

A Study On Wages And Salary Administration" Of Virchow Biotech Private Limited

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ABSTRACT:

This report contains the work done during the internship period which was held in VIRCHOW BIOTECH PRIVATE LIMITED. It not only provides a different environment, but also helps to get some knowledge about the different kinds of jobs in that environment. The students get a chance to know about the various departments in the organization and the activities done in those departments. In the production department I get to know about the spare items they produce, the production process, materials, quality control, inspection and store maintenance. The marketing department gained knowledge about marketing strategy, selling the product. The finance department gained knowledge about accounting reports, tax invoice, payroll, balance sheet. The report shows a view of the tasks done during the period of internship in detail. The project aims to increase the knowledge of the students during the internship process. This project helps us hope that it has helped everyone to gain some organizational knowledge, which can be used in the future.

1.1 INTRODUCTION

One of the most important factors in Human Resource Management is Compensation Management. The soundness of compensation management depends upon the amount of wage or salary is paid to an employee for a fair days work. Wage 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. For sound wage and salary policies and programs are essential. To procure, maintain, develop, promote and transfer employees and to get effective results from them. An organization has to balance fairly financial and non-financial rewards extrinsic awards. Effective awards and intrinsic awards. Effective reward system requires not only that the absolute level of compensation paid by an organization compares favorably but also enquires that it satisfies the principles of internal equity and equity with the job content. The employees' gets pay satisfaction of the perceived salary is equal to actual salary received and actual salary is less than perceived salary the employee is dissatisfied with the salary. The remuneration paid by the employer for the services of hourly, daily, weekly and fortnightly employees.

1.2 NEED FOR THE STUDY

Many organizations today, in order to be competent enough to meet the challenges need to continuously change to develop wage and salary administration. Thus, Companies are supposed to adopt well-built wage and salary administration. Need for the study is that the performance of wage and salary administration is to be studied in order to make changes if any, in order to retain the employees and also to attract. The new employees to meet the challenges of the organization. The study also aims at evaluating the practical wage and salary administration undertaken by the organization in their work environment to improve their working skills.

1.3 OBJECTIVES OF THE STUDY

- 1) To learn how to apply skills learned in books & class.
- 2) To get experience before joining a job.
- 3) To get a wider scope to plan for my future.
- 4) To improve my skills of communication.
- 5) To gain more confidence in current abilities

1.5 SCOPE OF THE STUDY

The Scope of the study covers with extent of help to check all the activities of salary administration against the company policies. An attempt was made to know the pleasure of employees regarding their wages and salary administration. Hence this study specially is focused on wages and salary administration which is a key factor for employee job satisfaction.

1.6 METHODOLOGY

DESCRIPTIVE RESEARCH DESIGN:-

Descriptive research is a study designed to depict the participants in an inaccurate way. More simply put, descriptive research is all about describing people who take part in the study.

SAMPLING TECHNIQUE:-

Convenience sampling method:-

A convenience sample is one of the main types of non-probability sampling methods. A convenience sample is made up of people who are easy to reach.

SOURCES OF DATA:-

Data collection is the term used to describe a process of preparing and collecting data.

Primary Data – Questionnaire given to 100 respondents Secondary Data - Websites and online, Published reports & Review of literature from published articles.

STRUCTURE OF QUESTIONNAIRE:-

Questionnaire was divided into two sections. First part was designed to know the general information about technicians and the second part contained the respondent's opinions about their work.

SAMPLE SIZE:-

The size of the sample is 100. Sample collected directly from the respondents with the help of a questionnaire. The collected sample is in the method of convenience.

SAMPLING AREA:- Data collected area: Hyderabad

1.7 LIMITATIONS OF THE STUDY

1. Access to detailed wage and salary data from organizations may be restricted due to confidentiality concerns, limiting the depth of analysis.
2. The study may focus on specific industries or geographic regions, making it difficult to generalize findings across all sectors.
3. Wage and salary structures are influenced by inflation, economic downturns, and government policies, which may change over time, affecting the relevance of the findings.

2.2 REVIEW OF LITERATURE

ODOH (2012) maintained that wage and salaries that employees get hold of from his agency is full-size to her or him in 3 main ways: economic, mental boom and motivation. The monetary significance of salary and incentives is maximum apparent as it serves as a manner of acquiring the requirements and luxuries human beings want and want. Many employees do now no longer have reasssets of earnings except their pay; consequently employment in enterprise is the manner to reap the fabric requirements of lifestyles which may be predicted for such gadgets as food, rent, garments and infinite different items and services.

