

RESEARCH ARTICLE

AN ANALYTICAL STUDY: WAGES AND SALARY ADMINISTRATION IN OXFORD APPARELS IN TIRUPUR**M. Divagar^{1*}, V. Tamilselvi², B. Velmurugan²***¹Department of Management Studies, NPR College of Engineering and Technology, Natham, Dindigul, Tamil Nadu, India.****Corresponding Author: M. Divagar**

Abstract: The study is intended to evaluate the wages and salary administration. Salary and wages are important factor for every employee and it is helpful to the organization to know about the satisfaction of the employee towards wage & salary and to know how it motivates the employee. The motivation of each employee will lead to the better performance and in turn satisfies both the employees and also organization. The wages and salary administration is used to study about the various policies of the organization regarding wage and salary fixation. The study also aim sate valuating the practical wage and salary administration under taken by the organization in their work environment to improve their working skills.

Keyword: *Wages, Salary, Employee, Motivation.*

Article Received: 14 June 2024

Revised: 23 June 2024

Accepted: 27 June 2024

INTRODUCTION

Base wages and compensations are characterized as the hourly, week after week and regularly scheduled compensation that representatives get for their work in and Organization .Pay and compensation organization influence levels of worker obligation to the association. Nonetheless, captivating the in gular's work task is, the worker should be paid. Pay influences the manner in which individuals work-how much and how well. An enormous piece of the pay that individuals get from work is money related. Despite the fact that directors are relied upon to moderate cash and circulate it astutely, numerous preventatives feel that they ought to get a greater amount of it for what they do (Kothari, 2004).

Wage and Salary administration refers to the establishment and the implementations of the policies and practices of employee compensation. Wage and salary administration is one of the important areas in the personnel administration. So wage and Salary policies and programs are essential. To procure, maintain, develop, transfer employees and to get effective results from them. An organization should manage fairly

the both financial and non-financial rewards extrinsic awards. Also effective awards and intrinsic awards. Reward system not only requires the absolute level of compensation paid by an organization compares favorably but additionally enquires that it satisfies the percept of the inner fairness and fairness of the process content (Aswathappa, 2005).

Wages: Wage refers to the payment which is made by the employer to the labourer for his work that is hired on the conditions of the payments as per hour, per day, per week.

Salary: A salary is a fixed amount of money or compensation paid to employee by an organization in go back for performed. Salary is normally paid in constant intervals, for example, month-to-month bills of one-12th of the once a year salary.

Administration

Administration is conceived because of the importance of individual (executive) in an business enterprise who are charged with ordering, forwarding and facilitating the related efforts of a collection of people added

collectively to realize certain described purpose (Rao, 2015).

OBJECTIVE OF THE STUDY

- To know about the wages and salary administration system followed in oxford apparels.
- To understand the relationship between wages and salary administration and productivity.
- To know the impact of wages and salary administration or the performance of the employee.
- To know the satisfaction level of employees regarding wages and salary administration.
- To study various benefits offered by the organization with salary.

The wages and salary administration is used to study about the various policies of the organization regarding wage and salary fixation. The study also aims at evaluating the practical wage and salary administration under taken by the organization their work environment to improve their working skills and to know about the satisfaction level of employees. This study also helps to know about the monetary and non-monetary benefits that

are provided to the employees other than salary paid (Hooda, 2003).

RESEARCH METHODOLOGY

Research: The process of research came into being due to man’s quest to be at tune with is environment and also understand nature. To achieve this, man uses the tools of experience and reasoning available to him. Man also makes use of experience and authoritative sources beyond his immediate circle. Experience and authority are rich and major sources of hypothesis, which are based mainly common same knowledge and haphazard events, therefore it can be unjustified for drawing conclusions on events.

Hence research hypothesis formulation using experience and authority is judged to be unscientific. Research anchors on scientific reasoning: which could be inductive and deductive or both. Research is a combination of both experience and reasoning and can be said to be the most appropriate way of discovering the truth, precisely in the natural Sciences.

