

A STUDY ON THE AWARENESS LEVEL OF STATUTORY COMPLIANCES AMONG EMPLOYEES IN IT INDUSTRY

Submitted in partial fulfillment of the requirements for the award of

MASTER OF BUSINESS ADMINISTRATION

By

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SCHOOL OF MANAGEMENT STUDIES

SATHYABAMA

**INSTITUTE OF SCIENCE AND TECHNOLOGY
(DEEMED TO BE UNIVERSITY)**

**Accredited with Grade "A" by NAAC | 12B Status by UGC | Approved by AICTE
JEPPIAAR NAGAR, RAJIV GANDHI SALAI, CHENNAI - 600 119**

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BONAFIDE CERTIFICATE

This is to certify that this Project Report is the bonafide work of **SARANYA B M 40410157** who carried out the project entitled **"A Study on the Awareness level of Statutory Compliances among employees in IT industry"** under my supervision from January 2022 to March 2022.

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DECLARATION

I **SARANYA B M (40410157)** hereby declare that the Project Report entitled “**A Study on the Awareness level of Statutory Compliances among employees in IT industry**” done by me under the guidance of **DR.S Joyce** is submitted in partial fulfillment of the requirements for the award of Master of Business Administration degree.

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SARANYA B M

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ABSTRACT

Statutory compliance is the legal structure within which a company must conduct itself with regards to the treatment of its employees. Every country has its own set of state and central laws that companies need to adhere with. Non-agreement to such laws implicates legal consequences on existence. The Indian Information Technology companies for a very long time enjoyed an exemption from the basic rules and obligations which are imposed on the companies regarding employment of workers. The Indian IT industries were exempted from the Industrial Employment Standing Orders Act, 1946. But now after the government had refused to extend the exemption the IT Industries just like the other industries it will have to follow the obligations regarding the conditions prescribed by the government. This paper explains the statutory compliances, various provisions covered under the acts and also the awareness level among employees about it. The following are some labour acts that are to be discussed: Payment of wages act, employees' state insurance act, minimum wages act, employees' provident fund, the payment of gratuity act, the equal remuneration act, maternity benefits etc.

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CHAPTER 1

INTRODUCTION

1.1 Introduction

Statutory compliance is the legal structure within which a company must conduct itself with regards to the treatment of its employees. Every country has its own set of state and central laws that companies need to adhere with.

Non-agreement to such laws implicates legal consequences on existence that is why companies have to spend a good deal of resources for ensuring statutory compliance. Statutory compliance is beneficial to all employees, employer and the organization. For employees- it makes sure that they receive fair treatment and get their dues on time. It also ensures that the working conditions for the employees are satisfactory and well managed. As for the organization and the employer- it maintains clarity of rules and regulations to fall back on.

India is among the 10 worst countries for working people according to the Global Rights Index 2020 on the degree of respect for worker's rights. Labour related laws and reforms have been a controversial topic which no one wants to discuss and the majority of the population of India is not aware about their labour laws.

Therefore Statutory Compliance in HR is important for the employees as well as the employers to be well aware about the employee rights and regulations.

Indian Government provides employee benefit acts like industrial relations, minimum wages, social security, women and child employment, health and safety, and organization benefit acts like provident fund, trade union, ESI etc. Non-agreement to such laws implicates legal consequences on business existence that is why business representatives should put a considerable amount of money, time, and people to adhere to these laws.

1.2 Industry profile

The labour laws of independent India derive their origin, inspiration and strength partly from the views expressed by important nationalist leaders during the days of freedom struggle, partly from the debates of the Constituent Assembly and partly from the provisions of the Constitution. The relevance of the dignity of human labour and the need for protecting and safeguarding the interest of labour as human beings has been enshrined in Chapter III and Chapter IV of the Constitution of India keeping in line with Fundamental Rights and Directive Principles of State Policy.

The Labour Laws were also influenced by important human rights and the conventions and standards that have emerged from the United Nations. These include right to work of one's choice, right against discrimination, prohibition of child labour, just and humane conditions of work, social security, protection of wages, redress of grievances, right to organize and form trade unions, collective bargaining and participation in management.

As labour is in the concurrent list, there was an entire gamut of 200+ state and 40+ central laws with often colluding jurisdictions. The multiplicity, rigidity, and overlapping nature of laws also make compliance difficult. This leads to corruption, exploitation of workers, etc. The above situation also hampers the ease of doing business in India. India has a huge informal sector, with almost 90% workforce engaged in it. The labour laws largely ignore the sector. The companies have an incentive in keeping their firm small as larger firms attract stricter regulations. The contract employment always generates aversion from labours. There is a need to introduce fixed-term employment. The female labour force participation is very low and it is mainly engaged in the informal sector and low-paid jobs.

The codification of labour laws was recommended by the 2nd National commission on labour (2002).

Adhering to statutory compliances is necessary for all big and small business set ups to keep their businesses safe from the legal trouble. Deep knowledge of statutory compliances is required to minimize the risk associated with the non-compliance of statutory requirements.

Every country has its own set of state and central labour laws that companies need to adhere with. Dealing with statutory compliance requires companies to be updated on all the labour regulations in their country.

Statutory compliance is beneficial to all – employee, employer and the organization. For employees – it makes sure that they receive fair treatment and get their dues on time. It also ensures that the working conditions for the employees are satisfactory and well managed.

As for the organization and the employer – it maintains clarity of rules and regulations to fall back on. It also saves the organization from penalties and legal actions. And in turn, creates a trustworthy and safe environment.

The Indian Information Technology companies for a very long time enjoyed an exemption from the basic rules and obligations which are imposed on the companies regarding employment of workers. The Indian IT industries were exempted from the Industrial Employment Standing Orders Act, 1946. But now after the government had refused to extend the exemption the IT Industries just like the other industries it will have to follow the obligations regarding the conditions prescribed by the government. They will have to make sure that the workers and employees are not only informed about it but are also allotted those conditions.

There is a misconception among the people that the labour laws of the country do not apply to IT Industries but this is not true. Almost all the labour laws which are applicable to any other industry are also applicable to IT Industry. The Factories Act, 1946, the Industrial Disputes Act, 1947 and certain State labour laws do not apply to

IT Industries but apart from that, all the other labour laws are applicable to IT Industries as well. The state governments have been given the power that they can exempt any particular industry from the laws which are made by the Central Government regarding the labour or industrial laws under section 14 of the Indian Employment Standard Orders Act, 1946. The state government using this power do exempts the IT Industries from the Industrial Employment Standard Order Act, 1946. Most IT industries do not include their employees under the definition of “workman” stated in the Indian Industries Act, 1965 in order to get exempted from the liabilities which arise after that.

Major acts and statutory compliances for IT Industry

- **The Minimum Wages Act, 1948**

The Minimum Wages Act, 1948 makes sure that a minimum amount of payment is given to the workers, who are working under the company.

The Act tries to minimize the risk of exploitation of the employees in the company.

The minimum wages which must be given to the employees are specified and changed by the central government from time to time.

- **The Payment of Wages Act, 1936**

The payment of wages Act, 1936 applies to the IT Industries. The Act states that there shall be no discrimination regarding the payment of wages on the basis of caste, colour, creed, sex etc. Both men and women must be paid equally for equal work.

The Act deals with the illegal deduction and non-payment or late payment of wages.

The Act makes sure that there is no violation of labour rights regarding wages.

- **The Employees' State Insurance Act, 1948**

The ESI Act provides certain benefits to employees in case of sickness, maternity, and employment injury. The act applies to non-seasonal factories using power and employing more than 10 employees, and non-power using factories and certain other establishments employing 20 or more employees.

All benefits are provided in ESIC hospitals, clinics, and approved independent medical practitioners. The wage ceiling under this act has been enhanced to Rs. 15000 per month.

- **The Payment of Gratuity Act, 1972**

The Payment of Gratuity Act, 1972 is the law which governs the gratuity which is to be paid to every employee and worker who has worked for a period of not less than 5

years. The gratuity is given to the employees after they have left the job by way of either resignation or retirement or superannuation or have died or become disabled, which renders them unable to continue. In a case of death or disability, it is not necessary that the person should have worked for more than 5 years.

- **The Maternity Benefit Act, 1961**

The Maternity Benefit Act, 1961 was passed by the legislature with the sole motive to make sure that the working women are not forced to continue their work even when they should not as they are pregnant or are expecting a baby. The Act makes sure that the women are given appropriate holidays of 6 months as maternity leave and also sees that no industries is trying to discriminate on the basis of gender.

- **The Trade Unions Act, 1926**

The Trade Unions Act, 1926 was passed with the objective to make the establishing and functioning of the trade unions proper and systematic. The formation of trade unions is also covered under the fundamental right prescribed in section 19(1) (c) of the Indian constitution.

There is a misconception that the workers of an IT Industry cannot form a trade union, but this is something which is not true. The right to form a union is fundamental rights which even the state cannot take away from the citizens.

- **The Sexual Harassment of Women (Prevention, Prohibition and Redressal) Act, 2013**

The Sexual Harassment of Women (Prevention, Prohibition and Redressal) Act, 2013 has been formulated after the Supreme Court in the case of Vishaka v State of Rajasthan gave directions to the Executive regarding the necessity to legislate an Act that could deal with the problem of sexual harassment which a woman face while working under any Institution.

1.3 Objective of the study:

- To know about the existing statutory compliances for IT industry employees.
- To rate the awareness level of statutory compliances among IT employees.
- To find out the source of awareness of such statutory compliances.
- To suggest suitable measures for improving the awareness among the employees.

