A Project On Payroll System Of An Organization At Ashok Leyland

Ms. Goudi Pooja, Ms. Divya, **Dr. K. Veeraiah (Mba,M.Phil,Ph.D,Ugc-Net)**

1 student, 2 Assistant Professor ,3 HOD.

Marri Laxman Reddy Institute of Technology and Management Dundigal, Gandimaisamma, Medchal, Hyderabad, 500043, Telangana,

ABSTRACT

Payroll processing is an elaborate process that involves a lot more than salary calculations. The process can be intimidating if you do not know how to go about it which is exactly why this handy guide will navigate you through the intricacies of payroll processing. Payroll processing is an essential business function that involves arriving at the 'net pay' of the employees after the adjustment of necessary taxes and deductions. For efficient payroll management process, the payroll administrator needs to plan the payroll process step-by-step. Earnings are said to be the amount that would be given to the employee in the name of VDA, CA and so on including the Basic pay and stated as Total Payable. Deductions are said to be the amount that is deducted from the total payable and given to the companies or taken for the management and the rest would be given to employees as Net Payable. The process of recovering money from the employees in name of deduction and paying to the companies as it is called as Remittance process. There are certain skills that many Payroll Processors have in order to accomplish their responsibilities. By taking a look through resumes, we were able to narrow down the most common skills for a person in this position. We discovered that a lot of resumes listed Communication skills, Math skills and Organizational skills.

INTRODUCTION

A payroll system is an essential tool for any organization, ensuring the efficient management of employee salaries, wages, deductions, bonuses, and tax calculations. In a traditional payroll process, manual calculations can lead to errors, inefficiencies, and compliance issues. As organizations grow, managing payroll manually becomes increasingly complex and time-consuming. Therefore, an automated payroll system is necessary to enhance accuracy, reduce administrative workload, and ensure timely salary disbursement. This study aims to develop a **Payroll System for an Organization** that automates payroll processing, minimizes human intervention, and ensures compliance with labor laws and tax regulations. The system will enable the organization to store and manage employee records, calculate net salaries after deductions, generate payslips, and maintain accurate financial records. This study highlights the **importance of payroll automation**, the challenges faced by organizations in managing payroll, and the benefits of implementing a computerized payroll system. The findings and implementation of this study will contribute to the development of a reliable and scalable payroll solution for organizations.

NEED FOR THE STUDY

To bring out the fact and working process of payroll To State how Every Employees gets paid(method of Payment) To analyse the increment for the new employees and the existing employee's Manual payroll processing is prone

to miscalculations, which can lead to employee dissatisfaction and legal issues. An automated system reduces human errors and ensures precise salary calculations. Automating payroll processing reduces administrative workload, allowing HR and finance personnel to focus on more strategic tasks rather than spending excessive time on payroll calculations. Payroll systems must adhere to government regulations, including tax deductions, provident fund contributions, and other statutory requirements. This study aims to develop a system that ensures automatic compliance with legal standards. A well-structured payroll system ensures that employees receive their salaries on time, improving morale and trust within the organization. Payroll involves handling sensitive employee information, including salary details, tax records, and deductions. This study emphasizes the need for a secure payroll system that protects confidential data from unauthorized access. As organizations grow, the complexity of payroll processing increases. This study explores the need for a scalable payroll solution that can accommodate future expansion and evolving business needs.

OBJECTIVES OF THE STUDY

1) To study the payroll process done in ASHOK LEYLAND

2) To Analyse different Types of Earnings given to employees and how they are calculated

3) To Analyse the different Types of deduction as well as to explain why they are deducted and how are they calculated

4) To state the Remittance Process followed in ASHOK LEYLAND

5) To encourage the use of software for payroll process in companies

SCOPE OF THE STUDY

The system will handle salary calculations based on employee job roles, working hours, overtime, bonuses, and deductions. The system will automatically calculate tax deductions, provident fund contributions, insurance, and other statutory deductions based on organizational and government policies. – The study covers the automation of salary processing, ensuring that payments are made on time, either through bank transfers or other payment methods. The system will maintain a secure database of employee details, including personal information, salary structure, job position, and leave records. The system will generate payslips for employees, detailing salary breakdowns, deductions, and net pay. – If applicable, the system may integrate attendance tracking and leave management to ensure accurate payroll calculations based on employee work hours and leave balances. The system will incorporate role-based access control, ensuring that only authorized personnel (such as HR and finance managers) can access payroll data.

