

A Study on the Awareness of Statutory Compliance and Its Implementation Among the Employees in Kitkat Software Techonologies

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ABSTRACT

A Research examines the existing knowledge of statutory compliance standards among employees working at KitKat Software Technologies along with their execution of these requirements. Employment laws and occupational safety regulations and personnel rights depend on strict statutory compliance. Labor laws together with compliance policies receive very little attention from many of the workers in this organization. The research utilizes descriptive analysis through a structured questionnaire surveyed 110 workers. The data analysis incorporates descriptive statistics followed by chi-square tests and ranking as well as correlation analysis. The research shows awareness of compliance policies exists among 49.1% of employees yet legal difficulties with tax interpretation join tax complexity as major obstacles. Training programs serve as the main source of information yet the organization needs to enhance educational clarity along with standardized educational methods. The analysis of chi-square statistic reveals that compliance awareness does not differ between male and female employees nor does it relate to their educational backgrounds. The research underlines that organizations need standardized training as well as simplified legal documentation systems coupled with proper compliance monitoring. Improved awareness programs help organizations develop both legal compliance and ethical business settings.

Keywords: Statutory compliance, employee awareness, labour laws, workplace safety, compliance training, legal adherence, regulatory challenges.

1. INTRODUCTION

Statutory compliance refers to the legal obligations businesses must fulfil to operate lawfully, covering labour laws, government regulations, and industry-specific mandates. These laws protect employee rights, ensure workplace safety, and promote fair employment practices. Every industry has specific compliance requirements,

including wage regulations, social security contributions, and occupational health and safety standards. Non-compliance can lead to legal penalties, financial losses, reputational damage, and operational disruptions. It can also affect employee trust and business sustainability. Employers must follow key laws like the Factories Act, 1948, the Employees' Provident Fund (EPF) Act, 1952, and the Minimum Wages Act, 1948. The Occupational Safety, Health, and Working Conditions Code, 2020, further reinforces workplace safety. Ensuring compliance safeguards employees and creates a secure work environment. This study assesses employees' awareness of statutory compliance across industries to identify knowledge gaps. Understanding employees' perceptions will help improve adherence to labor laws. The findings will assist organizations, policymakers, and regulatory bodies in enhancing compliance training programs. A well-informed workforce leads to better legal compliance and improved workplace standards.

2. OBJECTIVES

1. To assess the level of awareness employees towards statutory compliance relevant to their rules in KitKat software technology.
2. To know the challenges faced by KitKat software technologies for implementation of statutory compliance.
3. To analyse the satisfaction level of implementing statutory compliance in KitKat software technologies.

3. SCOPE OF THE STUDY

The research evaluates employee comprehension of major compliance areas which include labour laws along with taxation and corporate regulations within KitKat Software Technologies. The research examines organizational weaknesses by recommending training solutions for KitKat Software Technologies without providing insights into the IT industry.

4. STATEMENT OF THE PROBLEM

The IT industry follow mandatory regulations because these requirements support both legal regulations and operational standards. Staff members at the company tend to lack basic knowledge about vital labour laws and tax regulations alongside organizational policies so there exists the possibility of non-compliance. A research study investigates employee awareness levels regarding statutory requirements at KitKat Software Technologies to establish areas that need improvement.

5. LIMITATION OF THE STUDIES

1. The research was carried out within a restricted time-frame. Because of time limitation comprehensive data collection was not feasible.

2. The study may only include certain groups of employees, making the results not representative of the entire workforce.
3. The study primarily focuses on employee's awareness of the statutory compliance and implementation of it's among the employees.

6. RESEACRH METHODOLOGY

6.1 Research Design

The study adopts a **descriptive research design** to assess employees' awareness of statutory compliance at KitKat Software Technologies.

6.2 Data collection

Primary Data:

- **Questionnaires** – Structured surveys to assess employees' awareness and perceptions of statutory compliance.

Secondary Data:

- Journals, Magazines, Websites.

6.3 Data Analysis Tools

- Simple percentage
- Likert scale
- Chi-square tests
- Correlation analysis

7. REVIEW OF LITERATURE

Muhammad Qasim (2022)¹ 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.

