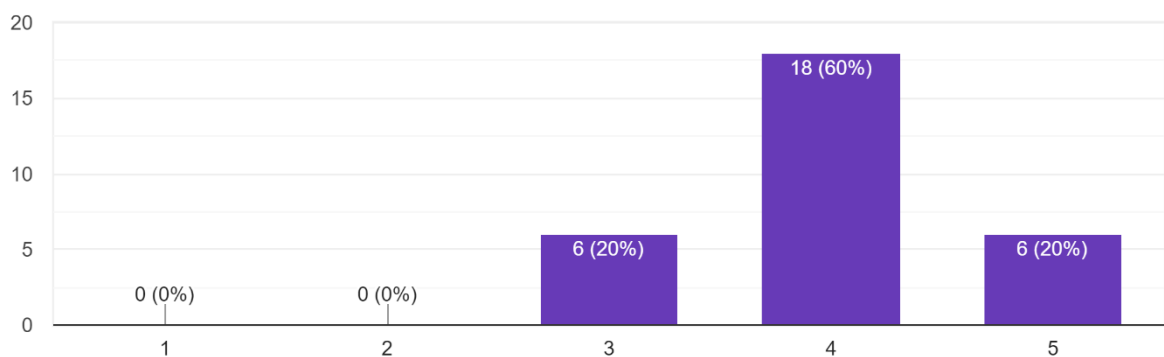


Fig 2.1 shows 14 people agree that safety officer inspect containers for leaks or damage, 4 people strongly agree that safety officer inspect containers for leaks or damage, 3 are disagree and only 1 is strongly disagree that safety officer inspect containers for leaks or damage.

Fig 2.2

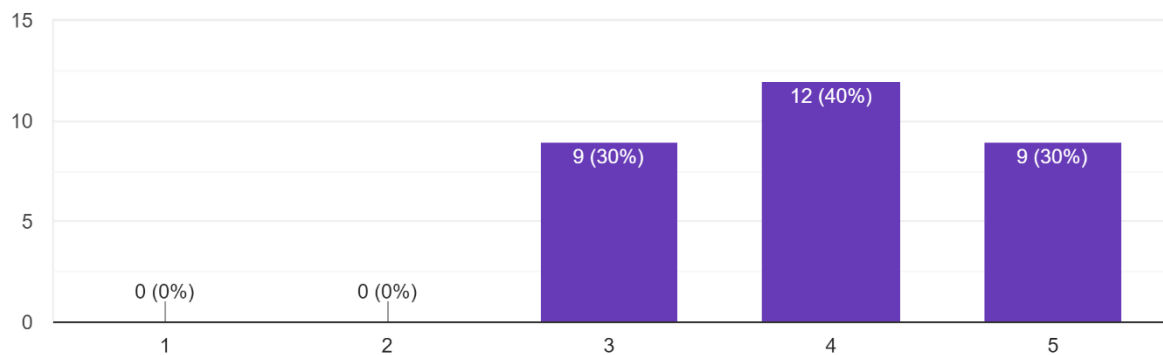
Do the emergency equipments are readily available?
30 responses



In fig 2.2 we observe 60% are agree with the availability of equipments in the organization, 20% are strongly agree and rest 20% are disagree that the emergerncy equipments readily available in the organisation.

Fig 2.3

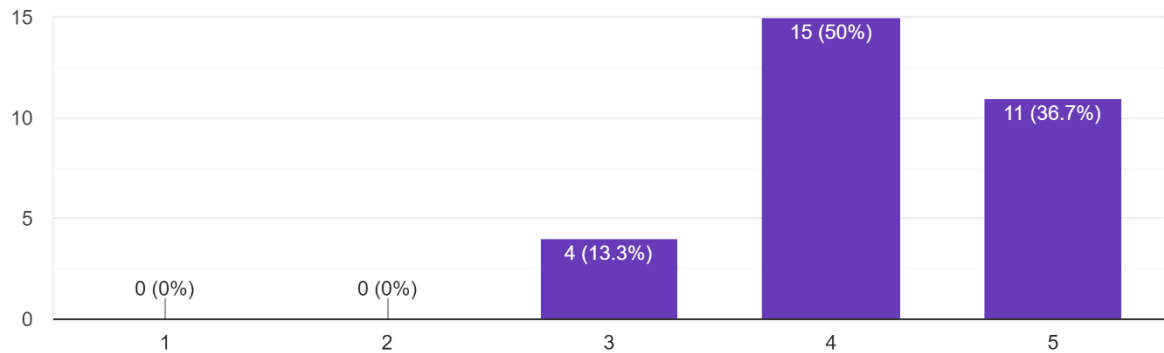
Does the safety officer provide proper training for chemical handling?
30 responses



In fig 2.3 we can see that 40% have agree that safety officer provide proper training for chemical handlings, 30% are strongly agree and 30% are disagree. Proper training should be provided to the employees of the organization by the safety officer for chemical handlings to reduce injuries and accidents and also to protect safety of the organization.