METHODOLOGY

Research methodology is mainly needed for the purpose of framing the research process and the designs and tools that are to be used for the project purpose. Research methodology helps to find the customer/employee satisfaction based on the product/company.

RESEARCH DESIGN

The research design is used in this is descriptive research design. Descriptive research design is a scientific method which involves observing and describing the behavior of subject without influencing it in any way. The Main

characteristic of this method is that the researcher has no control of variable's, we can report only what has happened or what is happening.

This Questionnaire consists of totally 25 questions. The questionnaire is formed using important variables. It includes Demographic questions, multiple choice questions & Likert scaling questions.

INFERENCE

After telling the hypothesis, the researcher comes out with his conclusion. The explanation of theory can also be considered as Inference.

PREPATION OF REPORT AND PRESENTATION OF REPORT

Finally, the researcher has to prepare a final report along with conclusion and suggestion

LIMITATIONS OF THE STUDY

1) The study is based upon the Employees satisfaction, experience and perception towards the payroll process in their company

2) The data collected for the research is fully primary data given by the respondents by filling the Google form.

3) The questionnaire was made available to consumers through Google drive – forms.

4) No personal biasness happens while taking filling the questionnaire because of the online Google form. Limited time frame.

5) Responses were restricted to only 100 samples out of the large population size

REVIEW OF LITERATURE

Y Segomo author, November 2019, Designing Payroll Information System: Case Study on CV. Bandung ID card, Universitas Computer Indonesia. This study aims to build an information system that will help the business processes of an organization or a company that has implemented payroll and presence, but the presence process is still using a lot of manual processes and has not been integrated with payroll. The methods used in this study are the object-oriented system approach method and the prototype system development method.

P. Ranjetha, June 2022, Online employee performance management system. The "Online employee performance management system" aims to design a framework system for a working community. But these projects of planning the various tasks whether they might be private or official, may lead to a problem if it is not maintained properly.

Shivani Gupta, March 2017, Leave and Payroll Management System, Thakur College of Engineering and Technology. Multiple user data access is provided by this system. Users like staff members or administrator can login into the software by writing id and password which are allocated to them from the organization.
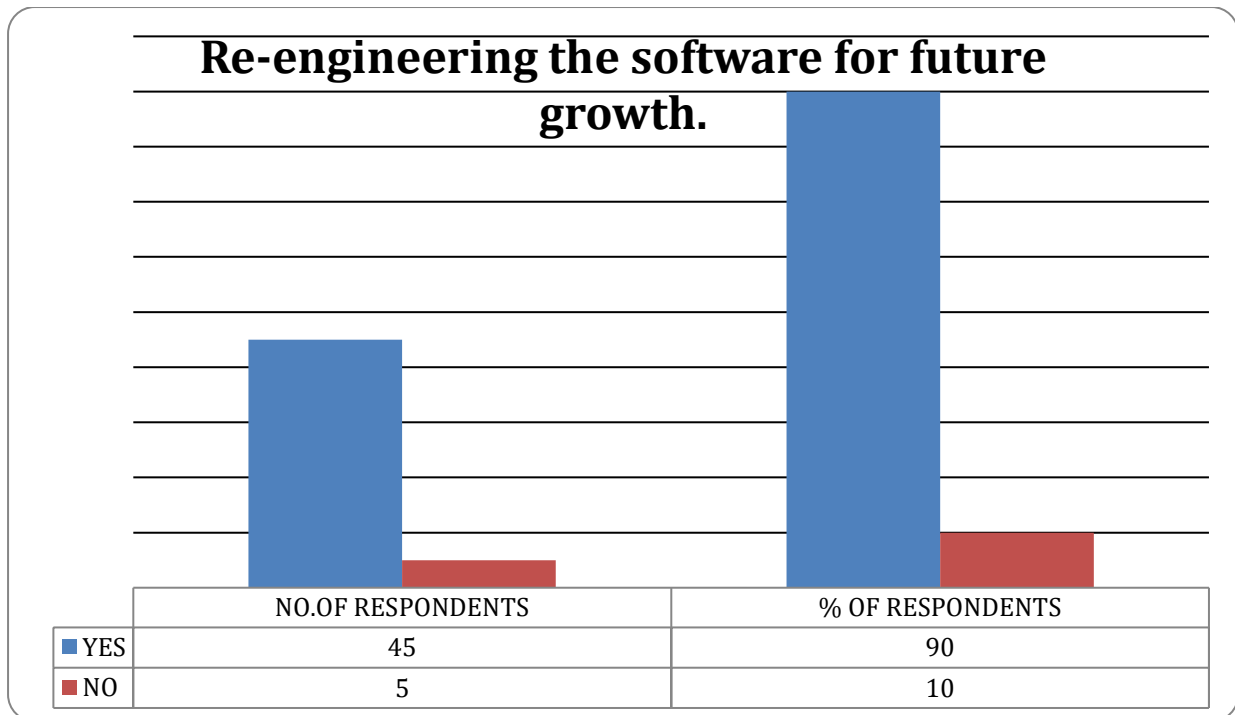
ANALYSIS AND INTERPRETATIONS

