

Report On
Exploring the Impact of Workplace Safety on Employee
Satisfaction: HR Challenges Pakiza Knit Composite Ltd.

By

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An internship report submitted to the BRAC Business School in partial fulfillment of the
requirements for the degree of
Bachelor of Business Administration

BRAC Business School
Brac University
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Declaration

It is hereby declared that

1. The internship report submitted is my/our own original work while completing degree at Brac University.
2. The report does not contain material previously published or written by a third party, except where this is appropriately cited through full and accurate referencing.
3. The report does not contain material which has been accepted, or submitted, for any other degree or diploma at a university or other institution.
4. I/We have acknowledged all main sources of help.

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Letter of Transmittal

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Subject: Submission of the internship report on "Exploring the Impact of Workplace Safety on Employee Satisfaction: HR Challenges at Pakiza Knit Composite Ltd".

Dear Sir,

I beg to state that I've prepared my internship report following all the guidelines and am submitting my internship report for the Bachelor of Business Administration (BBA) at BRACUniversity. This internship report is prepared based on the experiences, observations, and analysis while I participated during my internship as intern at Pakiza Knit Composite Ltd. from July 1 to September 30, 2024. Additionally, this report focuses on the current situation of organizations, its influences on employee well-being, and the issues implementing effective safety measures. I hope the report's insights and recommendations will help improve workplace safety and employee well-being at PakizaKnit. With this in mind, I want to thank you for your important guidance, encouragement, and opportunities to learn and improve throughout my internship report preparation phases. I also cherish the knowledge and experience I achieved while working under your guidance.

I have attempted my best to finish the report with the essential data and recommended proposition in as significant a compact and comprehensive manner as possible.

I trust that the report will meet the desires.

Yours Sincerely,

Adiba Anwar Belim

19104170

BRAC Business School

BRAC University

Date: October 1st, 2024

Non-Disclosure Agreement

This agreement is made and entered into by and between Pakiza Knit Composite Ltd. and the undersigned student at Brac University.

I understand that any confidential information provided to me while I am an intern at Pakiza Knit Composite Ltd. is confidential. I thus agree to treat such price-sensitive information as confidential and to refrain from disclosing it to third parties without the company's prior written approval. I will continue to carry out this responsibility when the internship period is over.

.....Adiba Anwar Belim.....

Acknowledgment

I sincerely show my gratitude to my Almighty Allah for providing me with the courage and dedication that are required to complete my bachelor's degree and internship program. I am deeply grateful to my parents for their unwavering emotional and financial support throughout these years. Their support and guidance have been important for me to make myself capable and for my academic and professional success. I would also like to thank Assistant Professor Najmul Hasan from BRAC University for providing valuable support during my internship. His technical advice and supervision were critical in assisting me in completing this report. I am also thankful to my on-site supervisors Shamim Ahmed and Nawar Nazafat Harun at Pakiza Knit Composite Ltd and my university supervisors for their help and cooperation. The skills and understanding they have shared with me were extremely beneficial to my learning process.

Executive Summary

This internship report examines the relationship between an organization's environment on employee satisfaction in the case of Pakiza Knit Composite Ltd. In the first chapter, the internship overview is explained giving information on the guiding work, the activities done, and what one has gained. Chapter 2 gives a complete profile of this great company, Pakiza Knit Composite Ltd which includes its structure, products, services, market involvement, and competition. This chapter 3 is the heart of this study; it examines issues of workplace safety and employees concerning HR and existing areas for improvement. A review of relevant scholarly papers was first carried out to establish the theoretical basis where the problem, aims and methods of the present study were built. Both analysis and conclusion chapters highlight key aspects of the management of workplace safety, the contribution of HR in solving safety issues and making noticeable recommendations to HR for interventions. Chapter 4 summarizes the main findings of the study and provides recommendations for Pakiza Knit Composite Ltd to improve workplace safety and employee well-being. Finally, this report highlights the role of workplace safety in creating a happy and productive work environment. Pakiza Knit Composite Ltd. can improve organizational performance by applying the proposed measures to increase employee happiness, reduce accidents, and increase productivity.

Keywords: Workplace Safety; HR practices; Pakiza Knit; Challenges; Employee Satisfaction

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List of Acronyms

NDA	:	Non-Disclosure Agreement
OD	:	Operation Director
PMS	:	Performance Measurement Systems
SWOT	:	Strength, Weakness, Opportunity, Threats
HR	:	Human Resources
LTD.	:	Limited
ED	:	External Director
MD	:	Managing Director
QC	:	Quality Control
QA	:	Quality Assurance
ISO	:	International Organization for Standardization
ASTM	:	American Society for Testing and Materials
AATCC	:	American Association of Textile Chemists and Colorists
AQL	:	Acceptable Quality Level
CVC	:	Chief Value Cotton
PC	:	Polyester Cotton

Glossary

- Workplace Safety : The measures and practices implemented to protect employees from hazards and injuries in the workplace.
- Employee Satisfaction : The level of contentment and fulfillment employees experience in their jobs.
- Human Resource (HR) : The department responsible for managing employee relations, including hiring, training, and development.
- Occupational Accidents : Incidents that occur in the workplace resulting in injury or death.
- Personal Protective Equipment (PPE) : Specialized equipment worn to protect workers from hazards.
- Ergonomic Techniques : Practices designed to improve workplace efficiency and reduce physical strain on employees.
- Safety Culture : The shared values and beliefs within an organization that prioritize safety and risk management.
- Qualitative Research : A research approach that focuses on understanding and interpreting human experiences and behaviors through methods such as interviews and observations.
- Explanatory Research : A research method that aims to identify causal relationships between variables.
- Thematic Analysis : A technique used to identify and analyze patterns and themes within qualitative data.

Additional Terms

Bangladesh Garment Industry : A major sector in Bangladesh's economy known for its apparel exports.

Pakiza Knit Composite Ltd. : The specific company studied the research.

Survey : A questionnaire used to collect data from a group of people.

Respondent : A person who completes a survey.

Safety Measures : Practices and procedures implemented to protect employees from hazards.

Emergency Procedures : Plans and protocols for responding to accidents or other emergencies.

HR Responsiveness : The speed and effectiveness with which HR addresses employee concerns and issues.

Safety Training : Educational programs designed to teach employees about safety procedures and best practices.

Safety Audits : Inspections conducted to assess an organization's compliance with safety regulations and identify potential hazards.

Chapter 1

Internship Roles and Responsibilities

1.1 Introduction

This internship report is a part of our Internship Program which is an integral part of BRAC University's Bachelor of Business Administration (BBA) degree and is designed to provide students with real industry experience before graduation. It enables students to apply theoretical information gained through academic studies to real-world business problems, thereby strengthening their practical skills and awareness of the professional environment. During the internship, students work under the supervision of industry professionals and university teachers, contributing to the company while learning about various operational and management processes. The course not only prepares students for the job market but also helps them build a network of industry contacts that will impact their future careers. Internship reports comprehensively reflect a student's experience throughout the program, documenting their roles, responsibilities, and the skills they developed. It typically includes an analysis of the organization's business operations, as well as the intern's specific tasks and contributions to the workplace. For me, Adiba Anwar Belim, as a BBA student, the internship report will describe the integration of my technical and financial knowledge and demonstrate how my academic background can effectively perform the duties assigned during the internship.

1.2 Internship Information

As part of the Bachelor of Business Administration (BBA) program at BRAC University, I majored in Computer Information Management, minored in Finance, and interned at Pakiza Knit Composites Limited, part of the Pakiza Group. The internship period is three months, starting on July 1, 2024, and ending on September 30, 2024. Security protocols. Pakiza Knit

Composite Ltd, located A-1/5, Mojidpur (Borobolimeher), Savar, Dhaka, Bangladesh, is a leading company in the textile industry and known for its contribution to the readymade garment industry.

On-Site Supervisor Information: I conducted an internship regarding safety of personnel at the workplace, employees, and HR challenges under the guidance of Mr. Md. Sajedur Rahman, Deputy General Manager (DGM) – HR, Pakiza Knit Composites Ltd. knowledge and extensive experience in the HR department has landed me with some invaluable learnings of how HR operations are carried out at Pakiza NetComposites, which relates to the expectations I had from this internship.

1.3 Job Responsibilities

As mentioned earlier, I did my internship at Pakiza Knit Composite Limited were majorly worked in the Human Resource (HR) department and I generally had few responsibilities to do. One of my main tasks is the verification and monitoring of Page 4 of 55 employee safety and workplace hazards. I collaborate with Human Resources to audit and maintain security policy procedures in compliance with federal laws and high business standards. I also schedule safety training sessions for employees and help develop the necessary safety documentation for employee use. I help with recruiting duties by reviewing candidates and preparing paperwork for new employees. Lastly, I assist in the analysis of employee satisfaction surveys to identify trends and recommendations to enhance safety within the office and general employee well-being.

1.4 Internship Learning and Outcomes

- a. **Contribution to the Company:** During my stay at Pakiza Knit Composites Ltd., I helped with various projects, particularly in the field of worker safety. I collaborate with the team to as security protocols and obtain employee feedback so that HR can identify areas for improvement. By assisting with the organization and coordination of safety training

sessions, I can enhance employee awareness of safety precautions, resulting in a safer, more compliant workplace. I am involved in the analysis of employee satisfaction data to help the HR team make better decisions by giving actionable insights that can improve employee retention and happiness over time.

- b. **Challenges/Barriers:** One of the most difficult challenges I encountered during my internship was adjusting to the fast-paced HR environment. Activities as diverse as planning training sessions, obtaining employee feedback, and assisting with recruiting require strong time management and prioritization skills. Another challenge is understanding the numerous security standards that companies must follow, which requires researching legal requirements and internal procedures. Additionally, getting candid feedback from employees about workplace safety can be difficult because some employees are reluctant to express their concerns publicly, so strict communication strategies are needed to ensure their ideas are received without bias.
- c. **Recommendations:** Based on my internship experience, I recommend that Pakiza Knit Composite Ltd expand its safety training program to include more interactive and situation-based learning sessions. This increases employee engagement and helps them retain important safety information. Another suggestion is to develop a more structured feedback system that allows employees to report safety issues anonymously. This will help create an open workplace where employees can easily share their issues. Additionally, investing in digital technology for HR services such as recruitment monitoring, safety checks, and employee surveys can help streamline processes and reduce human burden, thereby improving long-term efficiency.