Fig 2.4

Does company provide adequate personal protective devices at Berger Becker Coatings Pvt. Ltd.?
30 responses



Above fig 2.4 shows the responses of the employees. 50% respondents agree that the company provide adequate personal protective devices in the company, 36.7% strongly agree with this and rest 13.3% are disagree.

Fig 2.5

Are the employees aware of the occupational health hazards associated with the job?
30 responses

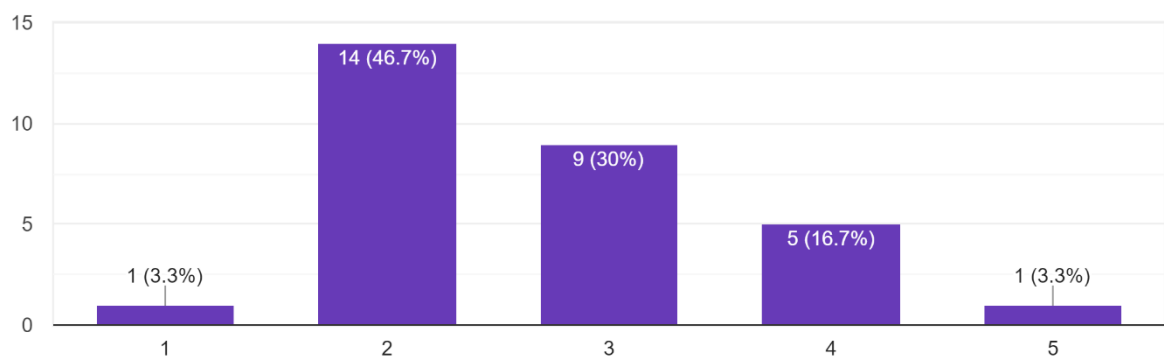


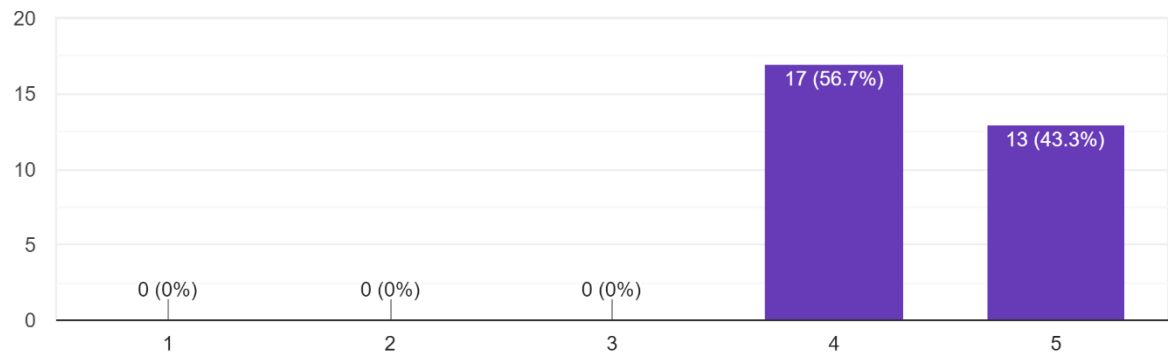
Fig 2.5, we observe are the employees aware of the occupational health hazards associated with the job. 46.7% are disagree with this, 30% have rated neutral, 16.7% are agree, 3.3% are strongly agree and rest

3.3% are strongly disagree. Most of the employees of the organization are not aware of the heath hazards associated with the job.

Fig 2.6

Have you had any formal training for hazardous and safety measures to be taken?