1.4 Need for the study:

The Indian Information Technology companies for a very long time enjoyed an exemption from the basic rules and obligations which are imposed on the companies regarding employment of workers. The Indian IT industries were exempted from the Industrial Employment Standing Orders Act, 1946. But now after the government had refused to extend the exemption the IT Industries just like the other industries it will have to follow the obligations regarding the conditions prescribed by the government. They will have to make sure that the workers and employees are not only informed about it but are also allotted those conditions. Therefore Statutory Compliance in HR is important for the employees as well as the employers to be well aware about the employee rights and regulations.

CHAPTER 2

LITERATURE REVIEW

Sapna, Awareness level of workers to labor laws. The paper aims to validate the awareness level of workers in the industrial establishments of Northern India. The study examines the awareness level of workers to Factories Act, Industrial Disputes Act, Minimum Wages Act and Payment of Wages Act applicable in the Industry. The results of the study revealed that significant difference is found in the awareness level of workers on the basis of age and experience regarding different acts implemented in the industry.

Ashwany Kumar Sharma, Dr. Darshan Singh, Awareness of social security legislations among industrial workers. The analysis revealed that awareness of different provision of social welfare legislations has not percolated down to praxis level in the real sense. The workers are aware of only some provisions of the legislation; especially those are generally used by the workers.

Kumar &Yadav examined the satisfaction of workers from labor welfare schemes in eight state Government and private sector sugar factories of the Gorakhpur division in Uttar Pradesh. The results revealed that the satisfaction level of workers to the labor welfare schemes was very low in both private and state sugar factories. It was observed that the satisfaction level of workers from social security schemes, housing, medical schemes, and education schemes was higher for private sector sugar factories than the state Government sugar factories.

Sabarinathan & Kavibharathi studied satisfaction levels of labor regarding welfare measures at erode district co-operative milk producers union limited in Tamil Nadu.

A sample of 50 respondents was selected for the study. Chi-square test was used for analyzing the data. The findings of the study revealed that seventy eight percent of the respondents were satisfied with the relationships with their subordinates. Sixty six

percent of the respondents were highly satisfied in canteen facilities. The organization showed the great deal of transparency and participative approach in decision making. The study suggested that management should convert a satisfactory level to a higher satisfactory level. Canteen facilities should be provided to the employees and cordial relationships also maintained with the subordinates and supervisors for a good working environment.

Laddha (2012) studied employee welfare strategies with reference to Solapur Janata Sahakari Bank Ltd. at Solapur district. A sample of 50 employees from six branches of the bank at Solapur city was chosen for the study. The findings of the study revealed that the bank was providing not only intramural and non-statutory facilities but also extramural facilities. Sixty six percent of the employees were in favor that the bank was in need for the further development of the welfare activities. The hygienic condition was maintained by the bank at the washroom and canteen. The bank was providing occupational health care to its employees at a satisfactory level. Overall, fifty percent of the respondents were satisfied with the welfare facilities. The study suggested that the bank should provide recreational facilities, transportation facilities and medical facilities. The bank should arrange different sports activities for the employees and encourage them to participate in the activities of the bank.

Satyanarayana & Reddy (2012) examined the various labor welfare measures available in the organization and the satisfaction level of the employees regarding these welfare measures in cement industries (KCP Limited).

B.N. Raja Hans, the General Secretary of Hind Mazdoor Sabha in his paper on social security for the workers states. The workers in the unorganized sector are compensated very poorly for the efforts they put into adding to the national wealth. There is a dire need to improve their compensation and provide them a cover of social security benefits.

Bhangoo examined industrial relations in the Cotton Textile Industry. Attention has been paid to exploring the nature and extent of industrial disputes, settlement machinery, working conditions, welfare facilities and social security measures. He concludes that low wages and bonus, poor working conditions, lack of welfare and social security measures continue to be the most important factors responsible for industrial disputes.

Kannan (2007) has argued that the concept and coverage of social security be enlarged especially in developing countries to address the twin problems of deficiency and adversity. These twin problems can be tackled by covering the workers working in the informal sector of the economies of developing countries. The author has also discussed various methods that has the potential for possible extensions.

Boke, B.T. Wage Administration in a Cotton Textile Mill; in this study, emphasis has been given on the modes used for wages fixation and worker participation therein. Besides wages determination, other welfare and monetary assistance measures introduced for workers have been studied. Another study in the year 1974 on Leave and Holidays System in a Textile Mill was conducted by Sh. Kadapatti, I.A discovering that efforts are centered mainly towards statutory compliance while determining the working conditions and leave system.

Michael Cichon and Krzysztof Hagemejer (2007) have reviewed social security coverage that the world has achieved along with economic and social benefits of the national social security system. The authors have laid emphasis that social security systems are a necessary part of the institutional framework of any effective market economy. Introduction of basic and social protection in developing countries is both a desirable and affordable investment. There is a need to introduce a global social security floor.

Ghosh (2007) have examined conditions of work with reference to the importance of

social security measures experienced by persons engaged in display board works. The study has observed that due to low income, workers involved in this occupation have no capacity to purchase insurance policies. The employers are also indifferent to their need for adequate social security coverage. The government and employers should accord top priority to the provision of social security coverage to the thousands of hoarding and billboard workers spread across the country.

B.S. Ramaswamy in a paper presented at a seminar on Development of Social Security programmes in developing countries had highlighted two main problems in the administration of Social Security programmes in India. The first was that there was inadequate appreciation of the nature of social insurance on the part of the beneficiaries and to a certain extent on the part of the administrators. There was a tendency to equate the insurance schemes with provident fund schemes and to expect the refund of or a return on the contributions made in respect of the insurance schemes.

Muhammad Qasim, Aroj Bashir, Ali Shan, Muhammad Saqib Anees, Concept of Occupational Health and Safety and Evaluation of Awareness Level among Employee, Study was conducted at shoe factory of Gujarat. In this study, both primary and secondary data is used Primary data collected through observation/walk through survey and structured questionnaire by 655 employees of the industry.

Prabakar, Employees satisfaction & welfare measures a case study with special reference to Don Bosco College of arts & science, stated that every individual has certain needs and motives which he/she wants to fulfill. There are some situational factors responsible for job satisfaction. Besides proper evaluation of work, impartial behavior and social relationship with co-workers etc. are also contributory factors. As a total concept of welfare, it is a desirable state of existence involving physical, mental, moral and emotional well-being. The social concept of welfare implies the welfare of man, his family, and his community.

CHAPTER 3

RESEARCH METHODOLOGY

3.1 Research Methodology

The present study forms part of a major study conducted to understand the Impact of statutory compliance for effective outcome among employees in IT industry. This paper explains the awareness level of statutory compliance among IT employees and its effectiveness in outcome.

The study will discuss in detail about the various basic statutory compliances everyone must know. It also discusses the significance of such statutory compliance and impact on the work efficiency.

Structured questionnaire was used to collect data from 119 respondents in Chennai. Descriptive analysis like percentage analysis was conducted to understand the awareness level and impact of statutory compliances among IT professionals.

3.2 Research Design

In the beginning the research stage is exploratory because the research statement was developed on the basis of various review of literature that was available on internet and journals. After framing the research statement, the research design becomes descriptive as it now describes the characteristics of a part of population as a sample for overall awareness level of statutory compliance among employees.

3.3 Sources of data:

For the research both primary and secondary data is collected. The primary data for the study is collected directly from target respondents through structured questionnaire. The secondary data is collected from journal, articles, internet, reports, and other publications.

3.4 Structure of questionnaire

The basic requisite of any research study is the appropriate data which can be collected with the help of a schedule or questionnaire. With the help of questionnaire, It is easy to determine the impact of statutory compliance for effective outcome among employees in IT industry.

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Types of questions

- Direct questions
- Multiple choice questions
- Likert scaling questions
- Rank questions

3.5 Sample size

Sample size- 119

Period of the study- 3 months

Location and Targeted people of the study- Chennai city.

3.6 Hypothesis Framework:

Hypothesis testing

H0 — Null hypothesis (there is no significant relationship between the variables).

H1 – Alternative hypothesis (there is significant relationship between the variables)

After analyzing the data, hypothesis testing is done. It will result in either accepting or rejecting the hypothesis.

Tools used

- **Correlation**

Correlation is a statistical technique that shows how strongly two variables are related to each other or the degree of association between the two. Correlation is measured by the correlation coefficient.

- **Chi-square**

The Chi-Square Test of Independence determines whether there is an association between categorical variables (i.e., whether the variables are independent or related).

- **Anova**

Analysis of variance (ANOVA) is a statistical technique that is used to check if the means of two or more groups are significantly different from each other. ANOVA checks the impact of one or more factors by comparing the means of different samples.

CHAPTER 4

DATA ANALYSIS AND INTERPRETATION

4.1 PERCENTAGE ANALYSIS

Table 4.1.1: Gender of the respondents

Gender	Frequency	Percentage
Male	68	57.14%
Female	51	42.86%
Total	119	100.00%

Source: Primary data.

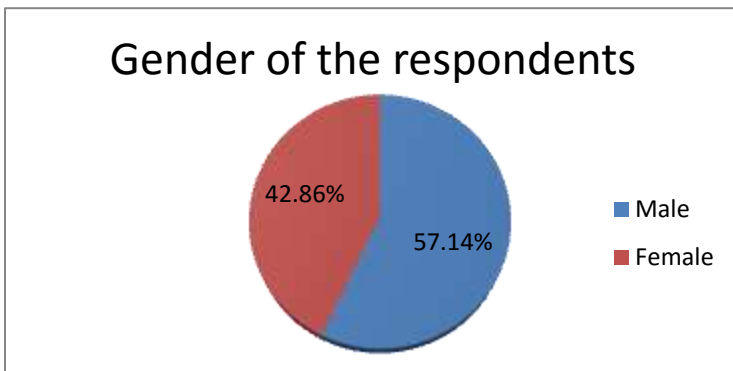


Chart 4.1.1: Gender of the respondents

Interpretation

From the above table it is interpreted that the number of male respondent is 57.14 % and female respondent is 42.86%.

