



Statutory Compliance At Proconnect Supply Chain Solutions Ltd

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Abstract: Statutory compliance refers to the laws which are to be covered and which are enacted to deal with employment and non-employment, wages, working atmosphere, industrial relations, social security and welfare of the persons who are employed in the company. The main purpose of the study is to know the level of satisfaction of the provisions provided to the employees and the awareness of statutory compliance followed in the organization in ProConnect Supply Chain Solutions. The researcher wants to analyze the opinion of the employees' in Pro Connect Supply Chain Solutions. Responses were collected through a Structured questionnaire for this project. A sample of 86 employees has been chosen for the study. The research is useful for employees and researchers to understand the employee requirements regarding Statutory compliance Through analysis, it is inferred that the employees are satisfied with the amount of provisions provided to them. We recommend that the training to be given to the employees, which will increase their knowledge about the Acts and Amendments. Based on the findings suitable suggestions have been given to the management.

Keywords: Statutory compliance, Employee Awareness and Satisfaction

INTRODUCTION & PROBLEM STATEMENT

The Statutory compliance establishes a legal system which facilitates productive, individual and collective employment relationships and therefore leads to a productive economy and in return which provides framework within which employers, workers can represent and interact with regard to work-related issues and which serves as achieving harmonious relations in regard with workplace democracy. The regulation of the collective relations of workers and employers includes laying legal guarantee for the right of workers and employers to occupational organizations and also regulates the mechanisms for worker participation at enterprise level. Irrespective of the legal tradition, the challenge of

employee reform is twofold: one is to afford for better protection for basic rights of workers, secondly to provide for greater flexibility to regulate employment relationships to enhance productivity and economic growth. It is absolutely imperative to comply with all legal and statutory norms for businesses to operate successful.

SIGNIFICANCE OF THE STUDY

ProConnect Supply chain management ltd maintains Standard Operating Procedure (SOP) this provides details to the employees to perform their work efficiently. It also describes fundamentally the technical and operational elements which should be managed under a work plan. It also acts as a guide to employees, employers, auditors. SOP is prepared so that the quality control and quality assurance are enhanced.

Acts covered under this organization are listed below

- Shops and Commercial Establishment Act (S&E)
- The Employees Provident Funds and Miscellaneous Provision Act- 1952 (EPF)
- The Employees State Insurance Corporation Act- 1948 (ESIC)
- The Contract Labour (Regulation & Abolition) Act- 1970 (CLRA)
- The Minimum Wages Act- 1948
- The Payment of Wages Act- 1936
- The Payment of Bonus Act- 1965
- The Maternity Benefit Act- 1961
- The Payment of Gratuity Act- 1972
- The Employees Compensation Act- 1923

OBJECTIVES & SCOPE OF THE STUDY

The need for the study is to know about the level of awareness about the statutory compliance of the employees to avoid the exploitation of employees benefits and helps to improve the knowledge of employees about their rights on statutory compliance and forms needed for statutory compliance are studied. This study has been done in order to relate the contribution to the company and employee benefits are analyzed.

REVIEW OF LITERATURE

- Rawat, B.D (1988) in his study "Labour Welfarism in India: Problems and Prospects" had found that standard welfare facility did not improvise legal literacy among the employees. He suggested the organization to improvise the welfare facilities.
- Adriana Marshall (2007) in his study "Explaining non-compliance with labour legislation in Latin America: A cross-country analysis" had found that compliance is necessary for the better performance in an organization.

- Sean Cooney, Peter Gahan. G, Richard Mitchell (2011) in their study "Legal origins, labour law and the regulation of employment relations" had found that the awareness of the compliance affects the economic performance of the organization.
- Sean Dougherty, Verónica Frisancho Robles, Kala Krishna (2011) in their study "Employment Protection Legislation and Plant-Level Productivity in India" had found that unawareness of the labour laws may affect the employee's working ability which affects the employee protection.
- ViduBadigannavar, John Kelly (2012) in their study "Do Labour Laws Protect Labour in India? Union Experiences of Workplace Employment Regulations" had found that labour unions organized by the company enhances the satisfaction level among the employees. Whereas non compliance may not recognize the Labour union which might affect the performance
- Jens Lerche (2012) in his study "Labour Regulations and Labour Standards in India: Decent Work" had found that the absence of fair policy may affect political recognition of the organization so the labour organizations formed in the company must ensure labour relations for enhancement.
- Sunwook Chung (2014) in his study "Explaining compliance: A multi-actor framework for understanding labour law compliance" had found that legal aided sessions provides oppourtunity for the labour intermediaries to raise their voice for thoughts and complaints and enhances their work environment.
- RajlakshmiWagh, Kirti Gupta (2015) in their study "A Critical review of Compliance of Statutory provisions with reference to Labour welfare in manufacturing units" found out that welfare activities plays a positive role in the organization to increase productivity and reduces industrial tensions.
- Kanchana. S, Sivaprakash. P, Sebastian Joseph (2015) in their study "Studies on Labour Safety in Construction Sites" had found that awareness about the compliance arises due to high cost incurred in penalty paid for violating compliance.
- NausheenNizami (2016) in his study "Measuring the Gap between Labour Laws and Work in India's IT Industry and Policy Suggestions for Improvement" had found that conditions of work and variations occurs in gender and other socio-demographic characteristics and the organization must follow the equal remuneration and other legal regulations for better work environment.
- Lukas Ehlers, Chris Jordaan (2016) in their study "A Measure for Labour Relationship Quality levels in Supervisory relationships" had found that compliance provides supervisory behavior and establishes harmonious employment relations. The organization must create mutually beneficial social conditions and good employment relations for identification and solving deep-rooted problems.

