

A Study on Awareness of Employee State Insurance Scheme And Benefits Followed In Bhartiya International Limited

B. Mohana Prasath¹, Dr.S.Rathika², Ms.S.Sathiyanaaveena³

^{1,2,3}Dept of MBA

²Associate Professor/Head, Dept of MBA

³Assistant Professor

Abstract- This study has been enriched in BHARTIYA INTERNATIONAL LIMITED to identify the “Awareness of Employee State Insurance Schemes and Benefits”. The sample taken for this study was 200 out of population 310 at BHARTIYA INTERNATIONAL LIMITED. The type of sampling technique used for the study was simple random sampling. Statistical Tools used in this research was Correlation, Regression, Chi-square, T-test and also percentage analysis. Findings of the study is majority of the employees are satisfied with the ESI provided medical treatments and its benefits others have some of the challenges while accessing the medical care facilities. Also, majority employees are effectively used to preventive healthcare services offered through ESI. Suggestions are to conduct a regular orientation sessions for employees to educate them about ESI benefits and also provide brochures, pamphlets, and posters detailing the various aspects of ESI benefits. Organize health and wellness programs within the workplace to promote preventive healthcare practices among employees. The study was conducted to create awareness about Employee state insurance schemes and its benefits to the employees of Bhartiya International limited and they have to know about the scheme very well and it will be useful to them while accessing the Employee State Insurance scheme portals as well as the medical facilities provided by ESI.

I. INTRODUCTION

The Employee State Insurance (ESI) scheme is a social security and health insurance program in India. It is administered by the Employee’s State Insurance Corporation(ESIC), which is a statutory body created under the ESI Act, 1948. The primary objective of ESI is to provide social protection to employees in the organized sector and their dependents in case of sickness, maternity, disablement, or death due to employment injury.

Coverage for ESI scheme applies to factories and other specified establishments where 10 or more persons are employed. It covers employees earning Rs.21,000 or less per

month as wages. Contribution for ESI scheme is done by both employer and employee as well. Contribution rate for employer is 3.25% and employee is 0.75% of wages paid.

ESI benefits like Medical benefits, Sickness benefits, Maternity benefits, Disablement benefits, Dependent benefits etc... Employee covered under ESI act must register with the ESIC and obtain a 17-digit unique identification code.

In the beginning, the ESI Scheme was implemented at just two industrial centers in the country in 1952, namely Kanpur and Delhi. There was no looking back since then in terms of its geographic reach and demographic coverage. Employee state insurance scheme benefits are:

- Sickness benefits.
- Maternity benefits.
- Medical benefits.
- Disablement benefits.
- Dependent benefits.

II. NEED FOR THE STUDY

To create an awareness of the Employee State Insurance scheme and its benefits among employees can provide valuable insight into gaps in knowledge and opportunity for improvement. It can help identify areas where communication and education efforts can be enhanced to ensure that employees fully understand their entitlements and rights under the schemes.

III. OBJECTIVES OF STUDY

- To create an awareness of Employee State Insurance scheme and benefits among employees of Bhartiya International Limited.
- To provide comprehensive medical and healthcare facilities to insured employees and their dependents.
- To offer financial assistance to employees during period of employment related injury.

- To share the financial burden of employer and employee by the contribution based funding.

IV. SCOPE OF THE STUDY

It is for raising awareness of the Employee State Insurance scheme and its benefits among employees is substantial. By conducting targeted educational campaigns, implementing clear communication strategies, and providing easily accessible information, Organization can ensure that employees understand their entitlements and rights under the scheme, ultimately fostering a healthier and more informed workforce.

V. LITERATURE REVIEW

Amritha Thakkar (January 2024), Employee retention in Indian insurance sector:

The purpose of this study is to get an understanding of the need of retaining employees in the insurance sector in India. The concept of employee retention has long been considered a complicated phenomenon, which has served to perpetually pique the interest of HR managers. The field of general insurance in India is a sector that is seeing rapid growth. Following the liberalisation of its market, the insurance sector in India has seen substantial expansion, which would not have been achievable without the efforts of the human resources working in the sector. The elements in a company that cause workers to remain loyal to it are referred to as retention factors. An effort has been made to investigate the factors that employees of insurance companies believe are most important and realistic in determining whether or not they will remain with the organisation. These factors include the effect of compensation and rewards, job security, working environment, and work life balance. To determine the extent to which retention variables have an impact on employee retention, a research was conducted in the Ahmedabad area with participants drawn from a variety of general insurance businesses with which the city is associated. Analysis techniques such as correlation analysis, hypothesis testing, and multiple regressions are used to the gathered data.