Inference

Majority (57.14%) of the respondents are Male.

Table 4.1.2: Age of the respondents

Age	Frequency	Percentage
Below 25 years	11	9.24%
25-35 years	54	45.38%
35-45 years	41	34.45%
Above 45 years	13	10.92%
Total	119	100.00%

Source: Primary data.

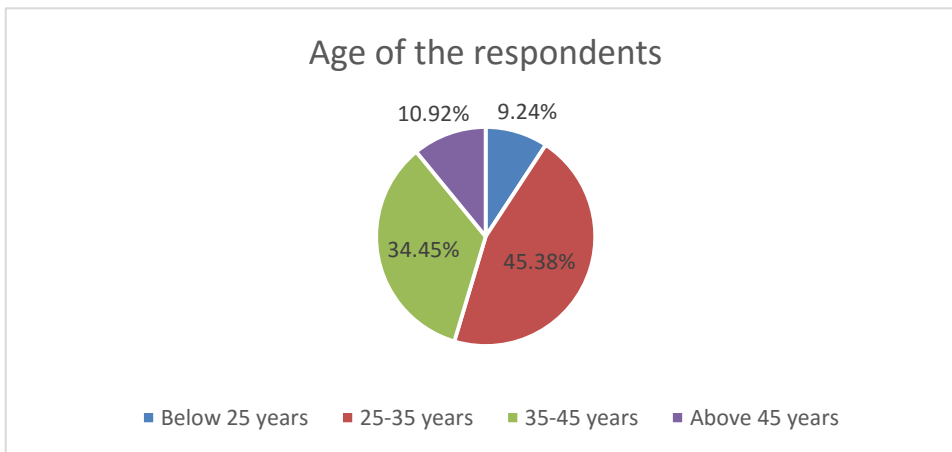


Chart 4.1.2: Age of the respondents

Interpretation

From the above table it is interpreted that the number of respondents below 25 years age of respondents are 9.24% between 25-35 age of respondents are 45.38% between 35-45 age of respondents 34.45% and above 45 years age of respondents are 10.92%.

Inference

Majority (45.38%) of the respondents belong to 25-35 years.

Table 4.1.3: Educational qualification of the respondents

Educational Qualification	Frequency	Percentage
Degree/ Diploma	86	72.27%
Post Graduate	31	26.05%
Other	2	1.68%
Total	119	100.00%

Source: Primary data

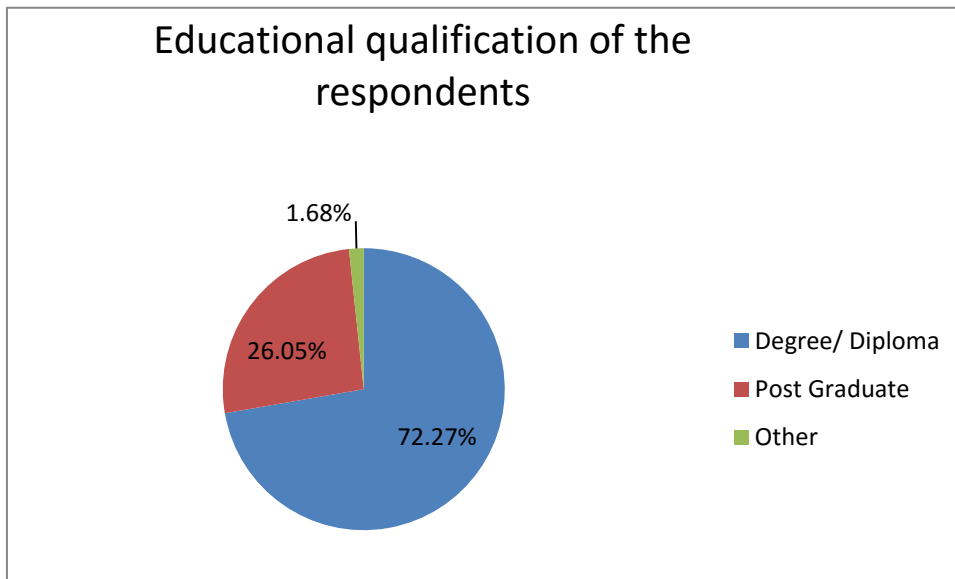


Chart 4.1.3: Educational qualification of the respondents

Interpretation

From the above table it is interpreted that 72.27% of respondents' education qualification is degree/diploma and 26.05% of respondents' education qualification is Post Graduate and 1.68% of respondents education qualification is other.

Inference

Majority (72.27%) of respondents' education qualification is degree/diploma.

Table 4.1.4: Year of experience of respondents

Years of Experience	Frequency	Percentage
0-3 years	36	30.25%
4-6 years	36	30.25%
7-11 years	25	21.01%
12-20 years	20	16.81%
Above 20 years	2	1.68%
Total	119	100.00%

Source: Primary data.

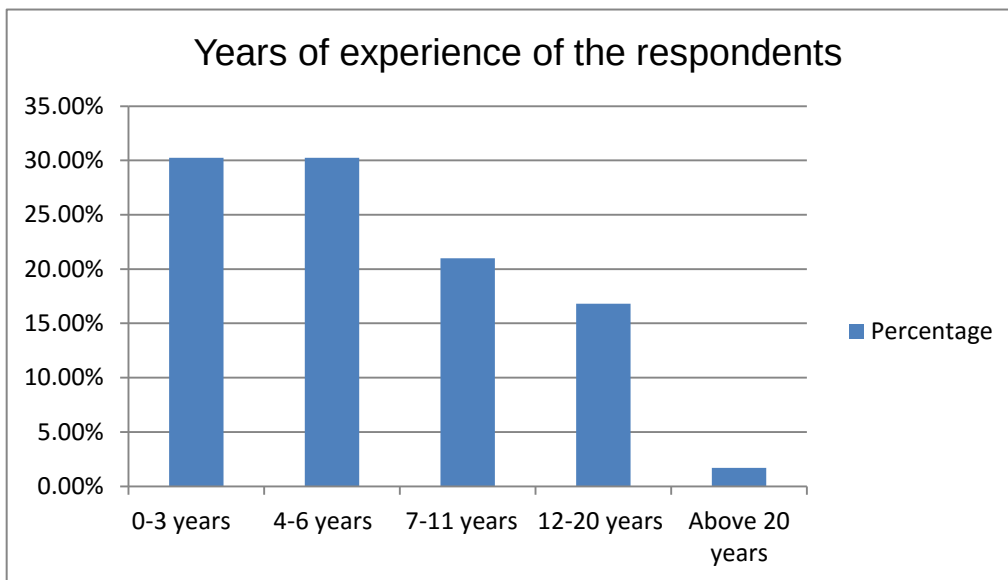


Chart no 4.1.4: Year of experience of respondents.

Interpretation

From the above table it is interpreted that the number of respondents who belong to category 0-3 years of experience is 30.25%, 4-6 years is 30.25%, 7- 11 years is 10.92%, 12-20 years is 16.81% and Above 20 years is 9.24%.

Inference

Majority (30.25%) of the respondents are 0-3 years and 4-6 years of experience

Table 4.1.5: Monthly income of respondents

Monthly Income	Frequency	Percentage
10000-20000	43	36.13%
20001-30000	35	29.41%
30001-40000	20	16.81%
40001-50000	19	15.97%
50001 & Above	2	1.68%
Total	119	100.00%

Source- primary data

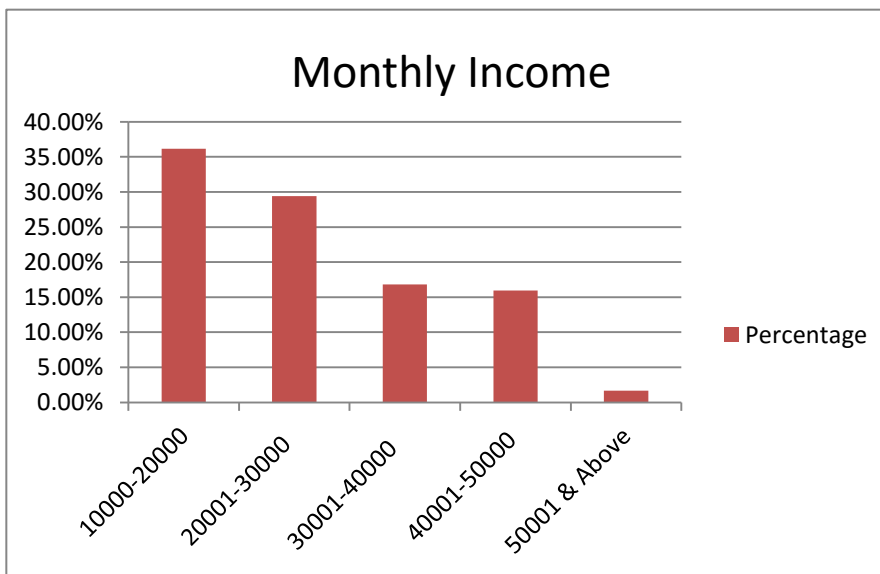


Chart no 4.1.5: Monthly income of respondents

Interpretation

From the above table it is interpreted that the number of respondents who belong to Category 10000-20000 is 36.13%, 20001-30000 is 29.41%, 30001-40000 is 16.81%, 40001-50000 is 15.97% and 50001 & above is 1.68%.