30 responses

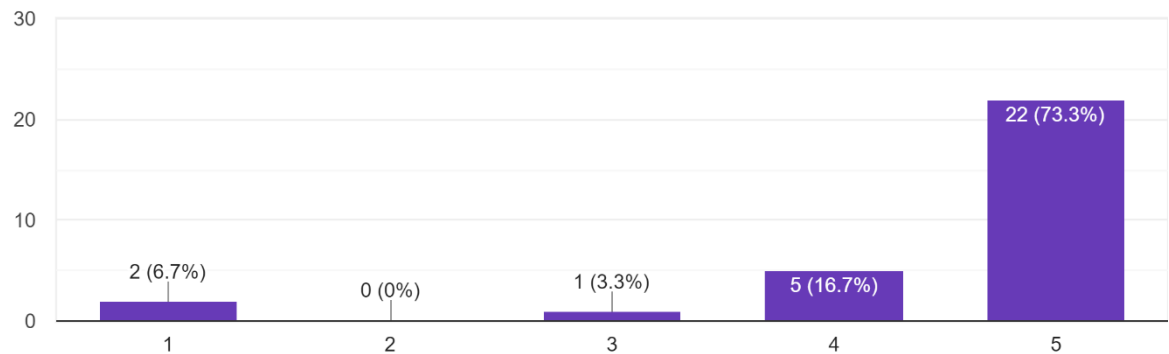


In the above fig 2.6, 56.7% agree and 43.3% are strongly agree that the company provide formal training for hazardous and safety measures to be taken.

Fig 3.1

Do you feel that worry about occupational health and safety have impact on job performance?

30 responses



In the fig 3.1 we can see worry of occupational health and safety have impact on employee performance. 73.3% respondents are strongly agree with this, 16.7% are agree, 6.7% are strongly disagree and rest 3.3% neutral with this.

Fig 3.2

Does company offer health programs to maintain good health which leads to good performance?
30 responses

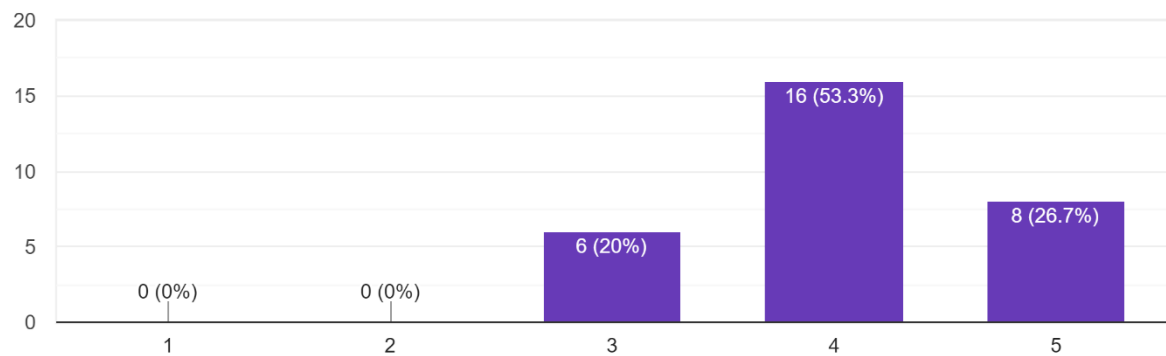


Fig 3.2, we observe that 53.3% are agree that the company offer health programs to maintain good health which leads to good performance. 20.7% are strongly agree and 20% are opinion with neutral.

Fig 3.3

I know what the necessary precautions are that I should take while doing my job which will not disrupt my performance on the job