OBASA (2015) noted that wages are important for what they symbolize. For a few wages characterize security, for different it represents success. Increase in praise can also to enroll in many golf equipment and association. If the boss or organization offers one a massive pay increase, this could display the subordinates that the boss likes him approves of his performance.

OLATUNJI and SARAT (2014) defined salary and wage administration as the process of compensating an organization's employees in accordance with accepted policy and procedures. An important component of a successful organizations' salary and wage administration policy is monitoring and evaluating all employee's compensation to ensure that they may be being paid appropriately, each with appreciate to others with the identical company and to the market as a whole. Salary and wage administration is often an integral function of the organization's human resources department, but in general, the bigger the organization, the much more likely it's miles that it'll be treated via way of means of a separate department

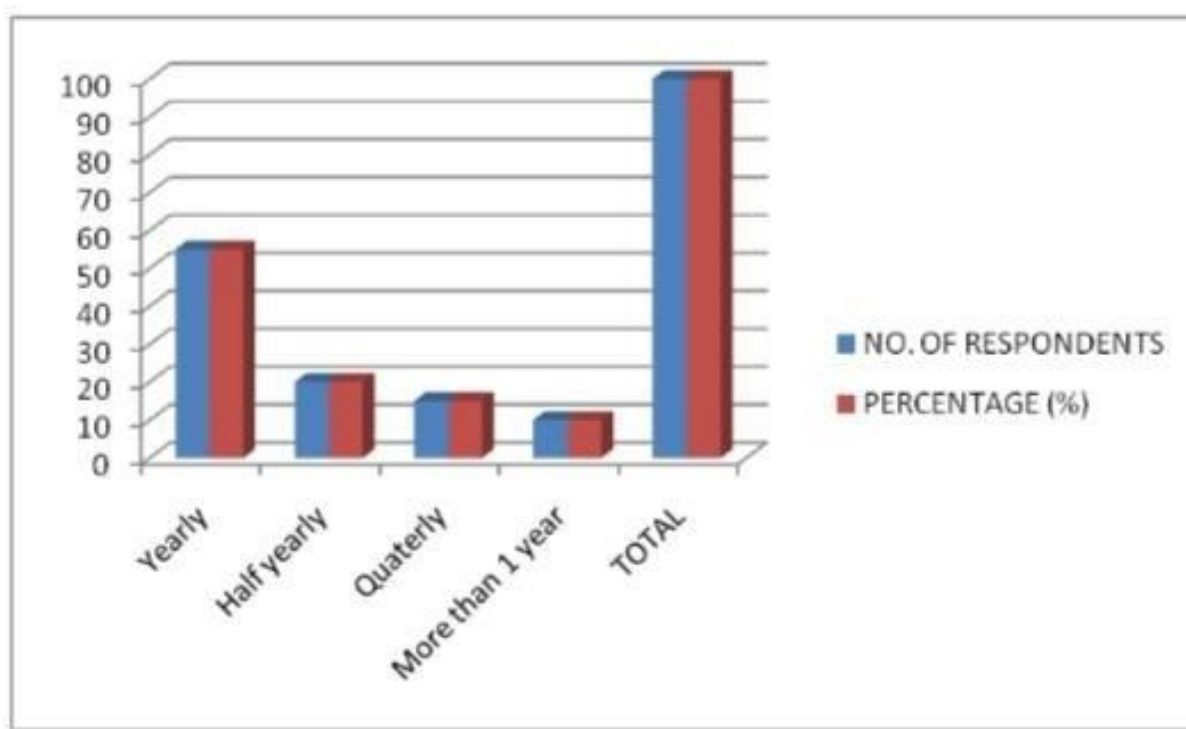
DATA ANALYSIS AND INTERPRETATION

1. How frequently your wages and salary structure is modified

TABLE NO : 13

SL.NO	OPTIONS	NO. OF RESPONDENTS	PERCENTAGE (%)
1	Yearly	55	55
2	Half yearly	20	20
3	Quarterly	15	15
4	More than 1 year	10	10
	TOTAL	100	100

GRAPH: 13



ANALYSIS :

In table no. 13, 55percentage of the respondents say that wages and salary structure is modified every year. 20percentage of the respondents say that wages and salary structure is modified for half yearly. 15percentage of the respondents say that wages and salary structure is modified for quaterly. 10percentage of the respondents say that wages and salary structure is modified for more than one year.

