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## A Study of Awareness on Wage Code Impact on Organization

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### ABSTRACT

Organizations must be able to recruit skilled human resources with their wages and salaries. This is a requirement under the law. Furthermore, salaries enable workers to make a livelihood from their employment. The purpose of this study survey is to give basic information and raise knowledge about the wage code. The question sheet was created in order to gain a better understanding of this awareness. A Google form was used to collect data. The importance, concept, and meaning of the Wage Code, as well as awareness of it among organisations in the Gujarat city of Bharuch, are demonstrated in this study.

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Keywords: Awareness, wage code, impact

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### 1. Introduction

The compensation code is an example of India's parliament in action.

A presentation was given to the Lok Sabha on July 23, 2019. It was approved by both houses of parliament (Rajya Sabha, the chamber of states, and Lok Sabha, the place of individuals). For the Indian Central Government, there are approximately 100 state and 30 central regulations governing many aspects of work, including as working conditions, modern question goals, federal retirement help, and job compensation.

In India, complying with labour law legislation is a difficult task. The pay code for 2019 (wage code) is the first of the bunch to receive legislative approval and, as a result, the president's assent on August 8, 2019.

The date is July 7, 2020.

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### 2. Review Papers

(1) Ozkaya, et al (2015) This study was conducted in the United States, and data was acquired from university students in order to learn about mindfulness and the elements that motivate customers to scan QR codes. The findings suggested that practical consumers who are eager to acquire products utilise QR Codes more frequently than exploratory clients who are only looking for sociability and entertainment. The responsibility for gadgets has an impact on the client's desire to use QR Codes, and people with more electronic devices have been tracked down examining QR Codes. In terms of QR use, early adopters had a poor perception. The association between perceived convenience and QR code usage was shown to be irrelevant, as was the age and nationality relationship. (2) Monica et al (2015) The findings of the study suggest that motivators have a significant impact on customers' perceptions of QR codes, with females having a higher proclivity for QR codes than males. The relationship between programming, traffic, and perceived benefits, as well as customers' perceptions of QR Codes, was deemed unimportant. (3) Hemant Bamoriya (2014) The

findings suggested that there is a favourable association between culture and convictions, as well as conviction and expectations. The interaction between media and on-campaign guidance was described as "basically directing."(4). S Cox, R Shiffler (2014) The study was carried out in the United States, and it was determined that the majority of respondents were aware of the accompanying salutation to QR codes. The male had greater knowledge than the female, and the youthful respondents had more information, indicating that they had more experience. The vital clarification, excluding the rule from now on, could not be followed by the inventor's imagined, that perhaps they didn't notice the QRAs valuable or the significance of the place was not bewitching, and they couldn't introduce the ruling class to use from now on. Or perhaps they just needed a few extra prizes for cracking the QR Codes.(5) Mira et al (2014 ) The purpose of the survey was to learn about the shoppers' perceptions about QR Codes. The outcomes of the study demonstrate that motivators have a major impact on customers' impressions of QR codes, and that females are more inclined to use QR codes than males. The relationship between programming, traffic, and perceived benefits, as well as customers' knowledge of QR Codes, was deemed irrelevant.

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### 3. Research Methodology

Objectives of study:

Main objective:

To study identify Awareness on wage code impact on organization among the respondents.

The major objectives for the research are as follows:

- To identify services provided by organization.
- Identify Awareness on wage code impact on organization in the service provided by the organization working for employers.
- Try to give possible solution for filling the gapes.
- To know what are the roles of organization.
- To know about what is wage code policies and benefits.

Research Design :

- The research design is a framework for research methods and techniques chosen by the researcher. The design allows researchers to hone the research methods that are most relevant to the subject and to plan their studies for success. The research design followed is of the descriptive type.
- Descriptive research is characterised by an endeavour to investigate and clarify while giving extra data about a topic. This is where research attempts to depict what's going on in more detail, filling in the missing parts and increasing our understanding.
- Universe :  
The companies of Bharuch are the universe for study.

Sample and Sampling Techniques:

A total of 50 respondents from Bharuch-based businesses were included in the sample.  
For this study, probability sampling was used as the sampling strategy.

Tools for Data Collection :

Primary Tool :

Questionnaire: Questionnaire is a research tool that consists of a series of questions designed to collect data from respondents.

Secondary Tool : E-Resources, case studies, papers, journals, and other published and unpublished sources provided the secondary tool and data.

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#### 4. Results and Conclusion and Suggestions

##### Results:

1. The ration of it can be seen that majority of the respondents(74%)are male.
2. Majority of the respondents(76%)are belong to middle level designation.
3. Majority of the respondents(46%) are having less than 2 years experience.
4. majority of respondents(62%)are think this act is helpful.
5. 64% of respondents are aware about new wage code and 36% of respondents are not aware.
6. 51% of respondents are know applicability of the code and 49% respondents are not know about applicability.
7. 54% of respondents know about penalties of code and 46% of respondents not know.
8. 56% of respondents are believe this act beneficial for employees in organization and 44% of respondents not believe.
9. 46% of respondents are think below market average look at current benefit.
10. 76% of respondents are get bereavement leaves and some of the respondents don't know meaning of bereavement leave.

##### Conclusion:

The data show that the majority of respondents are male, belong to a middle-level position, and have less than two years of experience. They are aware of the new wage code's penalties, applicability, and benefits. In conclusion, whether respondents are aware of the wage code or not, the wage code is a positive idea for all.

##### Suggestions:

- They should properly instruct people on how to benefit because many people are unaware of this.
- To be informed of the new code's changes.
- Inform employees about the new pay work codes' obligations.
- To provide the remuneration code while keeping in mind the representatives' benefits.

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- Kharbanda&Kharbanda's New Industrial & Labour Codes by Law Publishing House [Edition 2021]
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