Table No.4.12 The way in which the organization and clients discuss for re-engineering the software for future growth.

LEVEL OPTIONS	NO. OF RESPONDENTS	% OF RESPONDENTS
YES	*45*	*90*
NO	*5*	*10*

CHART NO. 4.12.12

SOURCE: PRIMARY DATA

Re-engineering the software for future growth.

	NO.OF RESPONDENTS	% OF RESPONDENTS
YES	45	90
NO	5	10

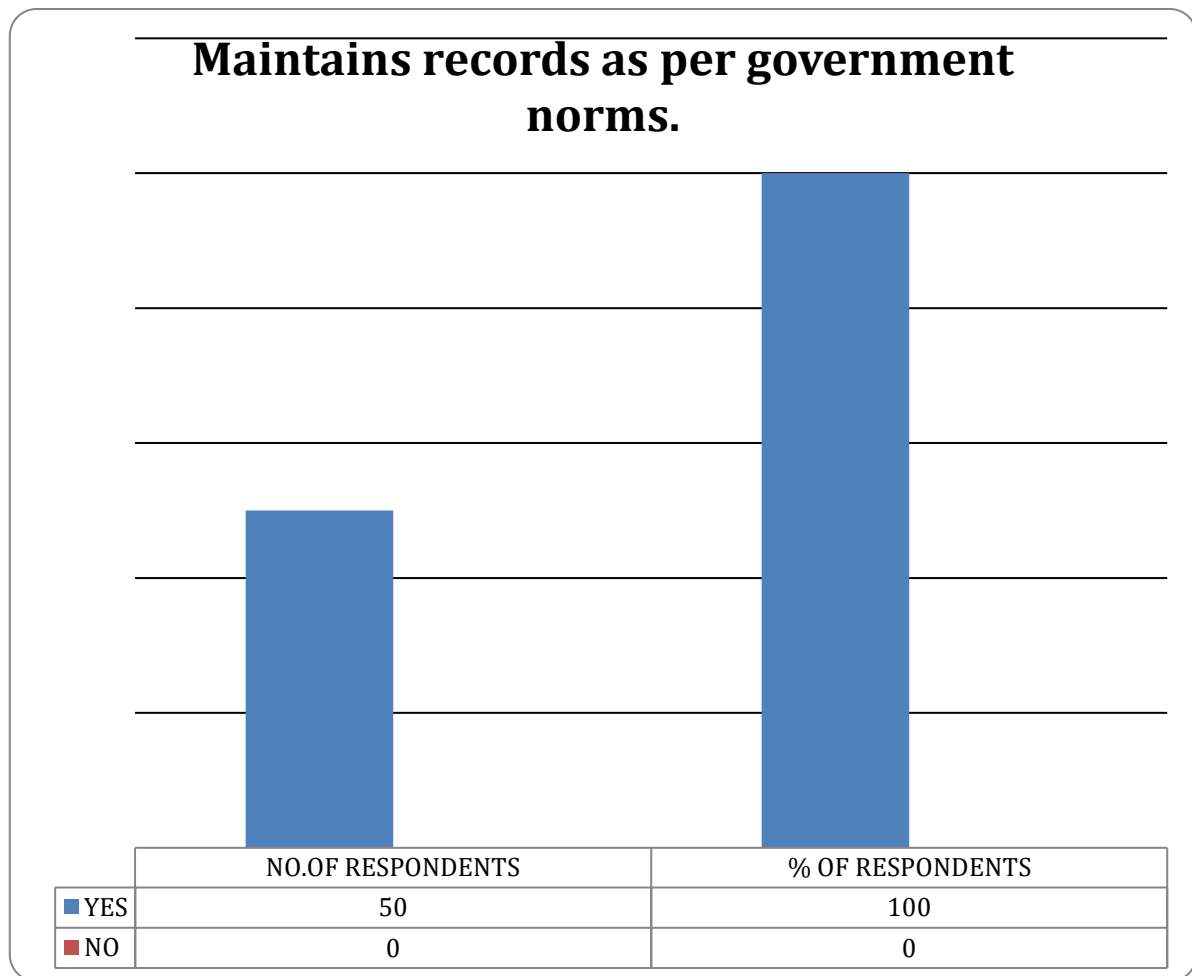**SOURCE: PRIMARY DATA**

INTERPRETATIONS

