



# A Study on Employee Attitude towards Social Security Measures in Fireworks Industries in Sivakasi

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**Abstract :** Social Security is aimed at protecting employees in the event of contingencies. This support makes the employees feel psychologically secured. This enhances their ability to work. Social Security is the main instrument of bringing about social and economic justice and equality in the society. Now a days Social Security Measures are provides through appropriate organisation against certain risks to which its members are perennially exposed. But still most of the employees were not aware about the security schemes provided to them. The Schemes are implemented by enactments of law of the country are Employees' Provident funds, Medical Insurance, Maternity Benefit, Gratuity and Workmen's Compensation are beneficial in India. This study aims to identify the employee's awareness and satisfactory level of Social Security Measures provided by the firework industry, Sivakasi. In a nutshell, the social protection hovers around the promotion of economic strength, protection of the deprived sections, prevention from external shocks and diminution of people's exposure to risks, and enhancement of their capacity to protect themselves against hazards and interruption/loss of income.

*Keywords: Social Security Measures, ESI, EPF, Fireworks, Risk*

## I. Introduction

Employee's attitude can be displayed towards individual job duties, products or services, coworkers or management, or the organization as a whole in the workplace. If a person's attitude towards their job is terrible, it may condemn even the brightest and most skilled person to severely poor performance. Employees with a good attitude of devotion and engagement lead to an elevated effort even if they are not the most gifted or competent.

Universal Declaration of Human Rights also recognized the right to Social Security by stating that "Every member of the society has a right to social security". Social Security for employees is a concept which over time has gained importance in the industrialized countries. Broadly, it can be defined as measures providing protection to working class against contingencies like retirement, resignation, retrenchment, maternity, old age, unemployment, death, disablement and other similar conditions. Social security benefits and services provided by welfare states are linked to many predictable or unpredictable events, such as unemployment, illness, birth of a child or retirement.

Drawing from the Constitution of India and International Labour Organization (ILO) Convention on Social Security (ratified by India in 1964), some of the legislations that have been enacted for social security are Employees' State Insurance Act, 1948, Workmen's Compensation Act, 1923, Employees' Provident Fund and Miscellaneous Provisions Act, 1952, Maternity Benefit Act, 1961, Payment of Gratuity Act, 1972, etc.

A social security division has also been set up under the Ministry of Labour and Employment which mainly focuses on framing policies for social security for the workers of organized sector.

Apart from above mentioned enactments, since the last decade the government has initialized efforts to extend the benefits to the unorganized sector too. Legislative enactments like the National Rural Employment Guarantee Act, 2005, Unorganized Sector Workers' Social Security Act, 2008 and the Domestic Workers (Registration, social security and welfare) Act, 2008 are examples of the same.

This research is undertaken to find out the employee's attitude towards Social Security Measures, awareness of the workers about the Social Security Measures and what extend the workers are benefits through Social Security Measures. For this analysis the researcher selected the sample unit from the firework industries in Sivakasi.

## II .Review of Literature

R. Rupa Sree (2016) in her article "Social Security measures and its impact on Job satisfaction with reference to HAL-Bangalore" states that Social security measures in any manufacturing company is very high that creates a great morale to the employees for involving in their jobs, so a study is required to understand the various social security measures provided by organisations to its employees, the study focuses on the relationship between the satisfaction level on social security measures with job satisfaction.

Pradeep Mullekyl Devadasan & M.L. Kallicharan (2016) in their article "Social Security measures for Indian Workforce – A Legal Intervention" stated that the Industrial Programmes based on the ideals of human dignity and social justice will relieve the anxiety of the poor labours through financial benefit and medical care. The Schemes for Provident Fund, Medical Insurance, Maternity Benefit, Compensation and Gratuity are beneficial in India. The efficiency, extent of coverage, finding suitable policy and approaches to strengthen the delivery system according to priorities through planned justice for inclusive growth is the need of the day. This paper describes about the implications of various social security benefits provided to the labours in India.

Shonal Rath (2021) in his article "Social Security Measures in India: A Review on Construction Workers" stated that the Social security Measures in statutory shape are of latest origin as a key aspect in Industrial machine to guard personnel and their dependents against contingencies like disability, sickness, employment injury and unemployment. This paper reviews about the social security measures for construction workers in India. For employers and enterprises, social security helps maintain stable labor relations and a productive workforce. The policies and laws must be framed in such a way that they are mostly concentrated for the benefit of unorganized workforce.

