



## AWARENESS OF SOCIAL SECURITY LEGISLATION IN UNIVERSAL RADIATORS LIMITED, COIMBATORE.

### KEYWORDS

Social Security, Human Resources, Legislations of Labour.

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### ABSTRACT

*The concept of social security implies collective action by the community to help a member against misfortunes and wants; he cannot meet with his own resources. The concept finds its mention in the early Vedic hymns which wishes everyone to the happy, free from ill health, enjoy a bright future and suffer to sorrow. Today, it is based on "ideals of human dignity and social justice." Human Resources are one of the key factors in the industry and it stands first to economic development and large part of national output. At present the human factors are recognized and human resources represent the most valuable single asset of the business and on which its future prosperity depends HR functions contributes to the organizations overall health and self renewing capabilities, which in turn increase the enabling capacities of individuals in team and the entire organization. Thus the researcher has formulated to study the awareness of social security legislations among employees as a research study which helps to know the awareness of legislations among the employees. The main scope of the study is to get feedback from the employees of the Universal Radiators Ltd about their opinions towards the awareness of social security legislations among the employees.*

### Introduction

Social security is a programme of protection provided by society against those contingencies of modern life-sickness, unemployment, old age dependency, industrial accidents, and invalidism against which the individual cannot be expected to protect himself and his family by his own ability or foresight. The idea of social security has arisen out of deep and eternal need of man for some measure of security for his immediate future. A man (or a woman) has to face a number of contingencies or risks right from his (or her) birth. These contingencies include employment injury industrial disease invalidity or disablement health or sickness maternity or child birth old-age burial widowhood orphan hood and unemployment. The international labour office points out "the idea of social security springs from the deep desire of men to free them from the fear of want. To realize this idea the causes of insecurity must be removed wherever possible, and the individual must be assured of that protection against the common risks of life which his own efforts do not avail to provide".

### SOCIAL SECURITY IN INDIA

The social security scheme in general and its beginning in the modern era in some of the industrialized countries the social security programmes introduced in India before and after independence with other advanced countries which have a comprehensive programme of social insurance and social assistance. Before independence the progress in social security programme was very slow despite the rapid progress in some of the other countries. A beginning in the social security programme was made in 1923, when the workmen's compensation act was passed in that year. A few employers have also been giving their employed such benefits as pension, provident fund, gratuities and some other welfare amenities for many years. The real beginning could only be made after independence

when the employees state insurance act was passed in 1948. The other main schemes which came into force after independence are coal mines provident fund and bonus scheme 1952. Certain retrenchment and lay off benefits have been provided under the industrial disputes (amendment) act 1953.

After independence the government of India appointed a studies group to look out an integrated social security scheme combining employee's state insurance scheme and provident fund scheme and to examine.

The main recommendations relate to

- (i) Amalgamation of the administration of the employed state insurance and provident fund scheme.
- (ii) To convert the provident fund scheme into a statutory scheme for an age invalidity.

### SOCIAL INSURANCE SCHEMES

The social insurance schemes may be discussed under the following heads

1. The Factories Act, 1948.
2. The Industrial disputes Act, 1947.
3. The Minimum wages Act, 1948.
4. The Payment of wages Act, 1936.
5. The Employee's provident Fund Act, 1952.
6. The Employee's state insurance Act, 1948.
7. The workmen's compensation Act, 1923.

### OBJECTIVES OF THE STUDY

- To study the socio economic conditions of the respondents.
- To know the awareness of the employees about social security legislations.

- To understand the opinion of the employees towards the social security provided to them by the employer.
- To identify their need on social security schemes

#### RESEARCH METHODOLOGY:

Descriptive research design is used for the entire study. The researcher has adopted simple Random sampling method for data collection. The researcher was permitted to collect data for a week period. The researcher collected data from the employees and executives from all the departments in the organization. The universe of the study comprises of 150 employees of Universal Radiators Limited, Coimbatore. The researcher collected data from 75 respondents, which constitute the sample size of the study.

#### DIFFICULTIES FACED BY THE RESEARCHER

- Employees were busy with their work schedule, so it took time to meet respondents.
- Many of the respondents were not ready share the information to the researcher.
- There was a time constraint for the completion of project.