Inference

Majority (36.13%) of the respondents are earning 10000-20000 monthly.

Table 4.1.6: How well informed do you feel about your rights/laws at work?

How well informed do you feel about your rights/laws at work?	Frequency	Percentage
Very well informed	57	47.90%
Well informed	25	21.01%
Informed	22	18.49%
Not very well informed	15	12.61%
Not well informed at all	0	0.00%
Total	119	100.00%

Source: Primary data.

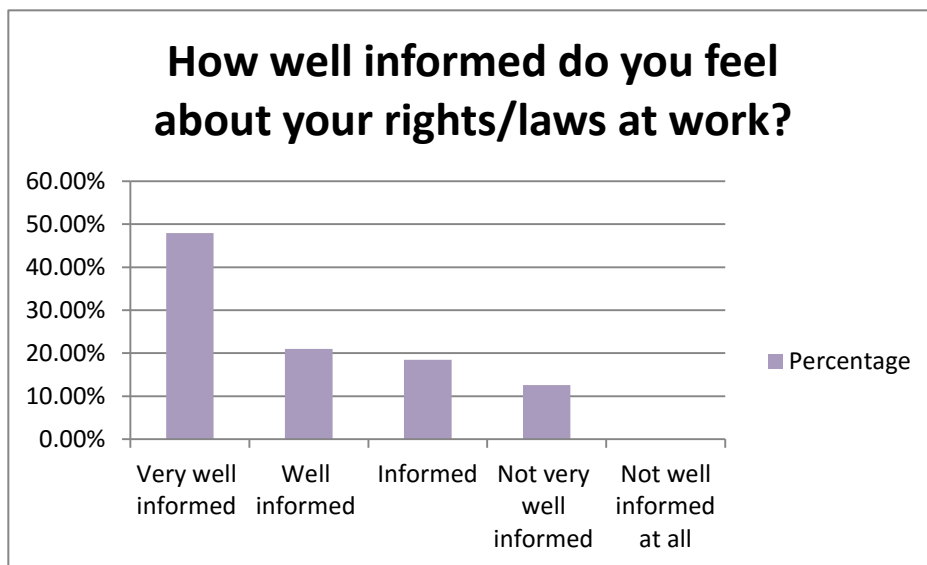


Chart No 4.1.6: How well informed do you feel about your rights/laws at work?

Interpretation

From the above table, it shows how well informed do the respondents feel about their rights/ laws at work. 47.90% are very well informed, 21.01% are well informed, 18.49% are informed and 12.61% not very well informed.

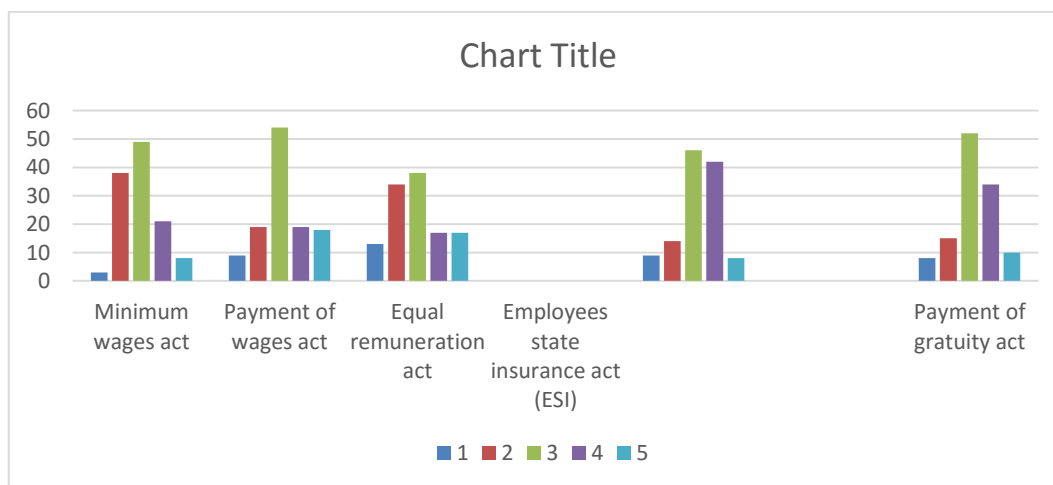
Inference

Majority (47.90%) of the respondents are very well informed.

Table 4.1.7: Level of knowledge among respondents about compliances related to salary and social securities.

Level of knowledge among respondents about compliances related to salary and social securities.	1	2	3	4	5	Total
Minimum wages act	3	38	49	21	8	119
Payment of wages act	9	19	54	19	18	119
Equal remuneration act	13	34	38	17	17	119
Employees state insurance act (ESI)	9	14	46	42	8	119
Payment of gratuity act	8	15	52	34	10	119

Source: Primary data.



Charts 4.1.7: Level of knowledge among respondents about compliances related to salary and social securities.

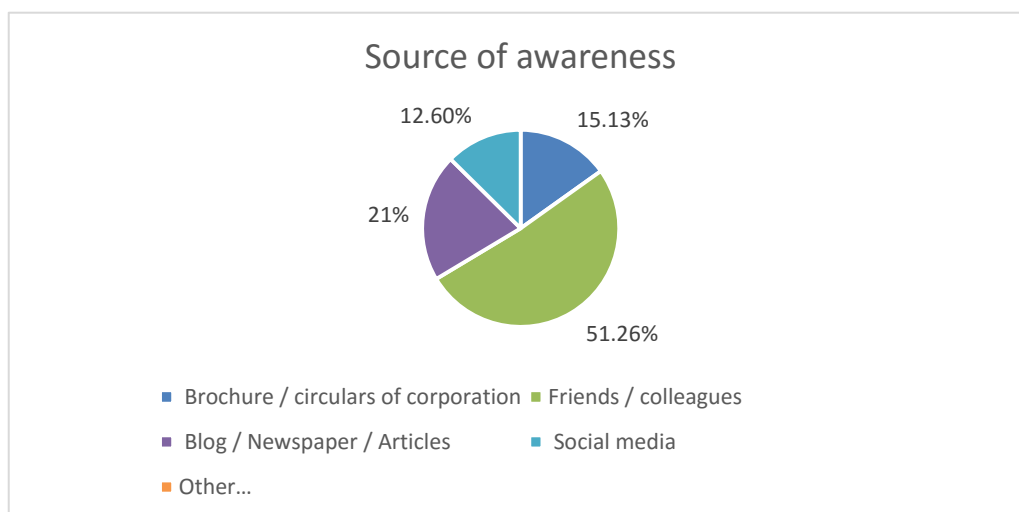
Inference

Majority of respondents rate 3 for Awareness level of Minimum wages act, Awareness level of Payment of wages, Awareness level of Equal remuneration act, Awareness level of Employees state insurance act (ESI) and Awareness level of Payment of gratuity act

Table 4.1.8: source of awareness for these compliances or acts

Source of awareness	Frequency	Percentage
Brochure / circulars of corporation	18	15.13%
Friends / colleagues	61	51.26%
Blog / Newspaper / Articles	25	21%
Social media	15	12.60%
Total	119	100%

Source: Primary data.



Charts 4.1.8: Source of awareness

Interpretation

From the above table, it shows that 15.13% of respondents told Brochure/circulars of corporation and 51.13% of respondents told Friends / colleagues and 12.60% of respondents told Blog /newspaper/articles and 12.60% of respondents told social media is their source of awareness.

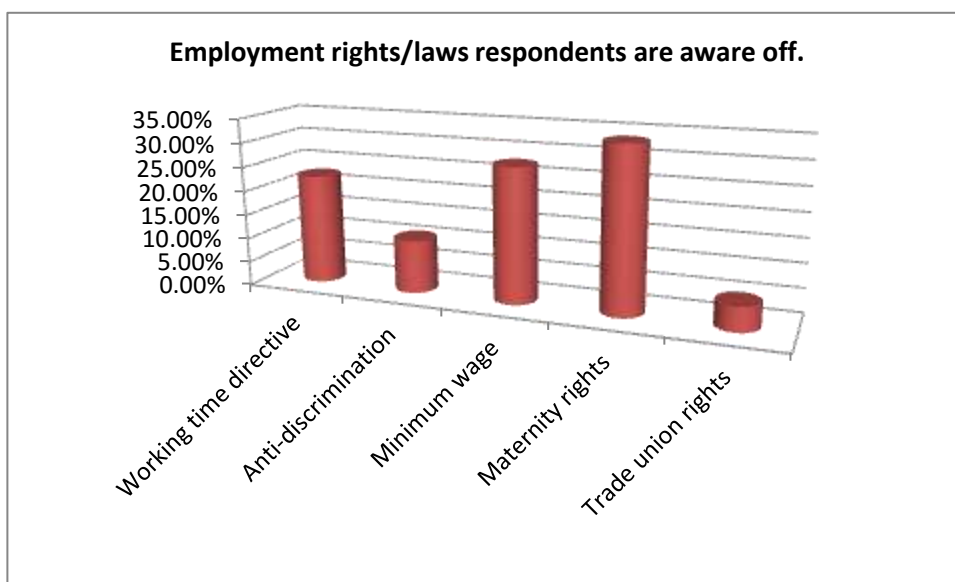
Inference

Majority 51.13% of respondents told Friends / colleagues as their source of Awareness.

Table 4.1.9: employment rights/laws that respondents are aware off

Employment rights/laws respondents aware off.	Frequency	Percentage
Working time directive	27	22.69%
Anti-discrimination	13	10.92%
Minimum wage	33	27.73%
Maternity rights	40	33.61%
Trade union rights	6	5.04%
Total	119	100.00%

Source: Primary data.