Chapter 2

Organizational Overview

2.1 Introduction

Pakiza Knit Composite Ltd is a prominent concern of the Pakiza Group which has brought global recognition to Bangladesh in the textile and ready-made garments (RMG) sector. Pakiza Knit Composite was established to provide high-quality knitwear. The company has since emerged as a top player in the industry, having been rewarded for its unique emphasis on innovation whilst still preserving ecological and cost-efficient protocol. Knitting, printing and dyeing, apparel production, and other related areas are included in the company's operations and conduct to worldwide standards. In this chapter, the work of Pakiza Knit Composite from both domestic and global markets in the textile sector.

2.2 Overview of Pakiza Knit Composite Ltd.

Pakiza Knit Composite Ltd. is a coordinated textile manufacturing company that produces knitwear for domestic and international markets. It's part of the larger Pakiza Group, which has interests in fashion, textiles, and other sectors. The company's modern machinery and technical equipment manufacturing plant is located in Savar, Dhaka, enabling it to produce high-quality products at low cost.



Pakiza sticks to severe quality control models and eco-accommodating practices to guarantee that its activities are productive and reasonable. The organization has serious areas of strength for constructing with its clients by giving convenient conveyance and consumer loyalty administrations to worldwide famous brands. Furthermore, the organization underscores working environment security, representative well-being, and constant improvement of human asset processes, which are reliable with the objectives of this entry-level position report.

2.3 Company Analysis

2.3.1 Company Mission

Pakiza operated to severe quality control principles and harmless to the ecosystem practices to guarantee its activities are proficient and maintainable. The organization has areas of strength for assembling with its clients by giving on-time conveyance and consumer loyalty administrations to worldwide prestigious brands. Also, the organization stresses work environment security, representative prosperity, and constant improvement of HR processes, which is reliable with the objectives of this temporary position report (Pakiza Knit Composite, 2024).

2.3.2 Company Vision

The vision of Pakija is to turn into a worldwide forerunner in the material and Ready-Made Clothing (RMG) industry by consistently fulfilling the needs of the global market while keeping up with a supportable turn of events. The organization tries to extend upward and evenly, situating itself as a significant exporter and trailblazer in the business while advancing ecologically dependable practices (Pakija Knit Composite, 2024).

2.3.3 Quality Policy

Quality is foremost in the tasks of Pakija. The organization has laid out autonomous Quality Control (QC) and Quality Assurance (QA) groups with guarantee that global assembling guidelines are compiled to at each stage from examination to conclusive shipment.



The QC and QA teams undertake a series of stringent quality checks such as ISO, ASTM, and AATCC procedures to meet the various requirements of international buyers. For example, 100% garment inspection for Japanese buyers and AQL 2.5 and 1.5 values for European buyers (Pakiza Knit Composite, 2024).

2.3.4 Action Plan

To maintain its position as a leading manufacturer of knitted composites, Pakija continuously invests in state-of-the-art machinery, advanced production technology, and employee development. The company's action plan focuses on expanding production capacity, increasing sustainability through eco-friendly dyeing methods, and using innovative technologies such as CLO-3D for virtual product design to reduce sampling time and cost. Pakija Knit is committed to meeting the growing global demand for high-quality knitwear by optimizing production and improving operational efficiency (Pakiza Knit Composites, 2024).

2.3.5 Global Code of Conduct and Ethics

Pakija Knit Composites Limited follows a strict code of conduct that emphasizes ethical business practices, environmental sustainability, and social responsibility. The company upholds human rights, ensures a safe working environment, and promotes diversity and inclusion in the workplace.

Additionally, Pakiza adheres to environmental norms and implements practices such as sustainable yarn dyeing and eco-friendly garment production to reduce its carbon footprint. These policies not only contribute to a company's positive reputation but also adhere to global industry standards (Pakiza Knit Composite, 2024).



2.3.6 Sections and Divisions of Pakiza Knit Composites



Pakiza Knit operates in core segments including composite yarn manufacturing, weaving, dyeing, printing, and readymade garments (RMG) manufacturing. The company's daily output is 70 tons of yarn, 20 tons of woven fabric, and 90 tons of yarn-dyed fabric. In addition, the RMG division operates 65 production lines with a capacity to produce 4.5 million products per month, including T-shirts, polo shirts, jackets, shorts, pants, and other garments for men, women, and children. The company also offers specialized services such as yarn dyeing, embroidery, and all-over printing (Pakiza Knit Composite, 2024).

2.3.7 Organizational Organogram

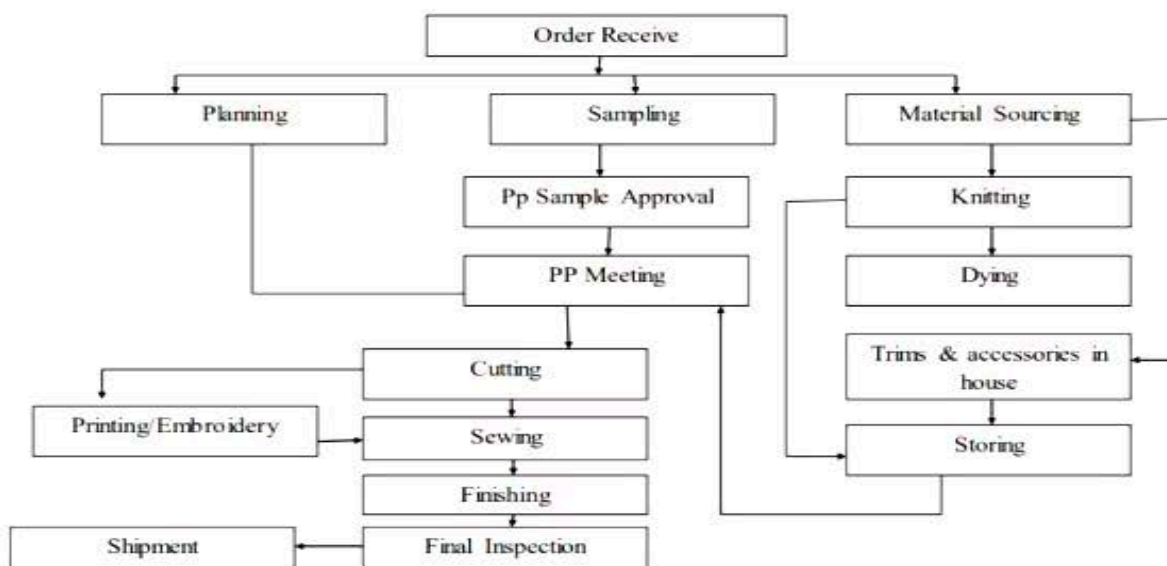
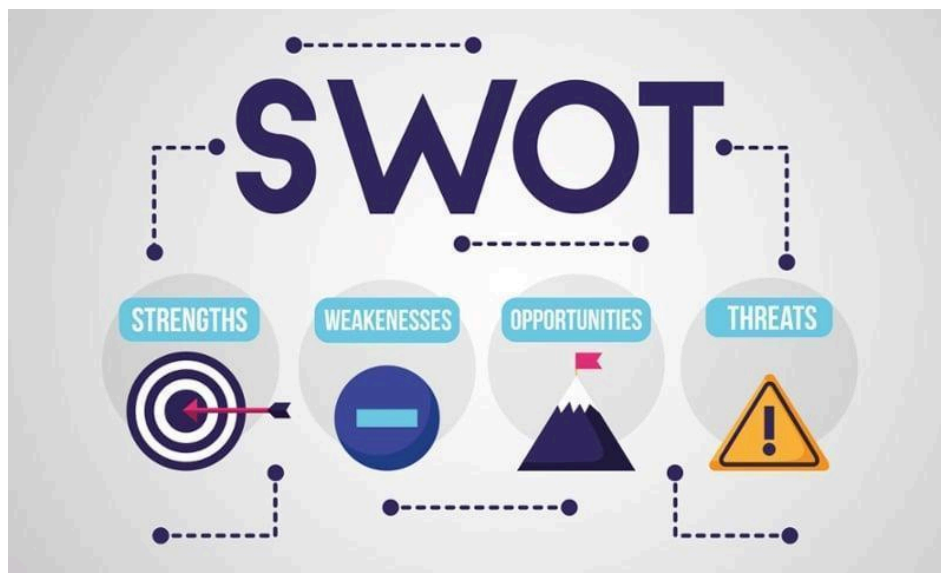


Figure 1: Organizational Organogram of Pakiza Knit Composites Ltd

Pakija Knit Composites has a well-structured organizational hierarchy, ranging from senior management to operational staff in various departments. The organizational structure of the company includes departments such as human resources, production, quality control and finance. Each department is headed by a department head or manager who is responsible for managing various levels of work. Employees are divided into job levels based on their role, from entry-level positions to management and senior management positions. This hierarchy ensures smooth workflow and effective communication within the organization.

2.3.9 SWOT analysis



Strengths:

- a) It has strong production capabilities in multiple divisions including yarn manufacturing, knitting, dyeing, and garment production.
- b) It enjoys a high reputation in the global market and can produce high-quality knitwear for international customers.
- c) Innovative technologies such as CLO-3D enable efficient product development and cost reduction (Pakiza Knit Composite, 2024).

- d) An independent and strong quality assurance team ensures consistent product quality in line with international standards.

Weakness:

- a) Heavy reliance on traditional production methods may limit our agility in responding to rapidly changing fashion trends.
- b) Operating costs are high due to large-scale production requirements and compliance with multiple international standards.

Opportunities:

- a) Expand into new markets and product lines, especially eco-friendly textiles, in light of the growing global demand for sustainable fashion.
- b) Potential for increased production capacity and product diversification, including more innovative and high-demand products such as organic clothing and technology-integrated clothing.

