



**A STUDY ON THE AWARENESS OF EX-GRATIA COMPENSATION
SCHEME AMONG SOCSO EMPLOYEES IN JOHOR**

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ABSTRACT

The establishment of Ex-Gratia is a good effort by the government to look after the welfare of its workers in terms of financial compensation for occupational related injuries and diseases. The scheme should be treated as employer's liability similar to those as SOCSO schemes rather than an incentive to government servant.

Ex-Gratia Compensation Scheme existence still not being aware by public majority especially government servant. The factors are the lack of promotion and knowledge to attract people to aware of the services. Therefore, the research is conduct to study the level of awareness towards this scheme among SOCSO employees in Johor.

1.1 Background of Company

The Social Security Organization (SOCSO) was established in 1971 under the Human Resources Ministry to implement and administer the social security schemes under the Employees' Social Security Act 1969 (Act 4), that is the Employment Injury Insurance Scheme and the Invalidity Pension Scheme. Under this scheme, workers are protected against industrial accident including accident occurred while working, occupational diseases, invalidity or death due to any cause. Employment Injury Insurance Scheme provides protection for accidents that occur while travelling, arising out of and in the course of employment and occupational diseases and Invalidity Pension Scheme provides protection against invalidity or death due to any cause not connected with employment. Benefits include medical benefit, temporary and permanent disablement benefit, constant attendance allowance, dependant's benefit, funeral benefit, rehabilitation benefit and education benefit, survivors' pension, invalidity grant.

SOCSO's function includes registration of employer and employee, collecting contribution, processing benefit claims and makes payment to the injured worker and their dependents. SOCSO also provide vocational and physical rehabilitation benefits and enhance occupational safety and health awareness of workers.

On the 1st July 1985, SOCSO from a government department became a Statutory Body. On 1st January 1992, SOCSO implemented its own remuneration scheme known as Sistem Saraan Baru PERKESO (SSBP). SOCSO is the abbreviation for Social Security Organization. It is commonly known in the Malay term as PERKESO or Pertubuhan Keselamatan Sosial. This study also involves the respondent amongst SOCSO customer.

The objective of SOCSO is to ensure and guarantee the timely and adequate provision of benefits in a socially just manner to insured workers and their dependants and to promote occupational health and safety. SOCSO has 45 offices nationwide reaching to employees providing the best services, giving fast and accurate information and maintaining good relationship with employees and employers