90 % of the Employees are satisfied by the re-engineering and we need to more focus on the 10 % dissatisfied.

Table No.4.13 The way in which the organisation maintains records as per government norms.

LEVEL OPTIONS	NO. OF RESPONDENTS	% OF RESPONDENTS
YES	*50*	*100*
NO	*0*	*0*

CHART NO.3.13.13

SOURCE: PRIMARY DATA

Maintains records as per government norms.

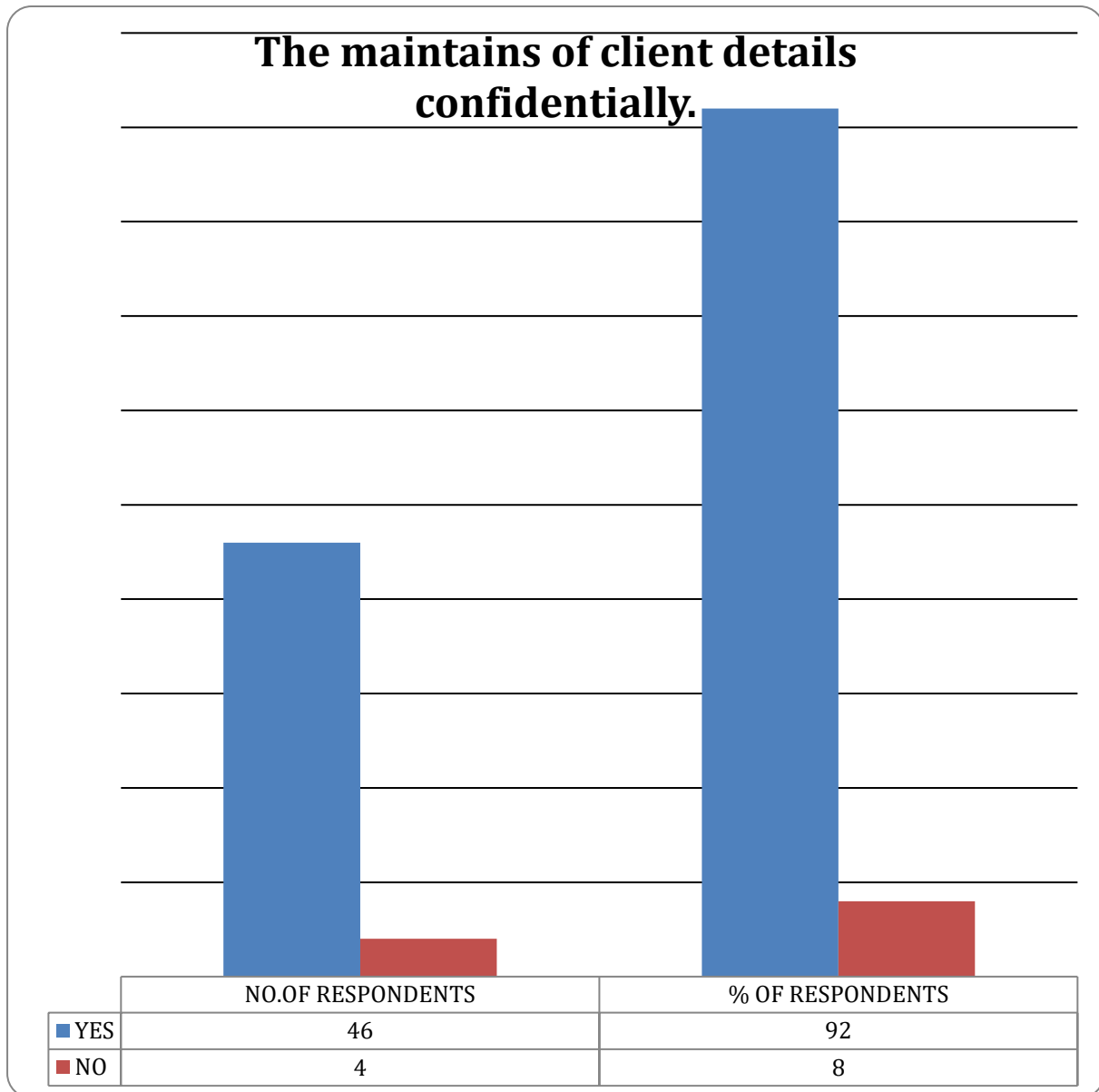|	NO.OF RESPONDENTS	% OF RESPONDENTS
■ YES	50	100
■ NO	0	0