#### LIMITATIONS OF THE STUDY

- Since findings of the study are confined to a sample of 75 respondents, one cannot generalize these findings with any other organizations.

#### FINDINGS FOR EMPLOYEES

The majority (66%) of the respondents are male. Only 40% of the respondents belong to the age group of 31-40 years. The majority (88%) of the respondents are 10th Standard. The more than half (54%) of the respondents get the salary Rs.4000 & below. The majority (76%) of the respondents are married. More than (52%) half of the respondents have own house. Only (44%) of the respondents are belonged to rural area. The majority (62%) of the respondents have 0 to 5 years experience. The majority (72%) of the respondents are award of the factories Act. The more than half (52%) of the respondents are unaware of the Industrial dispute Act. The more than half (50%) of the respondents are aware of minimum wages act. The more than half (54%) of the respondents are aware of the payment of wages act. The majority (80%) of the respondents are aware of the employees' provident funds and pension act. The majority of (90%) the respondents are aware of the ESI Act. The majority of (60%) of the respondents are aware of the workmen's compensation Act. The majority (78%) of the respondents are aware of the Gratuity Act. The majority (72%) of the respondents are aware of the bonus Act. The majority (60%) of the respondents have opined that the cleanliness of the working place is good. The more than half (54%) of the respondents have agreed that the ventilation and temperature in their organization is good. The majority (60%) of the respondents are agreed that the arrangements of official humidification in their organization are good. The majority (70%) of the respondents have agreed that the drink water facility is good. The majority (70%) of the respondents have agreed that the arrangements of the first aid appliances are good. The majority of (68%) respondents opined that the canteen facility is good. The more than (56%) half of the respondents having opined that the arrangement of shelters and rest rooms is good. The majority (66%) of the respondents have opined that the provisions of holidays and leave with wages are good. Only (48%) of the respondents have opined that the function of works committee is average. The more than (52%) half of the respondents have opined that the function of conciliation officer is Average. The more than (52%) half of the respondents have opined that the function of arbitration is average. Only (46%) of the respondents have opined that disciplin-

ary actions against employees are average. Only (44%) of the respondents have opined that regarding domestic enquiry is average. Only (46%) of the respondents have opined that the payment of minimum wages is good. The majority 62% of the respondents have opined that the payment of wages is good. The majority of (62%) of the respondents have opined that the time of payment is good. Only 46% of the respondents have opined that the payment of deductions made from wages is good. The more than (50%) of the respondents have opined that the maintenance of registers & records are good. Only (44%) of the respondents have opined that the provision of sickness benefit from the Government is average. Only (48%) respondents have opined that the provision of disablement from the Government is average. Only (48%) respondents have opined that the provision of dependents from the Government is average. Only (44%) respondents have opined that the provision of medical from the Government is average. Only (42%) respondents have opined that the provision of maternity from the Government is average. The more than (50%) half respondents have opined that the provision of funeral expenses from the Government is average. The more than (50%) half respondents have opined that the payment of Gratuity is average. Only (46%) respondents have opined that the payment of bonus is average. The majority of (100%) of the respondents have opined that the factories act is needed. The majority of (92%) of the respondents have opined that the Industrial dispute act is needed. The majority of (100%) of the respondents have opined that the minimum wages act is needed. The majority of (100%) of the respondents have opined that the payment of wages act is needed. The majority of (100%) of the respondents have opined that the employees provident fund act is needed. The majority of (100%) of the respondents have opined that the employees' state insurance act is needed. The majority of (100%) of the respondents have opined that the workmen's compensation act is needed. The majority of (100%) of the respondents have opined that the gratuity act is needed. The majority of (100%) of the respondents have opined that the Bonus act is needed.