## III . Scope of the Study

In India Social Security is an essential component of Government policy. Government introduces various schemes and benefits to safeguard the employees from financial crisis. The researcher undertakes the research to identify the employee's awareness and satisfactory level of Social Security Measures provided by the firework industry.

## IV. Objectives

- ❖ To analyze the personal profile of the respondents
- ❖ To know the awareness of the workers about the Social Security Measures
- ❖ To study the workers satisfaction level towards Social Security Measures
- ❖ To offer valuable suggestions for betterment of company

## V. Hypothesis

- "There is no significant relationship between Age and level of satisfaction towards ESI card.
- "There is no significant relationship between Work Experience and Management shares in Social Security Measures.

## VI . Research Methodology

Research methodology is a way to systematically solve the research problem.

### ➤ Design of the study

Descriptive study is a fact-finding investigation with adequate interpretation

### ➤ Sources of data

The researcher collected the data through primary sources.

### ➤ Sampling design

The sample size for the present study is 100.

## VII. ANALYSIS AND INTERPRETATION OF DATA

The demographic profile of the employees was obtained by using six parameters namely age, marital status, educational qualification, designation family size and work experience of the employees in the fireworks industry, Sivakasi.

**TABLE 1**  
**Demographic of Employee Profile**

S.No	Perticules	No. of respondents	Percentage
<b>Age of the respondents</b>			
1	Less than 25 years	2	2
2	25 – 35 years	6	6
3	35 – 45 years	37	37
4	45 years & above	55	55
<b>Marital Status</b>			
1	Married	72	72
2	Unmarried	22	22
3	Widow	6	6
<b>Educational Qualification</b>			
1	Illiterate	42	42
2	Primary	30	30
3	Secondary	27	27
4	Graduate	1	1
<b>Designation</b>			
1	Superior	14	14
2	Manager	1	1
3	Foreman	5	5
4	Clerk	14	14
5	Factory Labor	66	66
<b>Family Size</b>			
1	Less than 3 members	20	20
2	3 – 5 members	54	54
3	5 – 7 members	10	10
<b>Work Experience</b>			
1	Below 2 years	4	4
2	2 – 6 years	36	36
3	6 – 10 years	40	40
4	Above 10 years	20	20
	<b>Total</b>	<b>100</b>	<b>100</b>

### Source: Primary Data

The table 1 reveals that out of 100 respondents, 55 percentage of the respondents were above 45 years, 72 percentage of the respondents were married, 42 percentage of the respondents were illiterate, 66 percentage of the respondents were factory labor, 54 percentage of the respondents consist of 3 – 5 members in their family and 40 percentage of the respondents have 6 – 10 years experience.

### Kinds of Social Security Measures Provided by the Concern

There are various social security measures provided by the firework industries in Sivakasi for the benefit of the employees some of them are ESI, EPF, Pension, Maternity benefit and gratuity. The researcher collected the data regarding the awareness social security measures provided by the fireworks industry in Sivakasi.

**Table 2**  
**Awareness about social security measures**

S.No.	Awareness about social security measures	Number of Respondents	Percentage (%)
1.	Full extend	80	80
2.	Some extend	20	20
	<b>Total</b>	<b>100</b>	<b>100</b>

**Source: Primary Data**

The table 2 states that, out of 100 respondents 80 percentage of the respondents have clear knowledge about Social Security Measures at full extend provided by the fireworks industries.

**Respondents Opinion towards present system of pehchan card**

**Pehchan Card**

Employee State Insurance Corporation (ESIC) is issuing two new hi-tech Pehchan cards, one for the insured person and another for his family members. In near future, the insured employees and their family will be able to avail ESIC's medical and cash benefits anywhere, anytime right across India, even if all the family members are living at different locations. Without Pehchan card, it will be difficult to avail ESI benefits in future.

The researcher collected the data regarding the respondent's opinion towards the pehchan card system. From the analysis the researcher found out that all the 100 respondents says that the pehchan card system gives excellent protection to them and their family members during emergency period.