Patel & Singh (2023)² The study explored the difficulties faced by employees in comprehending labor laws, taxation policies, and safety regulations. It identified major challenges such as legal jargon, frequent policy updates, and lack of training. The authors proposed simplified compliance documentation and interactive training sessions as solutions.

Das & Verma (2023)³ This research examined how employees' awareness of statutory compliances affects organizational risk management. The study found that firms with well-informed employees faced fewer legal

penalties and operational risks. It emphasized the need for continuous learning programs and compliance audits to maintain regulatory adherence.

8. DATA ANALYSIS AND INTERPRETATION

8.1 SIMPLE PERCENTAGE ANALYSIS

TABLE 8.1.1

Job levels of the respondents

Job levels	Frequency	Percent
Entry level	37	33.6
Executive/Top level	12	10.9
Mid-level	38	34.5
Senior level	23	20.9
Total	110	100.0

Source: Primary data

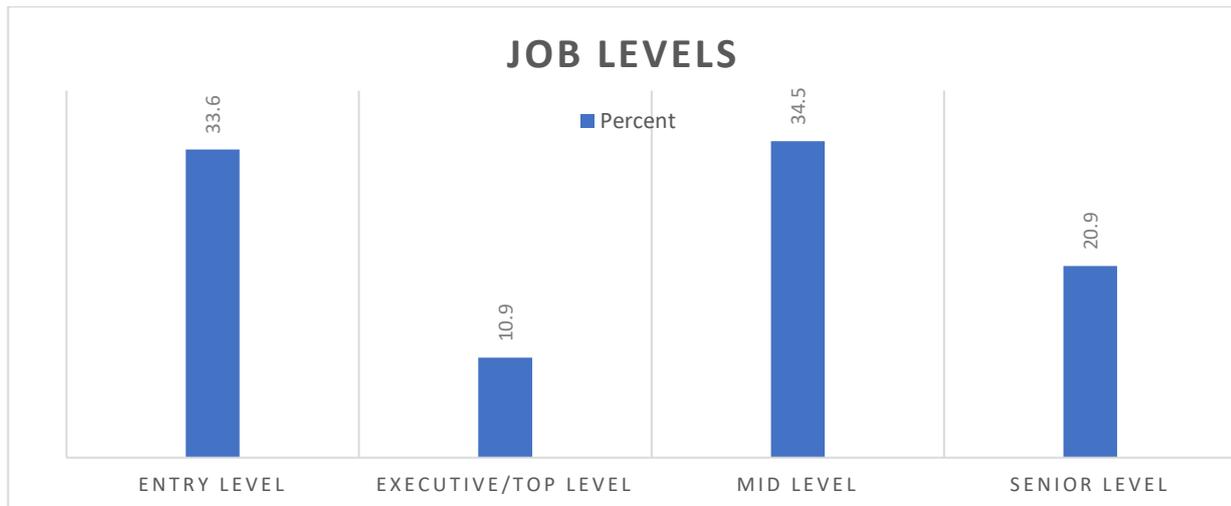
INTERPRETATION

The above data shows that 33.6% of the respondents are at the entry-level and 34.5% of the respondents are at the mid-level and 20.9% of the respondents are at the senior-level and only 10.9% of the respondents are at the executive/top-level.

INFERENCE

The most (34.5%) of the respondents are at the mid-level.

Chart 8.1.2



8.2 CHI-SQUARE TEST

Null Hypothesis (H0) There is no significant relationship between reason for gender of the respondents and awareness of statutory compliance.

TABLE 8.2.1

Educational qualification of the respondents	Recognition of labour laws					
	The Employees provident funds and Miscellaneous provisions Act 1952	The Equal Remuneration Act 1967	The Maternity Benefit Act 1961	The payment of Gratuity 1972	The Payment of wages Act 1936	Total
Diploma	4	2	4	3	6	19
Professional	3	0	2	0	2	7
Post graduate	5	1	7	9	6	28
Under graduate	9	6	9	4	28	56
Total	21	9	22	16	42	110

Source: Primary data

The table value showing the chi-square analysis

Calculated value	Table value	Degree of freedom	Level of significance	Results
18.92	21.03	12	0.05	Accepted

INTERPRETATION

The table deals with the calculated value of X (18.92) is less than table value (21.03) so the null hypothesis is accepted. Hence it can be concluded that there is no significant relationship between educational qualification and recognition of labour laws.

