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A Study on Awareness about Statutory Benefits among Casual Labours in a Multi-Speciality Hospital in Coimbatore

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Abstract: ***Statutory benefits are labour benefits which are implemented and required by the government. These statutory benefits include ESI, PF, maternity leave, wages and gratuity. It also enables them to choose the benefits based on their personal situation. When casual labours lack awareness about statutory benefits they can't use the benefits at right situation. The purpose of this study is to look into the awareness about statutory benefits among casual labours. Here a questionnaire was framed and circulated to the employees at the hospital. The expected outcome of this paper is to improve the already existing work place safety for casual labours in the hospital. The findings are also expected to pave the way for future research purpose.***
Keyword: Benefits, statutory, casual labours, employee, hospital, awareness.

I. INTRODUCTION

Statutory benefits means labour benefits which is implemented and also that is required by the government. These statutory benefits include security to the employees, medical care and also the injury insurance. Here the employee receives the amount. Statutory benefits include gratuity, state insurance, provident fund, maternity benefits, minimum wages and mandatory leave. Statutory benefits are important to every employee who is working in the organisation. Many people do not know about the benefits and its awareness.Statutory benefits are useful to every employee who includes ESI, PF, maternity benefits, gratuity and minimum wages etc. This study is to analyse statutory benefits among employees and to improve their awareness.

II. OBJECTIVE

1) To study the importance of employee's statutory benefits
2) To evaluate the statutory benefits awareness among the employees.
3) To suggest measures to improve employee awareness on statutory benefits.

III. REVIEW OF LITERATURE

According to Azlina Mohd Hussain, Mohd Syahril Ibrahim, Anie Farahida Omar (2021), in this study, the researcher list about the importance of increasing benefits of informal employment in healthcare sector. The challenges faced by the employees during the lockdown and more importance were given to business.

According to Patrick Pilipiec, Wim Groot & Milena Pavlova (2021), in this study, the researcher focuses on increase in the retirement age of grattuity. There is no effoct on the jib satisfaction. The observed effort was satisfaction with the provider. If the statutory retirment age was increased, there will be a significant.

According to Steven Debets, Henriette Prast, Mariacristina Rossi and Arthur van Soest (2020), in this study, the researcher focus on how pension benefits based on the participatiins, state and the occupational pension scheme provide a income after employee retirement and those are sufficient to maintains their standard of living.

IV. RESEARCH METHODOLOGY

This is a descriptive research that uses percentage analysis to describe the awareness of statutory benefits among employees.

A. Data Collection

1) Only primary data is used that is collected through questionnaire.
2) The targeted population is employees in one of the leading hospital Coimbatore.

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B. Sample Size

The sample size for the study is 200 employees.

V. ANALYSIS TOOLS

The obtained data was analyzed through simple percentage analysis and the collected data was correlated to establish relationship between two independent variables.

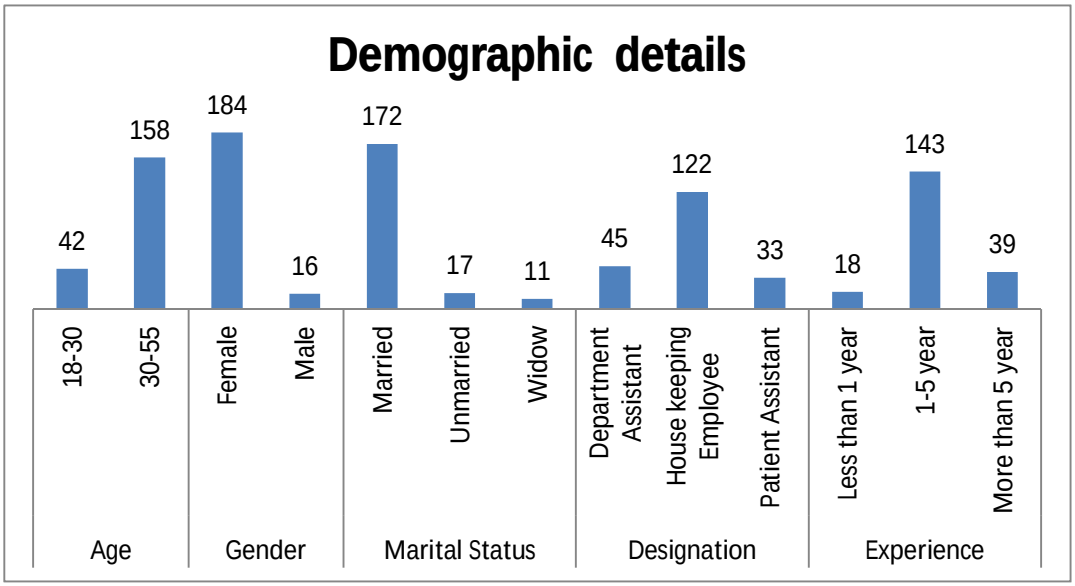


Fig 1: Demographic data of the respondents

The above chart -1 shows that 42 employees are between 18-30years and158 of employees are between 30-55years.It also shows that 184 employees are female and 16 employees are male.Then 172 employees are married ,17employees are unmarried and 45 employees are working as department assistant,122 employees are working as house keeping employees and then 33 employees are working as patient assistant.Atlast the chart shows that 18 employees have experience less than a year,143 are between 1-5year and 39 are experienced more than 5 years.