SOURCE: PRIMARY DATA

INTERPRETATIONS

100 % of the Employees are satisfied by the organization maintains all reports according to government norms.

Table No.4.14 The maintains of client details confidentially.

LEVEL OPTIONS	NO. OF RESPONDENTS	% OF RESPONDENTS
YES	*46*	*92*
NO	*4*	*8*

CHART NO. 4.14.14

SOURCE: PRIMARY DATA

The maintains of client details confidentially.

	NO.OF RESPONDENTS	% OF RESPONDENTS
■ YES	46	92
■ NO	4	8

 SOURCE: PRIMARY DATA

INTERPRETATIONS

92% of the Employees are satisfied by the maintains of client inputs and we need to more focus on the 8 %
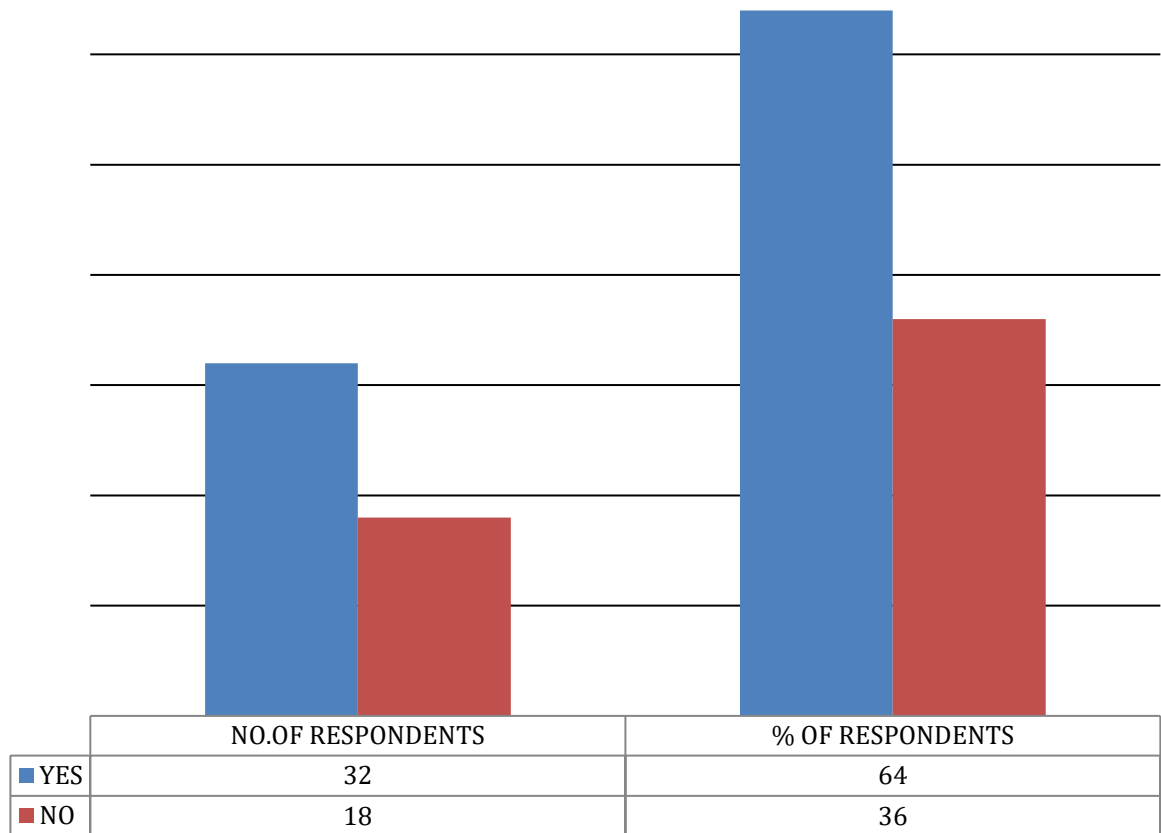dissatisfied