- Anirban Karak, Deepankar Basu (2017) in his study "Profitability or Industrial Relations: What Explains Manufacturing Performance Across Indian States?" had found that profitability is the major determinant of industrial performance over climate of industrial relations. 1 percent decrease in the rate of profit is related to 1 percent increase in the man-days lost to all industrial disputes.
- Yogima Seth Sharma (2019) in his study "India Consolidates and Codifies Its Labour Laws - The Code on Wages, 2019" had found that the parliament has passed codes to regulate wage and bonus payments and aims at providing equal remuneration to the employees which removes multiplicity authorities without compromising on the basic concepts of employee welfare and benefits.
- Secki Jose. P (2019) in his study "Precarious Flexibilities: Employment" had found that Industrial practices are the major result provider of ground work which were laid in initial years. High growth and high attrition and the slowdown in growth of industry has tightened the job market because of the varied methods used by employers to resort and improve productivity. Therefore, the role of Employment relations is huge for any industry to balance their workforce.

METHODOLOGY

Descriptive research is used to describe characteristics and behavior of sample population. The variable of this study are practical problems during implementation, employee's perception. This study was carried out with the insight to understand various provisions under statutory compliances and benefits provided to the employees. This study attempts to identify the awareness levels of employees towards the social security legislation.

RESULTS & DISCUSSIONS

There is no relationship between awareness and satisfaction of the statutory compliance within the employees. There is no impact of Gender of the respondents on awareness level of statutory compliance. There is no impact of Designation of the respondents on awareness level of statutory compliance. There is impact of Gender of the respondents on Satisfaction level of Benefits provided. There is impact of Designation of the respondents on Satisfaction level of Benefits provided. The welfare facility provided by company are rated very well by workers. Company need to ensure continuity of the same. The organization may take necessary action to increase Medical facilities for the employees. The Organization can improve the overall communication effectively to ensure overall satisfaction among the workers way of increased awareness e.g. recreational activities. Rules and regulations are strictly followed for employees which has enhanced the awareness of the compliance in the organization within the employees. Proper training can be provided to the employees to be update with the acts binding the company. Collect

queries from employees each accounting year regarding the benefits they get from statutory law.

RELATIONSHIP BETWEEN AWARENESS AND SATISFACTION

Table 1

Correlations

		Awareness Score	Satisfaction Score
Awareness Score	Pearson Correlation	1	.100
	Sig. (2-tailed)		.362
	N	86	86
Satisfaction Score	Pearson Correlation	.100	1
	Sig. (2-tailed)	.362	
	N	86	86

Source : Primary data

This shows that there is no relationship between Awareness Score and Satisfaction Score as the p value is more than the level of significance. This no relationship does not affect the employees work environment.

IMPACT OF GENDER AND DESIGNATION ON THE AWARENESS LEVEL

Tests of Between-Subjects Effects

Dependent Variable: Awareness Score

Source	Type III Sum of Squares	df	Mean Square	F	Sig.	Partial Eta Squared
Corrected Model	9.050 ^a	4	2.262	.302	.876	.015

Intercept	20024.395	1	20024.395	2.675E3	.000	.971
gender	.263	1	.263	.035	.852	.000
designation	4.668	3	1.556	.208	.891	.008
gender * designation	.000	0000
Error	606.346	81	7.486			
Total	26848.000	86				
Corrected Total	615.395	85				

a. R Squared = .015 (Adjusted R Squared = -.034)

Source: primary data

This table shows that there is no impact of Gender of the respondents on awareness level of statutory compliance and there is no impact of Designation of the respondents on awareness level of statutory compliance. As the p value is more than the level of significance

IMPACT OF GENDER AND DESIGNATION ON THE SATISFACTION LEVEL

Tests of Between-Subjects Effects

Dependent Variable: Satisfaction
Score

Source	Type III Sum of Squares	df	Mean Square	F	Sig.	Partial Eta Squared
Corrected Model	293.359 ^a	4	73.340	2.619	.041	.115
Intercept	36162.536	1	36162.536	1.291E3	.000	.941
gender	37.576	1	37.576	1.342	.250	.016
designation	262.460	3	87.487	3.124	.030	.104

gender * designation	.000	0000
Error	2268.176	81	28.002			
Total	49446.000	86				
Corrected Total	2561.535	85				

a. R Squared = .115 (Adjusted R Squared = .071)

Source: primary data

This table shows that there is there is impact of Gender of the respondents on satisfaction level of statutory compliance and there is impact of Designation of the respondents on satisfaction level of statutory compliance. As the p value is less than the level of significance.

CONCLUSION

The Statutory compliance establishes a legal system which facilitates productive, individual and collective employment relationships and therefore leads to a productive economy and in return which provides framework within which employers, workers can represent and interact with regard to work-related issues and which serves as achieving harmonious relations in regard with workplace democracy. The study has been conducted to analyze the HR statutory compliance at the organization and employee awareness and satisfaction towards the statutory acts to be complied by the company. And the findings show that 38 to 80% employees are aware of the statutory compliance at the organization and 29 to 45% employees are satisfied on the statutory compliance followed in the company. The research has to be extended to improve the satisfaction of their benefits through personalized methods and proactive employee query methods are to be identified in further study. Though there is no relationship between the awareness and satisfaction among the employees of the organization which doesn't affect the operational efficiency of the organization. It is advisable for the organization to increase its operational facilities after providing training on the updates made by the legislation. Thus, I conclude by valuing the employees of the company and my college staffs for completion of my study.

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