NETWORK CLOTHING LIMITED, TIRUPUR: PAYROLL MANAGEMENTSYSTEM

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Abstract— The financial framework is the backbone of any organization's Human Resources program. The arrangement needs to be addressed by salary calculation according to organizational guidelines. A few organizations are doing physical statistics right now there are a few instant access points which is a monthly fee in addition. This would not make sense in all cases, Especially in Software organizations or legally binding representatives of any organization, employee compensation depends on the days he or she has worked. Proposed request including managing Attendees, leave management, timing, and organizational plan for the final salary calculation. The system frame counts the number. For days, the representative is in office, including the dates of his confirmed leaves. The real problem with maintaining a separate website of a firm whose principal purpose is to remove salary-slips from its co-workers periodically working in multiple departments of the firm, and to keep records of every single department, co-workers of different ranks, their appointments and communication details. Therefore, performing all these tasks becomes difficult for the human resource manager every month. Therefore, in ordinance to conquer the difficulties of the firm the current system automatically performs all the functions of the organization.

I. INTRODUCTION

Payroll management system encompasses all the tasks involved in paying an organization's employees. It typically involves keeping track of hours worked and ensuring that employees receive the appropriate amount of pay. It also includes calculating taxes and social security, as well as ensuring that they are properly withheld and processed. Depending on the company in question, a full range of other deductions may be calculated, withheld, and processed as part of payroll administration. Additionally, the processing of contractor payments may fall under the umbrella of payroll administration. The specific tasks involved in payroll administration tend to vary according to the needs of each unique company or organization. For example, some companies have workers that receive commissions in addition to salaries. In these companies, including commissions in employee salaries is a part of payroll administration. For some companies, it also involves assigning exempt or non-exempt status to workers, adding bonuses into paychecks, calculating overtime payments, and adhering to applicable employment laws.

Handling payroll-related problems are part of payroll administration as well. If an employee is paid an incorrect amount or a direct deposit fails to go through, both things are payroll administration issues. Likewise, tax filing and deduction errors are payroll administration matters as well. Payroll administration can be very simple, involving the payment of just a handful of employees, or very complicated, involving payroll for thousands of employees and contractors. In some, very small companies, payroll may be handled by the owner of the company or an employee. However, other companies may have many employees to pay and keep track of necessitating a well-planned, efficient payroll administration system. Some companies choose to handle payroll administration in-house, often creating a separate department just for the handling of payroll. Often, such organizations purchase software tostreamline payroll-related tasks. Some companies even have special software designed for them, creating a payroll system that is tailored to their unique requirements. Many companies decide to outsource payroll

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administration to other companies. Payroll administration companies handle most, if not all, payroll-related tasks for the companies they serve.

Some payroll administration companies also provide management and human resource assistance as well. Many payroll administration companies tailor their services to meet the needs of organizations of all sizes and types. Some even offer onsite help and payroll consultations as well.Payroll is defined as a method of administrating employees' salaries in the organizations. The process consists of calculation of salaries and tax deductions of the employees, administrating the retirement benefits and disbursements of salaries to employees. It can also be called as an accounts activity which undertakes the salary administration of employees in the organization .

1) OBJECTIVES OF THE STUDY

The paper aims at the study of the Pay Roll Management System and it effectiveness in the organization. Pay Roll System is the most indispensable tool for the management of an organization as it credibility, accountability and proper functioning influence the working of Employee as well as the productivity of an organization. There has been tremendous growth in the number and size of multinational companies today, leading to significant challenges in the areas of human resources and payroll system Thus, the broad objective of the study is: -

- To Analyze the Payroll System in company.
- To ensure effective utilization and maximum development of Employee.
- To ensure reconciliation of individual goals with those of the organization.
- To achieve and maintain high morale among employees.
- To increase to the fullest, the employee's job satisfaction and self-actualization.
- To develop and maintain a quality of work life.
- To develop overall personality of each employee in its multidimensional aspect

2) NEED OF THE STUDY

It helps ensure that employees are paid correctly and on time. This is not only important for morale, but also for compliance with labor laws. Additionally, a good payroll system can help businesses keep track of their expenses and budget more effectively.

3)SCOPE OF THE STUDY

One of the main functions of personnel management in industrial organization is to impart programmers to its employees. HRM plays a large part in determining the effectiveness and efficiency of the establishment. Increase in productivity is possible only when there is an increase in quantity of output. It applies not only to new employees but also to experienced people. It can help employees and employers to increase their level of performance and to develop skills, knowledge on their present job assignments.

4) HYPOTHESIS OF THE STUDY

Ho1: There is a significance of satisfaction levels towards usage of software for payroll process
H02: There is a significance of training given to employees
H03: There is a significance of the hr department for payroll process of clients

5) RESEARCH DESIGN

Research design is a blueprint of a scientific study. It includes research methodologies, tools, and techniques to conduct the research. It helps to identify and address the problem that may rise during the process of research and analysis

6) RESEARCH METHODOLODY

Research methodology is a way of explaining how a researcher intends to carry out their research. It's a logical, systematic plan to resolve a research problem. A methodology details a researcher's approach to the research to ensure reliable, valid results that address their aims and objectives. Itencompasses what data they're going to collect and where from, as well as how it's being collected and analysed.