Threat:

- a) Fierce competition from local and international textile manufacturers, many of which offer similar products at lower prices.
- b) Fluctuations in global textile markets, including fluctuations in raw material costs and changes in trade regulations, may affect profitability.

2.4 Products and Services of Pakiza Knit Composite Ltd

Pakiza Knit Composite Ltd. is a fully integrated knitwear manufacturer in Bangladesh offering a wide range of products and services for local and international markets. The company specializes in the production of high-quality yarns, fabrics, and ready-made

garments (RMG) and maintains a strong commitment to meeting international standards of production, quality, and sustainability.

2.4.1 Yarn Production



The organization produces a variety of yarns including cotton yarns, CVC (Chief Value Cotton) yarns, PC (Polyester Cotton) yarns, and blended yarns. These yarns are available in a wide range of counts from 20 Ne to 80 Ne which are suitable for various types of textile and garment manufacturing needs. The company prides itself on using advanced technology to produce yarns with superior strength, uniformity, and softness ensuring that the end products meet the high quality expectations of its customers. The yarn production capacity is an impressive 70 tons per day, reflecting its significant market presence (Pakiza Knit Composite Ltd., 2024).

2.4.2 Knitting Services



The organization offers comprehensive knitting services, including single knit, double knit, rib knit, interlock knit, and jacquard knitting. The variety of knit fabrics enables the company to meet various functional and fashion needs, be it casual, sportswear, or specialty wear. The knitting division is equipped with modern machinery capable of handling complex designs and patterns to meet the rapidly changing trends in the fashion industry. The company's knitting unit has a production capacity of 20 tons per day, making it one of the leading suppliers of knitted fabrics in Bangladesh (Pakiza Knit Composite Ltd., 2024).

2.4.3 Dyeing Services

Dyeing is another core competency of Pakiza Knit Composite Ltd., which specializes in cotton dyeing, high-temperature dyeing of synthetic knitted fabrics, and dyeing of blended knitted fabrics. The company also offers garment dyeing and washing, fluorescent dyeing, pigment dyeing, and viscose dyeing services, ensuring that they can meet the unique color and texture demands of their customers. Their state-of-the-art dyeing facilities are capable of producing 90 tons of dyed fabric per day, ensuring that the company can efficiently fulfill bulk orders while maintaining the highest quality standards (Pakiza Knit Composite Ltd., 2024).

2.4.4 Ready-Made Garment Manufacturing (RMG)



Pakiza Knit is a leading company in the RMG industry and manufactures a wide range of knitwear including T-shirts, polos, jackets, shorts, overalls, pajamas, boxers, leggings, underwear, tank tops, pants, and more. Its product portfolio spans men's, women's, and children's apparel, ensuring a wide market reach. The company's RMG division consists of 65 production lines with the capacity to produce 4.5 million pieces per month. The factory is equipped with state-of-the-art technology, allowing for efficient mass production of high-quality garments that meet the specifications and requirements of international buyers (Pakiza Knit Composite Ltd., 2024).

2.4.5 Printing and Embroidery Services

Pakiza Knit Composite Ltd. also provides specialized printing and embroidery services, allowing for customization of garments. The company offers a variety of printing techniques, including rubber printing, pigment printing, discharge printing, gloss printing, and reactive printing, on various types of fabrics such as cotton, viscose, synthetics, and blended fabrics. With a printing capacity of 25 tons per day, the company can easily meet large-scale orders. In addition, its embroidery division offers a variety of stitches, including stem stitch, satin

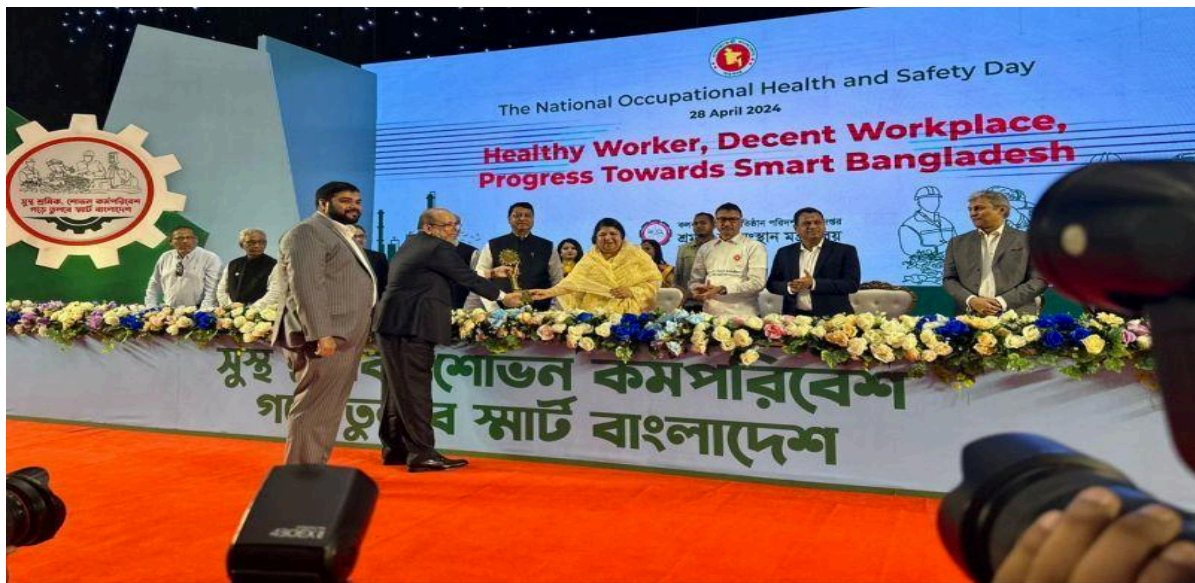
stitch, zigzag stitch, and sequin embroidery, with a production capacity of 1 million pieces per month (Pakiza Knit Composite Ltd., 2024).

2.4.6 Innovation and Design



The company's commitment to innovation is reflected in its dedicated design team, continually developing new and creative clothing designs to keep up with the latest trends. Pakiza Knit uses CLO-3D software, a cutting-edge tool that provides 3D virtual representations of clothing designs. This not only speeds up the design process but also lowers the cost and time required for sampling. Its design and development staff collaborates directly with buyers to produce tailored solutions that reflect current fashion trends and market demands (Pakiza Knit Composite Ltd., 2024).

2.4.7 Sustainability initiatives



Pakiza Knit is deeply committed to sustainability. The company uses ecologically responsible techniques throughout its production operations, from using energy-saving machines to reducing water and chemical waste in its dyeing units. They integrate recycling technology into their manufacturing processes and are constantly looking for new ways to make their operations more environmentally conscious. By adhering to global standards such as ISO and ASTM, the company ensures that its operations not only meet the needs of foreign customers but are also environmentally friendly.

2.4.8 Sister's Concerns



Pakiza Knit Composite Ltd. is part of the Pakiza Group, which has expanded into multiple industries. Over the years, the company has expanded into textiles, real estate, and education. It benefits from the group's strong market presence and continued vertical and horizontal expansion efforts to support its expanding export business (Pakiza Knit Composite Ltd., 2024).

However, Pakiza Knit offers a diverse range of products and services including yarn manufacturing, ready-made garments, and printing and embroidery services. The company's commitment to quality, innovation, and sustainability has placed it at the forefront of the Bangladeshi and international textile and apparel industry.

Chapter 3

Main Part of the Research

3.1 Introduction

The goal of the study is to investigate the basic connection between work environment security and staff fulfillment in the article of clothing industry of Bangladesh. The significance of this entry-level position report is to address the difficulties looked by human asset (HR) experts in guaranteeing a protected workplace, which is basic to further developing worker resolve and efficiency. Given the well-being concerns related with Bangladesh's article of clothing industry, it is important to explore the manners by which these variables influence representative joy and generally speaking authoritative execution.

3.2 Literature Review

3.2.1 Work Safety and Employee Satisfaction

Employee satisfaction is influenced by workplace safety. According to research, having a safe workplace can boost productivity, lower absenteeism, and improve worker satisfaction (Huang et al., 2016). On the other hand, hazardous working circumstances can raise stress levels, lower employee morale, and increase turnover (Buys et al., 2016). The correlation between worker satisfaction and workplace safety is especially significant in high-risk industries like textiles, where workers are often subjected to dangerous situations.

For Bangladeshi Apparel, maintaining proper safety measures at the workplace is not only a legal requirement but also a moral obligation. The industry has come under scrutiny after several accidents resulting in casualties. These incidents highlight the urgent need for effective safety protocols to protect workers and increase their job satisfaction (Pal, 2019) (Pal, 2019).

3.2.2 Importance of Safety Measures

Reducing occupational accidents requires the implementation of appropriate safety measures. According to Maurice et al. (2001), frequent safety training, the supply of personal protection equipment (PPE), and the application of ergonomic techniques are important tactics. To greatly lower the chance of an accident, for instance, make sure staff members are properly trained to operate machinery. Moreover, proactive risk management can result from fostering a safety culture where workers feel encouraged to report dangers (Clark, 2010).

3.2.3 Challenges in Implementing Safety Measures

HR departments encounter numerous obstacles when attempting to establish efficient safety procedures, even with the obvious advantages of workplace safety. These difficulties include handling employee resistance to new regulations, maintaining continuous training and awareness, and striking a balance between operational efficiency and safety compliance (Ahrholdt et al., 2019). These difficulties are especially noticeable in Bangladesh's apparel sector, where the need for quick turnaround times frequently takes precedence over security concerns.

3.3 Problem Statement

This report's primary focus is on Pakiza Knit's requirement to enhance workplace safety measures' implementation, since it may have a detrimental effect on worker happiness. Many workers reported hazardous working conditions and inadequate HR assistance for addressing safety concerns, despite the rules and guidelines that were in place at the time. This research attempts to pinpoint particular HR issues that impede the safe and efficient administration of workplaces and consequently affect worker morale.

3.4 Research Objectives

The objectives of this research are the following:

- a. To analyze the current state of occupational safety at Pakiza Knit Composite Limited.
- b. To evaluate the relationship between workplace safety measures and employee satisfaction.
- c. To identify human resource challenges faced in implementing effective security protocols.
- d. To suggest practical recommendations to improve workplace safety and increase employee satisfaction based on survey results.

