

**A STUDY ON WAGES AND SALARY ADMINISTRATION
IN
PON PURE CHEMICALS GROUP**

Submitted in partial fulfillment of the requirements for the award of Master of
Business Administration

By

RAMALAKSHMI K

Register No: 42410252



SCHOOL OF MANAGEMENT STUDIES

SATHYABAMA

INSTITUTE OF SCIENCE AND TECHNOLOGY

(DEEMED TO BE UNIVERSITY)

CATEGORY-1 UNIVERSITY BY UGC

Accredited with Grade "A++" by NAAC | 12B Status by UGC | Approved by AICTE

JEPPIAAR NAGAR, RAJIV GANDHI SALAI, CHENNAI - 600 119

APRIL - 2024



SATHYABAMA

INSTITUTE OF SCIENCE AND TECHNOLOGY

(DEEMED TO BE UNIVERSITY)

CATEGORY-I UNIVERSITY BY UGC

Accredited "A++" Grade by NAAC | 12B Status by UGC | Approved by AICTE

www.sathyabama.ac.in

BONAFIDE CERTIFICATE

This is to certify that this Project Report is the bonafide work of **RAMALAKSHMI K (REG.NO:42410252)** who have done the Project work entitled "A study on wages and salary administration in pon pure chemicals" group under my supervision from January 2024 to April 2024.

DR.T.SHEEBA,
Internal Guide

Dr. Palani A
HOD

Dr.G. BHUVANESWARIG, MBA., Ph.D
Dean

Submitted for Viva voce Examination held on _____ .

Internal Examiner

External Examiner

DECLARATION

I am **RAMALAKSHMI K (REG.NO:42410252)** hereby declare that the Project Report entitled "**A Study on wages and salary administration in pon pure chemicals group** " done by me under the guidance of **DR.T.SHEEBA** at **pon pure chemicals** is submitted in partial fulfillment of the requirements for the award of Master of Business Administration .

DATE:

PLACE:

RAMALAKSHMI K

ACKNOWLEDGEMENT

I am pleased to acknowledge my sincere thanks to Board of Management of SATHYABAMA for their kind encouragement in doing this project and for completing it successfully. I am grateful to them.

I convey my thanks to **Dr.G.BHUVANESWARIG,MBA.,Ph.D.**, Dean- school of Management studies and **DR.A.Palani,M.Com.,M.Phil.,M.B.A.,Ph.D.**,Head of the Department, Dept. of Management Studies for providing me necessary support and details at the right time during the progressive reviews.

I would like to express my sincere and deep sense of gratitude to my Project Guide **DR.T.SHEEBHA**, for her valuable guidance, suggestions and constant encouragement paved way for the success ful completion of my project work.

I wish to express my thanks to all Teaching and Non-teaching staff members of the Department of Business Administration who were helpful in many ways for the completion of the project.

RAMALAKSHMI K

ABSTRACT

This report contains the work done during the internship period which was held in **PON PURE CHEMICALS GROUP** . 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.

TABLE OF CONTENTS

CHAPTERNO.	TITLE	PAGE NO.
	ABSTRACT	V
	LIST OF TABLE	VIII
	LIST OF CHARTS	IX
1.	INTRODUCTION	1
	INTRODUCTION ABOUT THE STUDY	1
	INDUSTRY PROFILE	3
	COMPANY PROFILE	6
	NEED FOR THE STUDY	9
	SCOPE OF THE STUDY	10
	OBJECTIVES OF THE STUDY	10
2.	REVIEW OF LITERATURE	11
	REVIEW OF LITERATURE	11
3.	RESEARCH METHODOLOGY	15
	RESEARCH DESIGN	15
	SAMPLING TECHNIQUE	15
	SOURCES OF DATA	15
	STRUCTURE OF QUESTIONNAIRE	15
	SAMPLE SIZE	16
	PERIOD OF STUDY	16

4.	DATA ANALYSIS AND INTERPRETATION	17
	TABLES AND CHARTS	17-36
5.	FINDINGS, SUGGESTIONS AND CONCLUSION	37
	FINDINGS OF THE STUDY	37
6.	SUGGESTIONS AND CONCLUSION	39
	SUGGESTIONS	39
	CONCLUSION	40
	REFERENCE	41
	QUESTIONNAIRE	43-47

LIST OF TABLES

TABLE NO	TITLE	PAGE NO
1	DATA ANALYSIS OF AGE	17
2	DATA ANALYSIS OF AGE GROUPS	18
3	ANALYSIS OF MARITAL STATUS	19
4	DATA ANALYSIS OF QUALIFICATION	20
5	DATA ANALYSIS OF INCOME GROUP	21
6	ANALYST OF COMPANY BENEFITS PROGRAM	22
7	DATA ANALYSIS OF COMPENSATION	23
8	DATA ANALYSIS OFCOMPANYS BENEFITS PROGRAM	24
9	DATA ANALYSIS OF EMPLOYEE BENEFITS	25
10	DATA ANALYSIS HEALTH INSURANCE	26
11	DATA ANALYSIS OF USING THE HEALTH INSURANCE	27
12	DATA ANALYSIS IN HEALTH INSURANCE MEETS YOUR NEED	28
13	ANALYST OF FIXED TIMING TOWORK	29
14	DATA ANALYSIS OF EXPECTATION FROM THE COMPANY	30
15	DATA ANALYSIS BENEFITS EXPLAINED	31

LIST OF CHARTS

CHART NO	TITLE	PAGE NO
1	DATA ANALYSIS OF AGE	17
2	DATA ANALYSIS OF AGE GROUPS	18
3	ANALYSIS OF MARITAL STATUS	19
4	DATA ANALYSIS OF QUALIFICATION	20
5	DATA ANALYSIS OF INCOME GROUP	21
6	ANALYST OF COMPANY BENEFITS PROGRAM	22
7	DATA ANALYSIS OF COMPENSATION	23
8	DATA ANALYSIS OFCOMPANYS BENEFITS PROGRAM	24
9	DATA ANALYSIS OF EMPLOYEE BENEFITS	25
10	DATA ANALYSIS HEALTH INSURANCE	26
11	DATA ANALYSIS OF USING THE HEALTH INSURANCE	27
12	DATA ANALYSIS IN HEALTH INSURANCE MEETS YOUR NEED	28
13	ANALYST OF FIXED TIMING TOWORK	29
14	DATA ANALYSIS OF EXPECTATION FROM THE COMPANY	30
15	DATA ANALYSIS BENEFITS EXPLAINED	31

CHAPTER-1

INTRODUCTION

1.1 INTRODUCTION ABOUT THE STUDY:-

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.

The remuneration paid to the clerical and managerial personnel employed on monthly or annual basis. It is the amount of remuneration for unit of time excluding incentives, overtime pay etc. Is the amount of wage fixed for the unit of time fixed on the basis of job evaluation standards? Is an assembly of all properly evaluated standard wage rates set from in the sequence according to the job and size of the rate. Refer to compensation given to the employees over and above wage rates which

often is not directly related to output performance of time worked. Refer to special rates to certain period such as over time, Sundays and holidays. The objective of wage and salary administration is numerous and sometimes conflict with each other. Candidates decide upon their career in a particular organization mostly on the basis of the amount of remuneration the organization mostly on the basis of the amount of remuneration the organization offers qualified and competent people join the best paid organization. The organization should aim at payment of salaries at that level where they can attract competent and qualified people. If the salary does not present compare favorable with that of other similar organization. Employees quit the present one and join the other organization.

The organization must keep the wage levels at the competent level, in order to prevent quite. Internal equity does mean payment of similar wages for similar jobs within the organization. External equity implies payment of similar wages to similar jobs in comparable organization.

