A STUDY ON WAGE AND SALARY ADMINISTRATION AT BANGALORE CITY

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Introduction to wage and salary administration
Employees’ compensation is one of the major determinants of employee satisfaction in an organization. The compensation policy and the reward system of an organization are viewed by the employee as indicators of the management’s attitude and concern for them. It is not just the compensation in tote, but its fairness as perceived by the employees that determines the success of a wage and salary administration system. Hence, it is very important for the management to design and implement its compensation system with utmost care and tact. A good wage and salary administration should be able to attract and retain employees, give them fair deal, keep the organization competitive and motivate employees to perform their best. Wage and salary determination and its administration has always remained a sensitive issue for an organizational management, since employees’ moral, motivation, productivity and their relationship with the management more or less associated with the compensation management system. Furthermore, compensation has always remained as a major yardstick for the success or failure or concern for the employees by an organization. Traditionally, pay scales in companies reflected the importance of the work and the responsibility level. Today organization tries more to assess the worth of an individual in terms of his performance and contribution to the organization. With the growing demands of the workforce and the constant challenges in the business environment, organizations have to evolve an accurate system for evaluating jobs and assessing their worth. Job evaluation helps to determine the relative worth of job in an organization in a systematic, consistent and accurate manner. It also helps in estimating the basic pay for each job in accordance with the importance of the job in the organizational hierarchy. Once basic pay is determined, the rewards, incentives and benefits attached with the pay, position and performance are also determined. The basic wage, incentives and rewards and benefits, together from compensation package of an employee.

Meaning of Research
According to the Merriam-Webster online Dictionary “Research is a studious inquiry or examination; especially investigation or experimentation aimed at the discovery and interpretation of facts, revision of accepted theories or laws in the light of new facts, or practical application of such new or revised theories or laws”. Research is a careful investigation or enquiry especially through search for new facts in any branch of knowledge; it is an art of scientific investigation. It is regarded as a systematic effort to gain new knowledge.

Meaning of Research Design
A detailed outline of how an investigation will take place. A research design will typically include how data is to be collected, what instruments will be employed, how the instruments will be used and the intended means for analyzing data collected.

It is defined as the “The process used to collect information and data for the purpose of making business decisions. The methodology may include publication research, interviews, surveys and other research techniques, and could include both present and historical information.”
Statement of the problem:
Wage and Salary is an important aspect of human resources as it helps:
- Retain and motivate employees.
- Appraise individual performance.
There are few challenges which the company is facing while administering wage and salary keeping in view the needs of the employees.

Objectives of the study:
- To study the various policies of the organization regarding wage and salary fixation.
- To know the satisfaction level of the employees with the salary offered by the company.
- To understand the inadequacies in the company’s salary administration techniques.
- To study various benefits offered by the organization with salary.

Need for the study:
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Research Methodology:
It is the data that has not previously published, the data that is derived from new or original research study and collected at the source. The method used in this study is questionnaire, survey method and observation method.

Findings
- Majority of the respondents were male.
- Majority of the respondents, have a work experience of 0-5 years in the organization.
- Most of the employees say that the salary is based on their qualification and skill.
- Employees say that they are appreciated for their targets achieved.
- Most of the employees are given house rent allowance.
- Employees feel that they are satisfied with the wage and salary structure of the organization.
- Majority of the employees say that the welfare facilities help in maintaining a good relationship with employees.
- Most of the employees say that they are satisfied with the working hours of the organization.
- All employees are given increments in the organization.
- Most of the employees get increments yearly in the organization.
- The employees feel that they are provided increments on the basis of performance only.
- Majority of respondents say that they are satisfied with the facilities provided by the organization.
- None of the employees do overtime in the organization.
- Since the employees do not do over time, they have no opinion on overtime salary.
- Most of the employees say that they are motivated by salary increase.
- Employees feel that incentives will influence their performance.
- All employees are entitled to festive bonus in the organization.
- Majority of respondents do not receive cash bonuses in addition to their salary.
- Most of the respondents’ salary has increased in the organization.
- Employees feel that their jobs responsibilities are clearly defined.
- All respondents are offered sick leave in the organization.
- Employees feel their jobs is secure.
Respondents feel that the H.R. calmly provides solution to any problem.

Most of the respondents say they want to continue their job because of job security in the organization.

**Conclusion**

- 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.
- 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 towards his job, it promotes healthy industry relations thereby maintaining industrial peace.

**Reference:**


[5] Labour Welfare and Social Security; P Subha Rao; Himalaya Publisher