3.5 Importance of the study

This study contributes significantly to the enduring knowledge about integrity security and employee satisfaction, particularly within the context of the Bangladeshi knit industry. By focusing on the specific glimpses and documents faced by employees at Pakiza Knit, a significant gap in the research literature has been placed in India, which covers the in-depth peer-to-peer perceptions of security in a high-risk sector. The findings will not only enhance scientific understanding but also serve as a valuable source for future research, providing a basis for further exploration into the unity action between coherent security and personnel discipline in similar industrial contexts. Furthermore, the implications of this research move beyond the discourse, which tools to improve security enrich human resources. The findings of the study will move human resource libraries from a specialty-based beachhead which can be implemented to promote a safe work environment, which ultimately takes into account the qualifications and abilities of the staff. Additionally, there is an essential need for strong security measures, this research can inform the policy panel about the critical importance of implementing them in the portfolio sector. It is important to develop such strong and capable engineers who provide nuclear safety and promote a culture of safety within the industry, thereby contributing to sustainable development and improved labor structure in Bangladesh's project sector.

3.6 Methodology

This method section outlines the methodical strategy that will be used in this investigation to examine how workplace safety affects employee happiness at Pakiza Knit. The sample population, data analysis procedures, interpretative research methodologies, data collecting strategies, and study design are all covered in detail in this section.

3.6.1 Research Design

A qualitative research approach will be employed in this study to gather comprehensive data about workers' opinions of workplace safety and how it affects job satisfaction. Because it may give a thorough knowledge of complex phenomena by recording participants' experiences, beliefs, and attitudes, qualitative research is especially well-suited for this kind of study (Bosma, 2020). Open-ended questions and semi-structured interviews allow researchers to delve into subtle insights that may be overlooked by quantitative methodologies.

When social interactions and human behavior are essential to comprehending the topic, qualitative research is beneficial. This strategy aligns with the study's goals, which include figuring out how workplace safety impacts worker happiness and identifying particular HR issues facing Bangladesh's textile sector (Wright et al., 2024). Because of the inherent flexibility of qualitative research, results can be further enhanced by exploring unexpected themes that may emerge during data collection.

3.6.2 Explanatory Research

An Explanatory research methodology will be used to examine the causal link between workplace safety measures and representative prosperity. Using this methodology, experts

can focus on what certain safety systems mean for workers' views of their work environment and, more generally, levels of professional fulfillment.

According to Sunindió et al. (2015), interpretive exploration is especially useful for recognizing links between factors and giving importance and depth to the exploration of findings. This study will help understand the effect of various wellness measures, including program preparation, personal protective equipment (PPE) disposition, and crisis systems, on worker perceptions and satisfaction. The exploration aims to further develop workplace wellbeing and rep confidence by uncovering these causal links to illuminate HR strategies.

3.6.3 Sources of Data Collection

Essentially, the primary information will be collected through a web-based study, done using Google Forms and controlled by 30 Pakiza Knit employees, including HR employees.

The overview will include closed-ended questions that can go in any direction, to elicit detailed responses regarding workplace well-being issues and their effects on work achievement (Buys et al., 2016). By uniting quantitative components with subjective data, the examination can provide an exhaustive perspective on workers' encounters related to workplace well-being. Online study options can also force members to change schedules, increase response rates, and ensure anonymity, which can support fairer contributions on sensitive issues such as workplace well-being.

3.6.4 Sample Population

To ensure a variety of views on workplace wellness issues, members will be drawn from Pakiza Knit Composites' restricted division using appropriate inspection strategies. This non-likelihood test system is possible given the small size of the objective collection and considers rapid admission to effectively available respondents (Buddy, 2019).

Convenience sampling provides useful information on specific organizational contexts and employee experiences, although it may limit generalizability. Workforce diversity, from managers to operators, will improve statistics because they will capture a wide range of perspectives on workplace safety policies and their impact on employee satisfaction.

3.6.5 Data Analysis Method

Pie charts, bar charts, and other relevant visual representations will be used in data analysis to display survey response results. Statistical analysis of closed-ended questions will produce quantitative data regarding employee perceptions of safety measures, allowing trends and patterns to be identified.

Thematic analysis will be used to identify recurring themes and perspectives related to workplace safety experiences from the qualitative data collected using open-ended questions (Braun and Clarke, 2006). Using inductive coding techniques, answers were analyzed to produce meaningful categories representing participants' assessments of the relationship between workplace safety and job satisfaction.

To fully understand the research question and draw clear conclusions regarding the link between workplace safety and employee well-being in Pakiza Knit, quantitative and qualitative analysis will be combined. In summary, this study aims to understand the relationship between job security and employee well-being in Pakiza Knit by revealing specific human resource issues faced by the Bangladeshi garment industry. This study aims to identify problems and propose feasible solutions through systematic investigation and research, thereby improving employee well-being and organizational performance.

3.7 Analysis & Findings

1. What is your position?

30 responses

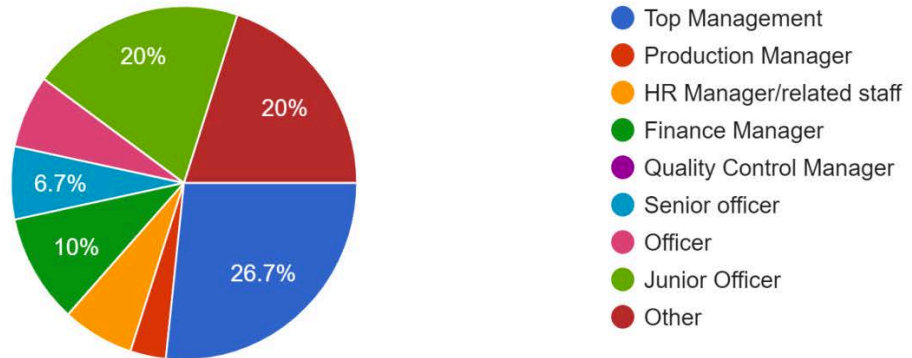


Figure 2: Job Position of the participants

The survey is completed by 30 Pakiza Knit Composite Ltd. employees, with the findings indicating a variety of responsibilities and experience levels. Specifically, 26.7% of respondents were senior officials, 20% were junior officials, and 20% held "other" posts. This balance of responsibility guarantees that statistics on workplace safety and employee well-being reflect the perspectives of operations and senior management. The various classifications of jobs emphasize the need of investigating how different levels of the company perceive and engage with workplace safety concerns.

2. How long have you been working at Pakiza Knit Composite?

30 responses

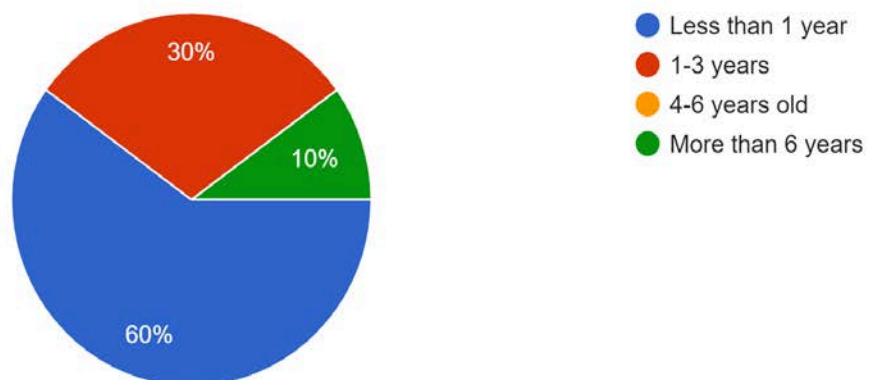


Figure 3: Job Duration and experience at Pakiza

A comparatively youthful workforce is shown by the fact that nearly half of the respondents (60%) have less than a year of professional experience. Following this are 30% of employees with one to three years of experience, and 10% of employees—mostly in managerial positions—have worked for the company for more than six years. According to this data, there may be differences in safety concerns and workplace satisfaction between more seasoned workers who are more familiar with organizational procedures and fresher workers who may still be getting used to safety procedures. Therefore, in order to satisfy the various needs and expectations of these various employee groups, HR must customize their safety interventions and training programs.

Part 1: Workplace Safety Issues

3. How would you assess the overall safety of your workplace?

30 responses

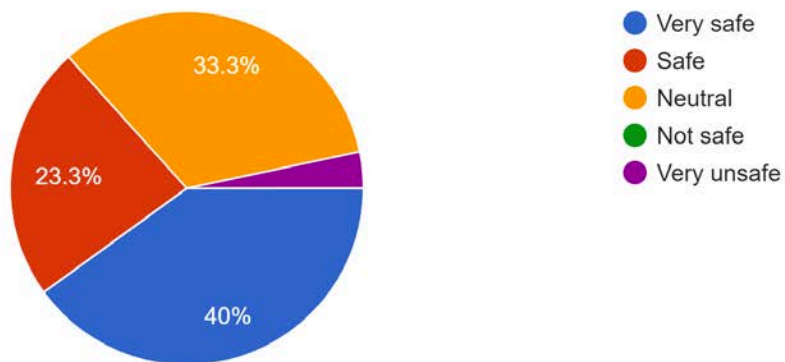


Figure 4: Attitudes related to workplace safety

The thirty (30) respondents to the survey on workplace safety attitudes at Pakiza Knit Composite Ltd. expressed a range of perspectives. Remarkably, the vast majority of workers (40%) thought their place of employment was "Very Safe," indicating general satisfaction with the security protocols of the organization. An additional 23.3% of respondents think that the workplace is "safe," underscoring the largely favorable perception of the existing safety

environment. These answers imply that many workers find the safety procedures in place to help foster a secure work environment.

However, a total 36.7% of respondents expressed a more neutral or negative outlook, with 33.3% (10 employee) indicating a “neutral” stance and 3.3% (1 employee) stating that the workplace is “very unsafe”. This neutrality suggests that a significant portion of workers may feel that although safety measures are in place, they are inconsistent or insufficient in some areas. The presence of “Very Unsafe” comments, although minimal, highlights the need for further research into specific areas where safety standards may be deficient or need to be improved.

