

A STUDY ON WAGES AND SALARY ADMINISTRATION ON KOTHARI SUGARS AND CHEMICAL LIMITED, SATHAMANGALAM

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Abstract- This work is concerned with salaries and wages administration . It is on this premise that the study is set to evaluate and highlight the significances of salaries and wages as factors towards achieving the aims and objective of an organisation. The study also aims at evaluating the practical wages and salary administration under taken by the organisation in their work environment to improve their working skills. The data needed for the study has been collected through questionnaire from the employees.

INTRODUCTION

Wages and salary administration is defined as the process by which wages and salary levels and structure are determined in organisational settings. Wages are payments for labour services rendered frequency expressed in hourly rates, which a salary is a similar payment, expressed in weekly, Monthly or Annual rates. compensation management depends upon the amount of wage and salary paid to an employee for their work in an organization. Wages and Salary Administration: wages and Salary administration refers to the established and implementation of sound policies and practices employee compensation. Wage and salary administration is one of the vital areas of the personnel administration.

Wages: wages in the moderation paid, for the service of labour in production, periodically to an employee / worker.

“Wages “usually refer to the hourly rate

paid to such groups as production and maintenance employee (“blue-collar workers”) .

Salary: Salary is defined as a fixed compensation for services paid on a regular basis, generally on a weekly, monthly or annual basis.

REVIEW OF LITERATURE

The examination is planned to assess the wages and pay organization in Avian. Compensation and wages are significant factor for each worker. This investigation is useful to the association to think about the fulfilment of the worker towards wage and pay and to know how it propels the representative. The inspiration of every worker will prompt the better execution and thus fulfils both the representatives and furthermore association. Ghose (2016), most of regular salaried workers in the unorganized sector are not entitled to institutionalized non-wage benefits and social security, thus categorizing them as regular informal wage employees. These workers are distinguished from casual workers as they have regular employment without any benefits and social security. Hassan, (Vol 34, No 1 2015) “Wages and pay rates as a persuasive device for upgrading hierarchical execution”: This investigation inspected how the association’s human resources was redressed and see whether the pay even fills in as an inspirational instrument to improve authoritative execution. In light of the discoveries the accompanying proposals were favoured that there ought to be wages and pay rates scale and timetable.

RESEARCH METHODOLOGY

This chapter includes various tools and techniques that are used by they that the method followed in processing the research survey Methodology includes a systematic way of collecting the data through sample design, analysing it, processing data, interpreting the data for requirements.

SOURCES OF DATA:

Primary data

Primary data is collected in order to avoid any mistakes due to transcription which may arise when collected through secondary sources. The data is collected by questionnaire method.

Secondary data

Secondary data is collected from the companies' reports, manuals and brochures. Through company records, books, HR reports etc.

TABLE SHOWING RESPONDENT ABOUT THE GENDER

TABLE 1

Option	No of Respondent	Percentage
Male	70	70
Female	30	30
Total	100	100

INTERPRETATION

In the above table, 70% of Respondent are male and 30% of Respondent are female about the gender.

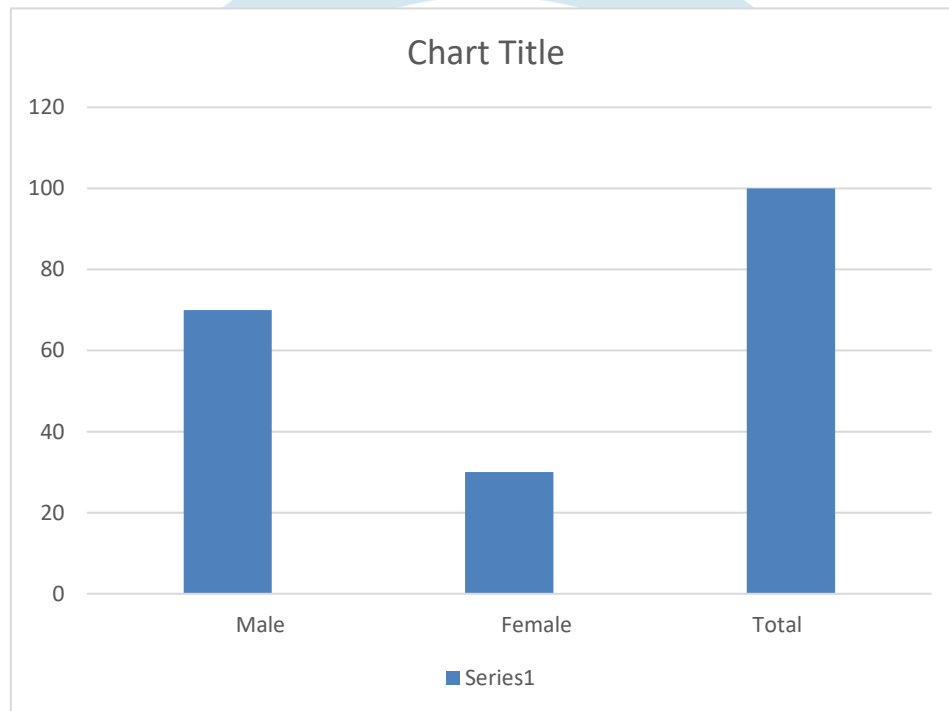


CHART 1

TABLE SHOWING RESPONDENTS ABOUT THE EXPERIENCE YEARS

TABLE 2

Option	No of Respondents	Percentage
1-5 Years	50	50
6-10 Years	25	25
11-15 Years	20	20
More than 16 Years	5	5
Total	100	100

INTERPRETATION

In the table, 50% of respondents are between 1 to 5 Years, 25% of Respondents are between 6 to 10 Years. 20% of respondents are between 11 to 15 years and 5% of respondents are more than 16 years about the experience years.