30 responses

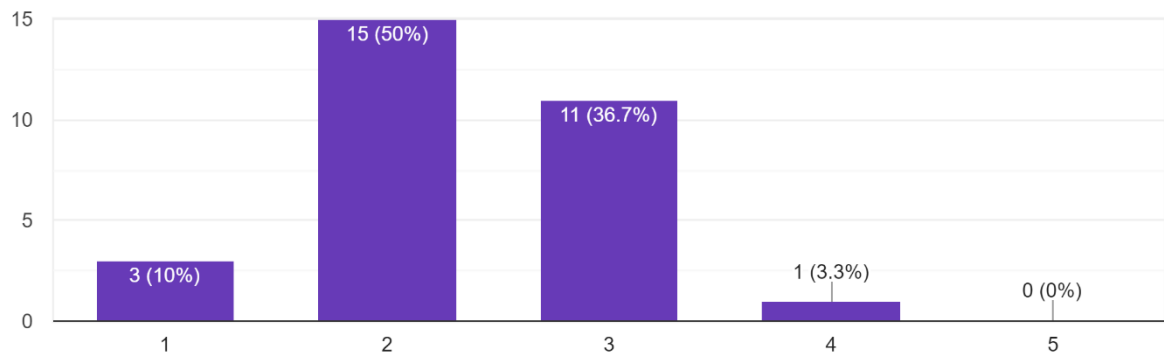
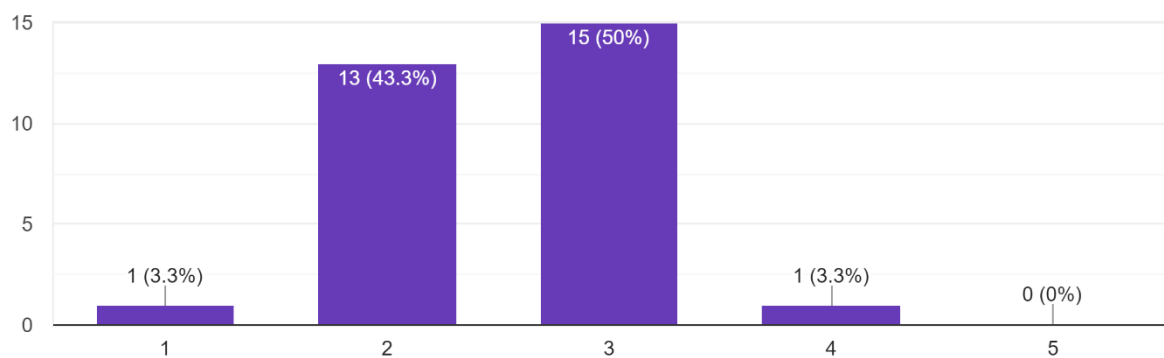


Fig 3.3 shows 50% are agree, 36.7% are with the opinion of neutral, and rest 3.3% are agree that they know the necessary precautions to be taken while doing job which will not disrupt the performance on the job but 10% are strongly disagree with the statement.

Fig 3.4

I have enough time to complete my work tasks safely

30 responses

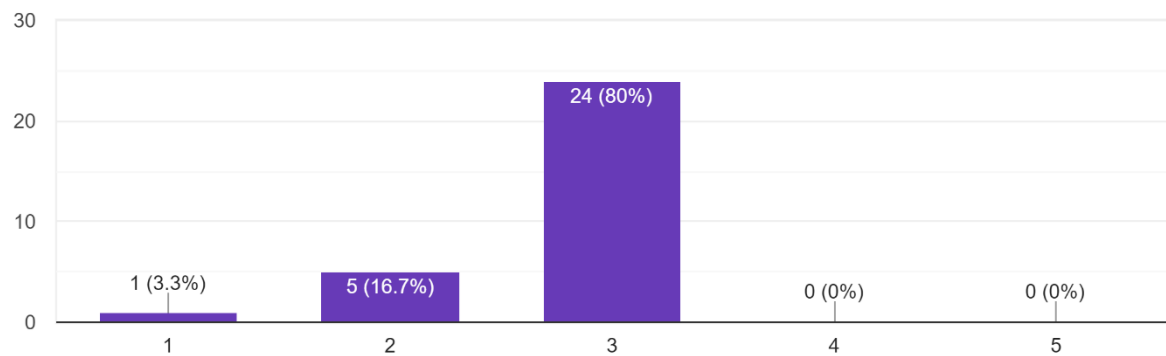


In the fig 3.4, 50% of them have neutral opinion that they have enough time to complete work tasks safely, 3.3% are strongly agree with this and rest 3.3% are strongly disagree with the statement.

Fig 3.5

Systems are in place to identify, prevent and deal with hazards at work

30 responses

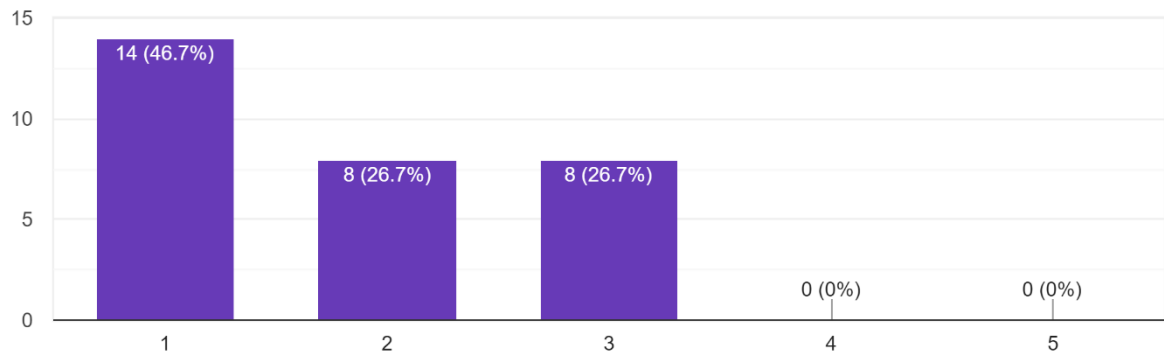


In the fig 3.5 we see that 80% are with the opinion that systems are in place to identify, prevent and deal with hazards at work, 16.7% are disagree and 3.3% are strongly disagree with this.