2. Dose the company change DA as per the changes taking place in the environment

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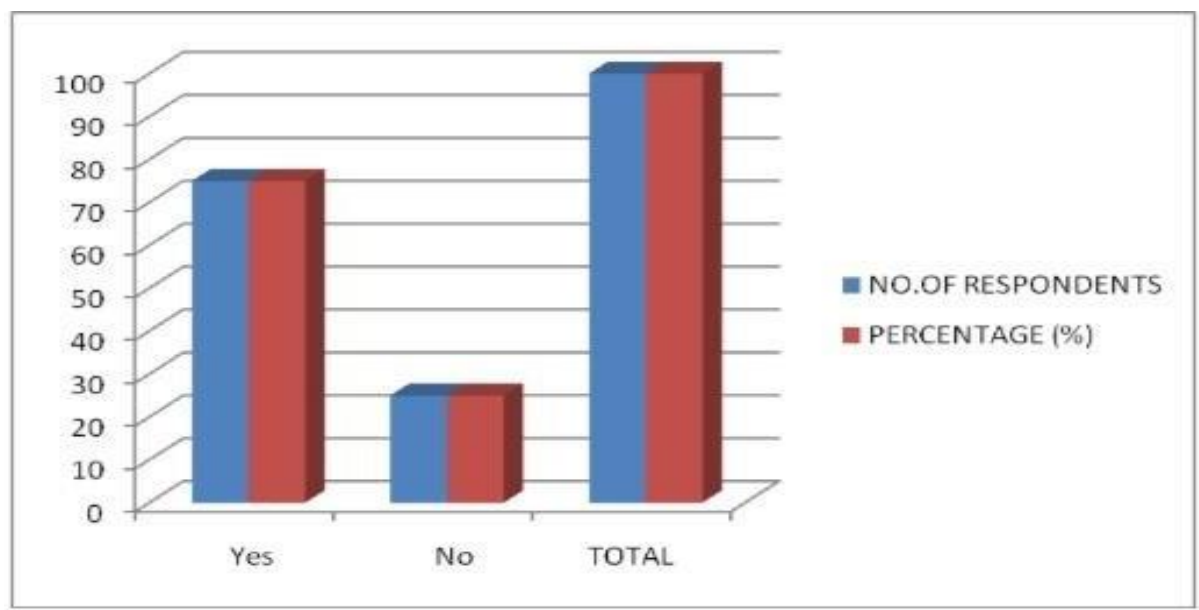
ABL

E NO

: 14

SL.NO	OPTIONS	NO.OF RESPONDENTS	PERCENTAGE (%)
1	Yes	75	75
2	No	25	25
	TOTAL	100	100

GRAPH: 14



ANALYSIS :

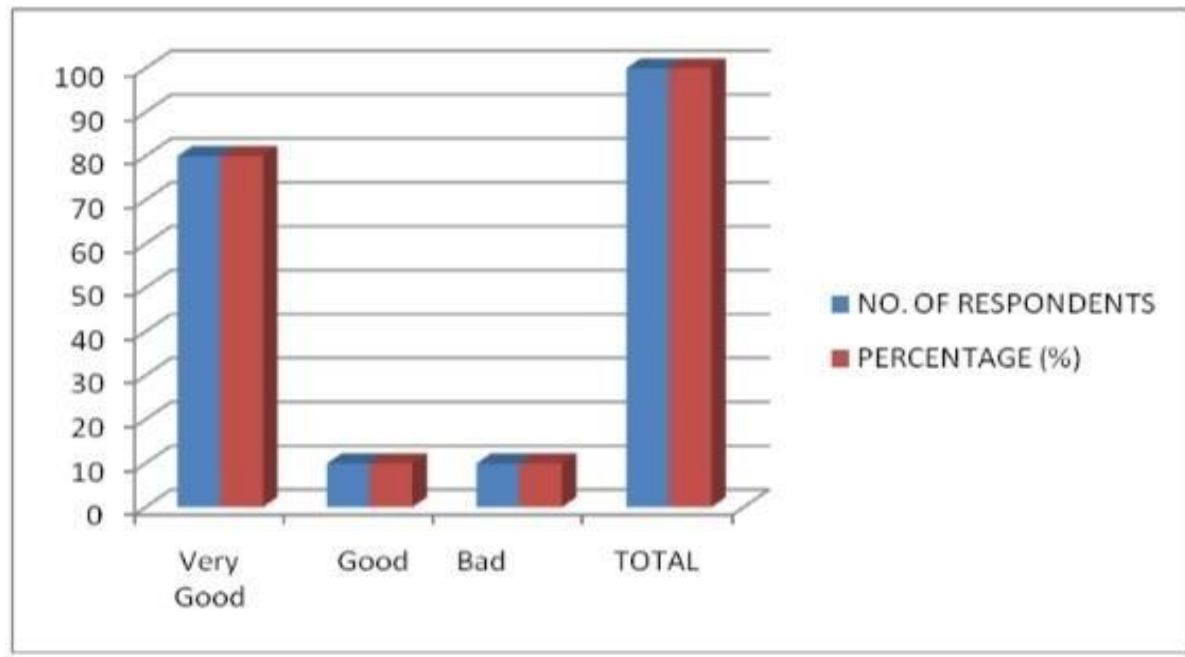
In table no. 14, it is clear that only 75% answered favourably where as 25% felt that they were paid less , when they are asked about DA by the management. Maximum number of the respondents opinion is that they are getting DA according to law. Minimum of them disagreed with this.

