



**FACULTY OF ADMINISTRATIVE SCIENCE & POLICY STUDIES
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BACHELOR OF ADMINISTRATIVE SCIENCE (HONOURS)

Title of Proposal

**THE UNDERSTANDING AND PERCEPTION OF EMPLOYEE TOWARD SOCIAL
SECURITY**

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Abstract

Social security has been recognized as a fundamental human right. Yet large sections of the world's population are excluded from social security schemes of various designs. The notion of social security has been conceived with the objective of preserving the quality of life of the individual and his or her dependents as a result of old age and contingencies such as injuries, occupational diseases, invalidity, the need for health and medical attention and death. Currently, social security schemes are based on social insurance, general or ear-marked taxes and social assistance. The main challenge to achieving the noble objectives of social security is financial sustainability and social cohesion supported by political will. This paper discusses the concept and intentions of social security schemes and its challenges. It also provides a brief assessment of the social security system and social security gaps in the case of Malaysia.

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CHAPTER 1

INTRODUCTION

1.1 Introduction

The working environment and the work culture could influence the productivity and job performance of the employee. The worker that mentally and emotionally healthy and physically strong is fortunately helping the organization to improve their growth and development as to their goals and objective. Is the responsible of the employer to provide the good facilities that can protect the right of the employee in the working environment. As the employer also they should obey the regulation that related to social security. It is beneficial to the employee as they will need this social security in future or during contingencies.

Today, as the world develop and more and more facilities being provide by the government and by the private sector. This development requires a lot of work that need contribute by the worker whose are responsible to make the job done and it may involve risk that can cause injury, incapacity, death, disablement and many more. According to Social Security Organization (SOCSO), nearly 1000 workers are dying each year due to the occupational accidents in workplace.

CHAPTER 2

LITERATURE REVIEW & CONCEPTUAL FRAMEWORK

2.1 Literature Review

This chapter provides a review of literature on employees' perception and understanding toward social security.

2.1.1 Introduction

The definition of "needs" and "contingencies", and the exact nature of arrangements to address them have differed from one society to another and have evolved over time. These arrangements reflect not only the values, beliefs and customs of a people but also their economic systems, social structures and political institutions. The arrangements a society makes to meet the essential subsistence needs and contingencies of its members constitute its social security system.

Historically people have looked to their families, clans, tribes, communities, religious groups and authorities – lords, chiefs and kings – to meet their needs for social security. But the processes of industrialization and urbanization that have swept the world over the past two hundred years have profoundly affected social security arrangements everywhere. The origins of the modern system of social security go back to the late nineteenth century in Europe but it was only in the three decades following the Second World War that it developed its