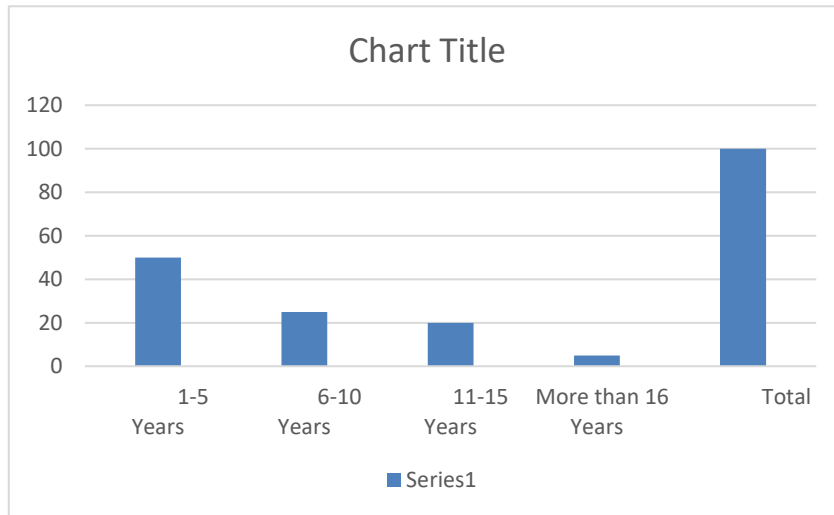
CHART 2

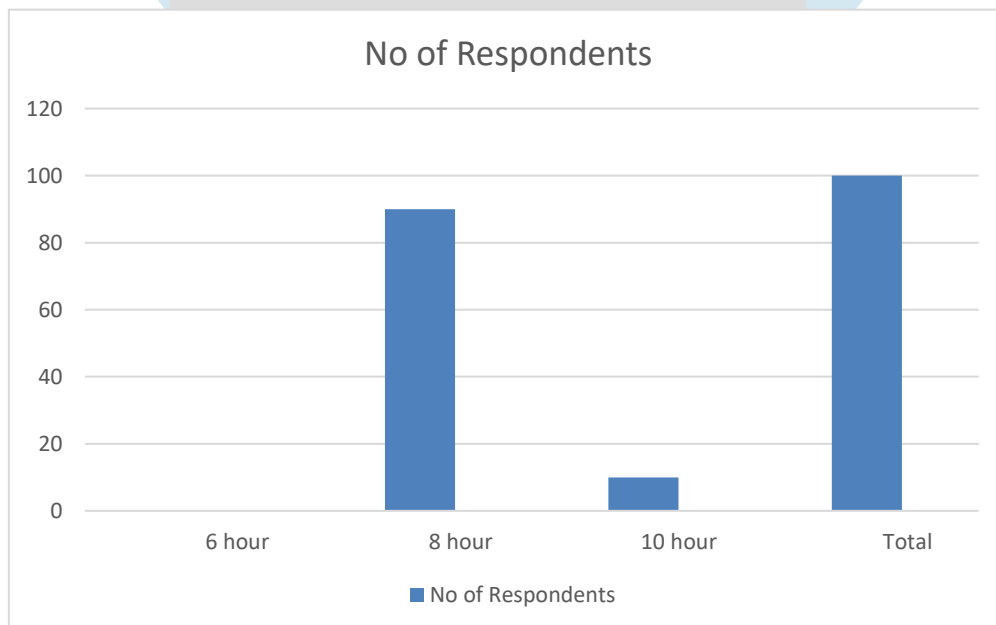
TABLE SHOWING RESPONDENTS ABOUT THE WORKING HOURS
TABLE 3

WORKING HOURS

Option	No of Respondents	Percentage
6 hour	0	0
8 hour	90	90
10 hour	10	10
Total	100	100

INTERPRETATION

In the above table, 0% of respondents are 6 hours and 90% of Respondents are 10 hours about the working hours.

CHART 3**Conclusion**

1.The findings show that most of the Employees in the organization have Positive attitude towards the company. Still, there are some areas where the Employees are neither satisfied nor Dissatisfied. The company has to Consider such key areas and find out The employees requirements for better Effectiveness in achieving Organizational goals.

2. Wage and salary administration is a Key to smooth employer – employee Relations. The basic objective of wage And salary administration is to provide Better life and health to the workers, to Make the workers happy and satisfied By providing them salary according to Their education qualification and skill. It also helps in improving the Intellectual, cultural and material Conditions of bonus for their Achievements. Wage and salary also helps in Motivating an employee to do his job Better or to increase the productivity, This ensures that a worker shows full Involvement his job, it Promotes healthy industry relations Thereby maintaining industrial peace.

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