

A STUDY OF WAGE AND SALARY ADMINISTRATION: AN EMPIRICAL STUDY AT NATCHI APPAREL PRIVATE LIMITED, DINDIGUL

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Abstract— The Wage and Salary Administration is responsible for the establishment and implementation of sound policies and procedures for workers' compensation. Includes job evaluation, salary and salary research, analysis of organizational problems, development and maintenance of salary structure, establishing rules for managing salaries, salaries, compensation, profit sharing, changes and salaries, additional payments, compensation costs etc. data collected by questionnaire and interview method. Second data collected through books, journals and online. All respondents received regular salaries and wages, wage compensation and other benefits. Their relationship with management is strong. That salary and wages administration is an essential part of any productive organization. The researcher also found out that salary and wages improves the performances of the employee's in an organization. The major conclusion of this study is that importance of salary and wages administration in an organization cannot be overemphasized. In view of the above, the following recommendations are. That the salary administration policy to be implemented across Board so that all the level officers especially the junior cadre can have a sense of belonging.

I. INTRODUCTION

1) ABOUT THE COMPANY

Natchi Apparel Private Limited is a Private incorporated on 26 August 2015. It is classified as Non-govt Company and is registered at Registrar of Companies, Dindigul. Its authorized share capital is Rs. 2,000,000 and its paid up capital is Rs. 1,000,000. It is involved in Spinning, weaving and finishing of textiles. Natchi Apparel Private Limited's Annual General Meeting (AGM) was last held on 30 December 2020 and as per records from

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Ministry of Corporate Affairs (MCA), its balance sheet was last filed on 31 March 2020.

2) SIGNIFICANCE OF THE STUDY

In line with the National Accounts system, salaries and wages include the amount of any social contribution, income tax, etc., paid by an employee even if it is actually withheld by the employer for convenience or other reasons and paid directly to the public. insurance plans, tax authorities, etc., on behalf of an employee. Salaries and wages may be paid in a variety of ways, including goods or services provided by employees to pay in a certain way instead of, or in addition, monetary remuneration. Wages and cash salaries include salaries paid monthly, monthly or other periods, including payroll results and employee benefits; and benefits such as overtime; and short-term employee benefits (e.g., vacation); and similar payments; and commissions, grants and tips received by employees. Wages and other forms include wages that are goods and / or services that are not needed in the workplace and that employees can use in their time, and in their opinion, to meet their needs or requirements or of other family members. Money is considered an important incentive and reason for us to seek employment. This unit is designed to provide an understanding of the key challenges compensating / managing self-employment. The terms Salary / Salary / Compensation are often used as synonyms.

The term salary is usually associated with a contract employee whose salary is calculated according to the number of hours worked / units produced. The term salary / compensation applies to a fixed term payout and does not depend on the number of hours worked evolution of the Indian Textile Industry. They have ten years of rich & active experience in the textile business. By pushing

for continued development, innovation and customization, they have become the most preferred suppliers of textile and textile and industrial products. They It is associated with white collar workers.

II. REVIEW OF LITERATURE

Herman (2017) Wages and salaries help to focus on the position and duties performed. And, it attempts to influence employee's current and future working performance. Besides, compensation servers' different objectives, the main ones being to attract, retain and motivate high-potential employees. Meanwhile, the fulfillments of those goals are subject to constraints such as the maintenance of equity, cost control and legal requirements. To employee, compensation may be seen as a return in exchange between the firms they work for and themselves, as an entitlement for being an employee of the company, or as a reward for job well done. It is given to employees in exchange for work performed

Carter (2017) proposed that benefits are increasingly expensive for businesses to provide to employees, so the range and options of benefits are changing rapidly to include, such as flexible benefits plan. For employers, they use benefits to attract and retain good and talented workers. For employees, they rely on benefits (for example, medical subsidies, vacations, and retirement) to secure their financial well-being. By linking benefits (for example, pension and holidays) to seniority, workers will be reluctant to change jobs.

Steven and Loring (2017) observe that for employees, Wages and salaries is an important issue since pay is perceived to be an indication to their personal and market value to the organization. Based on for employers, Wages and salaries is one of the crucial communication tools, to send a message about your organization's expectations and goal achievement rewards. Besides stated that Wages and salaries rewards performance relative to others and progressive improvement in year-to-year results and providing regular measures of success or progress. It also balances rewards with risk and providing capital accumulation opportunity.

Therefore, compensation has very crucial to not only the employees but also the employers.

Pam (2014) Wages and salary and benefits is a powerful communicator of organizational goals and priorities and companies that expect to be successful must make employees become partners in their success. He observes that employee compensation can be a sensitive subject, and people get very passionate when trying to determine the most appropriate compensation plan for any business. Nowadays, many human resources related concerns.