#### FINDINGS FOR STAFF

The majority (84%) of the respondents are male. The majority (68%) of the respondents belong to the age group of 31-40 years. The majority (72%) of the respondents are 10th Standard. The majority (68%) of the respondents get the salary Rs.4000 & below. The majority (84%) of the respondents are married. Only (48%) of the respondents have own house. The majority (60%) of the respondents are belonged to rural area. The majority (72%) of the respondents have 0 to 5 years experience. The majority (80%) of the respondents are award of the Factories Act. The majority (60%) of the respondents are unaware of the Industrial Dispute Act. The majority (76%) of the respondents are aware of Minimum Wages Act. The majority (88%) of the respondents are aware of the Payment of Wages Act. The majority (80%) of the respondents is aware of the employee's Provident Funds and Pension act. The majority of (88%) the respondents are aware of the ESI Act. The majority of (72%) of the respondents are aware of the Workmen's Compensation Act. The majority (76%) of the respondents are aware of the Gratuity Act. The majority (88%) of the respondents are aware of the Bonus Act. The more than half (56%) of the respondents have opined that the cleanliness of the working place is good. The more than half (52%) of the respondents have agreed that the ventilation and temperature in their organization is good. Only (48%) of the respondents are agreed that the arrangements of official humidification in their org. is good. The more than half (52%) of the respondents have agreed that the drink water facility is good. The more than half (52%) of the respondents have agreed that the arrangement of the first aid appliances are good. The majority of (68%) respondents opined that the canteen facility is good. The majority (68%) of the respon-

dents having opined that the arrangement of shelters and rest rooms is good. The majority (60%) of the respondents have opined that the provisions of holidays and leave with wages are good. The majority (60%) of the respondents have opined that the function of works committee is average. The majority (72%) half of the respondents have opined that the functions of conciliation officer is Average. The more than (52%) half of the respondents have opined that the functions of arbitration are average. The majority (72%) of the respondents have opined that disciplinary actions against employees are average. The majority (72%) of the respondents have opined that regarding domestic enquiry is average. The majority (68%) of the respondents have opined that the payment of minimum wages is good. The majority (60%) of the respondents have opined that the payment of wages is good. The more than half (56%) of the respondents have opined that the time of payment is good. The more than half (56%) of the respondents have opined that the payment of deductions made from wages are good. The more than (52%) of the respondents have opined that the maintenance of registers & records are good. Only (48%) of the respondents have opined that the provision of sickness benefit from the Government is average. Only (48%) of the respondents have opined that the provision of disablement benefit from the Government is average. The more than half (56%) of respondents have opined that the provision of dependents benefit from the Government is average. The more than half (52%) of respondents have opined that the provision of medical benefit from the Government is average. The more than half (52%) of respondents have opined that the provision of maternity benefit from the Government is average. Only (48%) of respondents have opined that the provision of funeral expenses from the Government is average. The more than (52%) half respondents have opined that the payment of Gratuity is average. The more than half (53%) of respondents have opined that the payment of bonus is average. The majority of (100%) of the respondents have opined that the Factories Act is needed. The more than half (56%) of the respondents have opined that the Industrial Dispute Act is needed. The majority of (64%) of the respondents have opined that the Minimum Wages Act is needed. The majority of (76%) of the respondents have opined that the Payment of Wages Act is needed. The majority of (76%) of the respondents have opined that the Employees Provident Fund Act is needed. The majority of (76%) of the respondents have opined that the Employees' State Insurance Act is needed. The majority of (76%) of the respondents have opined that the Workmen's Compensation Act is needed. The majority of (76%) of the respondents have opined that the Gratuity Act is needed. The majority of (80%) of the respondents have opined that the Bonus Act is needed.

### SUGGESTIONS

- Management should take necessary steps to organize worker's education programmes.
- The information of different labour laws will motivate the workers to increase their efficiency and effectiveness.
- The Management could try to give the awareness programme regarding the legislations, since it may induce their involvement in work.
- The Management should follow the rules and regulations which come under legislations enacted by the Government.
- To enhance the levels of awareness among workers, management concerned with the implementation of different Acts should play an active role in generating awareness plant and unit level.

- Modern communication media can also be utilized to enlighten workers about the various benefits available under Acts.

### CONCLUSION

The Management should provide all the labour and welfare and social security measures to increase the efficiency and effectiveness of individual and organization. These measures help in maintaining harmonious industrial relations, stable workforce with minimum labour turnover and absenteeism in the organization. The management should consider all labour welfare and social security measures as necessary and motivational factors for the workers. The present research has been undertaken to look into the crucial aspect of awareness and implementation of labour welfare and social security measures in the industrial sector.

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