**Opinion about facilities provided by the company**

Various facilities provided by the company has been analysed through likerts five point scale as stated below

**Table 3**  
**Opinion about facilities provided by the company**

S.No	Facilities	Highly Satisfied		Satisfied		NSND		Dissatisfied		Highly Dissatisfied		Total Score	Weighted Average	Rank
		N.R	S	N.R	S	N.R	S	N.R	S	N.R	S			
1	Creche	92	460	8	32	-	-	-	-	-	-	492	32.8	<b>I</b>
2	Gratuity	60	300	20	80	20	60	-	-	-	-	440	29.3	<b>III</b>
3	Pension Scheme	74	370	12	48	14	42	-	-	-	-	460	30.6	<b>II</b>
4	Maternity	60	300	10	40	30	90	-	-	-	-	430	28.6	<b>IV</b>

**Source: Primary Data**

Where N.R – Number of respondents

S - Source

The above table reveals that among the various facilities, Creche facilities top the list with mean score of 32.8 points. Pension Scheme obtained second rank with mean score of 30.6 points, Gratuity obtained third rank with mean score of 29.3 and Maternity benefit got fourth rank with least score of 28.6.

**REASONS FOR ACCIDENTS**

Garret Ranking Method

Percentage Position =  $100 (R_{ij} - 0.5) / N_{ij}$

Where,  $R_{ij}$  = Rank,  $N_{ij}$  = Number of respondents

**Table 4**  
**Garret Scores – Reasons for Accidents**

Reasons	Calculation	Calculated Value	Garret Value
Using Hazardous materials	$100 (1 - 0.5) / 5$	10	76
Carelessness of workers	$100 (2 - 0.5) / 5$	30	61
Absence of utilizing safety devices by employees	$100 (3 - 0.5) / 5$	50	50
Lack of training	$100 (4 - 0.5) / 5$	70	40
No Safety law followed	$100 (5 - 0.5) / 5$	90	25

Source: Computed Data

**GARRET RANKING METHOD**

**Table 4**  
**Reasons for Accidents – Garret Ranking Method**

Score (x)	Using Hazardous materials		Carelessness of workers		Absence of utilizing safety devices by employees		Lack of training		No Safety law followed	
76	10	760	30	2280	56	4256	2	152	2	152
61	2	122	40	2440	3	183	20	1220	35	2135
50	37	1850	10	500	15	750	11	550	27	1350
40	25	1000	12	480	11	440	30	1200	23	920
25	26	650	8	200	15	375	37	925	13	325
Total	100	4382	100	5900	100	6004	100	4047	100	4882
GMS	<b>43.82</b>		<b>59</b>		<b>60.04</b>		<b>40.47</b>		<b>48.82</b>	
Rank	<b>IV</b>		<b>II</b>		<b>I</b>		<b>V</b>		<b>III</b>	

Source: Computed Data

From table 4 Garret ranking method, we can identify that absence of utilizing safety devices by employee’s secured first rank, carelessness of workers secured second rank, no safety law followed secured third rank, using hazardous materials secured fourth rank and lack of training secured fifth rank which are all the main reasons for accidents.

**Chi- Square Test**

Chi – square is a statistical hypothesis test used to compare two variables

➤ **Hypothetical Statement**

To test the significance of relationship between Age and level of satisfaction towards ESI card.

AGE	Satisfaction towards ESI card			
	Great Extent	Some Extent	Least Extent	Total
Less than 35	43	12	8	63
35 and above	23	8	6	37
<b>Total</b>	<b>66</b>	<b>20</b>	<b>10</b>	<b>100</b>

Formula: Expected Frequency =  $\frac{\text{Row Total} * \text{Column Total}}{\text{Grand Total}}$

$$\chi^2 = \frac{\sum (O_i - E_i)^2}{E_i}$$

Where  $E_i$  = Expected Frequency  
 $O_i$  = Observed Frequency

**Computation of Chi-Square Value**

O <sub>i</sub>	E <sub>i</sub>	(O <sub>i</sub> - E <sub>i</sub> ) <sup>2</sup>	$\frac{\sum (O_i - E_i)^2}{E_i}$
43	41.58	2.0164	0.0485
12	12.6	0.36	0.0286
8	8.82	0.6724	0.0762
23	24.42	2.0164	0.0826
8	7.4	0.36	0.0486
6	5.18	0.6724	0.1298
<b>Calculated Value( <math>\chi_o^2</math> )</b>			<b>0.414</b>