Uma Phalswaland Priyanshi Dixit (December 2023), Health Insurance Schemes and Their Benefits:

Health policies in India are based on equity prioritising the needs of the poor and underprivileged. Likewise, there is a discrepancy in the consistency of information and knowledge regarding the scheme among the beneficiaries. A review was created to help medical and nursing professionals to gain comprehensive knowledge of various health schemes. We tried to give an overview of

various health schemes including Ayushman Bharat Yojana, am Aadmi Bima Yojana (AABY), Pradhan Mantri Suraksha BimaYojana (PMSBY), Rashtriya Swasthya Bima Yojana (RSBY), Central Government Health Scheme (CGHS), Employees State Insurance Scheme (ESIC), Employee Health Scheme and various state-level health schemes. include, Yeshasvini Health Insurance Scheme.

Ravi Shankar (May 2022), Healthcare Cost Reduction and Health Insurance Policy Improvement: Objectives reducing healthcare costs is a constant endeavour of all healthcare organizations, governments, policy makers, and individuals. A comparative study of available healthcare policies from the patient's perspective is not available. Furthermore, an analysis of how the various components of these policies affect the healthcare cost of a patient is required. Methods Data were collected from 150 hospitalized patients in India regarding their views on 7 healthcare cost categories covering 22 cost components. These are statistically analysed under 4 commonly used health insurance policies (2 government insurance schemes: ex-servicemen contributory health scheme and employee state insurance; private insurance schemes; and self-financing—ie, no insurance) to assess which healthcare cost component is more important under which policy option. Results Under 7 healthcare cost categories, 22 cost components were studied, and out of these 22, 16 were found statistically significant. Results revealed that the treatment of all 16 significant cost components under the 4 health insurance policy options was statistically.

Sampath Kumar (2022), Examined the performances of the Employees' State Insurance Corporation during the period 2018-2022. The scope of the scheme in terms of the number of employees and the number of insured persons covered under this scheme had largely remained stagnant and decreased during the period.

Punekar S.D., Deodhara S.B. and SaraswatiSankaran (2021),Analysed the social security measures in India. They stated that Employees' State Insurance and Employees Provident Fund Scheme were the most important Acts giving the maximum coverage of social security.

Monga, M.L. (2020), He focused on the social security legislation and analysed the Employees State Insurance Act, 1948 and Employees Provident Funds and Family Pension Fund Act 1952.

Sarma, A.M. (2019), has studied the social security scheme in detail and different social security legislations in India including a comprehensive selection of recent case laws bearing on this subject. His study state that Employees' State

Insurance Scheme neither covered all risks nor was it applicable to all the working populations.

VI. RESEARCH METHODOLOGY

MEANING OF RESEARCH:

Systematic investigative process employed to increase or revise current knowledge by discovering new facts. It is divided into two general categories: Basic research is inquiry aim increasing scientific knowledge, and applied research is effort aimed at using basic research for solving problems or developing new processes, products, or techniques. Research refers to a search for knowledge. It can also be given as a scientific and systematic search for pertinent information on a specific topic. In fact research is an art of scientific investigation. The Advanced Learner's Dictionary of current English lays down the meaning of research as "a careful investigation or inquiry especially through search for new facts in any branch of knowledge." Some people consider research as a movement from the known to the unknown. It is actually a voyage of discovery.

RESEARCH METHOD:

Research method is those techniques that are used for condition of research.

RESEARCH METHODOLOGY:

Research methodology is a way to systematically solve the research problem. It may be understood as a science of studying how research is done scientifically. In this study the various steps that are generally adopted by a researcher in studying the research problem along with the logic behind him.

RESEARCH DESIGN:

Research Design is defined as the "arrangement of conditions for collection and analysis of data in a manner that aims to combine relevance to the research purpose with economy in procedure".

RESEARCH DESIGN:

1. Descriptive

The research design followed for the study is descriptive type of research. It is typically concerned with determining the frequency with which something occurs or how two variables vary together. Descriptive research

studies are those studies which are concerned with the characteristics of a particular individual, or of a group.

SAMPLING:

Sampling is a process used in statistical analysis in which a pre-determine number of observation are taken from a larger population.

SAMPLING DESIGN:

A sample design is a finite plan for obtaining a sample from a given population.