To protect in public as progressive employers and to comply with the wage legislations. To pay according to comply with wage legislations. To pay according to the content and difficulty of the jobs and in tune with the effort and merit of the employees. To facilitate pay role administration of budgeting and wage and salary control. To Simply collective bargaining procedure and negotiations. To promote organization feasibility.

Over all salary range for all the jobs in an organization is arranged. Each job grade will be assigned salary range. These individual salary ranges will be filled into an overall range Overall salary grades of the organization may be adjusted on the data information collected about the salary levels of similar organizations. Individual salary may also be adjusted based on the performance of the individual employees.

1.2 INDUSTRY PROFILE:-

Pon Pure Chemicals is one of the reputed and highly diversified companies in the field of specialty and general chemicals. We value delivering effective solutions that goes beyond business and work towards protecting the environment and economy. With powerful tools- science and innovation we meet every industry's present and future needs for the society, and world at large.

The business of chemicals is complex and diverse. Pon Pure Chemicals in its successful business tenure running over forty years, internationally, has seen the length and breadth of the industry.

While it is easy to be a trader, distributor, manufacturer or logistics provider – a solution provider requires proven all-round expertise to deliver winning solutions. This precisely is Pure Chemicals' forte and its diversity and all-round capability is its key differentiator in a highly competitive and fragmented industry.

● **Quality – is our Assurance**

We understand that stakeholder trust is the most important asset we can build in this business. Building trust is much more than just keeping good relationships – we believe it is our commitment to quality that has helped us deliver top notch quality in products, solutions and services that we offer.

Our attitude to get things right every time, uncompressed approach to quality in everything we do, highly skilled technical team, and access to industry-leading domain experts are the reasons we sustain and grow the trust in our stakeholders..

● **We invest more on R&D than Marketing – it is our Innovation that is taking us place's**

there is one thing we have held on to over the last Forty years – it is the urge to keep innovating. In a highly competitive and volatile market, being a successful provider of

solutions depends a lot on how innovative and futuristic our solutions are. We embrace innovation as second nature, and are never tired of finding new and creative ways to deliver the best solutions to our customers.

Further, our urge to innovate differentiates us from just being yet another business dealing with chemicals to an organization that derives its energy from open and innovative thinking to grow business for ourselves and our stakeholders – thereby making significant contributions to the industry.

- **A one-stop access to best-in-class portfolio of chemicals—whether produced or procured by us**

Decades of experience teach us that to remain relevant it is critical that we constantly grow and update our solution portfolio. To grow and innovate on the solution portfolio, it is critical that we have access to the width and depth of the chemicals, as solutions demand.

Thanks to our active partnerships with suppliers and traders of chemicals across geographies and our own manufacturing capacity. We hold a strong portfolio of chemicals that opens up access to a wide variety of solutions, that's otherwise not available to customers. .

- **Chemical solutions powered by industry leading infrastructure**

Our capabilities in manufacturing and warehousing run across an extensive network of branches managed by trained and skilled people. Located strategically, our warehouses are complete with underground storage tanks, barrel filling stations for solvents, technical and quality control service laboratories, and more.

A well-established technology set up coupled with a strong logistics network in place, we are able to efficiently serve the entire supply chain..

● **Ensuring robust logistics – in a complex business environment**

The chemicals industry being complex and diverse it demands high levels of logistical capability in handling, storage and transportation. As a fragmented industry it adds to the complexity, demanding uncompromised standards and processes to ensure compliance to high safety benchmarks. .

Equipped with a blend of state-of-the-art technology and rich industry experience, Pure Chemicals with its dedicated logistics subsidiary,

● **Pon Pure Logistics delivers end-to-end logistics including:**

- ❖ Procuring, storage and distribution of hazardous, toxic bulk liquid chemicals and lubricants
- ❖ Storage & handling facilities at key ports and manufacturing hubs
- ❖ Warehouse with explosive and safety standards
- ❖ Filling system – ISO Tanks to Tankers
- ❖ Drumming & Re-packing facilities
- ❖ Transportation facilities for Liquid & Dry Cargo

● **Circular Economy**

Creating a sustainable operating environment is the mainstay of our existence in the chemical business. Deeply committed in sustaining a safe operating environment, we are well aware of the nature of our business and the vulnerability it can create in the environment we live in.

Pon Pure Chemicals is rooted strongly with this value through our experience in the business of chemicals over the last 4+ decades, and are deeply committed in solving current and future sustainability challenges. The challenges include reducing emissions, energy & water consumption, and favouring a circular economy – in recycling, waste management, advocating higher efficacy in use of essential raw materials or finding substitutes, ultimately working towards making urban areas to be better places to live. .

1.3 COMPANY PROFILE:-

A formidable business driven by continued success over the past forty one years

A start up four decades ago; an established leader now in chemical manufacturing and distribution, Pon Pure Chemicals Group has transformed into a business that is poised towards growing internationally, with its valuable experience, and a formidable business run by an energetic, able and young team..

1981-1990:

- ❖ TDCL - Agency
- ❖ First warehouse opened
- ❖ GHCL agency for Soda Ash
- ❖ Pondicherry, Tirupur & Madurai branches established

1991-2000:

- ❖ Partnered with Sandoz India (Now Archroma)
- ❖ Mumbai, Bangalore, Cochin, Coimbatore, Kancheepuram, Ambur & Ranipet branches established
- ❖ Received the 'Rashtriya Samman' Award for being one of the Highest Tax Payers

2001-2009:

- ❖ Started Bulk chemicals import at Kandla, Vizag, Mangalore, Cochin
- ❖ CMD Appointed as Trustee of Kandla Port Trust
- ❖ Started branches at Delhi, Kolkata
- ❖ Started Kandla SEZ operations for exports
- ❖ Started Dubai and Srilanka Office

2010-2015:

- ❖ Started Singapore, Australia
- ❖ Started Sugar & Water Treatment Chemicals Division

- ❖ Started Bonthapally - Hyderabad Warehouse
- ❖ Started Bavala - Ahamedabad Warehouse
- ❖ Pure Chemical Co. Awarded "Global Organic
- ❖ Textile Standards (GOTS)" for its Pure Print Product
- ❖ Pure Chem's - Own Brand for General Chemicals Launched

2016:

- ❖ Launch of Pon Pure Express - Courier Services
- ❖ "First Award" under Merchant Exporters Panel for outstanding export performance for 2015-16 from CHEMEXCIL
- ❖ Obtained Two Star Export House certificate from Directorate General of Foreign Trade
- ❖ Mr.M.Ponnuswami CMD received Life Time
- ❖ Achievement Award from Saveetha University for the year 2016.

2017:

- ❖ "Trishul Award" under the category of Merchant Exporters Panel for the outstanding export performance for 2016-17 from CHEMEXCIL
- ❖ Mr.M.Ponnuswami CMD awarded Distinguished Alumnus of PSG & Sons Charities by PSG Institutions for the year 2017.