Charts 4.1.9: employment rights/laws

Interpretation

From the above table, it shows that 22.69% of respondents told Working time directive, 10.92% told Anti-discrimination, 27.73% told Minimum wages, 33.61% told Maternity rights. 5.04% told trade union.

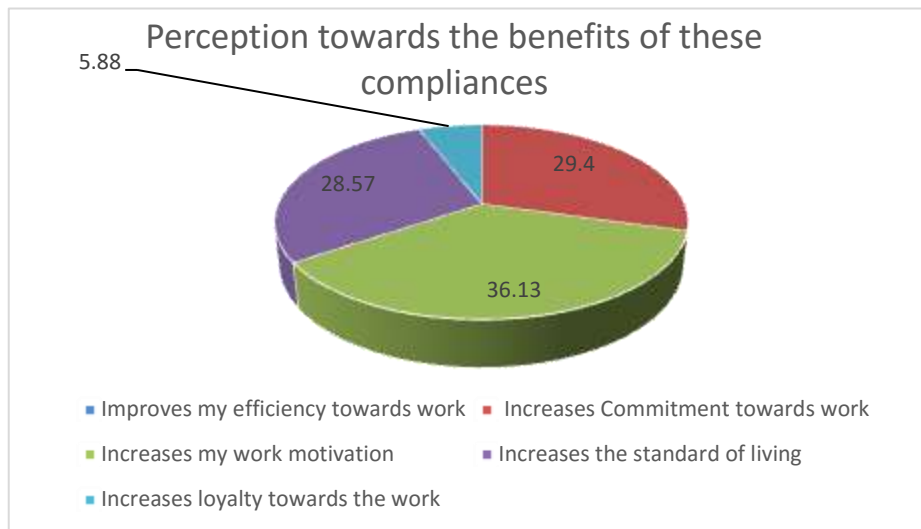
Inference

Majority 33.61% of respondents told that they are aware Maternity rights.

Table 4.1.10: Respondents perception towards benefits of these compliances

Perception towards benefits of these compliances	Frequency	Percentage
Increases Commitment towards work	35	29.4%
Increases my work motivation	43	36.13%
Increases the standard of living	34	28.57%
Increases loyalty towards the work	7	5.88%
Total	119	100%

Source: Primary data.



Charts 4.1.10: Respondents perception towards benefits of these compliances

Interpretation

From the above table it is interpreted that the number of respondents whose perception that it increases commitment to work is 29.4%, Increases work motivation is 36.13%, Increases standard of living is 28.57%, Increases loyalty towards work is 5.88%.

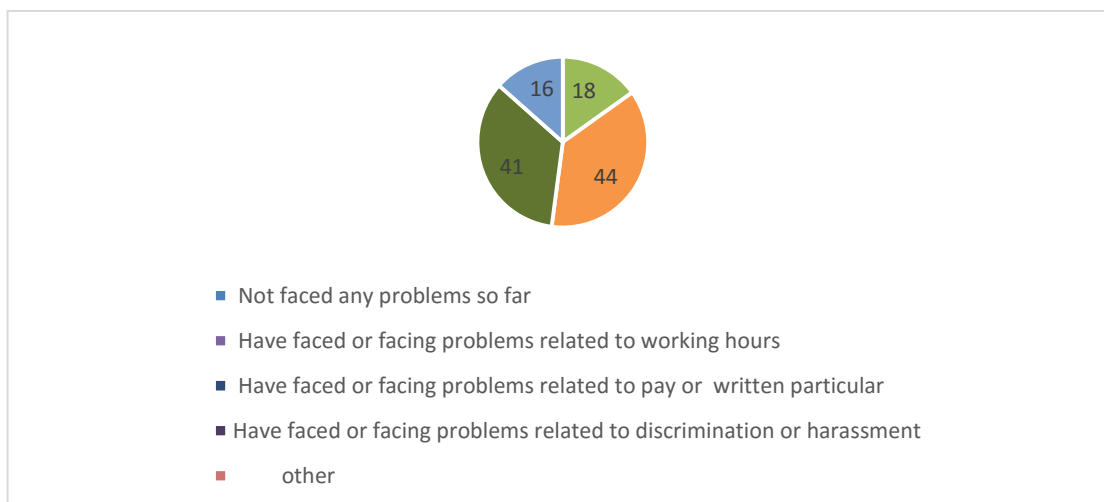
Inference

Majority (36.13%) of the respondents' perception is that it increases work motivation.

Table 4.1.11: Experienced any problems at work in relation to these compliances

Problems faced	Frequency	Percentage
Not faced any problems so far	18	15.12%
Have faced or facing problems related to working hours	44	37%
Have faced or facing problems related to pay or written particular	41	34.45%
Have faced or facing problems related to discrimination or harassment	16	13.44%
Total	119	100

Source: Primary data.



Charts 4.1.11: Experienced any problems at work in relation to these compliances

Interpretation

From the above table it is interpreted that the number of respondents not faced any problems so far 15.1%, have faced or facing problems related to working hours is 37%, have faced or facing problems related to pay or written particular is 34.45%, have faced or facing problems related to discrimination or harassment is 13.44%.

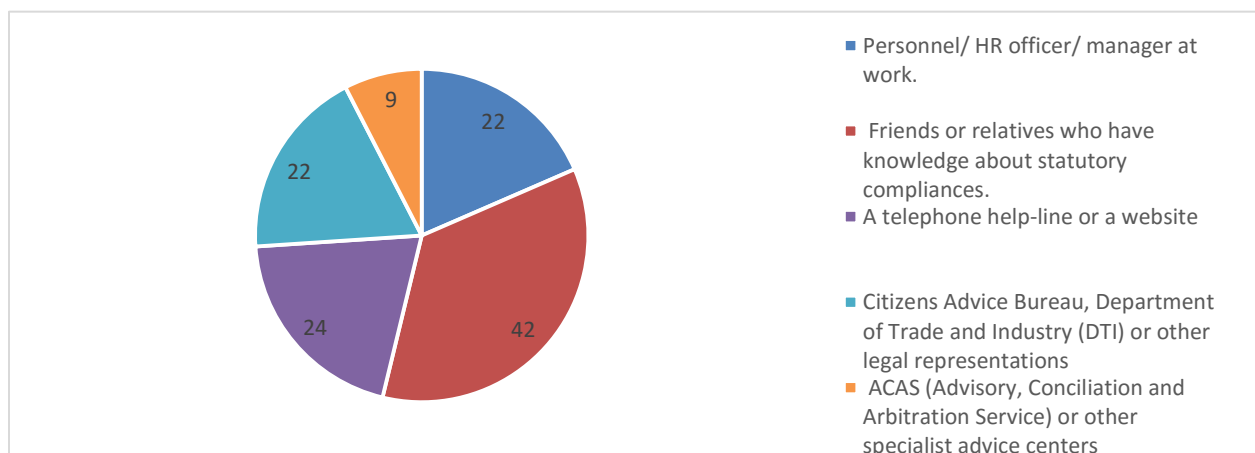
Inference

Majority (37 %) of the respondents say that they have faced or facing problems related to working hours is 37%

Table 4.1.12: First contact for advice about any aspect of the dispute/difficulty

Contact for advice	Frequency	Percent- age
Personnel/ HR officer/ manager at work.	22	18.49%
Friends or relatives who have knowledge about statutory compliances.	42	35.30%
A telephone help-line or a website	24	20.17%
Citizens Advice Bureau, (DTI) or other legal representations	22	18.49%
ACAS or other specialist advice centers	9	7.56%
Total	119	100%

Source: Primary data.



Charts 4.1.12: First contact for advice about any aspect of the dispute/difficulty

Interpretation

From the above table it is interpreted that 18.49% of respondents choose personnel/ HR officer/ manager at work, 35.30% choose friends or relatives who have knowledge about statutory compliances, 20.17% choose a telephone help-line, 18.49% choose Citizens Advice Bureau, DTI or other legal representations and 7.56% choose ACAS.

Inference

Majority (35.30%)) of respondents choose friends or relatives who have knowledge about statutory compliances.

Table 4.1.13: Level of satisfaction about the statutory compliances for IT industry

Level of satisfaction about the statutory compliances for IT industry	Frequency	Percentage
Highly Satisfied	83	69.75%
Satisfied	19	15.97%
Neutral	12	10.08%
Dissatisfied	3	2.52%
Highly Dissatisfied	2	1.68%
Total	119	100.00%

Source- primary data

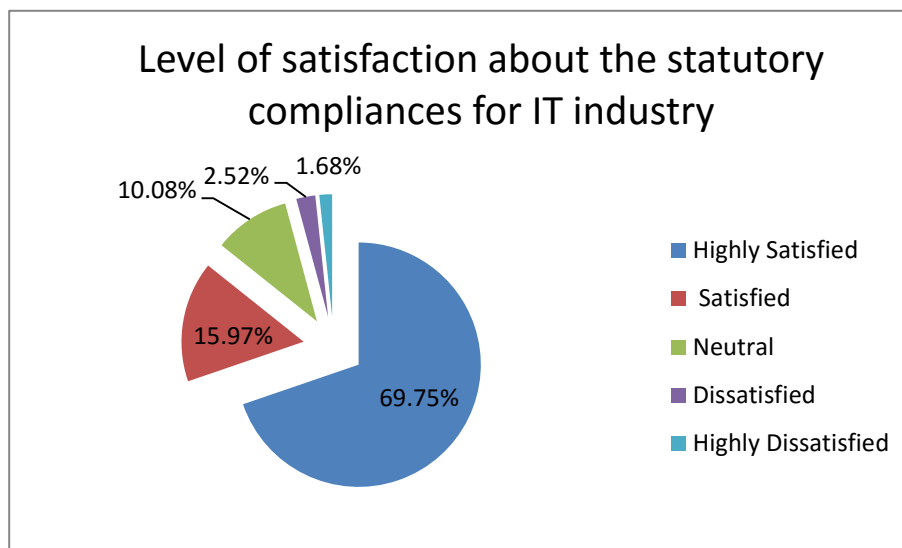


Chart no 4.1.13: Level of satisfaction about the statutory compliances for IT industry

Interpretation

From the above table, it shows the satisfaction level about the statutory compliance of the respondents. 60.75% are highly satisfied, 15.97% are satisfied, 10.08% are neutral, 2.52% are dissatisfied and 1.68% are highly dissatisfied.