POPULATION:

The Employees of "BHARTIYA INTERNATIONAL LIMITED" Chennai constitute the work place of the study. The employees of the company are 310, and it forms the work place for the present study.

SAMPLE SIZE:

Number of the sampling units selected from the population is called the size of the sample. Sample of 200 respondents were obtained from the population.

STATISTICAL TOOLS:

SPSS (STATISTICAL PACKAGE FOR SOCIAL SCIENCE): Statistical package for social sciences (SPSS) is mean for statistical analysis of data. It has got tools to obtain accurate result. SPSS is a computer program used for survey authoring and deployment, data mining, text analytics, statistical analysis, and collaboration & deployment. The following statistical tools were used in this study:

- ✓ Correlation
- ✓ Regression
- ✓ Chi-square
- ✓ T-test

PERCENTAGE ANALYSIS:

In case Percentage refers to a special kind of ratio. Percentage is used in making comparison between two or more series of data. In this study, the number of people who responded in a particular manner is interpreted in the form of percentages. $\text{Percentage} = (\text{No of respondents} / \text{Total no of respondents}) * 100$

VII. LIMITATION OF THE STUDY

- ESI scheme often cover employees whose monthly wages or salary does not exceed a certain threshold. Employees earning above this threshold may not be eligible for coverage.
- Some categories of employees may be excluded from ESI coverage, such as temporary or contractual workers, seasonal employees, and certain categories of managerial or supervisory staff.
- ESI schemes may have geographical limitations, covering employees only in certain regions or areas where the scheme is implemented.

III. DATA ANALYSIS

Table 2.1 Table showing satisfaction level

S.NO	SATISFACTION OF RESPONDENTS	NO.OF RESPONDENT	PERCENTAGE
1	VERY MUCH SATISFIED	28	14%
2	SATISFIED	110	55%
3	NEUTRAL	44	22%
4	DISSATISFIED	14	7%

INTERPRETATION:

It is interpreted that 55% of employees are satisfied with medical treatment of ESI, 22% of employees are neutral response with ESI treatment, 14% of employees are very much satisfied with the medical treatment of ESI, 7% of employees are dissatisfied with medical treatment of ESI, 2% of employees are very much dissatisfied with medical treatment of ESI.

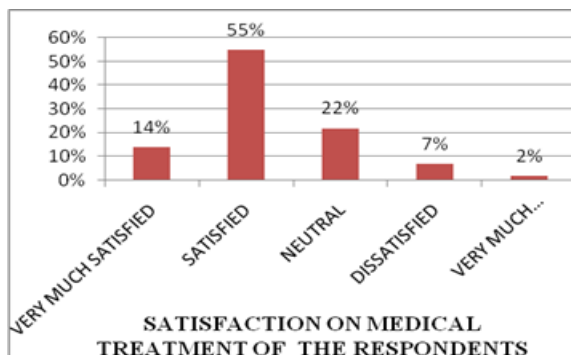


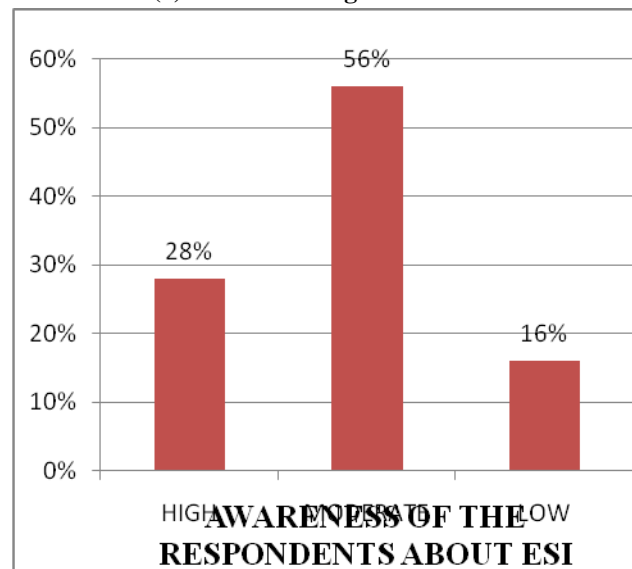
Table 2.1 Table Showing awareness about ESI

S.NO	AWARENESS ABOUT THE BENEFITS OF ESI	NO.OF RESPONDENTS	PERCENTAGE
1	HIGH	56	28%
2	MODERATE	112	56%
3	LOW	32	16%
		200	100%

INTERPRETATION:

It is interpreted that 56% of employees are says they are moderately on awareness about ESI benefits, 28% of employees says they are highly aware about ESI benefits, 16% of employees says that they are lowly aware about ESI benefits.

