

## **A Study on the Awareness and Effective Utilization of Employees State Insurance Benefits**

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### **Abstract**

*The paper explores the level of awareness and satisfaction along with the efficient utilization of the ESI policy. The study attempts to view the benefits pertaining to the working employees. The study is to analyse the effects of utilizing the Employee State Insurance (ESI) policy by using SPSS software tools. The study has been done by using a structured questionnaire. ESI is a self financing social security scheme and health insurance scheme for the workers in India. It is an essential to give social security to the employees via Employee State Insurance Act ,1948 against the employee sickness, women employee maternity, Total disablement, Partial disablement and employee death in the during employment and to provide benefits to the effected employees and their dependents. ESI is certainly various from other insurance scheme like Health Insurance i.e. It actually provides the full coverage of the hospital expenses. The employers and employees contribution were made in ESI. The study was conducted with the objective of understanding the ESI frameworks with its benefits, schemes and allowances.*

**Key-words:** ESI, Self-financing, Level of Awareness and Level of Satisfaction.

### **1. Introduction**

ESI is an evolutionary security scheme in India that covers huge working population. The Employee State Insurance Plan is a coordinated government managed savings measure consolidated into the Employee State Insurance Law which is controlled to satisfy the demonstration of ensuring the laborers as referenced in the Employee State Insurance Act of 1948 which is against the episodes

like disease, maternity, incapacity and reason for death from business related wounds and to give clinical offices to the guaranteed people and furthermore for their families. <sup>[7]</sup>. The main aim is to analyse the level of employee awareness about schemes and effective utilization of the benefits provided by the Employee state Insurance scheme (ESI) for the employees. It is different from the other types of insurances scheme. The Employee state Insurance Act has been introduced in 1948. The act has been applicable to the whole India. This act provides social security for the employees. It provides benefits to the workers in the organization. It includes the benefits during employees sickness, maternity, disablement, dependant's, funeral, and retirement. <sup>[8]</sup>

The ESI scheme is applicable to factories, industries, states and individuals. The factories having 20 or more persons. The law provides the protection to the employees who are working in the organized sector pertaining to the medical illness, sickness, women employees' maternity, death or total or partial disability due to injuries at work. Depend on the risk grouping and resources, the health insurance scheme provide medical facilities or beneficiaries and case benefits for loss of wages or income in service. <sup>[3]</sup>. It is a legal compliance within itself that primarily analyses their government assistance and their clinical consideration of representatives dependent on normal month to month pay rates. The ESI conspire is financed by the commitments from bosses and furthermore workers. <sup>[8]</sup>. This investigation is done with the idea of understanding the offices and administrative structure of ESI. <sup>[2]</sup>. The ESI fund was maintained with the contributions made by employees and employers, which covers the administrative expenses as well as cash and medical benefits for insured employees and their dependents. Employee State Insurance Plan is an integrated multidimensional health insurance and a social security plan. The medical benefits plan of the State Employees Corporation of India (ESI) provides the comprehensive medical care to insured employees and their dependents. It provides wide range of quality services provided under the medical benefits scheme influences subscribers to take advantage of those benefits. This document is a review to study about the effectiveness and facilities of the ESI benefits.

### **Problem Identification**

To examine the operations of Employees' State Insurance Corporation, about the employees are using the ESI benefits appropriately and they are having the knowledge and awareness about the benefits.

## Objectives

- To comprehend employees awareness level towards ESI Policy.
- To find employees satisfaction level towards ESI Policy.
- To evaluate how well the employee utilization the ESI Policy.
- To understand how the employees are satisfied towards the services of ESI Corporation.

## Scope

- The ESI Scheme according to the ESI Act gives protection and security to workers in the society.
- The present investigation has been attempted to look at the mindfulness level and utilization of the Employee State Insurance Corporation.

## Limitations

- The study is focused around the present arrangement of the ESI Schemes and its advantages.
- This study is essentially a primary in nature with structured questionnaire.
- Some of the respondents were not shown interest to providing the data.

## 2. Review of Literature

**Mrs. Sumitra Pujari (2018)** conducted a study about the welfare schemes of Employee state insurance (ESI). This examination is directed to know whether the ESI benefits has been actualized well in the general public and furthermore to check about the advantages gave by the ESI plan to the representatives in the association. The auxiliary information has been gathered for this examination is given by the Employee state protection enterprise, it incorporates site gave by the Employee state protection partnership, magazines, books and distributed articles. The examination discovered that the advantages of ESI are making a standardized savings to the representatives and their dependants. It is to be reasoned that the Government should find a way to keep up the ESI advantage in the general public. <sup>[4]</sup>.