Inference

Majority (69.75%) of the respondents are highly satisfied

4.2 HYPOTHESIS TESTING

4.2.1 CORRELATIONS

Correlations			
		Year of experience	Well information about your rights and law
Year of experience	Pearson Correlation	1	-.017
	Sig. (2-tailed)		.856
	N	119	119
Well information about your rights and law	Pearson Correlation	-.017	1
	Sig. (2-tailed)	.856	
	N	119	119

Interpretation

Years of experience and awareness level of employees negatively correlated.

4.2.2 ANOVA

H0 — Null hypothesis there is no significant difference between age of the respondents and the source of the awareness of the statutory compliances.

H1 – Alternative hypothesis there is significant difference between age of the respondents and the source of the awareness of the statutory compliances.

ANOVA

Age

	Sum of Squares	df	Mean Square	F	Sig.
Between Groups	3.947	3	1.316	2.053	.110
Within Groups	73.700	115	.641		
Total	77.647	118			

Multiple Comparisons

Dependent Variable: Age

Tukey HSD

(I)	(J)	Mean Difference (I-J)	Std. Error	Sig.	95% Confidence Interval	
Source_of_awareness	Source_of_awareness				Lower Bound	Upper Bound
Brochure / circulars of corporation	Friends / colleagues	-.054	.215	.994	-.61	.51
	Blog / Newspaper / Articles	.069	.247	.992	-.58	.71
	Social media	-.544	.280	.215	-1.27	.19

Friends / colleagues	Brochure / circulars of corporation	.054	.215	.994	-.51	.61
	Blog / Newspaper / Articles	.123	.190	.917	-.37	.62
	Social media	-.491	.231	.151	-1.09	.11
Blog / Newspaper / Articles	Brochure / circulars of corporation	-.069	.247	.992	-.71	.58
	Friends / colleagues	-.123	.190	.917	-.62	.37
	Social media	-.613	.261	.094	-1.29	.07
Social media	Brochure / circulars of corporation	.544	.280	.215	-.19	1.27
	Friends / colleagues	.491	.231	.151	-.11	1.09
	Blog / Newspaper / Articles	.613	.261	.094	-.07	1.29

Age

Tukey HSD^{a,b}

Source of awareness	N	Subset for alpha = 0.05
		1
Blog / Newspaper / Articles	25	2.32
Brochure / circulars of corporation	18	2.39
Friends / colleagues	61	2.44
Social media	15	2.93
Sig.		.056

Means for groups in homogeneous subsets are displayed.

a. Uses Harmonic Mean Sample Size = 22.394.

b. The group sizes are unequal. The harmonic mean of the group sizes is used. Type I error levels are not guaranteed.

Interpretation

Since p-value 0.110 is greater than 0.05 null hypothesis is accepted and alternative hypothesis is rejected. Hence, there is no significant difference between age of the respondents and the source of the awareness of the statutory compliances.

4.2.3 CHI SQUARE

H0 — Null hypothesis there is no significant difference between gender of the respondents and the problems related to statutory compliances faced by them.

H1 – Alternative hypothesis there is significant difference between gender of the respondents and the problems related to statutory compliances faced by them.

Case Processing Summary

	Valid		Cases Missing		Total	
	N	Percent	N	Percent	N	Percent
GENDER * Problems_faced_	119	100.0%	0	0.0%	119	100.0%

GENDER * Problems_faced_ Crosstabulation

Count

		Problems_faced_				Total
		Not faced any problems so far	Have faced or facing problems related to working hours	Have faced or facing problems related to pay or written particular	Have faced or facing problems related to discrimination or harassment	
GENDER	MALE	11	21	26	10	68
	FEMALE	7	23	15	6	51
Total		18	44	41	16	119

Chi-Square Tests

	Value	Df	Asymptotic Significance (2-sided)
Pearson Chi-Square	2.555 ^a	3	.466
Likelihood Ratio	2.549	3	.467
N of Valid Cases	119		

a. 0 cells (0.0%) have expected count less than 5. The minimum expected count is 6.86.

Interpretation

Since p-value 0.466 is greater than 0.05 null hypothesis is accepted and alternative hypothesis is rejected. Hence, there is no significant difference between gender of the respondents and the problems related to statutory compliances faced by them.

CHAPTER 5

FINDINGS, SUGGESTIONS AND CONCLUSION

5.1 FINDINGS

- Majority (57.14%) of the respondents are Male.
- Majority (45.38%) of the respondents belong to 25-35 years.
- Majority (72.27%) of respondents' education qualification is degree/diploma.
- Majority (30.25%) of the respondents are 0-3 years and 4-6 years of experience
- Majority (36.13%) of the respondents are earning 10000-20000 monthly.
- Majority (47.90%) of the respondents are very well informed.
- Majority of respondents rate 3 for Awareness level of Minimum wages act, Awareness level of Payment of wages, Awareness level of Equal remuneration, Awareness level of Employees state Insurance act (ESI) and Awareness level of Payment of gratuity act.
- Majority (51.13%) of respondents told Friends / colleagues as their source of Awareness.
- Majority (33.61%) of respondents said that they are aware of Maternity rights.
- Majority (36.13%) of the respondents' perception is that it increases work motivation.
- Majority (37 %) of the respondents say that they have faced or facing problems related to working hours is 37%
- Majority (35.30%) of respondents choose friends or relatives who have knowledge about statutory compliances.
- Majority (69.75%) of the respondents are highly satisfied

5.2 SUGGESTIONS AND CONCLUSION

Results from the study showed that employees' awareness on the current statutory compliance was a twofold dimension, in the sense that there were acts that employees were well aware, while there were other acts in which they were not aware off. The areas which the respondents demonstrated clear awareness were Awareness level of Minimum wages act, Awareness level of Payment of wages, Awareness level of Equal remuneration, Awareness level of Employees state Insurance act (ESI) and Awareness level of Payment of gratuity act.

Respondents are aware that IT industry exempts their employees from the definition of workers or labour (which gives them their rights) but still most of them believe that they don't violate any laws regarding the conditions and environment. Though most of the companies are now providing facilities like maternity leave etc., there are still some violations in Shift timing and work duration. Still majority of the respondents aren't aware that they can form trade unions in IT industry, this shows lack of awareness about statutory compliances. Further employees aren't aware off or aren't comfortable to reach concerned authorities but rather reach friends and family which shows their lack of knowledge.

There is a need to increase the level of awareness of these statutory compliances among workers:

- The awareness of Social Security Act can be increased by organizing worker's training programme and day long workshop
- The level of awareness can be enhanced by displaying abstract of the Act on the notice boards or at the work place written in the language commonly understood by the workers.
- Modern communication media at the unit level can be used to generate the required level of awareness among workers.
- Labour union also can play an important role in increasing the awareness among workers and provide full support to those who need to avail these benefits.

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- **Laddha (2012)** studied employee welfare strategies with reference to Solapur Janata Sahakari Bank Ltd. at Solapur district.
- **Michael Cichon and Krzysztof Hagemeyer**, Changing the Development Policy Paradigm: Investing in Social Security Floor for All
- **Sabarinathan & Kavibharathi** studied satisfaction levels of labor regarding welfare measures at erode district co-operative milk producers union limited in Tamil Nadu..
- **Sapna**, Awareness level of workers to labor laws, South Asian Journal of Social Studies and Economics
- **Satyanarayana & Reddy (2012)** examined the various labor welfare measures available in the organization and the satisfaction level of the employees regarding these welfare measures in cement industries (KCP Limited).

ANNEXURE-1

QUESTIONNAIRE

1. Name

2. Gender:

a) Male

b) Female

3. Age:

a) Below 25 years b) 25-35 years c) 35-45 years d) Above 45 years

4. Educational qualification:

a) Degree/Diploma

b) Post graduate

c) other specify_____

5. Years of Experience:

a) 0-3 years b) 4-6 years c) 7-11 years d) 12-20 years e) Above 20 years

6. Monthly Income:

a) 10000-20000 b) 20001-30000 c) 30001-40000 d) 40001-50000 e) 50001 &

Above

7. How well informed do you feel about your rights/laws at work?

a) Very well informed

b) Well informed

c) Informed

d) Not very well informed

e) Not well informed at all

8. On the scale of 1 to 5 (with 1 being the least and 5 being the maximum), Rate the level of awareness you have about some of the following compliances related to salary and social security

	1	2	3	4	5
Minimum wages act					
Payment of wages act					
Equal remuneration					

act etc.					
Employees state insurance act (ESI)					
Payment of gratuity act					

9. What is the source of awareness for these compliances or acts?

- a) Brochure / circulars of corporation
- b) Friends / colleagues
- c) Blog / Newspaper / Articles
- d) Social media
- e) Others

10. What are all the following employment rights/laws you are aware off?

- a) Working time directive
- b) Anti-discrimination
- c) Minimum Wage
- d) Maternity rights
- e) Trade union rights

11. Your views on the following statements about IT and ITES industries

	1	2	3	4	5
They don't exempt their employees from the definition of workers or labour (which gives them their rights)					
They don't violate any laws regarding the conditions and environment.					
Companies don't force their employees to work in night shifts or work in extra shifts without any extra					

payment or compensation					
Employees state insurance act (ESI)					
Payment of gratuity act					

12. What is your perception towards benefits of these compliances?

- a) Improves my efficiency towards work
- b) Increases Commitment towards work
- c) Increases my work motivation
- d) Increases the standard of living
- e) Increases loyalty towards the work

13. Have you ever experienced any problems at work in relation to these compliances? If Yes, What is the nature of the problem/difficulty you experienced?

