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## A Study On Wages And Salary Administration

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**Abstract:** The goal of the study is to assess how wages and salaries are administered. Wages and salaries are crucial considerations for all employees, and it benefits the company to understand how motivated employees are by their pay and how satisfied they are with it. Each employee's incentive will result in improved performance, which benefits the firm and its personnel. The administration of wages and salaries is used to research the organization's various pay and compensation fixing policies. In order to enhance their working abilities, the study also aims to evaluate the organization's practical wage and salary management practices in their workplace.

**Keywords :**wages, salary, employee, motivation

### I. INTRODUCTION

The hourly, weekly, and regularly scheduled income that representatives receive for their work within an organization is known as base wages and compensations. Compensation and wages degrees of employee loyalty to the association are influenced by the organization. In spite of this, the worker should be compensated for their labor. Pay has an impact on how people work, how much they work, and how well they work. Money-related factors account for a significant portion of people's earnings from their jobs. Many presentatives believe they should receive more money for their work, even though directors are trusted to manage funds and distribute them wisely.

Pay types include wages, pay rates, various represented benefits, and administration fees.

The term "pay and pay organization" refers to the arrangement of representative compensation. An office or division of an office in a company that determines employee pay and benefits. When making decisions, the pay and pay organization may consider a variety of factors, such as the organization's financial plan and the amount that candidates pay. According to D.S. Seashore, "Pay and Salary Administration refers to the establishment and implementation of sensible agreements and procedures of representative compensation."

### Problem Statement

Employee satisfaction and motivation are intricately tied to how wages and salaries are administered within an organization. Many organizations struggle to create compensation structures that are perceived as fair and motivating. This often leads to dissatisfaction, diminished employee morale, and increased turnover. Furthermore, a lack of transparency and inconsistencies in pay policies can weaken trust between employees and employers. This study aims to explore these challenges and assess the effectiveness of current wage and salary administration practices, ultimately identifying areas that require improvement.

### Need for the Study

The administration of wages and salaries is a crucial aspect of human resource management that directly influences employee retention, motivation, and overall productivity. Despite its importance, organizations often face challenges in implementing equitable and transparent compensation systems. Studying this area is essential to understand the gaps between employee expectations and organizational practices. Additionally, this research seeks to provide valuable insights that can help organizations improve their compensation policies, ensuring better alignment with both organizational goals and employee satisfaction, while also contributing to broader economic stability.

## Objectives

The primary goal of this study is to evaluate the effectiveness of wage and salary administration practices within an organization. It seeks to examine how these practices influence employee motivation and satisfaction, while also assessing their impact on organizational performance. By identifying factors contributing to employee dissatisfaction with wages and salaries, the study aims to provide actionable recommendations for improving compensation policies. These enhancements are intended to foster a motivated workforce, improve retention rates, and align compensation practices with industry standards and employee expectations.

## II. LITERATURE REVIEW

Wikipedia (2019) A wage is the sum of money that an employer gives an employee in return for labor completed. A fixed sum for each task finished, an hourly or daily rate, or an easily quantifiable amount of work accomplished can all be used to determine payment. One of the costs associated with operating a business is wages.

Wikipedia (2019) An employment contract may outline the terms of a salary, which is a type of payment made by an employer to an employee. It stands in contrast to piece wages, which are paid on an as-needed basis rather than for each work, hour, or other unit.

Wikipedia, 2019 When physically fit people who are looking for work are unable to find one, they are said to be unemployed or jobless.

Kenton (2018) The amount of money, comfort, material possessions, and necessities that members of a particular socioeconomic class or geographic location can afford is known as their standard of living. The quality of life is intimately linked to the standard of living.

Guddi Tiwary (2012) Using cross-sectional prospective research methodologies, the researcher concentrated on the socioeconomic circumstances of construction workers. Using stratified sampling techniques, he selected 150 construction workers from the unorganized construction sector in Kolkata's northeast as samples for his study. He referred to the construction workers as "daily wage earners," pointing out that they lived in Kacha houses, supported their families on meager incomes, and had to borrow money from family members to make ends meet. Although the study discussed wage earners' wages, it had nothing to do with economic standards of life.