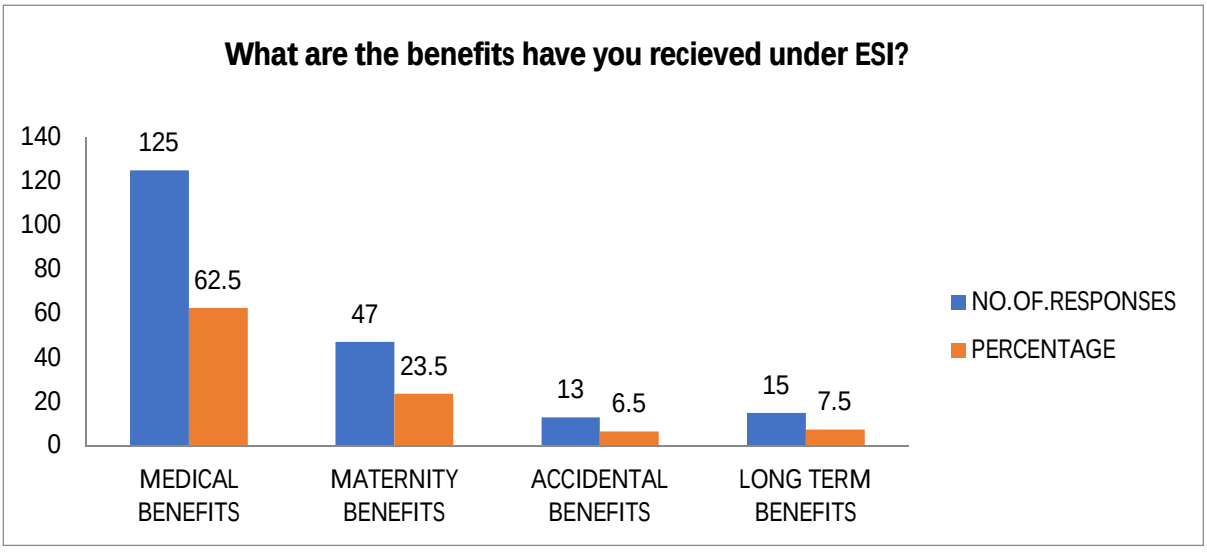


Fig 2: Chart showing the respondent's opinion on "What are the benefits you have received under ESI?"

The above chart II shows that 62.5% of employees received medical benefits, 23.5% employees received maternity benefits, 6.5% employees' received accidental benefits and 7.5%of employees received long term benefits.

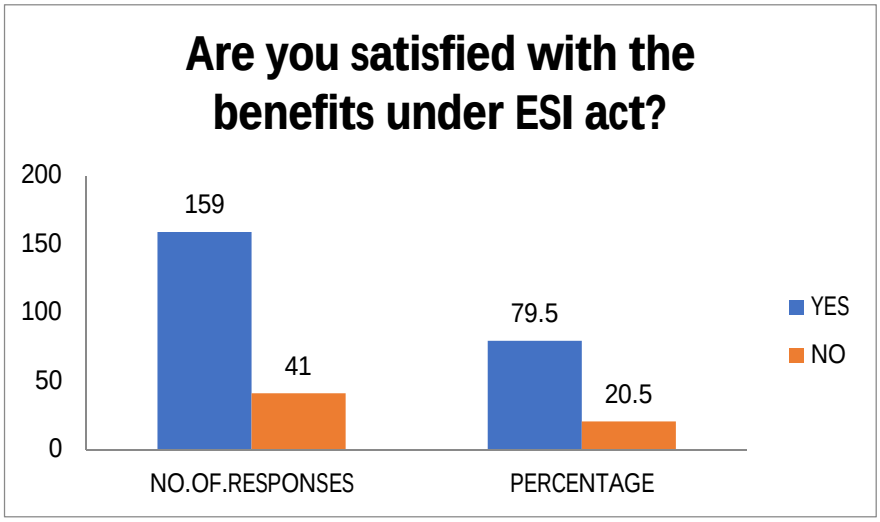


Fig 3: Chart showing respondent's opinion on "Are you satisfied with the benefits under ESI act?"

The above chart shows that 159 employees are satisfied with the benefits and 41 employees are not satisfied with the benefits under ESI act.

Correlations			
		ESI benefits	Satisfied with ESI benefits
ESI benefits	Pearson Correlation	1	.212**
	Sig. (2-tailed)		.003
	N	200	200
satisfied with ESI benefits	Pearson Correlation	.212**	1
	Sig. (2-tailed)	.003	
	N	200	200

Table 1: Showing the difference between benefits you have received under ESI and satisfaction with the benefits under ESI act

In the following interpretation H denotes "Hypothesis"
H_0: There is no correlation between the awareness of ESI benefits and satisfaction with the ESI benefits.
H_1: There is correlation between the awareness of ESI benefits and satisfaction with the ESI benefits.
From the above table, the significant value is .003, which is less than 0.005; hence we reject H_0 and accept H_1. Thus, we prove that there is correlation between the awareness of ESI benefits and satisfaction with the ESI benefits.