- a) Not faced any problems so far
- b) Have faced or facing problems related to working hours
- c) Have faced or facing problems related to pay or written particular
- d) Have faced or facing problems related to discrimination or harassment
- e) Others (please specify)

14. Who will be your first contact for advice about any aspect of the dispute/difficulty?

- a) Personnel/ HR officer/ manager at work.
- b) Friends or relatives who have knowledge about statutory compliances.
- c) A telephone help-line or a website
- d) Citizens Advice Bureau, Department of Trade and Industry (DTI) or other legal representations
- e) ACAS (Advisory, Conciliation and Arbitration Service) or other specialist advice centers

15 Rate your level of satisfaction about the statutory compliances for IT industry.

- a) Highly Satisfied
- b) Satisfied
- c) Neutral
- d) Dissatisfied
- e) Highly Dissatisfied

16. Are you satisfied with the overall employee legislations in our legal system?

a) Yes b) No

17. Do you have any suggestions to improve the awareness level of statutory compliance among employees? If so, kindly give your suggestion.

ANNEXURE- 2

A STUDY ON THE AWARENESS LEVEL OF STATUTORY COMPLIANCES AMONG EMPLOYEES IN IT INDUSTRY

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ABSTRACT

Statutory compliance is the legal structure within which a company must conduct itself with regards to the treatment of its employees. Every country has its own set of state and central laws that companies need to adhere with. The Indian Information Technology companies for a very long time enjoyed an exemption from the basic rules and obligations which are imposed on the companies regarding employment of workers. The Indian IT industries were exempted from the Industrial Employment Standing Orders Act, 1946. But now after the government had refused to extend the exemption the IT Industries just like the other industries it will have to follow the obligations regarding the conditions prescribed by the government. This paper explains the statutory compliances, various provisions covered under the acts and also the awareness level among employees about it. The following are some labour acts that are to be discussed: Payment of wages act, employees' state insurance act, minimum wages act, employees' provident fund, the payment of gratuity act, the equal remuneration act, maternity benefits etc.

Keywords: Statutory compliance, Information technology, Labour acts and Awareness level.

INTRODUCTION:

Statutory compliance is the legal structure within which a company must conduct itself with regards to the treatment of its employees. Every country has its own set of state and central laws that companies need to adhere with. Non-agreement to such laws implicates legal consequences on existence that is why companies have to spend a good deal of resources for ensuring statutory compliance.

Statutory compliance is beneficial to all employees, employer and the organization. For employees- it makes sure that they receive fair treatment and get their dues on time. It also ensures that the working conditions for the employees are satisfactory and well managed. As for the organization and the employer- it maintains clarity of rules and regulations to fall back on.

India is among the 10 worst countries for working people according to the Global Rights Index 2020 on the degree of respect for worker's rights. Labour related laws and reforms have been a controversial topic which no one wants to discuss and the majority of the population of India is not aware about their labour laws. Therefore Statutory Compliance in HR is important for the employees as well as the employers to be well aware about the employee rights and regulations.

I. INDUSTRY PROFILE:

The labour laws of independent India derive their origin, inspiration and strength partly from the views expressed by important nationalist leaders during the days of freedom struggle, partly from the debates of the Constituent Assembly and partly from the provisions of the Constitution. The relevance of the dignity of human labour and the need for protecting and safeguarding the interest of labour as human beings has been enshrined in Chapter III and Chapter IV of the Constitution of India keeping in line with Fundamental Rights and Directive Principles of State Policy.

The Labour Laws were also influenced by important human rights and the conventions and standards that have emerged from the United Nations.

As labour is in the concurrent list, there was an entire gamut of 200+ state and 40+ central laws with often colluding jurisdictions. The multiplicity, rigidity, and overlapping nature of laws also make compliance difficult. This leads to corruption and exploitation of workers, etc.

There is a misconception among the people that the labour laws of the country do not apply to IT Industries but this is not true. Almost all the labour laws which are applicable to any other industry are also applicable to IT Industry. The Factories Act, 1946, the Industrial Disputes Act, 1947 and certain State labour laws do not apply to IT Industries but apart from that, all the other labour laws are applicable to IT Industries as well. The state governments have been given the power that they can exempt any particular industry from the laws which are made by the Central Government regarding the labour or industrial laws under section 14 of the Indian Employment Standard Orders Act, 1946. The state government using this power do exempts the IT Industries from the Industrial Employment Standard Order Act, 1946. Most IT industries do not include their employees under the definition of “workman” stated in the Indian Industries Act, 1965 in order to get exempted from the liabilities which arise after that.

Major acts and statutory compliances for IT Industry:

- **The Minimum Wages Act, 1948**

The Minimum Wages Act, 1948 makes sure that a minimum amount of payment is given to the workers, who are working under the company. The Act tries to minimize the risk of exploitation of the employees in the company. The minimum wages which must be given to the employees are specified and changed by the central government from time to time.

- **The Payment of Wages Act, 1936**

The payment of wages Act, 1936 applies to the IT Industries. The Act states that there shall be no discrimination regarding the payment of wages on the basis of caste, colour, creed, sex etc. The Act deals with the illegal deduction and non-payment or late payment of wages. The Act also makes sure that there is no violation of labour rights regarding wages.

- **The Employees’ State Insurance Act, 1948**

The ESI Act provides certain benefits to employees in case of sickness, maternity, and employment injury.

The act applies to non-seasonal factories using power and employing more than 10 employees, and non-power using factories and certain other establishments employing 20 or more employees. All benefits are provided in ESIC hospitals, clinics, and approved independent medical practitioners. The wage ceiling under this act has been enhanced to Rs. 15000 per month.

- **The Payment of Gratuity Act, 1972**

The Payment of Gratuity Act, 1972 is the law which governs the gratuity which is to be paid to every employee and worker who has worked for a period of not less than 5 years. The gratuity is given to the employees after they have left the job by way of either resignation or retirement or superannuation or have died or become disabled, which renders them unable to continue. In a case of death or disability, it is not necessary that the person should have worked for more than 5 years.

- **The Maternity Benefit Act, 1961**

The Maternity Benefit Act, 1961 was passed by the legislature with the sole motive to make sure that the working women are not forced to continue their work even when they should not as they are pregnant or are expecting a baby. The Act makes sure that the women are given appropriate holidays of 6 months as maternity leave and also sees that no industries is trying to discriminate on the basis of gender.

- **The Trade Unions Act, 1926**

The Trade Unions Act, 1926 was passed with the objective to make the establishing and functioning of the trade unions proper and systematic. The formation of trade unions is also covered under the fundamental right prescribed in section 19(1) (c) of the Indian constitution.

There is a misconception that the workers of an IT Industry cannot form a trade union, but this is something which is not true. The right to form a union is fundamental rights which even the state cannot take away from the citizens.

- **The Sexual Harassment of Women (Prevention, Prohibition and Redressal) Act, 2013**

The Sexual Harassment of Women (Prevention, Prohibition and Redressal) Act, 2013 has been formulated after the Supreme Court in the case of Vishaka v State of Rajasthan gave directions to the

Executive regarding the necessity to legislate an Act that could deal with the problem of sexual harassment which a woman face while working under any Institution.

A. OBJECTIVE OF THE STUDY:

- To know about the existing statutory compliances for IT industry employees.
- To rate the awareness level of statutory compliances among IT employees.
- To find out the source of awareness of such statutory compliances.
- To suggest suitable measures for improving the awareness among the employees.

B. NEED FOR THE STUDY:

Since the now government had refused to extend the exemption the IT Industries just like the other industries IT industry will also have to follow the obligations regarding the conditions prescribed by the government. They will have to make sure that the workers and employees are not only informed about it but are also allotted those conditions. Therefore Statutory Compliance in HR is important for the employees as well as the employers to be well aware about the employee rights and regulations.

II. REVIEW OF LITERATURE:

Sapna, Awareness level of workers to labor laws. The paper aims to validate the awareness level of workers in the industrial establishments of Northern India. The study examines the awareness level of workers to Factories Act, Industrial Disputes Act, Minimum Wages Act and Payment of Wages Act applicable in the Industry The results of the study revealed that significant difference is found in the awareness level of workers on the basis of age and experience regarding different acts implemented in the industry.

Ashwany Kumar Sharma, Dr. Darshan Singh, Awareness of social security legislations among industrial workers. The analysis revealed that awareness of different provision of social welfare legislations has not percolated down to praxis level in the real sense. The workers are aware of only some provisions of the legislation; especially those are generally used by the workers.

Kumar &Yadav examined the satisfaction of workers from labor welfare schemes in eight state government and private sector sugar factories of the Gorakhpur division in Uttar Pradesh. The results revealed that the satisfaction level of workers to the labor welfare schemes was very low in both private and state sugar factories. It was observed that the satisfaction level of workers from social security schemes, housing, medical schemes, and education schemes was higher for private sector sugar factories than the state Government sugar factories.

Sabarinathan & Kavibharathi studied satisfaction levels of labor regarding welfare measures at erode district co-operative milk producers union limited in Tamil Nadu. A sample of 50 respondents was selected for the study. Chi-square test was used for analyzing the data. The findings of the study revealed that seventy eight percent of the respondents were satisfied with the relationships with their subordinates. Sixty six percent of the respondents were highly satisfied in canteen facilities.

