

A Study on Employees Perception towards NPS & EPF

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Abstract: *The study "A Study on Employees' Perception towards NPS & EPF" investigates the views of employees regarding two of India's most prominent pension schemes: the National Pension System (NPS) and Employees' Provident Fund (EPF). The research aims to understand employees' preferences and satisfaction levels with these schemes based on factors such as returns, risk, ease of access, transparency, and tax benefits. NPS, being a market-linked pension scheme, offers higher flexibility and potential for better returns but also carries a higher risk. It is typically favored by employees who seek control over their investments and are comfortable with market fluctuations. In contrast, EPF is a government-backed, more stable scheme, offering lower risk but fixed returns. It is preferred by risk-averse employees who prioritize security over potentially higher gains.*

Through primary data collected from employees across different sectors, the study highlights key insights into how employees' perceptions differ based on their employment type, income levels, and financial goals. Understanding these perceptions is crucial for policymakers and employers to address gaps in awareness and satisfaction, thereby encouraging more informed decisions for retirement planning and improving participation in both pension schemes. The study contributes to a broader understanding of retirement planning preferences in India

Keywords: National Pension Scheme (NPS), Employee Provident Fund (EPF), Transparency, Government Bond, Equity Bond, Corporate Bond