4. Which of the following safety issues do you encounter most often in the workplace?

30 responses

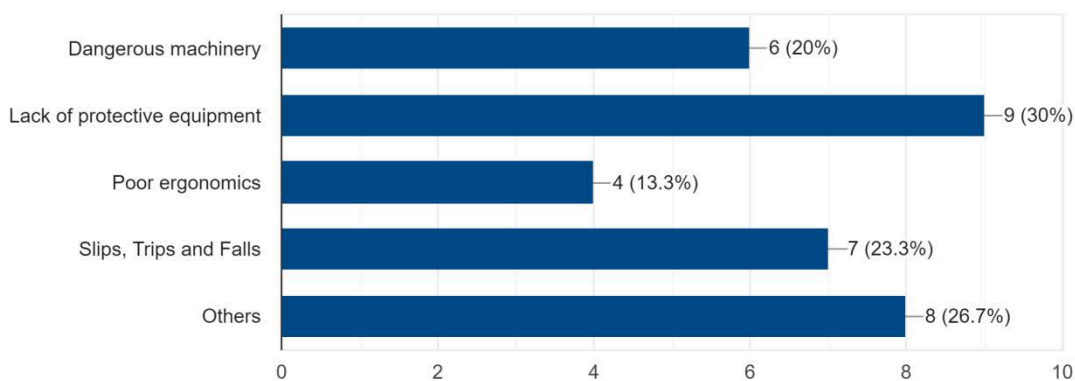


Figure 5: Safety issues that employees encountered

Responds to the survey on normal well-being and safety issues experienced at Pakiza Knit Composite Ltd. uncover different worries. The most often detailed issue is "lack of protective equipment," referred to by 30% of representatives. This demonstrates that an absence of Personal Protective Equipment (PPE) is an area of extraordinary concern and can open specialists to avoidable dangers, influencing their well-being and occupation fulfillment. This was firmly trailed by the issue of "slips, outings, and falls," noted by 23.3 percent of

respondents, featuring the requirement for better counteraction of dangers in the workplace that can prompt mishaps.

Other outstanding wellbeing concerns incorporate "risky apparatus," revealed by 20% of representatives, showing potential dangers related with working or working close to weighty gear. Moreover, 13.3 percent of representatives featured "poor ergonomics," referring to uneasiness or stress connected with working environment plan. A few respondents (26.7 percent) likewise referenced "other," showing extra well-being issues that may not fall into the recorded classes. This variety of security issues shows the requirement for Pakiza's HR division to take an extensive, complex way to deal with tending to working environment gambles, guaranteeing that well-being estimates address the full scope of dangers faced by representatives.

5. Have you ever had an accident or near-accident at work?

30 responses

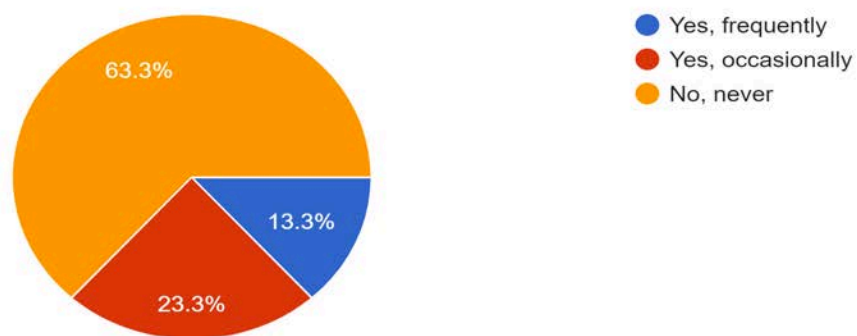


Figure 6: Reaction to an accident or near accident at workplace

Pakiza Knit Composite Ltd.'s reaction to an accident or close-to-miss gives an unmistakable image of the representatives' work environment well-being experience. Most of the respondents (roughly 63.3%) expressed that they had "no, never" been engaged with a mishap or close mishap at work. This proposes that for some individuals, the workplace is viewed as generally protected, or well-being conventions are adequate to forestall incessant

mishaps. Nonetheless, the excess 36.7% of respondents revealed some type of mishap experience, with 20% referring to "yes, occasionally" and 13% conceding "yes, frequently".

Regular and irregular incidents including representatives, especially in senior administration and functional positions, feature the requirement for nonstop well-being audits and improvement. It likewise shows that while certain representatives might have the option to work under safe circumstances, others face a higher gamble of mishaps, which might be connected with explicit work capabilities or regions inside the association. This indicates that further analysis is needed to identify departments or activities where security protocols may need to be strengthened.

6. How well is emergency procedures (e.g., fire drills, evacuation) communicated and practiced at your workplace?

30 responses

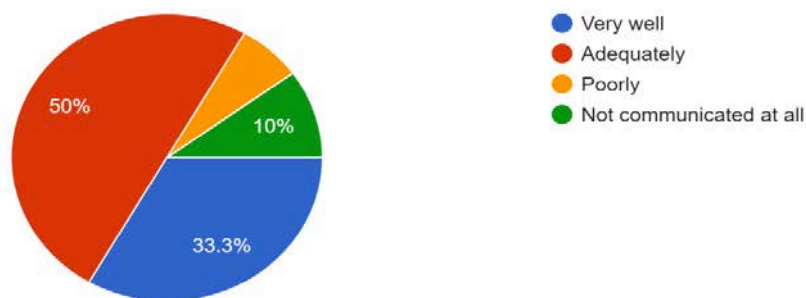


Figure 7: Enquiry related to Emergency Procedures

Feedback on communication and practice of emergency procedures reveals a generally positive response, although there are areas for improvement. Of the 30 interviewees, the majority (around 83.3%) classified the communication of emergency procedures as “adequate” or “very good”. Specifically, 15 respondents indicated that emergency protocols are reported “adequately,” while 10 rated them “very well.” This indicates that most employees feel that fire drills, evacuations, and other emergency procedures are understood and practiced effectively.

However, approximately 20% of respondents indicated that emergency procedures are “poorly” reported (02 employees, 6.7%) or “not even reported” (03 employees, 10%). These concerns highlight gaps in safety communication that can expose some employees to risk during emergencies. Addressing these communication gaps through more frequent training and better communication of safety messages could improve the overall safety culture and ensure that all employees are prepared for emergencies.

Part 2: Role of Human Resources in Addressing Workplace Safety Issues

7. How responsive is HR to safety concerns raised by employees?

30 responses

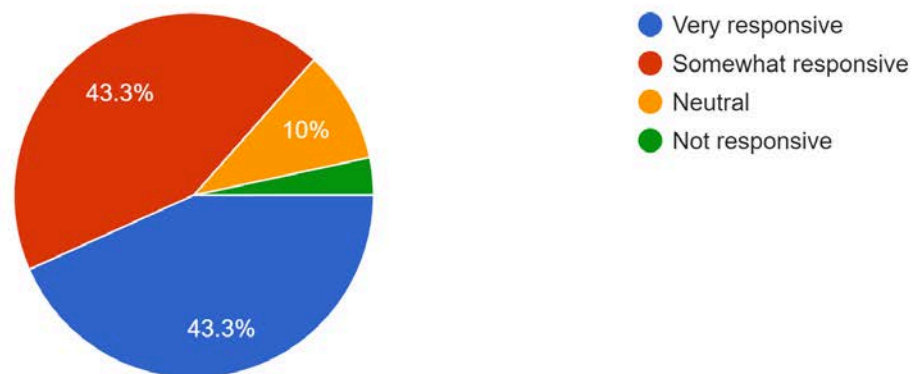


Figure 8: HR responsiveness regarding safety concerns

Employees at Pakiza Knit Composite Ltd. had a varied but overall positive opinion of HR's reaction to security-related inquiries, according to survey data. Thirteen employees, or 43.3% of the 30 respondents, said that HR is "very responsive" to safety issues. This indicates that HR is actively involved in addressing workplace safety issues. While efforts are made to address security concerns, 43.3% of respondents thought HR was "somewhat responsive," indicating that more prompt or thorough interventions might be possible.

However, a smaller portion of the workforce (around 10%) expressed neutrality regarding HR's responsiveness, indicating that their experience with HR security measures is inconsistent or average. Notably, only 1 respondent marked HR as “Not Responsive”, indicating that the department generally takes action on security issues, although improvements in consistency and responsiveness can still be made to increase employee satisfaction in this area.

8. Has the human resources department provided formal safety training?

30 responses

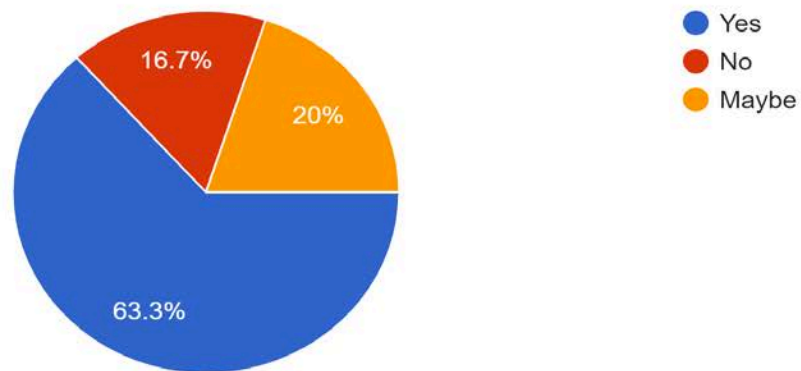


Figure 9: Weather HR offered Safety training at workplace

Feedback on the official safety training that Pakiza Knit Composite Ltd.'s Human Resources department offered is not consistent. 20 (63.3%) of the 30 employees who were interviewed stated that HR does offer formal security training. This indicates that a sizable section of the workforce has undergone some kind of formalized safety training, demonstrating the HR department's strong commitment to ensuring workplace safety through established procedures.