2018:

- ❖ "Award of Excellency" under the category of Merchant Exporters Panel for the outstanding export performance for the year 2017-18 from CHEMEXCIL
- ❖ Mr.M.Ponnuswami received Thozil Ratna Award by News7 Channel in the year 2018

2019:

- ❖ Mr.M.Ponnuswami received Salute to Legends by Sri Krishna Sweets for the year 2019

- ❖ Mr.M.Ponnuswami received Self-made entrepreneur award by Naanayam Vikatan for the year 2019.
- ❖ Incorporated newly wholly owned subsidiary in Bangladesh - Pon Pure Chemical Bangladesh Limited

2020:

- ❖ Mr.M.Ponnuswami received Rasa Udyog Ratna award for the year 2020 from Chemical| Industries Association.
- ❖ Pure Organic Industries- Plant Expansion Obtained Authorised Economic Operator - T2 certificate from Central Board of Excise and Customs
- ❖ Vooki Branch launch for B2C segment
- ❖ Obtained drug license for manufacturing Hand sanitizer and other hygiene products

2021:

- ❖ Certification from Great Place to Work 2021
- ❖ Pon Pure Specialty Chemical Private Limited - Incorporated as new wholly owned subsidiary in India
- ❖ Additional Vooki Brand was launched

2022:

- ❖ Certification from Great Place to Work for the second year 2022
- ❖ Mr.M.Ponnuswami CMD appointed Chairman - Committee on MSME and Ease of Doing Business CII Southern Region 2022.
- ❖ Member - CII National Committee on Ease of Doing Business and Chemicals

2023:

- ❖ ISO 9001:2015 certificated - Pure Chemicals Co. & Pon Pure Chemical India Private Limited (Madhavaram Warehouse) are now ISO 9001:2015 certificated for Warehouse

- ❖ Activity, Storage, Testing and Distribution of Chemicals, Specialty Chemicals, Lab Chemicals and Allied Products
- ❖ Three Star Export House Holder
- ❖ Great Place to Work Certification 2023 - 2024
- ❖ Received four CHEMEXCIL awards between 2015-2019 under the category of merchant exporters panel for outstanding export performance.
- ❖ We holds ICIS 16th rank in top 100 Chemical distributors in Asia Pacific and 54th rank globally.

1.4 NEED FOR THE STUDY:-

- ❖ Many organizations today, in order to competent enough to meet the challenges need to continuously changes 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 bestudied 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.

1.5 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 OBJECTIVES OF THE STUDY:-

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

CHAPTER-2

REVIEW OF LITERATURE

2.1 REVIEW OF LITERATURE:-

According to Odogwu journal of business theory and practice, vol2, no2, 2014 “Wages and salary administration”: Salary and wages is 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 employees compensation to ensure that they are being paid appropriately, both with respect to others in the same organization and to the marketplace as a whole. Wage and salary administration is often an integral function of the organizations human resources department, but in general, the larger the organization, the more likely it is that it will be handled by a separate department.

According to Nwachukwu Asian journal of applied science and technology vol 1, issue 9, pages 421-438, 2017 “Impact of effective wages and salary administration”: In any organization, be it in the private or public sector, money is a very sensitive issue, not only to management but also to employees. Wages and salaries constitute a significant part of the total cost of operation in any organization or establishment.

According to Hassan, Euro economical journal Vol 34, No 1 2015 “Wages and salary salaries as a motivational tool for enhancing organizational performance”: This study examined how the organization’s human capital was compensated and see whether the compensation even serves as a motivational tool to enhance organizational performance. Based on the findings the following recommendations were preferred that there should be wages and salaries scale and schedule.

According to Pravin Warakar, Kishor Warakar, International Journal on Textile Engineering and Processes, vol 1, Issue 4, 2015 “Study of Salary and Wages Administration”: The basic purpose of wage and salary administration is to establish

and maintain an equitable wage and salary structure. The wage and salary administration is concerned with the financial aspects of needs, motivation and rewards managers, therefore analyze and interpret the needs of their employees so that reward can be individually designed to satisfy these needs.

According to Maurice c. Benewtz, American Journal of Economics and Sociology, vol 15, issue 4, 1956 "Wage and Salary Administration and wage theory: A reconciliation": Many industrial wage and salary administration believe that they can determine wage and administration levels for their firms by use of criteria different from those of economic wage theory. This study determines about the impact of the wage theory in an organization and to the employee.

Resma and Basavraju (2013) stated the employee welfare is a comprehensive term including various services, benefits and facilities offered to employees of the organization. This study enlightens the concept of welfare measures; it also highlight statutory welfare measures provided by the Donimalai Iron Ore Mine, Bellary.

Upadhyay and Gupta (2012) conclude that communication plays a major role in increasing the satisfaction of an employee. Satisfied employees are reported to have high morale. Welfare measures and work experience does not necessarily relates to satisfaction .Therefore its recommended that company should provide for adequate welfare measures but should not burden itself by increasing the cost part of it in greed to earn the competitive edge and declare itself as most desired company. Other factors like good and open communication, providing motivating factors, empowerment etc. should be taken into consideration for increasing the employee satisfaction level.

Satyanarayna and Reddi (2012) stated that the overall satisfaction levels of employees about welfare measures in the organization cover is satisfactory. However, a few are not satisfied with welfare measures provided by the

organization. Therefore it is suggested that the existing welfare measures may be improved further. Such welfare measures enrich the employee standard of living and their satisfaction.

Manzini and Gwandure (2018), conducted a staff well-being study that was used by various organizations like an approach to improve employee efficiency. Particularly in mobile segment industry, occupation associated issues will affect the value of life of staff & their work.

Loen (2017), says that it is the duty of an employer to develop compliance and due diligence. Apart from operational risk the employer has legal and financial justification for monitoring welfare. To measure welfare conditions, the use of benchmark methodology has been adopted. The employer is responsible for employee welfare.

Finger (2005), says that that it is possible to improve the morale and spirit of employees by addressing moral issues. Measures to protect workers includes housing, medical, recreational, library facilities, among others with the hope of making a profit & increase the satisfaction level of an employee.

Manzini and Gwandure (2011) studied that the concept of employee welfare has been used by many organizations as a strategy of improving productivity of employees; especially in the mobile industry since work related problems can lead to poor quality of life for employees and a decline in performance. It is argued that, welfare services can be used to secure the labor force by providing proper human conditions of work and living through minimizing the hazardous effect on the life of the workers and their family members.

Lalitha and Priyanka (2014) ideated that the welfare measures need not be in monetary terms only but in any kind/forms. Employee welfare includes monitoring of working conditions, creation of industrial harmony through

infrastructure for healthiness, developed relations and insurance against illness, accident and joblessness for the workers and their families.

Robinson, Sparrow, Clegg, & Birdi (2006) in a study identified the key behavior, which were found to be associated with employee engagement. The behavior's included belief in the organization, desire to work to make things better, accepting of the business context and the „superior picture“,

CHAPTER-3

RESEARCH METHODOLOGY

3.1 DESCRIPTIVE RESEARCH DESIGN:-

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

3.2 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.

3.3 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.

3.4 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.

3.5 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

3.6 SAMPLING AREA:-

Data collected area: CHENNAI.

3.7 PERIOD OF STUDY:-

The duration of study is from January 2024 to March 2024 which is a three months of study.