**Source : Computed Data**

Level Of Significance = 5%  
=0.05

Degree Of Freedom = (R-1)(C-1)  
= (2-1)(3-1)  
= 1\*2  
= 2

Table Value ( $\chi_e^2$ ) =5.99

Since ( $\chi^2$ ) < ( $\chi_e^2$ ), it is clear from the above table that, there is no significance of relationship between the contribution to the ESI scheme and the level of Satisfaction towards ESI card.

➤ **Hypothesis Statement**

To test the significance of relationship between Work Experience and Management shares in Social Security Measures.

Work Experience	Management Shares in Social Security Measures			
	Excellent	Very Good	Good	Total
Below 6 years	30	15	10	55
6 – 10 years	7	5	6	18
10 years and above	8	10	9	27
<b>Total</b>	<b>45</b>	<b>30</b>	<b>25</b>	<b>100</b>

Formula: Expected Frequency=  $\frac{\text{Row Total} \times \text{Column Total}}{\text{Grand Total}}$

$$\chi^2 = \frac{\sum (O_i - E_i)^2}{E_i}$$

Where E<sub>i</sub> = Expected Frequency  
O<sub>i</sub> = Observed Frequency

**Computation of Chi-Square Value**

O <sub>i</sub>	E <sub>i</sub>	(O <sub>i</sub> - E <sub>i</sub> ) <sup>2</sup>	$\frac{\sum (O_i - E_i)^2}{E_i}$
30	24.75	27.5625	1.1136
15	16.50	2.25	0.1363
10	13.75	14.0625	1.0227
7	8.10	1.21	0.1494
5	5.40	0.16	0.030
6	4.50	2.25	0.5
8	12.15	17.2225	3.8272
10	8.10	3.61	0.4457
9	6.75	5.0625	0.75
<b>Calculated Value ( <math>\chi_o^2</math> )</b>			<b>7.9749</b>

**Source : Computed Data**

Level Of Significance = 5%  
=0.05

Degree of Freedom = (R-1)(C-1)



$$\begin{aligned}
 &= (3-1)(3-1) \\
 &= 2*2 \\
 &= 4
 \end{aligned}$$

Table Value ( $\chi_e^2$ )=9.49. Since ( $\chi^2$ ) < ( $\chi_e^2$ ), it is clear from the above table that, there is no significance of relationship between the Management shares in Social Security Measures and respondents level of Satisfaction towards Social Security Measures.

### VIII. Suggestions

In fireworks most of the employees are illiterate, they don't have clear knowledge about Social Security Measures. To overcome this issue the management can arrange "Social Security Measures awareness program" to educate employees about social security measures

The employee who can not avail social security benefits feels that the contribution towards social security measures is unnecessary. To overcome this problem the management can approach the employees who are benefited through Social Security Measures, to share their experience with all employees regarding the benefits of Social Security Measures.

Some of the employees feel that they were ill-treated in ESI hospital. So they refuse to go to ESI hospital, to take treatment. To overcome this problem, the researcher suggest the management to encourage their employees to express their problems faced in ESI hospital and take necessary steps to rectify it.

### IX. Conclusion

International Labor Organisation (ILO) released "World Social Security Report" this report states that India has not done enough in the field of social security protection. ILO said that recently India performed below its capacity in coverage and expenditure for social security measures.

The social security programmes include proper health care, pension, social assistance and unemployment benefits. In India, most of these benefits are extremely limited and large majority of population not entitled for these benefits.

The researcher under take this research to findout the coverage area of Social Security Measures is proper in organization. For this purpose the research is conducted this survey in Fireworks industry, Sivakasi. From this research the researcher has to identify the awareness of workers towards social security Measures, whether the company following the statutory limit regarding the contribution by the management and employees and the employees satisfaction towards Social Security Measures.

From this analysis the researcher conclude that, most of the organizations effectively implement the Social Security Measures to provide facilities like ESI, EPF, Pension, Maturity benefit, gratuity and so on. The employees are also highly satisfied with the Social Security benefits.

### X. References

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