DATA ANALYSIS AND INTERPRETATION AND GETTING WAGES REGULARLY

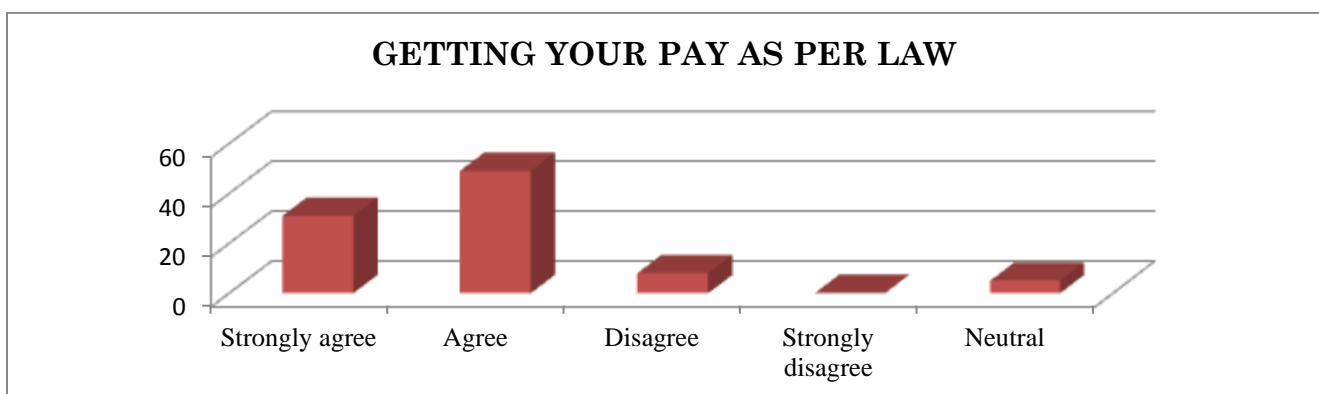
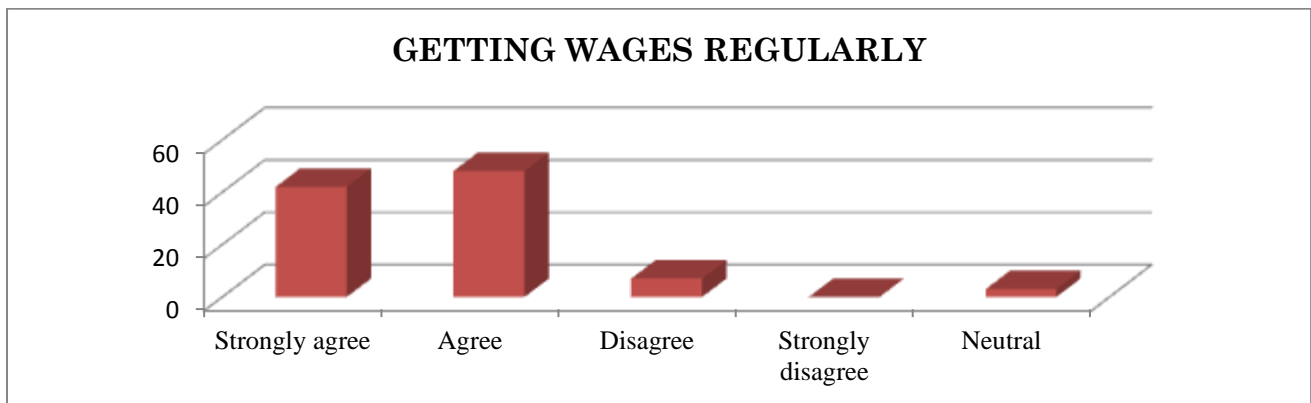