III. OBJECTIVES OF THE STUDY

1) *Primary objective:*

- To study about the wage and salary administration in Natchi Apparel Pvt Ltd at Dindigul

2) *Secondary objectives:*

- To know various benefits offered by the organization with salary.
- To find out how wages and salaries can contribute to improve employee productivity in an organization.
- To know the level of satisfaction of the employees regarding the wage and salary administration.
- To give suggestions about the wages and salaries provided in the company.
- To identify the organization policies, objectives and procedure of wages and salary

IV. NEED FOR THE STUDY

The wages and salary administration is used to study about the various policies of the organization regarding wage and salary fixation. The study also aims at evaluating the practical wage and salary administration under taken by the organization in their work environment to improve their working skills and to know about the satisfaction level of employees. This study also helps to know about the monetary and non-monetary benefits that are provided to the employees other than salary paid in Anill food.

1) SIGNIFICANCE

Salary research & salary management helps to know Simplex Mill strategy. It helps to understand the rationale for achieving wage and salarymanagement objectives. Management is very focused on the system. They follow all the rules and regulations. A sound wage policy and job evaluationplanner was adopted to determine the appropriate salary difference over job diversity. Apart from the basics provided for job descriptions and jobevaluations, the ones that are often considered in salary management and salary management are:

- Provision and need for staff.
- Existing market level

2) RESEARCH DESIGN AND METHODOLOGY

The study focuses on finding out the need for Salary administration and for thispurpose primary data is collected from the employees. The secondary sources of data arearticles, journals, research papers, internet, thesis, books. A detailed questionnaire is preparedfor the purpose of data collection. The research has been conducted in Natchi Apparel Private where Simple random sampling method is adopted and the questionnaire was distributed to150 employees out of whom 110 employees have been taken for the research purpose. Statistical tools like percentage analysis, graphical method; chi-square test has been used toanalyze the data. For analyzing such data the software that has been used is SPSS todetermine the solitary purpose of the study and to come to a conclusion and to forecast theimportance of health, safety and welfare measures..

3) DATA SOURCES

Primary Data: Primary data are those, which are collected for the first time. They are original in character. The data collected by the investigator for the first time for their own use is usually classed as primary data.

Secondary Data: Secondary data are those that have already been collected by others. These are usually available in journals, periodicals, dailies, research publication official records etc., they may

either be available in published form or in an unpublished form. When it is not possible to collect the data by primary method, the investigator may make use of this method

4) STATISTICAL TOOLS APPLIED

Statistical tools like simple percentage and chi square used in the compilation and computation of data.

- Percentage Analysis
- Chi-Square Test
- Correlation Analysis

The primary data had was collected from the samples from various areas and have been properly arranged, edited and tabulated in a systematic format and analyzed by using appropriate statistical tools. A bipartite correlation and liner regression analysis were carryout using SPSS

5) CHI-SQUARE TEST:

Null Hypothesis H0: There is no significant difference between gender and allowances provided.

Alternative Hypothesis H1: There is a significant difference between gender and allowances provided.

Table.1. showing the opinion about the gender andallowances provided to the respondents

Test Statistics

	gender of the respondents	allowances provided
Chi-square	8.000 ^a	71.950 ^b
Df	1	4
Asymp. Sig.	.005	.000

a. 0 cells (.0%) have expected frequencies less than 5. The minimum expected cell frequency is 100.0.

b. 0 cells (.0%) have expected frequencies less than 5. The minimum expected cell frequency is 40.0.

V. RESULT

The difference between the two variables of the significant valuemust be less than 0.05. Therefore H0 is accepted. Hence there isno significant difference between gender and allowancesprovided to the respondents.

1)SUGGESTIONS:

The areas where the organization can improve their level are asfollows:

- The satisfied level and neutral level towards wages and salary provided are quite close so, if they increase the wages and salary the employees will be satisfied and the satisfaction level may also get increased.
- The organization can also provide overtime work payment to the employees so that they get motivated and employee productivity will also become high. Overtime pay rates depends upon the day the work is performed whether it is ordinary working day, special day, holiday or rest day. If the organization pays for overtime, then the employees will be satisfied and work will done properly.
- Non-monetary benefits like festival gifts, calendars are provided in Anil food apart from that they can also provide other non-monetary benefits like awards, gifts etc to increase the employees concentration towards job and to motivate them.

VI. CONCLUSION

Wages and Salary administration plays an important role in every organization. Proper wages and salary provided in the organization motivates and satisfies the employees in order to achieve organization goal. The study on wages and salary administration in aavin reveals that the current salary pay structure is satisfied to the employees. But, there are certain areas where organization can improve like bonus, overtime payment, group activities. Each job grade has its assigned salary range and other monetary benefit is also fixed based on the job grade. Wages and salary administration is one of the vital areas of the personnel administration. One of the most important factors in human resource management is compensation management. The compensation management is depends upon the amount of wages and salary paid to an employee for their work in an organization. From the survey it reveals that present pay commission is better compared to previous pay commission and the other benefits provided are allowances, bonus, loans, pension, PF etc.

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