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7) TYPES OF RESEARCH

The research was of descriptive design; aim to procure a clear, complete and accurate description of the situation.

8) DATA SOURCE

Data was taken mostly through primary data. However company and product profiles were referred too. A structured UN- disguised interview schedule was designed to collect data source. The schedule method was opted since the method would help to concise amount of information.

9) SAMPLING TECHNIQUES

The sampling techniques was used for the survey was simple random sampling.

10) SAMPLE SIZE

Total No. of employees: 200 Sample size for the study: 150

11) METHODS OF DATA COLLECTION

Data in the study are following two types:
- Primary data
- Secondary data

A. PRIMARY DATA

Primary goal is original and collected by the researcher freshly. In this study primary data was collected through questionnaire. A questionnaire is a popular means of collecting primary data. A questionnaire is a list of question for the own.

B. SECONDARY DATA

Secondary data is the data, which is already available. It can be obtained through company records, internet and some data collected from the observation method by the researcher.

12) TOOLS USED FOR RESEARCH

- Simple Percentage Method
- Chi – square test
- Correlation

II. REVIEW OF LITERATURE

According to" steven m. Bragg" (2022), payroll management is designed for both professional accounts and students. Since both can benefit from its detailed descriptions of payroll systems, control, procedures and regulation.

According to chetanwain (2014), payroll being the most vital part of HR generalist have maximum number of jobs to offer and make enable them to handle payroll calculation of employees independently.

Ajityadav (2014) said that payroll is also incredibly important to its recipents: employee of a company. Employee moral can be negatively affected by errors and irregulaties in payroll, so an organisation must distribute payroll in a appropriate manner.

Charlie (2000) defined that "Payroll strategies increases profitability, maximize employee efficiencies, reduce time in transactional HR areas".

Robert leach (1999), "Payroll function could be better integrated into the HR function, whether any of the information held by the payroll function could usefully be shared".

According to kylepomerleau (2014), "Government levy payroll taxes on both the employee and the employer, though both are ultimately paid by wage earners".

According to the researchers Alvarez, Aldrine, Gecolea (2014) uses a biometrics with online data analytics dashboard to give krizalen enterprises an efficient payroll system that can automatically monitor the attendance and trip tickets of the employees, drivers and helpers with the biometrics technology and data analytics that would help them in the security and accuracy of the company payroll and information. Summing up the past situation of payroll inside krizalenenterprises, there was need for a system that could help them with employee information management attendance, monitoring, payroll processes, and assistance for the manager decision making.

1)DATA ANALYSIS & INTERPRETATION

a) Satisfaction and dissatisfaction level towards, whether the software user friendly or not.

INTREPRETATION:-

From the above bar graph it can be seen that among 50 employees, 84% of employees are satisfied with the software system used in organization 16% of employees are not satisfied

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software system whereas we need to give more focus on dissatisfied employees.

b) Satisfaction and dissatisfaction level toward the measurement of the complaint regarding loading of pay sheet in software system.

INTERPRETATION:- From the above bar graph we can conclude that among 50 employees 90% of the employee are satisfied by the software measurement of the complaint regarding loading of pay sheet in software system whereas we need to focus more on 10% yet not responded and find out the reason for the same.

c) Reason for satisfaction/dissatisfaction level towards towards the usage of new software for pay roll process.

INTERPRETATION:- From the above bar graph it can be concluded that among 50 employees, 76% of the employees are satisfied with towards the usage of new software for pay roll process and calculation whereas we need to give more focus on 24% employees dissatisfied.

2) SUGGESTIONS:

• Although many organizations understand that is essential for their future, they are reluctant to really enhance innovative work behavior.

• In order to enhance innovative work behavior the organizational culture and with that organizational values and leadership should focus on organization culture.

• The process of innovation is mostly unpredictable and therefore a risky process. Resistance of supervisors and co-workers can be expected because innovative ideas for change can implement insecurity and stress due to a higher work-load.

• The organizational culture type adhocracy focuses on entrepreneurship and risk taking.

• In that perspective adhocracy does enhance organization culture. However research indicates family and market culture will enhance organization culture more than other culture types: adhocracy and hierarchy.

III. CONCLUSION

The global business environment is buzzing with the single most important issue of Building a competitive edge by creating and retaining a large number of Employees than their goods and services every organization is therefore seized of the task of establishing sustaining its worth to the customer, who has been rendered unpredictable by competition" Therefore every business is making a continuous effort for achieving Employees effort for achieving Employees loyalty In short it is total organizational culture and brand equity, which face challenge. So that there is a perennial struggle amongst organizations to sustain their existence in the market place, and hence in order to sustain the stiff competition the company has to take up market Research frequently to know the changing needs & preference of the Employees. This helps the company to reframe the policies in providing cutting edge technology to satisfy the Employees & retain him for a life time

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