CHAPTER-4

DATA ANALYSIS AND INTERPRETATION

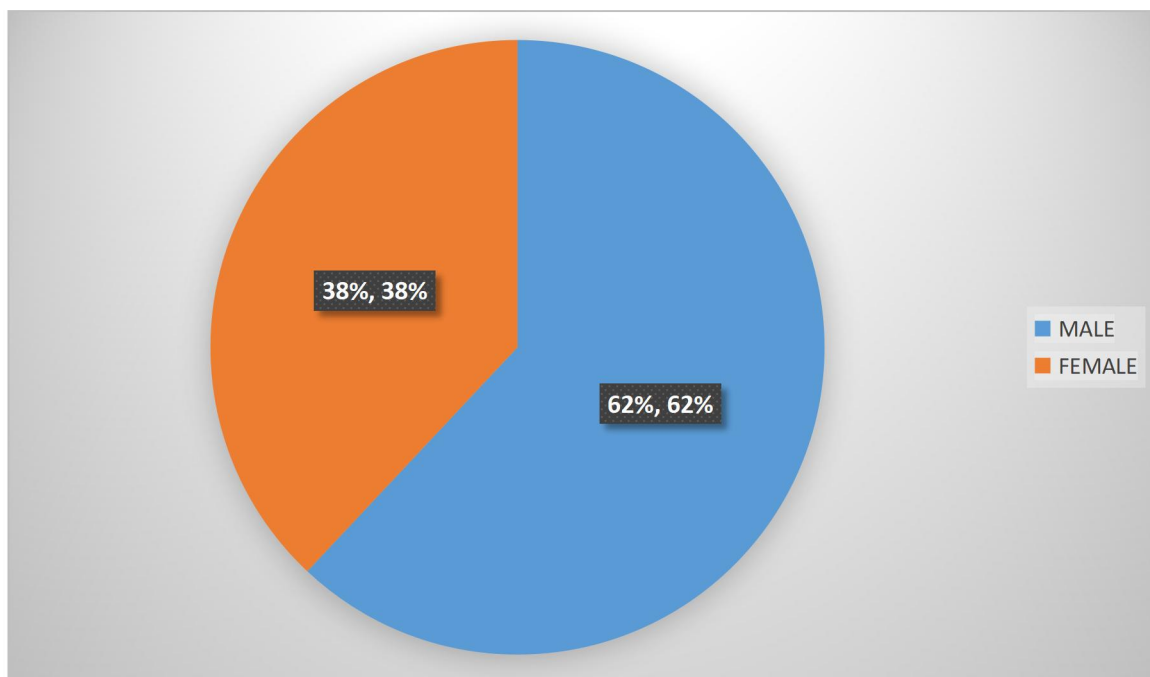
TABLE No. 4.1

Showing classification of respondents regarding “Gender”.

YEARS	NO OF RESPONDENTS	PERCENTAGE
MALE	38	69%
FEMALE	62	22%
TOTAL	100	100%

GRAPH No. 4.1

Showing classification of respondents regarding “Gender”.



Interpretation: Out of 100 Respondents 62%of the respondents are belong to Male and the 38% of the respondents are belong to Female.

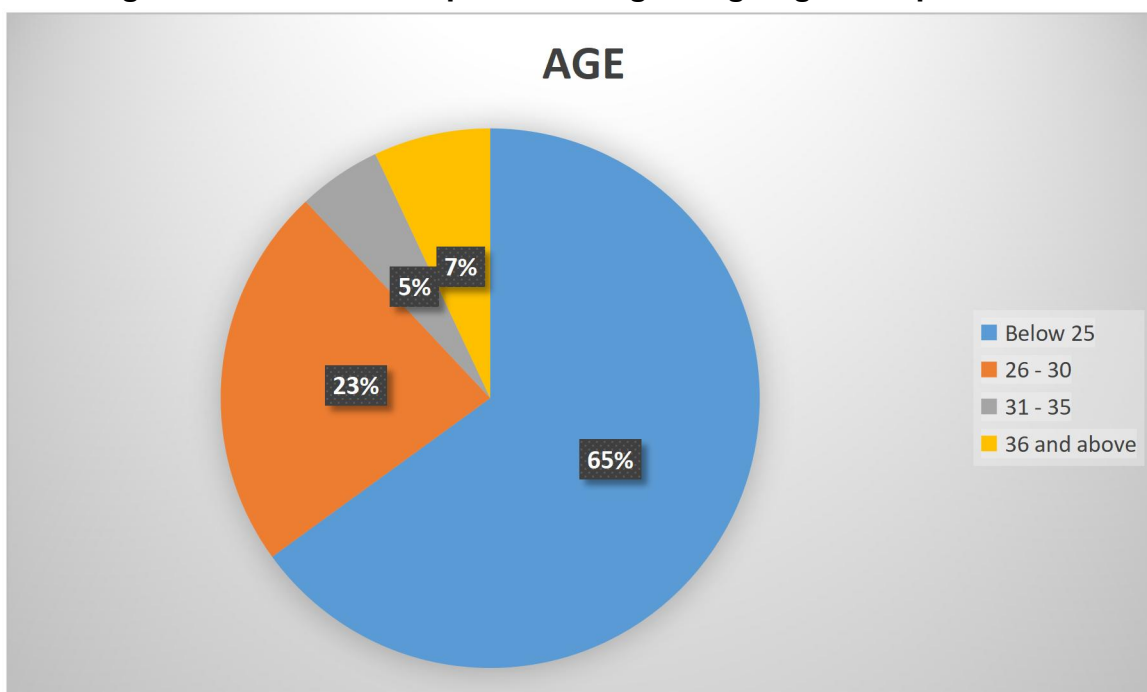
TABLE No. 4.2

Showing classification of respondents regarding “Age Groups”.

YEARS	NO.OF RESPONDENTS	PERCENTAGE
Below 25	65	65%
26 - 30	23	23%
31 - 35	5	5%
36 and above	7	7%
TOTAL	100	100%

GRAPH No. 4.2

Showing classification of respondents regarding “Age Groups”.



Interpretation: Out of 100 respondents 65% of them belong to the age group of Below 25 followed by 23% of them belonging to the age group of 26-30, 5% of them are belong to the age group of 31-35 and the 7% are 36 and above.

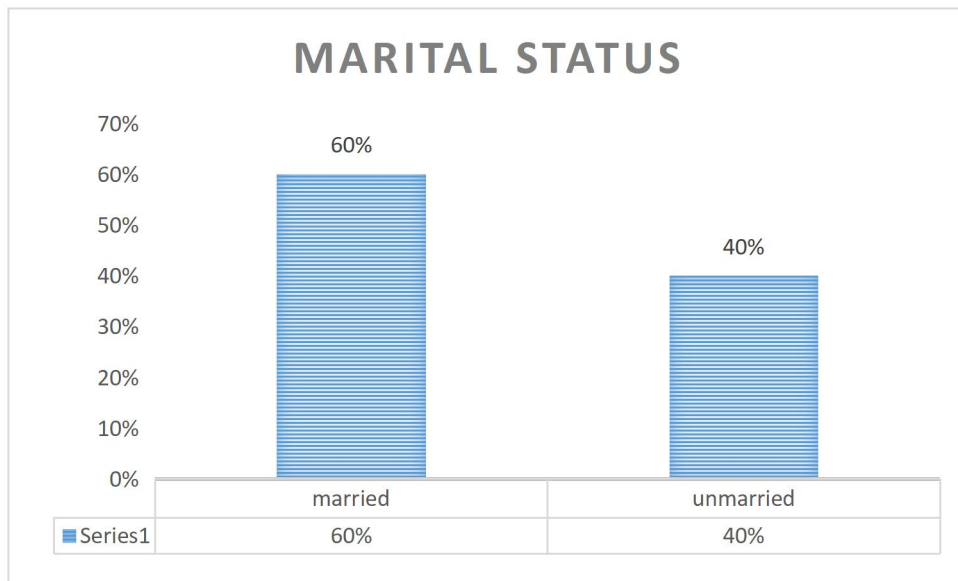
TABLE No. 4.3

Showing classification of respondents regarding “Marital Status”.

Sl. No.	Response	No. of Respondents	% Of Respondents
1	Married	60	60%
2	Unmarried	40	40%
Total		100	100%

GRAPH No. 4.3

Showing classification of respondents regarding “Marital Status”.



Interpretation: From the above graph, it is cleared that the majority of the customers are married i.e., 60% and rest of the 40% are unmarried. Thus, it can be concluded from the analysis that most of the respondents are married.

