



RESEARCH PAPER

A Study of Wage and Salary Administration

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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 recommendation 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.

Introduction:

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.

Some theories were presented to determine wages but these could not keep up with the times. Simplex Mills Co. Limited is a leading manufacturer and supplier of quality Industrial fabrics, yarns and textile fabrics . The company was founded in 1912 and played a major role in the care for the needs of domestic and international customers. The company has an independent set in Mumbai that will be held by export holders. They are a Member of the Bombay Textile Research Association, Mumbai which is a major research organization in India. Simplex Mills is part of Simplex Group, a well-known Indian business conglomerate. The company complies with all applicable laws and regulations relating to salaries and wages.

Significance:

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

The ability of organizations to pay.

- Provision and need for staff.
- Existing market level.

Methodology:

Descriptive research methodology used for research. Basic data collected by questionnaire and interview method. Second data collected through letters, articles and annual company reports. Of the 750 employees 60 employees were selected as sample in various departments.

Objective:

To study the nature, schemes and techniques of Wages & Salary Administration in Simplex Mills.

Innovation: Creating new tactics on a regular basis for the benefit of their consumers by allowing their staff to express their ideas.

Cost-consciousness: Regularly opening new routes and lowering their costs.

Continuous improvement entails implementing a function for all tasks by upgrading the quality management system. The aforementioned objectives are evaluated for each action, scored, and reviewed to ensure compliance with quality policy.

The table above represents, Most respondents have more than ten years' experience. 100% of respondents responded by earning regular salaries and

Table No. 1

Particulars	No. of Respondents	Percentage
Experience:		
5-10 Years	10	16.67
10 Years and above	50	83.33
Regular Wages:		
Yes	60	100.00
No	00	00.00
Permanent :		
Yes	48	80.00
No	12	20.00
Accidental Benefits:		
Yes	60	100.00
No	00	00.00

wages from the employer. Eighty percent of respondents are permanent, and 20 percent are temporary. All full-time employees receive benefits in accordance with the rules and regulations. 100% of respondents received error benefits. fill secure. This motivation factor is very good among respondents. In the table above it is noted that 73.33 percent of respondents receive overtime benefits. Fifty percent of respondents answered that their relationship with management was very good and 33.33 percent of respondents responded that their relationship with the Personal Agreement was good while 16.67 percent of respondents responded that their relationship with management was good. 100% of respondents replied that, they did not pay any kind of commission when they received Salaries or Salaries. 100% of respondents responded by finding all kinds of services, namely education, travel, restaurant, treatment, etc. They have full security for their work. So, all the staff are satisfied.

Conclusion

The maximum number of respondents are graduates . They are in the age group between 34 and 56 years. They are all male. 83.33 percent of employees have more than ten years of experience. They were receiving regular salaries, overtime, medical benefits, books, educational facilities, and a bar. Therefore, they are very satisfied. The company has developed a variety of programs for employees. 80% of full-time employees. They are fully protected by their employment because all the rules and regulations followed by the company. Their relationship with management is very strong. There is no dispute between staff and / or supervisors regarding salaries and wages.

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