However, 06 employees (20%) expressed uncertainty when selecting “Maybe”, while 05 respondents (16.7%) said that no formal safety training was provided. These numbers suggest that there may be some inconsistency in communication or delivery of safety training between departments, leading to mixed experiences.

9. How effective is the current safety training provided by HR?

30 responses

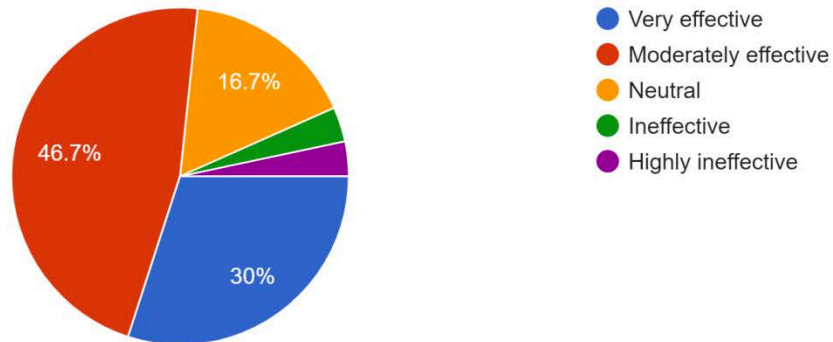


Figure 10: Effectiveness of safety training provided

Based on the effectiveness ratings, we may categorize the replies into several groups and examine the efficacy of the safety training that Pakiza Knit Composite Ltd. HR currently offers. Employees' perceived efficacy varies, according to the responses, with most falling within the categories of "very effective" and "moderately effective." In particular, 09 employees—or 30% of the participants—rated the training as "Very Effective," while 14 respondents—or 46.7% of the total—rated it as "Moderately Effective." Only five respondents, or 16.7% of the total, assessed the training as "Neutral." One employee, or 3.3% of the responses, classified it as "Ineffective," while another participant, or 3.3% of the responses, designated it as "Highly Ineffective".

This distribution suggests that while a significant proportion of employees consider safety training to be moderately effective, there is a notable percentage who consider it to be very effective. The data highlights an opportunity for HR to further improve training programs, especially as 23 out of 30 respondents (76.6%) rated training as moderately or very effective. However, the presence of negative comments, including those who considered training to be ineffective or very ineffective (6.6%), indicates areas for improvement.

10. How often does HR conduct security audits/inspections of your department?

30 responses

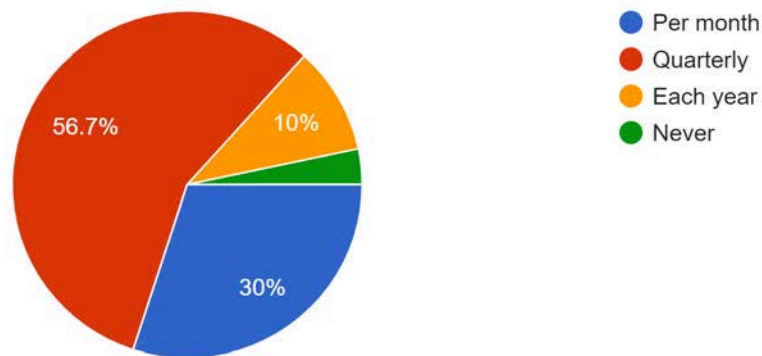


Figure 11: HR concern regarding security audits/inspections

To demonstrate how frequently Pakiza Knit Composite Ltd. HR conducts safety audits or inspections, we can divide the responses into three main categories: monthly, quarterly, and annual. According to the research, most respondents said that HR carries out these audits every quarter. Thirteen individuals, or 56.7% of the total, responded that HR does safety audits or inspections every quarter. This indicates that the organization's most popular procedure appears to be quarterly audits. Monthly audits were the second most popular response, with 09 employees—or 30% of the respondents—reporting this frequency. This suggests that a sizable percentage of the workforce participates in more frequent safety evaluations conducted by HR.

Finally, 03 respondents reported that HR conducts safety audits/inspections every year, representing 10% of the total responses. Although less common compared to quarterly and monthly audits, this data highlights that some departments may only undergo safety assessments once a year. The conveyance of responses proposes that there is no uniform recurrence for well-being reviews/audits across all divisions at Pakiza Knit Composite Ltd. Various frequencies might be because of elements, for example, the apparent gamble level of every division, asset limitations, or booking irregularities.

Part 3: Steps to HR Implementation

11. Which of the following safety measures has Human Resources implemented in your workplace?
30 responses

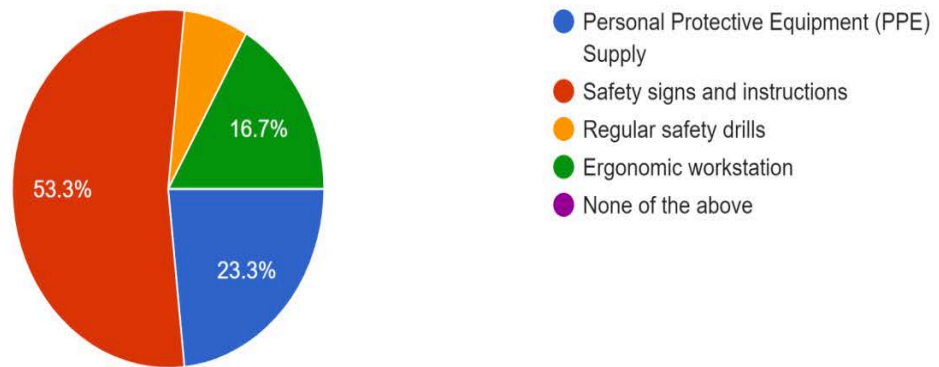


Figure 12: Safety measures HR has implemented

By concentrating on the safety efforts executed by Pakiza HR, we had the option to arrange reactions given the sort of safety efforts announced by workers. The information tells the best way to painstakingly stick to ergonomic work areas, personal protective equipment (PPE), and wellbeing signs and guidelines. Sixteen out of 30 workers (53.3% of the aggregate) conceded to conforming to safety signs and directions. This accentuates the requirement for clear conversation of work environment wellbeing guidelines.

Notwithstanding security signs, seven representatives, addressing 23.3% of respondents, announced having Personal Protective Equipment (PPE). This safety measure is important to guarantee representatives are safeguarded from working environment perils. Also, 05 workers (16.7% of respondents) revealed the utilization of ergonomics. While this is a little rate contrasted with different measurements, it shows the association's obligation to further develop worker solace and lessening the gamble of outer muscle wounds.

12. How satisfied are you with the security measures implemented by Human Resources?

30 responses

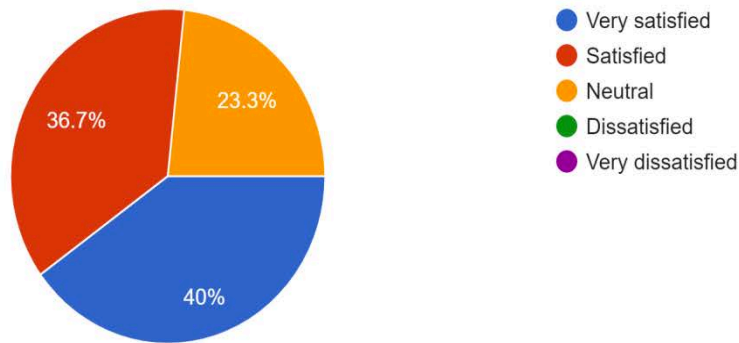


Figure 13: Employee satisfaction regarding security measures

This analysis of the above chart shows that employees have a generally positive opinion of the security measures put in place by Pakiza Human Resources, which helps to determine employee satisfaction with those measures. Twelve employees, or 40% of the total, indicated that they were "Very satisfied" with the security measures out of the thirty responses. This shows how much Human Resources is valued for their efforts in ensuring workplace safety. In addition, 11 workers, or 36.7% of the sample, expressed that they were "Satisfied." This implies that, while they might not be as passionate as those who are extremely delighted, a sizable section of the workforce is confident about the safety measures in place.

On the other hand, 07 employees chose "Neutral", which constitutes 23.3% of the responses. This indicates that although these employees do not express dissatisfaction, they also do not feel very positive about security measures. The presence of neutral responses suggests that there may be areas for improvement or greater communication regarding the effectiveness and implementation of these security measures.

13. How often does the human resources department review and update the security policy?
30 responses

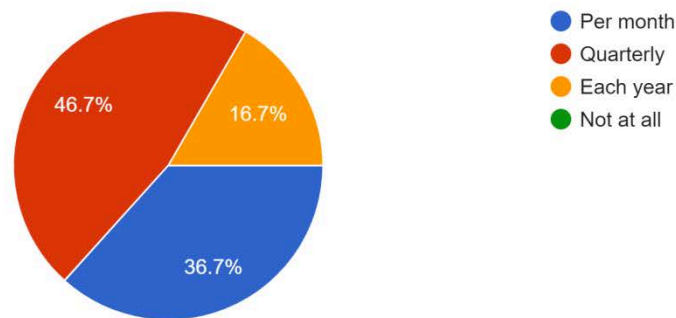


Figure 14: Frequency of HRD in updating security policy

From the above pie chart, we may divide the replies into three primary categories in order to examine how frequently Pakiza's HR department analyzes and updates its security policies: monthly, quarterly, and annual. According to the research, most respondents said that HR evaluates and modifies the security policy on a quarterly basis.

Out of the 30 responses, 14 employees said that HR conducts these assessments every quarter, accounting for 46.67% of the total responses. This suggests that quarterly policy updates are the most common practice within the organization.

The second most frequent response was month-to-month audits, with 11 workers revealing this recurrence, representing 36.7% of the respondents. This demonstrates that a huge portion of the labor force is dependent upon more regular security policy reviews by HR.

At last, five respondents said that HR audits and updates security policies consistently, representing 16.7% of the all-out respondents. While not quite as normal as quarterly and month-to-month surveys, the information features that a few offices may just perform security strategy refreshes one time per year. The dispersion of reactions at various frequencies might be because of variables, for example, saw risk levels across divisions, asset imperatives, or conflicting HR strategy survey conventions.