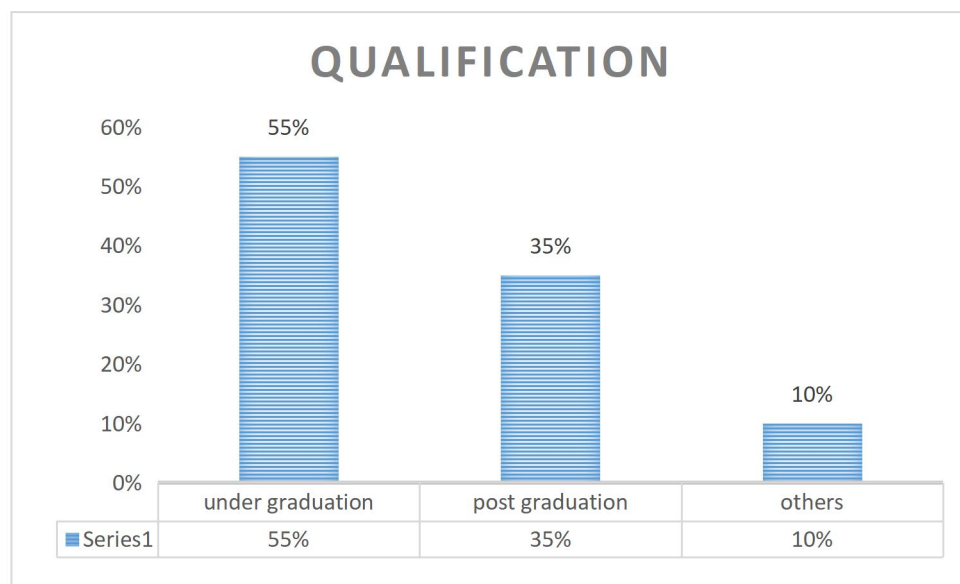
TABLE No. 4.4

Showing classification of respondents regarding “Qualification”.

Sl. No.	Response	No. of Respondents	% Of Respondents
3	Under-graduation	55	55%
4	Post-graduation	35	35%
5	Other	10	10%
	Total	100	100%

GRAPH No. 4.4

Showing classification of respondents regarding “Qualification”.



Interpretation: From the above graph, it is cleared that the majority of the customers i.e., 55% are Under Graduates, 35% are Post Graduates and 10% employees are related to other qualification

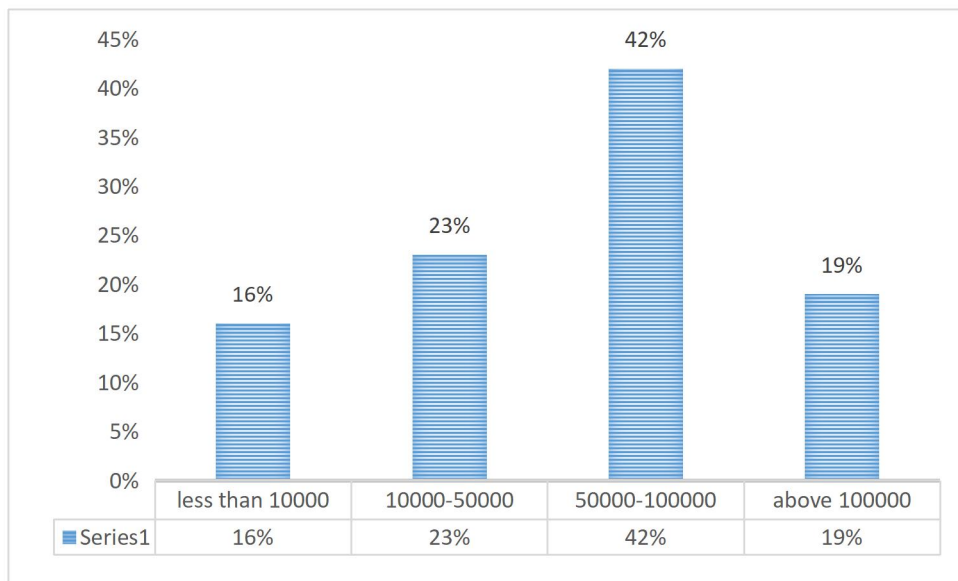
TABLE No. 4.5

Showing classification of respondents regarding “Income Group”.

Sl. No.	Response	No. of Respondents	% Of Respondents
1	Less than 10,000	16	16%
2	10,000 - 50,000	23	23%
3	50,000-100,000	42	42%
4	Above 100,000	19	19%
	Total	100	100%

GRAPH No. 4.5

Showing classification of respondents regarding “Income Group”.



Interpretation: From the above graph, it is cleared that the most of the customers that is 42% belong to the income group of 50,000 – 100,000, 23% respondents belong to the income group of 10,000 – 50,000, 19% respondents belong to the income group of above 100,000 and 16% respondents belong to the income group of less than 10,000.

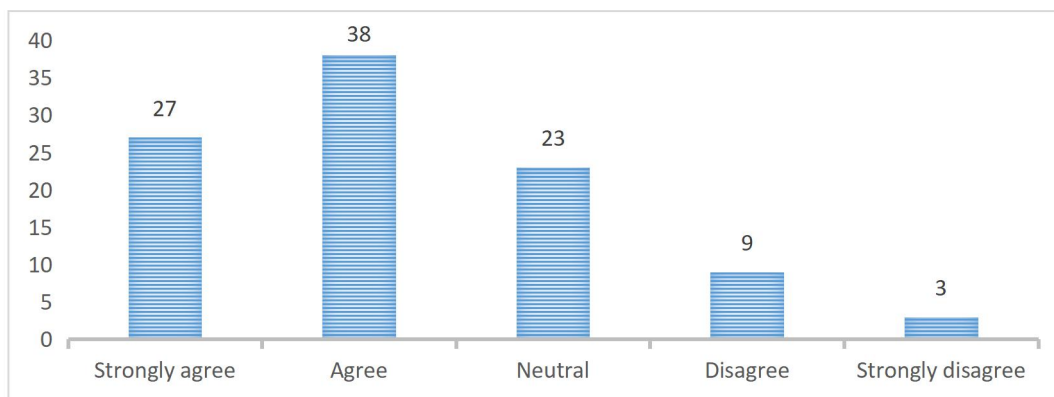
TABLE No. 4.6

Classification of responses of the respondents regarding the statement “It easy to access company’s benefits program.”

SAMPLE SIZE	NO OF RESPONDENTS	PERCENTAGE
Strongly agree	27	27%
Agree	38	38%
Neutral	23	23%
Disagree	9	9%
Strongly disagree	3	3%
TOTAL	100	100%

GRAPH No. 4.6

Classification of responses of the respondents regarding the statement “It easy to access company’s benefits program.”



INTERPRETATION:

Out of 100 Respondents, it is inferred from the above chart that 38% of the employee’s are agree with statement and the 27% are strongly agree with the statement and 23% of the respondents are neutral. 9% of employee’s are disagreed and the rest of respondents are strongly disagreed.

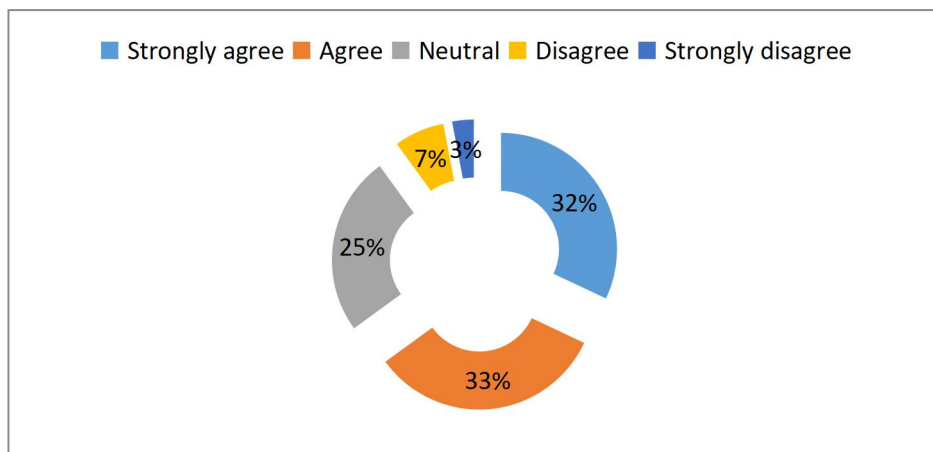
TABLE No. 4.7

**Classification of responses of the respondents regarding the statement
“I am satisfied with the compensation provided by my company.”**

SAMPLE SIZE	NO OF RESPONDENTS	PERCENTAGE
Strongly agree	32	32%
Agree	33	33%
Neutral	25	25%
Disagree	7	7%
Strongly disagree	3	3%
TOTAL	100	100%

GRAPH No. 4.7

**Classification of responses of the respondents regarding the statement
“I am satisfied with the compensation provided by my company.”**



INTERPRETATION:

It is found from the above chart 33% of the employees are agree and 32% of them are strongly agree. 25% are neutral, 7% of them are disagree with the statement and rest 3% are found to be strongly disagree with the statement .