CONCLUDED

The study shows that a person’s education level does not make a big difference in how well they know labour laws. Whether someone has a diploma, a degree, or higher education, their awareness of labour laws remains almost the same. This means that education alone does not significantly impact knowledge of labour laws.

8.3 LIKERT SCALE

TABLE 8.3.1

LIKERT SCALE SHOWING THE LEVEL OF SATISFACTION TOWARDS AWARENESS OF STATUTORY COMPLIANCES

FACTORS	Highly Satisfied (5)	Satisfied (4)	Neutral (3)	Dissatisfied (2)	Highly Dissatisfied (1)	Total
Training programs	30 (27.2%)	42 (38.1%)	35 (31.8%)	3 (2.7%)	0 (0%)	110
Grievances process	33 (30%)	45 (40.9%)	24 (21.8%)	5 (4.5%)	3 (2.7%)	110
Employee legislation	25 (22.7%)	40 (36.3%)	32 (29%)	8 (7.2%)	5 (4.5%)	110
Statutory compliances	30 (27.2%)	42 (38.1%)	33 (30%)	3 (2.7%)	2 (1.8%)	110
Transparency	24 (21.8%)	35 (31.8%)	41 (37.2%)	6 (4.5%)	4 (3.6%)	110

Source: Primary data

INTERPRETATION

From the above table show that, the majority (30%) of the people are highly satisfied to grievances process, followed by (40.9%) of the respondents are satisfied to grievances process, followed by (37.2%) of the respondents are neutral to transparency of statutory compliance, followed by (7.2%) of the respondents are dissatisfied to employee legislation and followed by (4.5%) of the respondents are highly dissatisfied to employee legislation.

INFERENCE

The most (40.9%) of the respondents are satisfied to grievances process in awareness of statutory compliance.

9. FINDINGS

9.1 SIMPLE PERCENTAGE

- The most (34.5%) of the respondents are at the mid-level.
- The majority (56.4%) of the respondent are belongs to the age group of 25-35.
- The majority (61.8%) of the respondents are male.
- The majority (50.9%) of the respondents are under graduate.
- The majority (63.6%) of the respondents are married.
- The most (49.1%) of the respondents have 1-3 years of experience.
- A Majority (53.6%) of the respondents belongs to joint family.

9.2 CHI-SQUARE

- It found that there is no significant relationship between gender of the respondents and 6.2 awareness of statutory compliances.

9.3 LIKERT SCALE

- The most (40.9%) of the respondents are satisfied to grievances process in awareness of statutory compliance.

10. SUGGESTIONS

1. The Chi-square analysis showed no significant relationship between gender and awareness of statutory compliance, indicating that gender does not influence awareness levels.
2. Providing Chi-square test values, such as the statistic, degrees of freedom, and p-value, would enhance the clarity and reliability of the findings.

3. The Likert scale results showed that 40.9% of respondents were satisfied with the grievance process, but a breakdown of neutral and dissatisfied responses would give a clearer picture.
4. Comparing these findings with industry benchmarks and past studies could help identify areas for improvement in compliance awareness and grievance handling.
5. Organizations should focus on strengthening compliance training and improving grievance redressal mechanisms to enhance employee awareness and satisfaction.

11. CONCLUSION

A research study conducted at KitKat Software Technologies provides essential data about employee understanding of legal requirements and their difficulties in operational compliance. Educational background together with gender compose two elements which do not create any measurable differences in employee awareness. Training programs currently in place do not prevent employees from continuing to face difficulties in comprehending labor laws and tax complexities. The satisfaction rate for the grievance redressal process was shown to be positive based on employee feedback because 40.9% of them voiced their approval. A substantive number of employees showed neither satisfaction nor dissatisfaction with existing adherence programs. Training protocols that follow uniform standards together with easy-to-understand legal documents help organizations maintain compliance standards. Organizations need to devote ongoing funding to educational programs which promote better compliance with regulations. Expansion of existing employee grievance procedures will enhance employee trust in official work regulations. The investigation needs additional industry-scale analysis to provide comprehensive knowledge. An organization that effectively adopts statutory compliance establishes both legal compliance and ethical responsibility in its work environment.

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