Fig 3.6

I know that I can stop work if I think something is unsafe and management will not give me a hard time

30 responses



In fig 3.6, 46.7% respondents are strongly disagree , 26.7% are disagree and rest 26.7% are with the neutral opinion that they6 can stop work if they think something is unsafe and management will not give the, hard time.

PROJECT ANALYSIS

Occupational Health and Safety (Independence variable)

Descriptives

	G
N	30
Mean	3.03
Mode	3
Standard deviation	0.414
Skewness	0.262
Kurtosis	3.75
Shapiro-Wilk W	0.571
Shapiro-Wilk p	< .001

Employee Performance (Dependence variable)

Descriptives

	G
N	30
Mean	3.83
Standard deviation	0.592
Skewness	0.0396
Kurtosis	-0.0824
Shapiro-Wilk W	0.755
Shapiro-Wilk p	< .001

Total number of data points or responses received for the study are N= 30. As per the above table mean of Occupational Health and Safety is 3.03 and mean of employee performance is 3.83. Mean of employee performance is more than the mean of Occupational Health and Safety. Standard deviation of Occupational Health and Safety is 0.4 and employee performance is 0.5.

Kurtosis is 3.75 of occupational health and safety which is positive and employee performance has negative value that is -0.08. Skewness of occupational health and safety is 0.26 and 0.03 of employee performance. Using Shapiro wilk we conclude that data is not normally distributed. We reject null hypothesis that is data is normally distributed and accept alternate hypothesis.

Normality test (Shapiro-Wilk) was run to examine if variables are normally distributed after running the normality test $p < 0.05$ ($p = 0.001$) so, null hypothesis of normality test is rejected and alternative hypothesis is accepted.

Contingency Tables

		OHS			
Gender		3	4	5	Total
1	Observed	5	18	3	26
	Expected	6.93	16.47	2.6	26
	% of total	16.7 %	60.0 %	10.0 %	86.7 %
2	Observed	3	1	0	4
	Expected	1.07	2.53	0.4	4
	% of total	10.0 %	3.3 %	0.0 %	13.3 %
Total	Observed	8	19	3	30
	Expected	8	19	3	30
	% of total	26.7 %	63.3 %	10.0 %	100.0 %

χ^2 Tests

	Value	df	p
χ^2	5.58	2	0.062
N	30		

Now testing the hypothesis using the chi-square. Null hypothesis is No association exists between occupational health and safety and gender. Now looking at the p-value = 0.062 which is $< 0.05\%$ meaning association exists between occupational health and safety and gender is statistically significant so, we reject the null hypothesis and accept that there is association exists between occupational health and safety and gender.

Contingency Tables

Age		OHS			Total
		3	4	5	
2	Observed	3	6	1	10
	Expected	2.667	6.333	1	10
	% of total	10.0 %	20.0 %	3.3 %	33.3 %
3	Observed	2	8	2	12
	Expected	3.2	7.6	1.2	12
	% of total	6.7 %	26.7 %	6.7 %	40.0 %
4	Observed	2	5	0	7
	Expected	1.867	4.433	0.7	7
	% of total	6.7 %	16.7 %	0.0 %	23.3 %
5	Observed	1	0	0	1
	Expected	0.267	0.633	0.1	1
	% of total	3.3 %	0.0 %	0.0 %	3.3 %
Total	Observed	8	19	3	30
	Expected	8	19	3	30
	% of total	26.7 %	63.3 %	10.0 %	100.0 %

χ^2 Tests

	Value	df	p
χ^2	4.6	6	0.597
N	30		

Now testing the hypothesis using the chi-square. Null hypothesis is No association exists between occupational health and safety and age. Now looking at the p-value = 0.59 which is > 0.05 meaning association exists between occupational health and safety and age is statistically significant so, we reject the null hypothesis and accept that there is association exists between occupational health and safety and age.