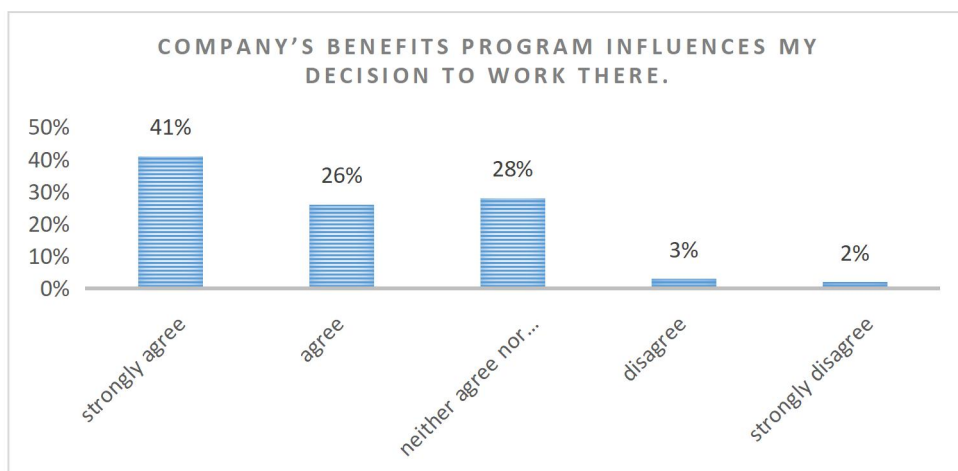
TABLE No. 4.8

**Classification of responses of the respondents regarding the statement
“Company’s benefits program influences my decision to work there.”**

Sl. No.	Response	No. of Respondents	% Of Respondents
1	Strongly Agree	41	41%
2	Agree	26	26%
3	Neither Agree nor Disagree	28	28%
4	Disagree	3	3%
5	Strongly Disagree	2	2%
Total		100	100%

GRAPH No. 4.8

**Classification of responses of the respondents regarding the statement
“Company’s benefits program influences my decision to work there.”**



Interpretation: From the above graph, it is found that most of the respondents that is 41% are strongly agreed with the above statement and 26% respondents are agreed with the it.

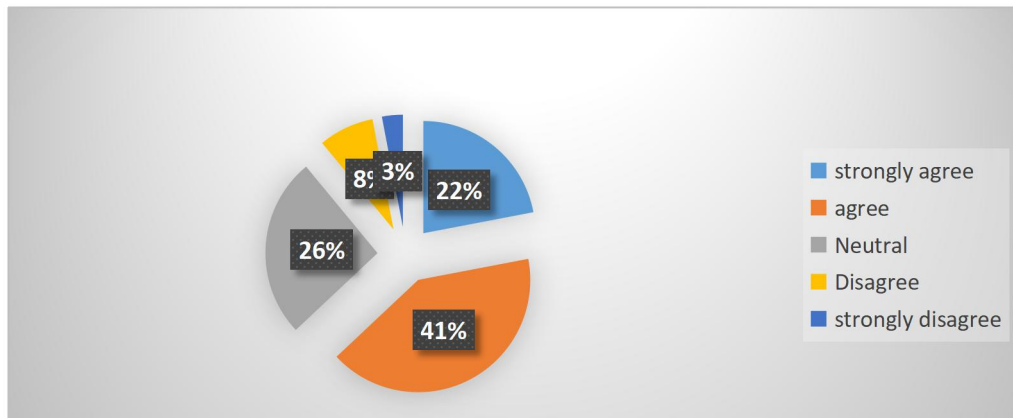
TABLE No. 4.9

**Classification of responses of the respondents regarding the statement
“Company’s employee benefits plan fulfills your needs.”**

SAMPLE SIZE	NO OF RESPONDENTS	PERCENTAGE
Strongly agree	22	22%
Agree	41	41%
Neutral	26	26%
Disagree	8	8%
Strongly disagree	3	3%
TOTAL	100	100%

GRAPH No. 4.9

**Classification of responses of the respondents regarding the statement
“Company’s employee benefits plan fulfills your needs.”**



INTERPRETATION:

It is found from the above chart 41% of the employees are satisfied and 22% of them are very satisfied. 26% are neutral, 8% of them are dissatisfied with the statement and rest 3% are found to be strongly disagree with the statement.

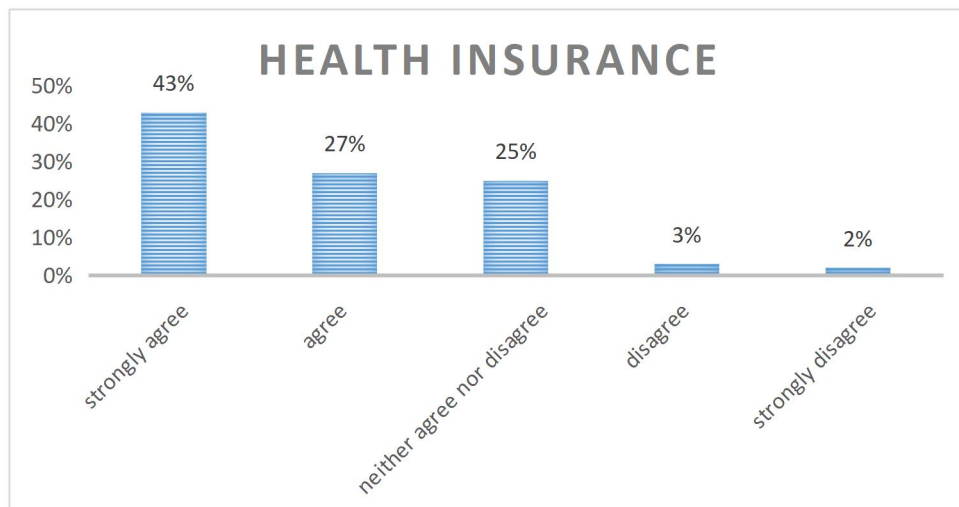
TABLE No. 4.10

Classification of responses of the respondents regarding the statement “I’m satisfied with the health insurance provided by my company.”

Sl. No.	Response	No. of Respondents	% of Respondents
1	Strongly Agree	43	43%
2	Agree	27	27%
3	Neither Agree nor Disagree	25	25%
4	Disagree	3	3%
5	Strongly Disagree	2	2%
Total		100	100%

GRAPH No. 4.10

Classification of responses of the respondents regarding the statement “I’m satisfied with the health insurance provided by my company.”