Table no.4.15 The way in which the employee's interface with HR department for payroll process of clients.

LEVEL OPTIONS	NO. OF RESPONDENTS	% OF RESPONDENTS
YES	*32*	*64*
NO	*18*	*36*

CHART NO.4.15.15

SOURCE: PRIMARY DATA

Employee's interface with HR department for payroll process of clients.

	NO.OF RESPONDENTS	% OF RESPONDENTS
YES	32	64
NO	18	36

SOURCE: PRIMARY DATA

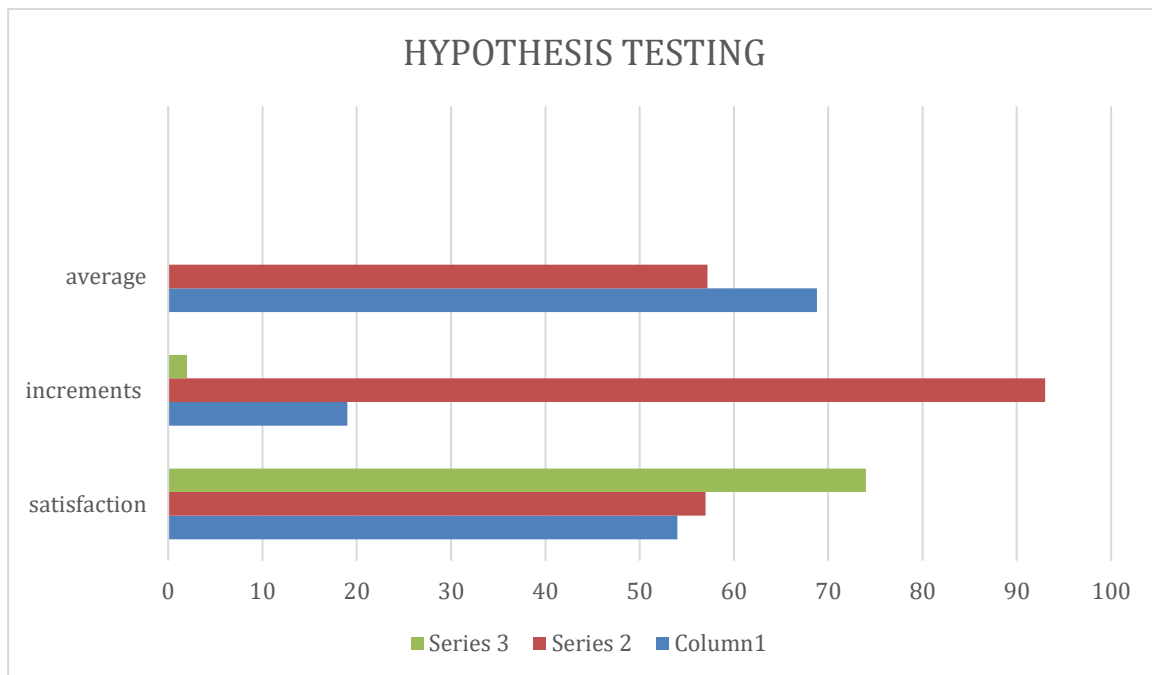**INTERPRETATIONS**

64% of the Employees are satisfied by the clients HR and we need to more focus on the 36% dissatisfied.

HYPOTHESIS TESTING

Satisfaction of deductions and increment.

sl no	5-scale likert scale	Deduction satisfaction	increment
1	Strongly agree	54	19
2	agree	57	93
3	NA	74	31
4	Disagree	77	46
5	Strongly disagree	77	97
average		67.8	57.2

Interpretation:

Null hypothesis:

The above analysis the test hypothesis is H0, there is no significant relation between deduction satisfaction and increment. The average of employee satisfaction 57.2%. the difference between two variables 10.6%.