VI. FINDINGS

1) Female is more known about the statutory benefits than male
2) 79.5% of employees are satisfied with the ESI benefits.
3) From the correlation analysis it is concluded that the significant value is .003, which is less than 0.005, hence we reject H_0 and accept H_1. Thus, we prove that there is correlation between the awareness of ESI benefits and satisfaction with the ESI benefits

VII. RECOMMENDATIONS

The recommendations include,
1) Regularly the management of the hospital should conduct surveys.
2) After conducting surveys the organisation need to track the awarness and utilization of the casual labours.
3) Then provide a management team or leader to explain the benefits to each new employee.
4) Educate employees on all components which is provide a management.

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5) Setup a communication channels.
6) The organization should arrange a conference or meeting about statutory benefits.
7) The hospital can make a detailed notice board about statutory benefits.
8) Empower employees to customize benefits.

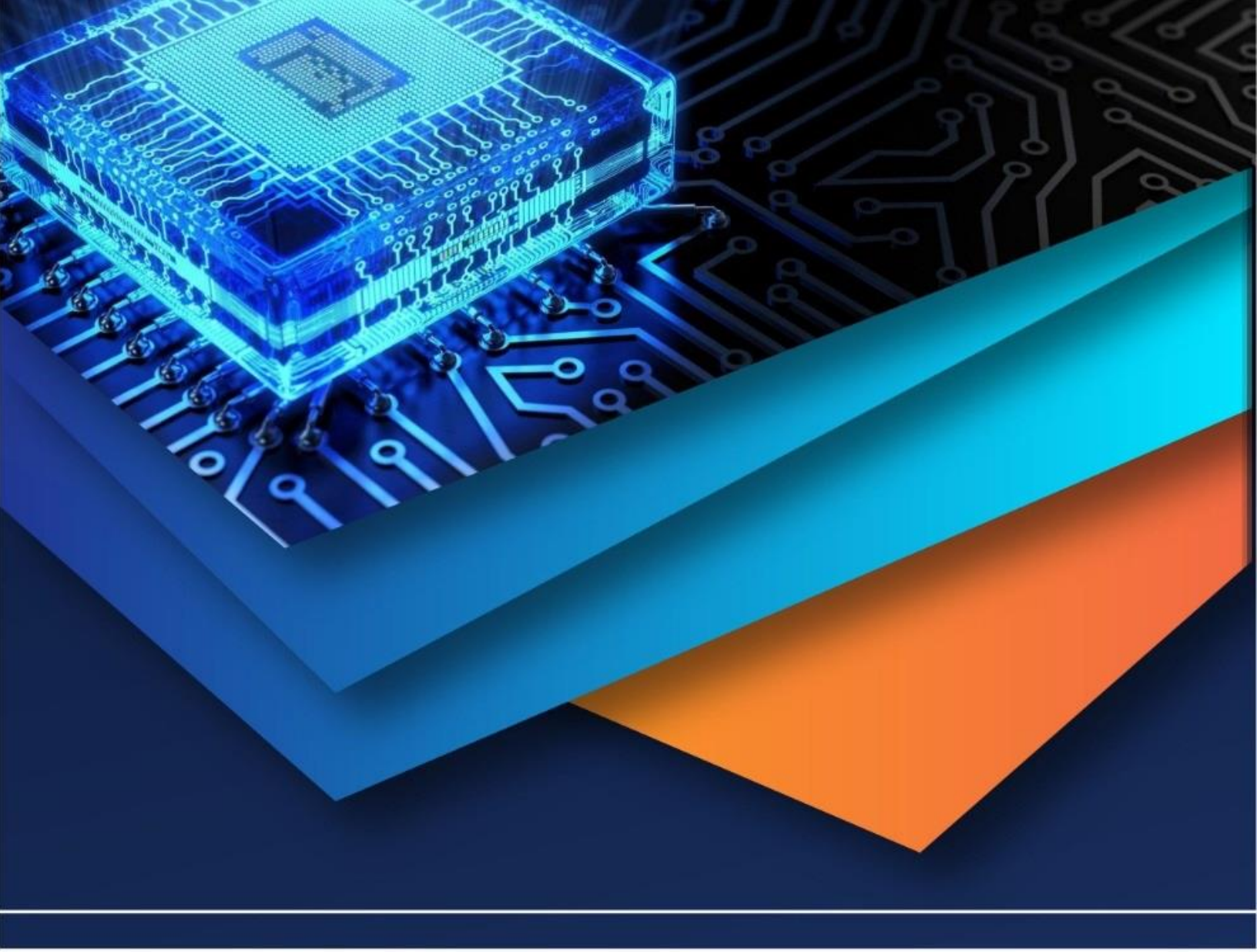
VIII. CONCLUSION

The employee spends more than a quarter of his life in his workplace. The environment of the hospital will be healthy where there is a satisfied emoyees.Employees are aware about statutory benefits but still they can't get a clear view about it.So employees in the organization should have proper awareness about statutory benefits.

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