Interpretation: From the above graph, it is found that most of the respondents that is 43% are strongly agreed with the above statement and 27% respondents are agreed with the statement

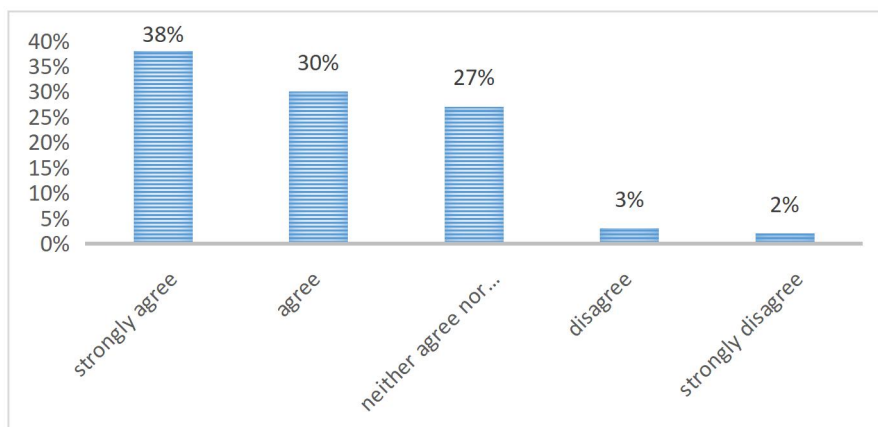
TABLE No. 4.11

**Classification of responses of the respondents regarding the statement
“Using my health insurance has been straightforward.”**

Sl. No.	Response	No. of Respondents	% Of Respondents
1	Strongly Agree	38	38%
2	Agree	30	30%
3	Neither Agree nor Disagree	27	27%
4	Disagree	3	3%
5	Strongly Disagree	2	2%
	Total	100	100%

GRAPH No. 4.11

**Classification of responses of the respondents regarding the statement
“Using my health insurance has been straightforward.”**



Interpretation: From the above graph, it is found that most of the respondents that is 38% are strongly agreed with the above statement and 30% respondents are agreed with the statement.

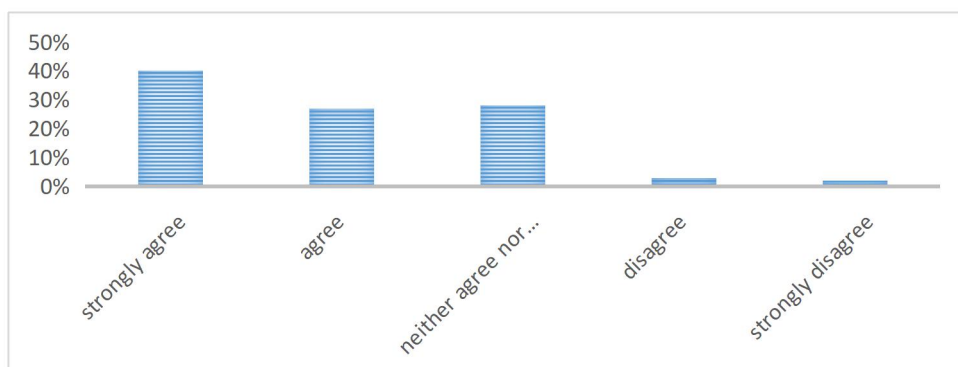
TABLE No. 4.12

**Classification of responses of the respondents regarding the statement
“You feel confident that your healthcare insurance will meet your future
needs.”**

Sl. No.	Response	No. of Respondents	% Of Respondents
1	Strongly Agree	43	40%
2	Agree	27	27%
3	Neither Agree nor Disagree	28	28%
4	Disagree	3	3%
5	Strongly Disagree	2	2%
	Total	100	100%

GRAPH No. 4.12

**Classification of responses of the respondents regarding the statement
“You feel confident that your healthcare insurance will meet your future
needs.”**



Interpretation: From the above graph, it is found that most of the respondents that is 40% are strongly agreed with the above statement and 27% respondents are agreed with the statement.

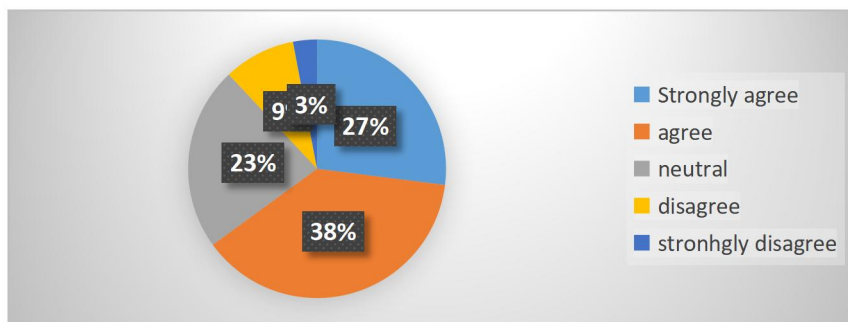
TABLE No. 4.13

Classification of responses of the respondents regarding the statement “Do you agree that the shift system is convenient than adopting a fixed timing to work?”

SAMPLE SIZE	NO OF RESPONDENTS	PERCENTAGE
Strongly agree	27	27%
Agree	38	38%
Neutral	23	23%
Disagree	9	9%
Strongly disagree	3	3%
TOTAL	100	100%

GRAPH No. 4.13

Classification of responses of the respondents regarding the statement “Do you agree that the shift system is convenient than adopting a fixed timing to work?”



INTERPRETATION:

It is found from the above chart 38% of the employees are agree and 27% of them are strongly agree. 23% are neutral, 9% of them are disagree with the statement and rest 3% are found to be strongly disagree with the statement.

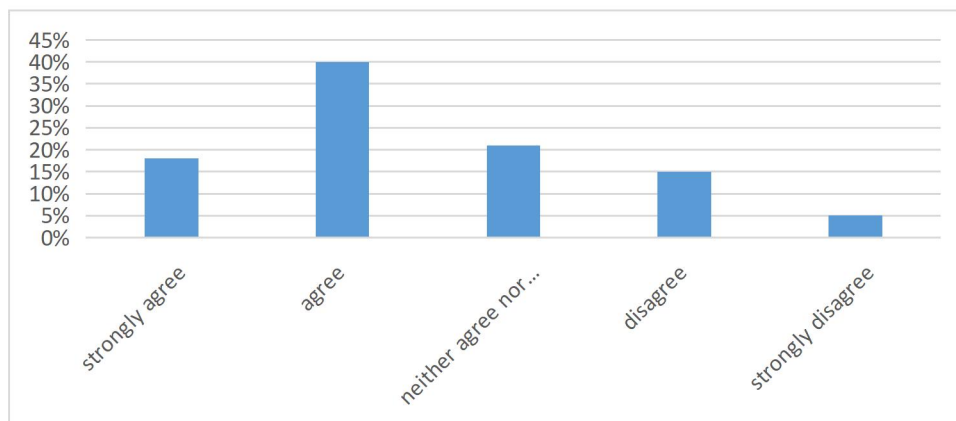
TABLE No. 4.14

**Classification of responses of the respondents regarding the statement
“Thecurrent series of benefits match what I expect from a company.”**

Sl. No.	Response	No. of Respondents	% Of Respondents
1	Strongly Agree	18	18%
2	Agree	40	40%
3	Neither Agree nor Disagree	21	21%
4	Disagree	15	15%
5	Strongly Disagree	5	5%
	total	100	100%

GRAPH No. 4.14

**Classification of responses of the respondents regarding the statement
“Thecurrent series of benefits match what I expect from a company.”**



Interpretation: From the above graph, it is found that most of the respondents that is 40%are strongly agreed with the above statement.