Contingency Tables

		OHS			Total
		3	4	5	
1	Observed	3	5	0	8
	Expected	2.133	5.07	0.8	8
	% of total	10.0 %	16.7 %	0.0 %	26.7 %
2	Observed	1	2	0	3
	Expected	0.8	1.9	0.3	3
	% of total	3.3 %	6.7 %	0.0 %	10.0 %
3	Observed	2	5	2	9
	Expected	2.4	5.7	0.9	9
	% of total	6.7 %	16.7 %	6.7 %	30.0 %
4	Observed	2	7	1	10
	Expected	2.667	6.33	1	10
	% of total	6.7 %	23.3 %	3.3 %	33.3 %
Total	Observed	8	19	3	30
	Expected	8	19	3	30
	% of total	26.7 %	63.3 %	10.0 %	100.0 %

χ^2 Tests

	Value	df	p
χ^2	3.24	6	0.778
N	30		

Now testing the hypothesis using the chi-square. Null hypothesis is No association exists between occupational health and safety and department. Now looking at the p-value = 0.77 which is > 0.05 meaning association exists between occupational health and safety and department is statistically significant so, we reject the null hypothesis and accept that there is association exists between occupational health and safety and department.

Contingency Tables

Work Exp		OHS			Total
		3	4	5	
2	Observed	1	3	1	5
	Expected	1.333	3.17	0.5	5
	% of total	3.3 %	10.0 %	3.3 %	16.7 %
3	Observed	3	8	2	13
	Expected	3.467	8.23	1.3	13
	% of total	10.0 %	26.7 %	6.7 %	43.3 %
4	Observed	3	7	0	10
	Expected	2.667	6.33	1	10
	% of total	10.0 %	23.3 %	0.0 %	33.3 %
5	Observed	1	1	0	2
	Expected	0.533	1.27	0.2	2
	% of total	3.3 %	3.3 %	0.0 %	6.7 %
Total	Observed	8	19	3	30
	Expected	8	19	3	30
	% of total	26.7 %	63.3 %	10.0 %	100.0 %

χ^2 Tests

	Value	df	p
χ^2	2.81	6	0.832
N	30		

Now testing the hypothesis using the chi-square. Null hypothesis is No association exists between occupational health and safety and work experience. Now looking at the p-value = 0.83 which is < 0.05% meaning association exists between occupational health and safety and work experience is statistically significant so, we reject the null hypothesis and accept that there is association exists between occupational health and safety and work experience.

Linear Regression

Model Fit Measures

Model	R	R ²	Adjusted R ²	Overall Model Test			
				F	df1	df2	p
1	0.117	0.0138	-0.0215	0.39	1	28	0.537

Omnibus ANOVA Test

	Sum of Squares	df	Mean Square	F	p
OHS	0.0683	1	0.0683	0.39	0.537
Residuals	4.8984	28	0.1749		

Note. Type 3 sum of squares

Model Coefficients – EP

Predictor	Estimate	SE	t	p	R ²
Intercept	3.3475	0.509	6.582	< .001	0.0138
OHS	-0.082	0.131	-0.625	0.537	

Now testing the hypothesis using the multiple regression analysis. We reject null hypothesis and accept alternative hypothesis that there is effect of occupational health and safety on employee performance as p value exceeds 0.05. $R^2 = 0.013$ which is the proportion of the variance in DV (dependent variable) is explained by IV (independent variables) and 98.62% is other factors.

RECOMMENDATION TO THE COMPANY

- Proper training to be given to all the employees to reduce injuries and accidents which will in turn increase employee performance in the organization.
- Safety equipments which are damaged or leaked should immediately replace.

CONCLUSION

TASKS PERFORMED

- Manual leave record of the employees where I had been told to record leave details of blue and white collar employees and also to calculate privilege leave.
- Arrangement and documentation of personal files of employees and updating contract labour's information in the database.
- Sourcing of candidates through human resource consultancy for the post of production officer.

LEARNING DERIVED

- I learned overall functions of HR department of Berger Becker Coatings Pvt. Ltd. and have learned about the company and its policies which they follow and code of conduct.
- Calculation of Privilege Leave for leave record of blue and white collar employees
- Learned about the company's different benefits which they provide for their employees.
- Last one month I got to know company's safety policy and important to follow safety guidelines which will reduce incidents and accidents. Proper protective equipments should be used and replaced regularly.
- Data entry in excel regarding employee details where I had put details of employees such as name, employee code number, date of joining, address, contact, etc. which is easy to get rather than searching hardcopy.
- Making employee's leave card of white- and blue-collar employees and to calculate leaves.
- To communicate with the candidates in order to call them for interview.

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