Hence Null hypothesis is rejected.

Alternative hypothesis:

The above analysis the test hypothesis is H0, there is no significant relation between deduction satisfaction and increment . The average of employee satisfaction 57.2%. the difference between two variables 10.6%.

Hence Alternative hypothesis is accepted.

FINDINGS

1. 78 % of the Employees are satisfied by the software and we need to more focus on the 4 % dissatisfied and 18% not yet responded.
2. Among 50 employees 90 % of the employees are satisfied with the software system helps for future growth that they had improved themselves after the program. 10 % of the employees are not satisfied with software system helps for future growth.

3. 90 % of the Employees are satisfied by the software and we need to more focus on 10% not yet responded.

4. 70 % of the Employees are satisfied to meet the clients' requirements and we need to more focus on 30% of employee

5. 76 % of the Employees are satisfied with the calculation and we need to more focus on 24% of employees dissatisfied.

6. 60 % of the Employees are satisfied by the delivery and we need to more focus on the 10% dissatisfied and 30% not yet responded

7. 40 % of the Employees are satisfied by the software version and we need to more focus on the 10% dissatisfied and 50% not yet responded

8. 94 % of the Employees are satisfied by the service provided for the software complaints and we need to more focus on the 6 % dissatisfied.

9. 96 % of the Employees are satisfied by the software development and we need to more focus on the 4 % dissatisfied.

SUGGESTIONS

1. In order to improve the Software skills of employees the organization should create more awareness and to provide feedback regularly to the employees about software system.

2. Proper training should be given to the employees, in order to increase their knowledge about the usefulness of the software system.

Top management shall continually review the software according to the client requirements, which shall be seen as positive support to the system by the employees as well as clients.

4. After software testing, if there is any changes, the employees should be informed by the software technology team.

5. The delivery of clients output should be on time.

6. Latest software should be implemented in future to fight with the competitors and retain their clients.

CONCLUSION

Based on many summaries from previous chapters, certain conclusions can be drawn relating to the payroll processing in ASHOK LEYLAND. General conclusion is more emphasized to the wide description of the company. Based on many summaries from the previous chapters, ASHOK LEYLAND is a company that engaged in Mining. The activities of the company consist of Mining and Electric utility. It set its departmentalization based on its function. The overall system of ASHOK LEYLAND is very good. The company is quite profitable. Policies and procedures that are used by ASHOK LEYLAND are good. The company has never gotten any complaints from the employees and labors about the payroll process that is followed in the management "Payroll Management System" software developed for a company has been designed to achieve maximum efficiency and reduce the time taken to handle the Payroll activity. It is designed to replace an existing manual record system thereby reducing time taken for calculations and for storing data. The system is strong enough to withstand regressive daily operations under conditions where the database is maintained and cleared over a certain time of span. The implementation of the system in the organization will considerably reduce data entry, time and also provide readily

calculated reports The study had confirmed that the company is having a good Software System. From this study, it is found that majority of the workers were satisfied with Software used. To make the software system more efficient and excellent, the company should give importance to the clients and create awareness among employees and it shall consider some of the ways and means suggested by the employees like addition of parameters such as short cut for calculation PF,ESI,TAX,Etc,. Dependability and conducting regular training program on the software usage. I hope that the suggestion given in the report may be implemented in future course for the benefit of the employees and the company. The company should conduct the similar type of research at regular interval to know the changing software's and to know about the latest technology like Baan software etc.

BIBILOGRAPHY:

Books

1. Biswajeet Pattnayak "Human resource Management'. Prentice hall of India,2nd Edition,2009

2. Aswath Appa," Human resource Management'. Himalaya Publication 7th Edition ,2012.

3. Cynthia D.Fisher,Lyle Schoenfeld Human Resource Management, Wiley India Publication 3rd Edition 2009

4. Jyothi Human Resource Management Pearson Education 12th Edition 2009

5. R. Waney Mondey, Robert Moneo Human Resource Management Pearson Education 5th Edition 2009.

6. Gary Dessler ,Bijuverkey,Human Resource Management.4e Pearson 2017.

Websites

1   www.ashokleyland.comhttps://labour.gov.in

2   https://www.incometaxindia.gov.in

3   https://www.rbi.org.in