Laddha studied employee welfare strategies with reference to Solapur Janata Sahakari Bank Ltd. at Solapur district. A sample of 50 employees from six branches of the bank at Solapur city was chosen for the study. The findings of the study revealed that the bank was providing not only intramural and non-statutory facilities but also extramural facilities. Sixty six percent of the employees were in favor that the bank was in need for the further development of the welfare activities. The hygienic condition was maintained by the bank at the washroom and canteen. The bank was providing occupational health care to its employees at a satisfactory level. Overall, fifty percent of the respondents were satisfied with the welfare facilities. The study suggested that the bank should provide recreational facilities, transportation facilities and medical facilities. The bank should arrange different sports activities for the employees and encourage them to participate in the activities of the bank

III. RESEARCH METHODOLOGY:

The present study forms part of a major study conducted to understand the Impact of statutory compliance for effective outcome among employees in IT industry. This paper explains the awareness level of statutory compliance among IT employees and its effectiveness in outcome.

A. RESEARCH DESIGN:

In the beginning the research stage is exploratory because the research statement was developed on the basis of various review of literature that was available on internet and journals. After framing the research statement, the research design becomes descriptive as it is now describes the characteristics of a part of population as a sample for overall awareness level of statutory compliance among employees.

B. SOURCES OF DATA:

For the research both primary and secondary data is collected. The primary data for the study is collected directly from target respondents through structured questionnaire. The secondary data is collected from journal, articles, internet, reports, and other publications.

IV. DATA ANALYSIS

4.1 PERCENTAGE ANALYSIS

Table 4.1.1: Gender of the respondents

Gender	Frequency	Percentage
Male	68	57.14%
Female	51	42.86%
Total	119	100.00%

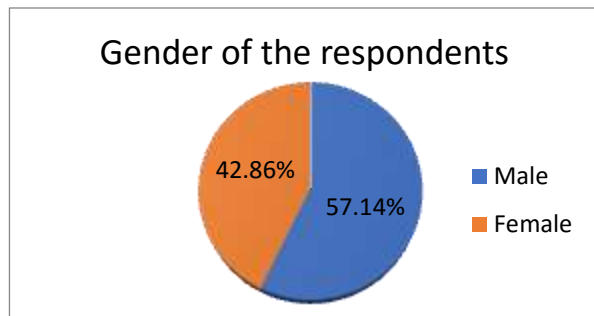


Chart 4.1.1: Gender of the respondents

Interpretation

From the above table it is interpreted that the number of male respondent is 57.14 % and female respondent is 42.86%.

Inference

Majority (57.14%) of the respondents are Male.

Table 4.1.2: Age of the respondents

Age	Frequency	Percentage
Below 25 years	11	9.24%
25-35 years	54	45.38%
35-45 years	41	34.45%
Above 45 years	13	10.92%
Total	119	100.00%

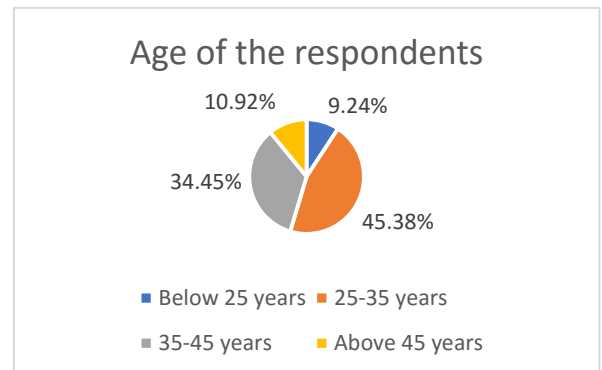


Chart 4.1.2: Age of the respondents

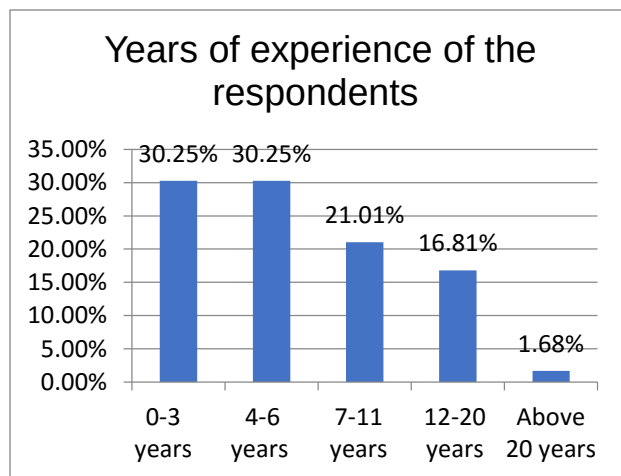
Interpretation

From the above table it is interpreted that the number of respondents below 25 years age of respondents are 9.24% between 25-35 ages of respondents are 45.38% between 35-45 age of respondents 34.45% and above 45 years age of respondents are 10.92%.

Table 4.1.4: Year of experience of respondents

Years of Experience	Frequency	Percentage
0-3 years	36	30.25%
4-6 years	36	30.25%
7-11 years	25	21.01%
12-20 years	20	16.81%
Above 20 years	2	1.68%
Total	119	100.00%

Chart no 4.1.4: Year of experience of respondents



Interpretation

From the above table it is interpreted that the number of respondents who belong to category 0-3 years of experience is 30.25%, 4-6 years is 30.25%, 7- 11 years is 10.92%, 12-20 years is 16.81% and Above 20 years is 9.24%.

4.2 HYPOTHESIS TESTING

A. CORRELATIONS

Correlations			
		Year of experience	Well information about your rights and law
Year of experience	Pearson Correlation	1	-.017
	Sig. (2-tailed)		.856
	N	119	119
Well information about your rights and law	Pearson Correlation	-.017	1
	Sig. (2-tailed)	.856	
	N	119	119

Interpretation

Years of experience and awareness level of employees negatively correlated.

B. ANOVA

HO-Null hypothesis there is no significant difference between age of the respondents and the source of the awareness of the statutory compliances.

H1- alternative hypothesis there is no significant difference between age of the respondents and the source of the awareness of the statutory compliances.

ANOVA

Age

	Sum Squares	df	Mean Square	F	Sig.
Between Groups	3.947	3	1.316	2.053	.110
Within Groups	73.700	115	.641		
Total	77.647	118			

Interpretation

Since p-value 0.110 is greater than 0.05 null hypothesis is accepted and alternative hypothesis is rejected. Hence, there is no significant difference between age of the respondents and the source of the awareness of the statutory compliances.

V.SUGGESTIONS AND CONCLUSION

Results from the study showed that employees' awareness on the current statutory compliance was a twofold dimension, in the sense that there were acts that employees were well aware, while there were other acts in which they were not aware of. The areas which the respondents demonstrated clear awareness were Awareness level of Minimum wages act, Awareness level of Payment of wages, Awareness level of Equal remuneration, Awareness level of Employees state Insurance act (ESI) and Awareness level of Payment of gratuity act. Respondents are aware that IT industry exempts their employees from the definition of workers or labour (which gives them their rights) but still most of them believe that they don't violate any laws regarding the conditions and environment. Though most of the companies are now providing facilities like maternity leave etc., there are still some violations in Shift timing and work duration. Still majority of the respondents aren't aware that they can form trade unions in IT industry, this shows lack of awareness about statutory compliances. Further employees aren't aware of or aren't comfortable to reach concerned authorities but rather reach friends and family which shows their lack of knowledge.

There is a need to increase the level of awareness of these statutory compliances among workers:

- The awareness of Social Security Act can be increased by organizing worker's training programme and day long workshop
- The level of awareness can be enhanced by displaying abstract of the Act on the notice boards or at the work place written in the language commonly understood by the workers.
- Modern communication media at the unit level can be used to generate the required level of awareness among workers.
- Labour union also can play an important role in increasing the awareness among workers and provide full support to those who need to avail these benefits.

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Internship Experience:

- ❖ Interning at ZOHO Corporation, Vallancheri as HR Talent acquisition intern for a period of 7 months from 16th August 2021 till present.
- ❖ Interned at Super Auto Forge Private Limited, Kolapakkam, and Chennai as a part of B.Com graduation.
 - 15 days mini internship project
 - 1 month major internship.
- ❖ Did online internships at IFortis corporate and Learnovate ecommerce organizations.

Educational Qualification:

Qualification	College/School	University/Board	Year of passing	Aggregate
MBA	Sathyabama Institute of Science and Technology	Deemed University	Pursuing-2022	Waiting for final results
BCOM	Sathyabama Institute of Science and Technology	Deemed University	2020	7.46 points
12 th	Sri Sankara Senior Secondary School	CBSE	2017	66%
10 th	Sri Sankara Senior Secondary School	CBSE	2015	7.4 points

During MBA graduation (Feb-June 2021), I enrolled in the International virtual mobility program 2021 and completed three of my semester papers with UNIS group, BRAZIL

Professional Development and Affiliations:

- Completed one month LUDIFU MS Excel live training class.
- Completed Financial Markets certified course from Yale University through Coursera.

Achievements:

- MBA department coordinator of Entrepreneurship development club (2021-2022).
- Certificate of presentation for Research paper titled- Study on consumer preferences towards cellular network service provider from International conference on advancements in technology, business and management ICATBM 2019.
- Certificate for securing 3rd position in seed your start up (business proposal), Technosummit 2k18 and 2k19.
- Certificate for participating international level workshop on research methodology.
- Participated in a 3 day workshop on digital marketing techniques (in collaboration with MSME- Govt of India).