**Deblina Mitra (2017)** has conducted a study about the effectiveness of medical benefits under the ESI scheme with special reference to organised sector in Kolkata. This study explains about the awareness level about how far the employees know about the medical benefits and the usage of medical benefits of employees under ESI scheme. The primary data has been used for this project. And also explains about the service provided by the hospitals to the employees. They discovered that patients are not completely happy with their office which has been given by the clinics. This investigation incorporates examination which has been finished by utilizing SPSS programming. She proposed that there must be improvement in their administrations in the ESI emergency clinics and dispensaries. <sup>[5]</sup>.

**Dr. A.Ananda kumar, Dr.D.Porkalai, Mr. A. Savio Arokiadass (2017)** conducted a study about the effective utilization of the Employee state insurance policy at e-publishing sector. The purpose of the study is to check about the awareness and satisfaction with the utilization of the ESI benefits among the employees. The study also attempts to reveal about the benefits of ESI providing to the employees. The research paper is to find the effects of utilization of Employee State Insurance (ESI) policy using various statistical tools through SPSS software. This study found out that the employees of the company is not full educated about the ESI policy. The employees are not getting their benefits fully are also identified. With the SPSS software, they had done Chi-square analysis, correlation analysis to found out the relationship between the employees and the organization. Hence still need to focus on the ESI benefits given to the employees to make them attach with the organization. <sup>[1]</sup>.

**Dr. Nagaraju Battu and Prasad Chundi (2015)** have conducted a study on Employer perception towards ESI benefits. This study explains about the benefits of ESI Scheme. The present study has been done to examine the working of the ESI Benefits and Employer perception with reference to select establishments. Both primary and secondary data were used for this study. Based on structured interview schedule the primary data were collected. The secondary data were collected from the publication of the ESI Corporation, reports, books and magazines. They found that many employees have known about the ESI benefits. They have presumed that the greater part of the respondents have happy with the ESI Corporation administrations and for viable execution of the ESI benefits. <sup>[6]</sup>.

### 3. Research Methodology

Research design	Descriptive Research
Method of sampling	Non Probability
Sample Design	Convenient sampling
Population	People and students in Coimbatore.
Sampling Size	100
Sample frame	Employees
Data collection	Primary and secondary
Data Analysis	Kruskal Wallis Test, Mann – Whitney Test, Frequency Test, Friedman Test,

### 4. Analysis and Findings

By analyzing the data using Friedman Test, Frequency, Mann Whitney Test, Kruskal Wallis Test the findings are listed below,

- It indicates that out of the total respondents, 95 percent of monthly salary are prefer to nature of pay and 5 percent of daily wages are prefer to nature of pay. Majority (95%) of the respondents are nature of pay.
- It indicates out of the total respondents, 59 percent of less than 2 and 24 percent of 2-4 and 15 percent of above 16 percent never number of dependents. Majority (59%) of the respondents are dependents.
- The total respondents are 103 samples, 40.2 percent of some people not having ESI card and 59.8 percent people having ESI card. Majority (59.8%) of the respondents are having ESI cards.
- It indicates out of the total respondents, 58 percent prefer ESI hospital at period of sickness and 41 percent prefer ESI hospital at a period of sickness. Majority (58%) of the respondents prefer to ESI hospital at a period of sickness.
- It indicates the respondents of 58 percent are awareness your family can also avail medical benefits and 41 percent are awareness your family also avail medical benefits. Majority of (58%) of the respondents are awareness to avail medical benefits.
- For the Friedman test related to k related sample. For mean rank the satisfaction with the sickness benefit has greater rank value 3.02.
- For the Kruskal Wallis test, in which asymptotic significance value of .006 which is less than 0.05. As per decision rule alternate hypothesis and significantly different.

- For the Kruskal Wallis test, in which asymptotic significance value of .008 which is less than 0.05. As per decision rule alternate hypothesis and significantly different.

## 5. Conclusion

It is concluded from the project that the employees should use the benefits appropriately and the organization should give the use of benefits within the proper time to the employees. Basic awareness should be created by organizations about the Employee State Insurance policy. The organization should focus on the various beneficiary policies provided by constitution. Contributions for the ESI scheme by the employees, employers, donations, gifts and grants of state and union governments. From the above study it is inferred that most of the working employees has low awareness about the existing ESI scheme. Hence both the organization and government required to focus on creating the awareness among the employees and the benefits of utilization of ESI policy and it in a long run the stakeholders can reap the high productivity. The Employee state Insurance plans and their advantages are helpful to the workers and they positively affect the ESI plot. It gives government disability to the guaranteed people. The Government needs to make important and agreeable strides towards the government assistance of the representatives yet it ought to likewise find a way to get the advantages to all private division workers.

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