Chart 2.2(a) Chart showing awareness about ESI



CORRELATION BETWEEN AGE AND OVERALL SATISFACTION ON ESI PROGRAM

NULL HYPOTHESIS (H0):

There is no significant difference between age and overall satisfaction on ESI by the employees in the workplace.

NULL HYPOTHESIS (H1):

There is a significant difference between age and overall satisfaction on ESI by the employees in the workplace.

Correlations

		Age of the respondent	overall satisfaction
Age	Pearson Correlation	1	.203**
	Sig. (2-tailed)		.004
	N	200	200
Experience	Pearson Correlation	.203**	1
	Sig. (2-tailed)	.004	
	N	200	200

** . Correlation is significant at the 0.01 level (2-tailed).

INTERPRETATION:

Hence the significant occurs 0.004 so H1 is accepted (i.e) There is a significant difference between age of the respondent and overall satisfaction of employees.

RESULT:

The above table there is a Pearson correlation value is 1. So it is a perfect positive correlation.

REGRESSION DIFFERENCE BETWEEN INCOME AND EXPERIENCE OF THE RESPONDENTS NULL HYPOTHESIS (H0);

There is a significance difference between income and experience of the respondents.

ALTERNATIVE HYPOTHESIS (H1);

There is no significant difference between experience and income.

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error			
1	(Constant)	1.353	.086		15.645	.000
	Experience	.559	.044	.669	12.679	.000

a. Dependent Variable: INCOME OF THE RESPONDENTS

Variables Entered/Removed^a

Model	Variables Entered	Variables Removed	Method
1	Experience ^b	.	Enter

a. Dependent Variable: INCOME OF THE RESPONDENTS

b. All requested variables entered.

Model Summary

Model	R	Adjusted R Square	Std. Error of the Estimate
1	.669 ^a	.448	.445

a. Predictors: (Constant), Experience

ANOVA^a

Model	Sum of Squares	df	Mean Square	F	Sig.
1	Regression	55.183	1	55.18346	.000 ^b
	Residual	67.972	198	.343	
Total	123.155	199			

a. Dependent Variable: INCOME OF THE RESPONDENTS

INTERPRETATION:

Here the significant was occurs and has value 0.000 is lesser than 0.05. Hence H1 is rejected.

RESULT:

There is no significant difference between income and experience of the respondents. Here the significant value is 0.000 is lesser than 0.05. Hence H1 is rejected.

IX. FINDINGS

- It is inferred that majority of employees 55% are satisfied with the medical treatment and services available under the scheme.
- It is inferred that majority of employees 52% are rating good for efficiency and responsiveness of the ESI system.
- It is inferred that majority of employees 49% say ESI effectively supports during illness or injury.
- It is inferred that majority of employees 56% says that they are moderately aware about ESI benefits.
- It is inferred that majority of employees 60% doesn't face any challenges or difficulties while accessing ESI benefits.
- It is inferred that majority of employees 23% rated 9 out of 10 for overall ESI program.

X. SUGGESTION

- Conduct regular orientation sessions for employees to educate them about the ESI benefits.
- Provide informational brochures, pamphlets, and posters detailing the various aspects of ESI benefits.
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XI. CONCLUSION

In conclusion, the Employee State Insurance (ESI) scheme is a vital social security and health insurance program for Indian workers. It offers a range of benefits, including medical care, sickness benefits, maternity benefits, and more, to employees and their dependents. Through contribution from both employers and employees, the scheme provides financial security and access to healthcare, ensuring the well-being of workers and their families. It's important for employees to understand the scheme's coverage, benefits, and contribution requirements to avail its advantages and

safeguard their health and livelihoods. Ensuring awareness and effective utilization of ESI benefits among employees is vital for their health, well-being, and financial security. By implementing various strategies such as orientation sessions, informational materials, one-on-one council and online resources, organizations can empower employees to understand and access their ESI benefits more easily. Collaboration with ESI authorities, regular updates, health and wellness programs, feedback mechanisms, and incentivizing utilization further contribute to enhancing awareness and utilization of these benefits. Ultimately, by prioritizing ESI benefits and fostering a culture of support and engagement, organizations can positively impact the overall health and satisfaction of their workforce while fulfilling their responsibility to provide comprehensive employee benefits.

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