Part 4: Future Strategies

14. What areas of workplace safety should HR prioritize?

30 responses

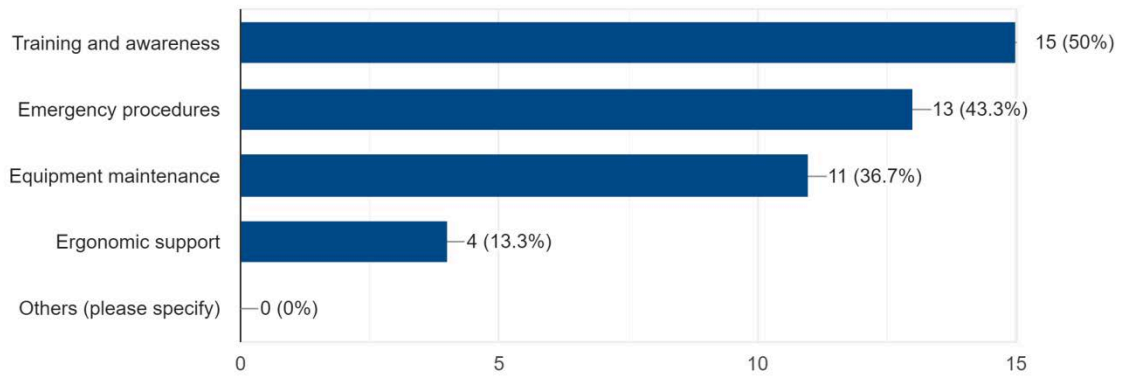


Figure 15: Areas that HR prioritize the most

As indicated by the survey responses, areas of workplace safety that Pakiza's HR division should focus on include preparedness and mindfulness, emergency procedure plans, and equipment support. Of the 30 responses, 15 representatives considered preparedness and mindfulness to be a significant issue. This underlines the importance of preparing representatives on security methodology and best practices to promote a well-being society within the organization. Furthermore, 13 respondents (43.3%) expressed that crisis methods should be focused on. This shows recognition of the need to establish viable alternative courses of action in the event of a crisis to ensure the well-being of workers in the event of unforeseen conditions.

Furthermore, 11 representatives, or 36.7% of those interviewed, pointed to equipment support as a region of basic emphasis. This addresses the understanding that ongoing repair of hardware and equipment is critical to preventing accidents and maintaining a protected workspace. Some responses also included ergonomic help, showing that there is a growing understanding of the need for ergonomic assessments to further develop worker comfort and reduce the risk of mischief arising from manual positions.

15. What do you think are the most effective strategies for improving workplace safety?

30 responses

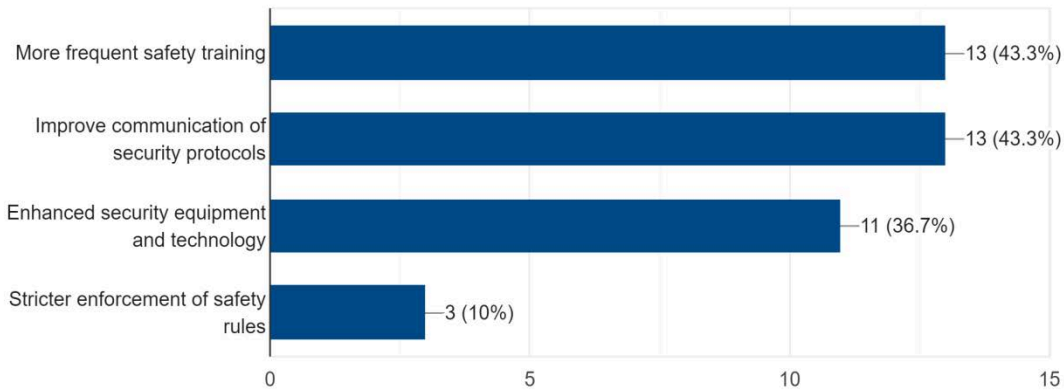


Figure 16: Employees perception about most effective strategies

Due to requests regarding the most effective ways for Pakiza Knit Composite Ltd. To further develop workplace safety, four key regions were recognized: more frequent safety training, improved communication of safety processes, updated safety technology and equipment, and stricter safety guidelines. 13 out of 30 employees (43.3%) considered ceaseless security preparation to be a significant methodology. This includes the importance of continuing training and skill development of representatives to ensure they have the data and capabilities needed to work safely.

Another 13 respondents (43.3%) believe that up-to-date matching of security principles is a useful methodology. This includes the requirement for clear and predictable correspondence between rules, methodology, and safety assumptions to manufacture worker awareness and obligation towards the well-being of the workplace. Eleven respondents (36.7%) identified the expansion of security equipment and technologies as a key objective. This demonstrates the need to put resources into up-to-date, well-maintained, and appropriate safety equipment to lower the stakes and protect workers from likely hazards. Finally, three respondents (10%) accepted that increasing enforcement of security laws was an effective technique. This shows

that while guidelines and strategies are important, they must be followed routinely to ensure consistency and a protected work environment.

The information above represents a diverse way of dealing with developing workplace well-being, with interviewees highlighting the importance of preparation, correspondence, equipment updates, and implementation as reciprocal systems.

16. Do you think getting employees more involved in safety decisions can improve safety outcomes?
30 responses

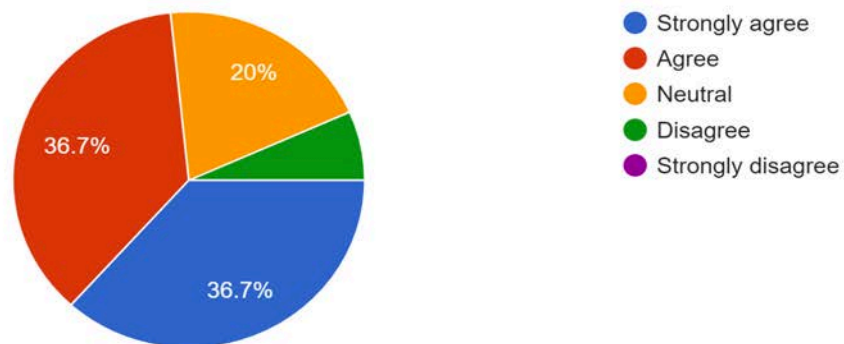


Figure 17: Employees perceptions in involvement of safety decisions

Pakiza's affirmation of employee involvement in safety choices demonstrates a strong consensus that such involvement has a beneficial impact on safety outcomes. Of the 30 respondents, 11 (36.7%) "Strongly agreed," suggesting that involving employees in safety choices can enhance safety practices and outcomes. Additionally, a further 11 respondents (36.7%) selected "agree," emphasizing that employee engagement is critical to creating a safer workplace.

On the other hand, 06 employees (20%) were "neutral," meaning that while they were not opposed to the idea, they may not have strong feelings about its possible consequences. Only two respondents (6.7%) disagreed with the premise that employee engagement improves safety outcomes, with no one expressing a "strongly disagree" attitude. This distribution of

answers indicates an overall consensus among Pakiza employees on the importance of incorporating it into safety decisions, implying that such participation can improve safety procedures and create a more proactive safety culture within the company.

17. Please Rate how confident are you that future HR measures will effectively address current security challenges between 1-7?

30 responses

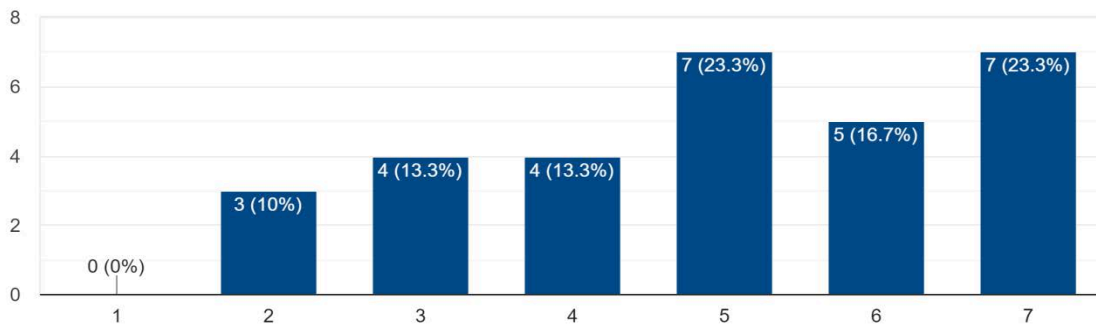


Figure 18: Employee rating in future HR measures to effectively address current security challenges

Ratings reflecting employees' confidence in future HR measures to effectively address current security challenges at Pakiza reveal a wide range of perceptions among respondents. Assessments were distributed on a scale from 1 (low confidence) to 7 (very confident), and 30 responses were collected.

Of these responses, the most frequent score was 5, chosen by 07 employees (23.3%). This indicates a moderate level of confidence among a significant portion of the workforce that HR initiatives will be effective in addressing security challenges. Likewise, 07 employees (23.3%) rated their confidence as 7, demonstrating strong optimism regarding future HR measures.

On the other hand, 04 employees (13.3%) rated their confidence as 4, suggesting a neutral stance, while 03 employees (10%) expressed lower confidence with ratings of 2 or 3. It is worth noting that no respondents selected the lower rating of 01, indicating that although

there are concerns about the effectiveness of HR, there is a general basis of confidence in its ability to address security issues.

Lastly, the data above shows a generally positive outlook among employees towards future HR measures, with the majority expressing moderate to strong confidence in their effectiveness. However, the presence of lower trust ratings highlights areas where HR may need to improve communication and engagement to bolster employee confidence in its security initiatives.

3.8 Core Findings of this Study

This report was designed to explore the impact of workplace safety on employee satisfaction at Pakiza Knit Composite Ltd, focusing on four key objectives. These objectives included analyzing the current state of occupational safety, evaluating the relationship between safety measures and employee satisfaction, identifying HR challenges in implementing safety protocols and suggesting practical recommendations for improving safety and satisfaction based on survey results. Findings from the 30 employees interviewed provide a comprehensive understanding of the work environment and associated HR challenges.