3. What is your opinion in comparing salary/wage with similar Industries?

TABLE NO : 15

SL.NO	OPTIONS	NO. OF RESPONDENTS	PERCENTAGE (%)
1	Very Good	80	80
2	Good	10	10
3	Bad	10	10
	TOTAL	100	100

GRAPH: 15



ANALYSIS :

In table no. 15, it is clear that only 80% of employers are saying that they are very happy with the wage/salary that was provided by the FACCOR when comparing with other industries and 20% of employers are saying that it is good when comparing to other industry.

NULL Hypothesis (H0):

Null Hypothesis (H₀):

There is no significant relationship between wages/salary administration and employee job satisfaction.

Alternative Hypothesis (H₁):

Effective wages and salary administration positively influences employee job satisfaction.

RESULT:

There is a significant difference between Age and Wages, Salaries and Increments followed every year.

Regression:

Null Hypothesis (H₀):

There is no significant difference between Gender and Age of the respondents

Alternative Hypothesis (H₁):

There is a significant difference between Gender and Age of the respondents

Anova *						
S no	Model	Sum of squares	Df	Mean square	f	Sig
1	Regression	40.517	1	40.517	82.563	.000b
	Residual	105.020	100	.491		
	Total	145.537	100			

Interpretation:

Here the significance level was and occurs as 0.00 which is lesser than 0.05. Hence reject H₀.

Result:

There is no significant difference between Gender and Age of the respondents.

5.1 FINDINGS

- Most of the employees satisfied with their job.
- Many of the employees agreed that their salary is providing good feeling and accomplishment.
- Most of the respondents agreed that rewards should be given on the basis of performance.
- Maximum number of respondents agreed with the compensation.
- Most of the employees agreed with the organization policies.
- Mostly all the employees agreed that company is much concern about employees.
- Many of the respondents agreed recognition of employee's contribution.
- Most of the agreed that wages, Salaries and increments are followed every year.
- Many of the employees agreed that Wage and Salary structure implemented according to qualification and experience.
- Many of the respondents agreed that Bonus and Incentives are relative to the employee's contribution.
- Mostly all the employees responded positively that they are getting their pay as per the laws
- All the employees reacted positively that they are paid for overtime.
- Maximum of the respondents agreed that they are getting benefits on time and when needed.
- Above of the employees agreed that they are getting gratuity according to laws while leaving the job.

5.2 SUGGESTIONS

- The Wages and Salary policy adopted by management is not up to standard level.
- The management is paying acting allowance if a person acts in place of another and plays additional expenditure. The additional expenditure can be avoided by employing multi skilled workers.
- The management may announce efficiently based increments to attract deficient, skilled, committed and personal. So that the experienced skilled employee do not go to other small industries and create a competition to this organization.
- Standard safety precautions are not followed at the work spot.
- In order to solve the power problem management started a power plant but is not in use today it become a dead weight.
- a power plant but is not in use today it become a dead weight.

5.3 CONCLUSION

Wages and Salary administration plays an important role in every organization. Proper wages and salary provided in the organization motivates and satisfies the employee's in order to achieve organization goal. The study on wages and salary administration in Companies reveals that the current salary pay structure is satisfied to the employees. But, there are certain area 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. In Companies the present salary structure is based on 7th pay commission. 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.,.

The non- monetary benefits provided are satisfied to the employees working in S.R Engineering. A good wages and salary administration will attract and retain employees, give them a fair deal, keep the organization competitive and motive employees to perform their best.

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Websites

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This article discusses the components of an efficient wage and salary administration system, combining market standards, internal procedures, and individual accomplishments. [Amazon](#)+1[Graftiati](#)+1[GraftiatiAmazonGoogle BooksWorldwide Journals](#)+2[PNR Journal](#)+2[PNR Journal](#)+2[IOSR JournalsZap JournalsJETIRWorldwide JournalsSuperworks](#)
- Aubrey Daniels International: The Sin of Wages
This resource critiques conventional wage and salary systems and offers insights into creating more effective compensation structures. aubreydaniels.com