As noted by Obikeze and Anthony (2003:286), salaries or wages are the compensation that people receive from their employers in return for their labor, and each company has a unique wage structure.

Salary levels, pay structure, and individual pay determination are all important factors to take into account when selecting a successful pay system.

## III. METHODOLOGY

Oral meetings and planned polls are the main tools for gathering pertinent information.

A total of 200 surveys were distributed among three broad categories (directors, supervisors, and clerks, for instance) by the analyst. The examination process used was essentially a deliberate one, with the ultimate objective being representativeness and scientific ease of use. As far as research and information display are concerned, subtleties are seen below.

**TABLES AND CHARTS :****THE WORKPLACE IS AMAZING**

Out of 50 representatives who participated in the demonstration, 6% thought the workplace was amazing, compared to 10% who thought it was generally excellent, 16% who thought it was mediocre, 38% who thought it was reasonable, and 30% who thought it was subpar.

**TABLE-1**

Phenomenon of Work	NO of the Respondent	Percentage of the Respondents
Excellent	6	6%
VeryGood	10	10%
Typical	16	16%
Fair	38	38%
Poor	10	10%

portraying between organization and employee

The depiction of the relationship between the representatives and the organization Just 2% of respondents thought the relationship between the company and its employees was great, compared to 18% who thought it was generally excellent, 32% who thought it was mediocre, 24% who thought it was reasonable, and 14% who thought it was poor.

**TABLE-2**

Connection between organization	No of the Respondent	Percentage of the Respondents
Excellent	12	12%
VeryGood	18	18%
Typical	32	32%
Fair	24	24%
Poor	14	14%

## TABILITY OF EMPLOYEE

The explanation While 14% of them thought their employer stability was generally excellent, 38% thought the organization's employer stability was regular, 28% thought the professional stability was reasonable for their work, and 8% thought the organization's employer stability was poor, 12% of them thought their employer stability was phenomenal.

**TABLE-3**

Stability of the employee	NO of the Respondent	Percentage of the Respondents
Excellent	12	12%
Very Good	14	14%
Typical	38	38%
Fair	28	28%
Poor	8	8%

### IV. Results

Based on the data collected through oral interviews and structured questionnaires, the following key findings emerged:

- Workplace Environment: 38% of respondents rated the workplace as reasonable, while 30% considered it subpar.
- Relationship Between Organization and Employees: 32% of employees described the relationship as average, and 24% found it reasonable.
- Job Stability: 38% of employees rated job security as regular, and 28% deemed it reasonable.
- Compensation Structure: 40% of employees rated the company's compensation structure as average.
- Communication from the Organization: 38% of employees evaluated organizational communication as reasonable.
- Health and Safety Standards: 36% of respondents found the organization's health and safety measures to be reasonable.
- Overall Satisfaction: Half of the employees expressed satisfaction with their wages and salary, highlighting the need for improvement in certain areas.

These findings indicate that while the organization meets basic expectations, there is significant room for enhancing compensation structures, job security, and overall workplace satisfaction to improve employee motivation and retention.

### V. CONCLUSION

38% of them felt that work place is reasonable and 36% representatives felt that its ordinary in treating with their issues. In connection among organization and representatives 32% workers felt that it's average and 36% representative like occupation decently. • Job security given by the organization is average appraised by 38% of their workers. • Company compensation structure is average appraised by the 40% of their representatives and Long term vocation potential with Company is run of the mill evaluated by 38% of their workers. • Amount of correspondence you get from the organization is reasonable evaluated by 38% of their representatives. As per wellbeing and security norms of the organization it is reasonable appraised by 36% of their representatives. • Compensation got is run of the mill appraised by 32% of the irrepresentatives. Amount of work they are approached to performis perfect evaluated by 38% of the irrepresentatives. Time spent by quick prevalentisan excess of evaluated by 30% of them. • Benefits give by the organization is valuable appraised by 30% workers. half of their representatives are in completely happy with their compensation and wages given to their work.

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