Regarding **the current state of workplace safety**, surveys show that most employees feel that safety measures are in place, but there are significant gaps in the knowledge and proper application of these protocols. While some workers reported that they were provided with basic safety equipment, such as hard hats and gloves, others expressed concern about inconsistent enforcement of safety rules. The most common safety issues identified include inadequate safety training and inadequate emergency preparedness. These findings indicate that while Pakiza Knit provides the foundation for a safe work environment, more rigorous implementation and monitoring is needed to ensure that these measures are effective at all levels.

The survey results show **the relationship between workplace safety measures and employee satisfaction**. An overwhelming majority of employees say that their satisfaction is closely related to feeling safe at work. Respondents who felt that safety measures were adequate reported higher job satisfaction, while those who felt vulnerable to workplace hazards reported lower morale and productivity. This correlation highlights the need for improved safety protocols, not only as a regulatory requirement but also as a key factor in improving employee engagement and retention.

When examining the **HR challenges of implementing effective safety protocols**, respondents raised several important questions. A recurring challenge is the lack of adequate employee training on safety procedures, resulting in a lack of consistency in adherence to protocols. Furthermore, HR departments face difficulties in ensuring that safety standards are maintained across different departments, especially in high-risk areas such as production. The results also point to resource constraints as HR departments struggle to balance operational needs and safety investments, such as purchasing new equipment or conducting regular safety drills. These challenges highlight the need for HR to become more involved in promoting a safety culture within the organization.

Finally, although Pakiza Knit has made progress in **establishing workplace safety measures**, there are clear areas for improvement, particularly in implementation and employee training. Strengthening the relationship between security measures and employee satisfaction will require specific HR efforts to address the challenges faced in implementing and maintaining these protocols. By following the recommendations provided in the next chapter, the company can work towards a safer and more satisfied workforce, which will contribute to overall productivity.

Chapter 4

Recommendations and Conclusion

4.1 Recommendations

Based on the survey results and my self-observed experiences of the challenges HR often face, the following practical recommendations can be made to improve workplace safety and increase employee satisfaction at Pakiza Knit Composite Limited:

4.1.1 Improving Safety Training Programs

Improving safety training programs is crucial to ensuring worker safety at Pakiza Knit Composite Ltd. Comprehensive safety training should be provided to employees at all levels to help them understand their responsibilities in maintaining a safe workplace. To ensure that everyone is familiar with safety precautions, this training should be comprehensive and applied to both new and current employees. To fill any gaps in knowledge and preparation that may exist, frequent refresher courses and hands-on training sessions are also required. In addition to reinforcing safety knowledge, these refresher classes would also adjust to any new rules or equipment introduced into the workplace.

4.1.2 Strengthen Consistency with Well-being Principles

Pakiza Knit Composite Ltd. should force stricter oversight of compliance with wellness needs by all offices. Even with safety precautionary measures in place, daily practice and incognito welfare checks must be conducted to ensure convention-compliant proceeding. By distinguishing any regions that require quick consideration, these reviews would help maintain the highest conceivable level of welfare standards. These efforts could also be facilitated by forming a dedicated wellness board or group that would be responsible for maintaining consistency.

4.1.3 Allocate Resources to Modern Wellness Equipment

An impressive level of respondents presented the need for better wellness equipment. Pakiza Knit should therefore consider investing resources in current safety equipment and crisis response structures. These incorporate crisis exit plans, alarms, and personal protective equipment (PPE) - which are key to preventing mishaps and ensuring immediate action in the event of a crisis. Furthermore, it is essential to focus on the maintenance and routine examinations of this equipment to ensure its proper functioning. Modernizing safety equipment and innovation will further develop workers' real prosperity and convey the organization's commitment to their well-being, which will create professional assurance and fulfillment.

4.1.4 Continue to Develop Readiness to Respond to Crises

In addition to updating equipment, organizations must also focus on disaster preparedness. This incorporates normal crisis exercises for circumstances such as fires or health crises. Workers must take cleaning courses, use fire extinguishers, and medical assistance strategies. Bringing together a dedicated crisis response group and preparing a specific response to the fiasco can fundamentally further develop workplace preparedness. Additionally, clear lines of correspondence must be established so that personnel can quickly contact bosses or administrations in crisis should any issues arise. A solid disaster preparedness procedure protects individuals and also limits business interruption in the event of unforeseen circumstances.

4.1.5 Promote a Culture of Safety and Cooperation

To maintain a protected climate, Pakiza Knit will effectively create a culture of safety that will energize the interest of representatives and executives. Establishing an open climate where workers go ahead and report welfare concerns without fear of retaliation serves to

further develop safety principles persistently. Organizations can create idea boxes or organize standard safety meetings where workers can express their interests or propose changes. Additionally, noticing and praising representatives who effectively participate in wellness measures can increase commitment. A proactive wellness society holds all representatives responsible for workplace safety and can increase work fulfillment and efficiency.

4.1.6 Addressing HR Difficulties

Pakiza Knit must work closely with the HR office to manage any challenges related to layout and tracking optimal wellness measures. HR must adopt a proactive strategy to ensure security prerequisites are characterized and enforced. Further developing correspondence between HR and the board can help workers focus on safety.

4.1.7 Incorporating a Safety Culture through Mentorship Program Presentation

Implementing a mentorship or coaching program with emphasis on safety culture is something relatively new that Pakiza Knit Composite Ltd should consider. The idea is to help associate experienced employees who already have a safety culture to newer or less experienced employees. The mentors would not just provide safety awareness and practical safety measures but would also be able to inculcate the ideology of safety being everyone's responsibility and the organization's ethos.

By building such mentorship relationships, Pakiza can enable compliance of all the safety requirements or understanding of the safety measures throughout the structure. This outreach can also assist in developing trust and good relationships among employees, improve safety communication in terms of raising concerns and eventually create a safer and more conducive working environment.

4.2 Conclusion

This study seeks to investigate the impact of occupational safety on employee satisfaction at Pakiza Knit Composite Ltd., with a focus on analyzing the current state of occupational safety, understanding the relationship between safety measures and employee satisfaction, identifying challenges faced by human resources, and making recommendations for improving safety standards.

The findings found that, while Pakiza Knit has basic safety standards in place, there are major knowledge and implementation gaps, notably in the areas of safety training, compliance, and emergency preparation. Employees generally support the company's efforts to foster a safe working environment, but many say that more rigorous safety training, better equipment, and clearer emergency response mechanisms are required. Furthermore, human resource difficulties, such as personnel shortages and poor communication, have been identified as impediments to the efficient execution of safety procedures.

Importantly, improving workplace safety is not only critical to reducing accidents and hazards but also vital to improving employee satisfaction and productivity. The recommendations offered, which range from strengthening training programs and updating safety equipment to promoting a culture of safety, serve as practical steps toward creating a safer, more satisfied workforce. By addressing these areas, Pakiza Knit can not only improve its operational efficiency but also build a stronger, safety-conscious corporate culture that prioritizes employee well-being.

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Appendix A.

Survey Questionnaire on

“Exploring the Impact of Workplace Safety on Employee Satisfaction: HR Challenges Pakiza Knit Composite Ltd.”

The questionnaire is designed to gather insights into workplace safety issues at Pakiza Knit Composite Limited, the effectiveness of HR interventions, and potential improvement strategies. Your answers will help analyze the relationship between workplace safety and employee satisfaction.

Part 1: Demographic Information

1. What is your position?

- Top Management
- Production Manager
- HR Manager/related staff
- Finance Manager

- Quality Control Manager
- Senior officer
- Officer
- Junior Officer
- Other

2. How long have you been working at Pakiza Knit Composite?

- Less than 1 year
- 1-3 years
- 4-6 years old
- More than 6 years

Part 1: Workplace Safety Issues

3. How would you assess the overall safety of your workplace?

- Very safe
- Safe
- Neutral
- Not safe
- Very unsafe

4. Which of the following safety issues do you encounter most often in the workplace?

- Dangerous machinery
- Lack of protective equipment
- Poor ergonomics
- Slips, Trips and Falls
- Others (please specify)

5. Have you ever had an accident or near-accident at work?

- Yes, frequently
- Yes, occasionally
- No, never

6. How well is emergency procedures (e.g., fire drills, evacuation) communicated and practiced at your workplace?

- Very well
- Adequately
- Poorly
- Not communicated at all

Section 2: The Role of Human Resources in Addressing Workplace Safety Issues

7. How responsive is HR to safety concerns raised by employees?

- Very responsive
- Somewhat responsive
- Neutral
- Not responsive

8. Has the human resources department provided formal safety training?

- Yes, Regularly
- Yes, occasionally
- No, never

9. How effective is the current safety training provided by HR?

- Very effective
- Moderately effective
- Neutral
- Ineffective

10. How often does HR conduct security audits/inspections of your department?

- Per month
- Quarterly
- Each year
- Never

Part 3: Steps to HR Implementation

11. Which of the following safety measures has Human Resources implemented in your workplace?

- Personal Protective Equipment (PPE) Supply
- Safety signs and instructions
- Regular safety drills
- Ergonomic workstation
- None of the above

12. How satisfied are you with the security measures implemented by Human Resources?

- Very satisfied
- Satisfy
- Neutral
- Dissatisfied
- Very dissatisfied

13. How often does the human resources department review and update the security policy?

- Per month
- Quarterly
- Each year
- Not at all

Part 4: Future Strategies

14. What areas of workplace safety should HR prioritize?

- Training and awareness
- Emergency procedures
- Equipment maintenance
- Ergonomic support
- Others (please specify)

15. What do you think are the most effective strategies for improving workplace safety?

- More frequent safety training
- Improve communication of security protocols
- Enhanced security equipment and technology
- Stricter enforcement of safety rules

16. Do you think getting employees more involved in safety decisions can improve safety outcomes?

- Strongly agree
- Agree
- Neutral

- Disagree
- Strongly disagree

17. Please Rate how confident are you that future HR measures will effectively address current security challenges between 1-10?

1	2	3	4	5	6	7	8	9	10
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