Figure 1: Getting pay as per law

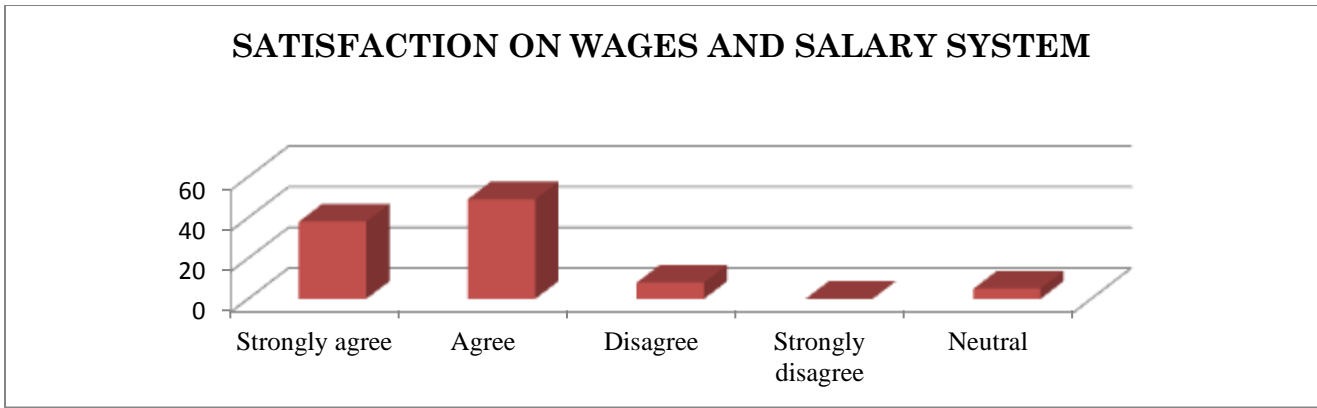


Figure 2: Satisfaction on wages and salary system

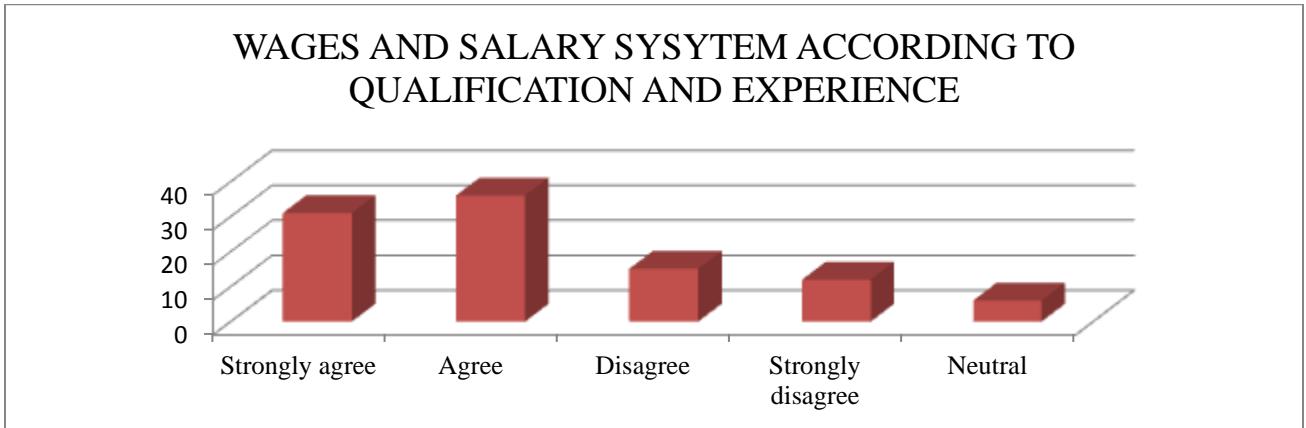


Figure 3: Wages and salary system according to qualification and experience

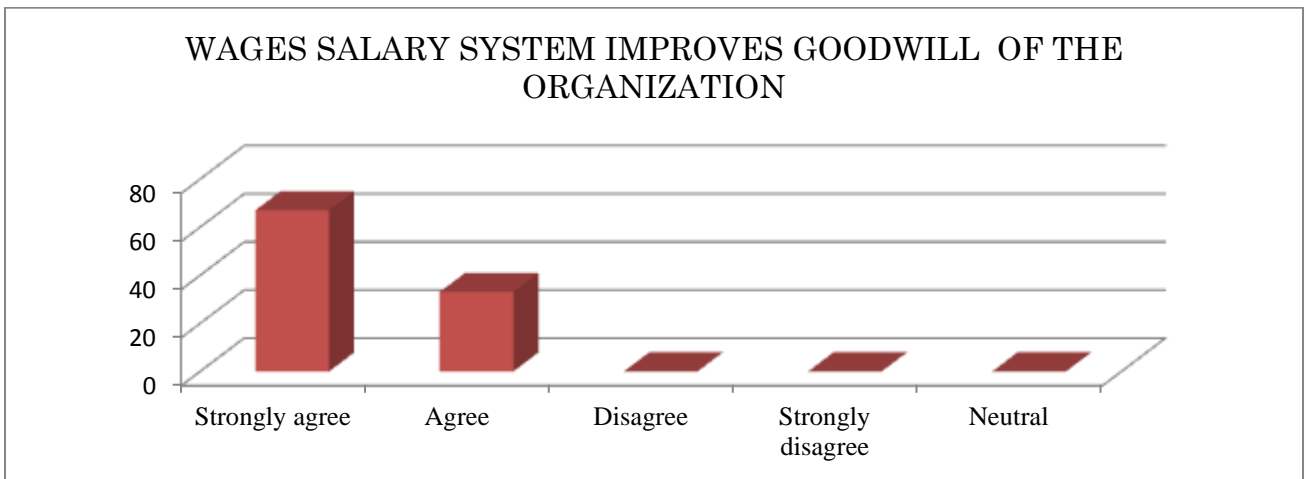


Figure 4: Wages and salary system improves goodwill of the organization

SUGGESTION

- The salary may be increased.
- Non-monetary benefit like festival gifts, calendars can also be given to workers.
- A standard safety precaution has to be followed in the work spot.
- Based on the Efficiency the management should give Increment to the employees.
- Salary must be given to the employees on time.
- Equal remuneration must be given to both male and female.

CONCLUSION

Wages and Salary administration performs an essential function in each organization. Proper wages and salary provided in the organization motivates and satisfies the employees in order to achieve organizational goal. The non- monetary benefits provided are satisfied to the employees working in Oxford Apparels. Their relationship with management is very strong and there are no disputes between staff and supervisors regarding salaries and wages. A accurate

wages and salary administration will entice and keep employees and provide them a honest deal, hold the employer aggressive and reason for employees to carry out their best.

REFERENCES

1. Kothari, C.R. (2004), Research Methodology: Methods and Techniques, New Age International Delhi.
2. Aswathappa, K. (2005), Human Resource and Personnel Management, McGraw Hill, Noida, Uttar Pradesh.
3. Rao, V. S. P. (2015), Human Resource Management, Vikas Publishing House, New Delhi.
4. Hooda, R. P. (2003), Statistics for Business and Economics, Vikas Publishing House, New Delhi.