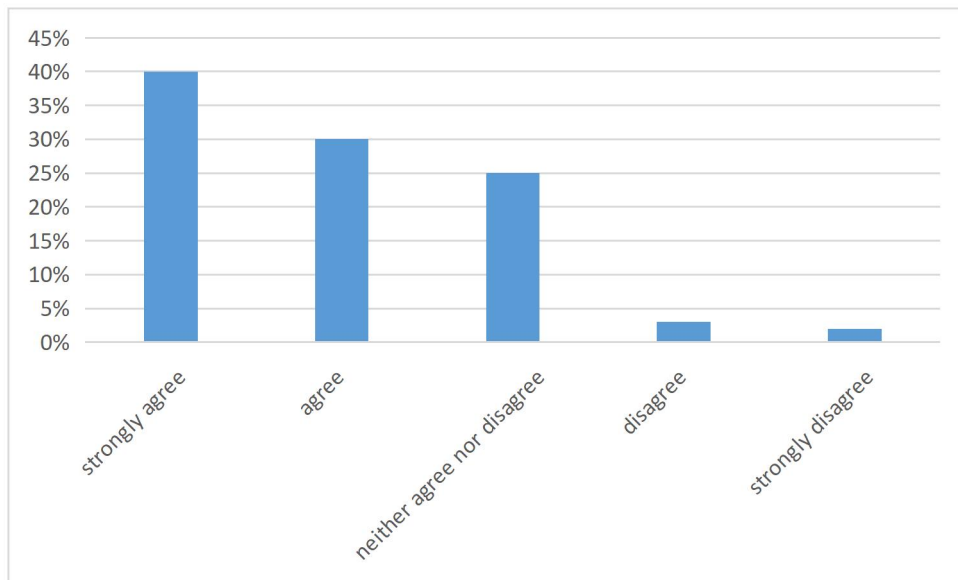
TABLE No. 4.15

Classification of responses of the respondents regarding the statement “All of the benefits were explained to me when I joined the company.”

Sl. No.	Response	No. of Respondents	% Of Respondents
1	Strongly Agree	40	40%
2	Agree	30	30%
3	Neither Agree nor Disagree	25	25%
4	Disagree	3	3%
5	Strongly Disagree	2	2%
	Total	100	100%

GRAPH No. 4.15

Classification of responses of the respondents regarding the statement “All of the benefits were explained to me when I joined the company.”



Interpretation: From the above graph, it is found that most of the respondents that is 40% are strongly agreed with the above statement and 30% respondents are agreed with the statement.

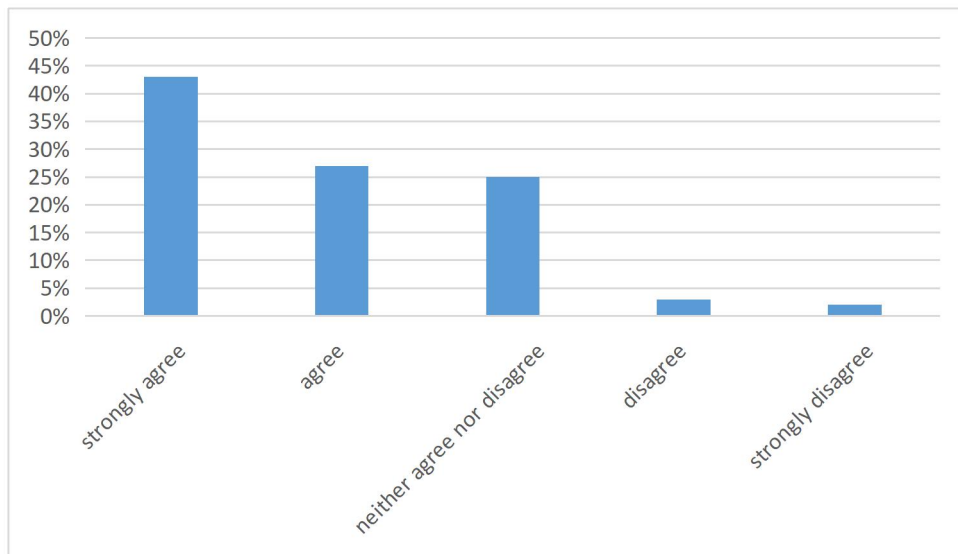
TABLE No. 4.16

Classification of responses of the respondents regarding the statement “I’m compensated fairly relative to my local market.”

Sl. No.	Response	No. of Respondents	% Of Respondents
1	Strongly Agree	43	43%
2	Agree	27	27%
3	Neither Agree nor Disagree	25	25%
4	Disagree	3	3%
5	Strongly Disagree	2	2%
	Total	100	100%

GRAPH No. 4.16

Classification of responses of the respondents regarding the statement “I’m compensated fairly relative to my local market.”



Interpretation: From the above graph, it is found that most of the respondents that is 43% are strongly agreed with the above statement and 27% respondents are agreed with the statement.

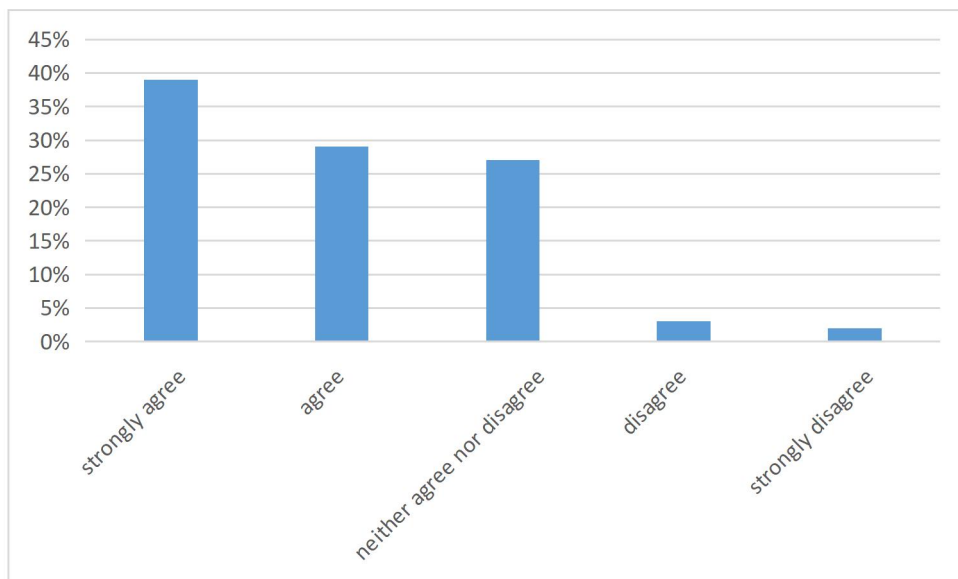
TABLE No. 4.17

Classification of responses of the respondents regarding the statement “I’m satisfied with the compensation policies of my company.”

Sl. No.	Response	No. of Respondents	% Of Respondents
1	Strongly Agree	39	39%
2	Agree	29	29%
3	Neither Agree nor Disagree	27	27%
4	Disagree	3	3%
5	Strongly Disagree	2	2%
	Total	100	100%

GRAPH No. 4.17

Classification of responses of the respondents regarding the statement “I’m satisfied with the compensation policies of my company.”



Interpretation: From the above graph, it is found that most of the respondents that is 39% are strongly agreed with the above statement and 29% respondents are agreed with the statement.

4.2. CHI-SQUARE

Table 4.2.1 Table showing association between Age and Classification of responses of the respondents regarding the statement “Iam satisfied with the compensation provided by my company.”

Null Hypothesis(H_0)– There is no association between Age and % Classification of responses of the respondents regarding the statement “I am satisfied with the compensation provided by my company.”

Alternate Hypothesis (H₁) – There is association between Age and Classification of responses of the respondents regarding the statement “I am satisfied with the compensation provided by my company.”

Case Processing Summary

	Valid		Cases Missing		Total	
	N	Percent	N	Percent	N	Percent
2. AGE * 7. Classification of responses of the respondents regarding the statement "I am satisfied with the compensation provided by my company."	100	100.0%	0	0.0%	100	100.0%

2. AGE * 7. Classification of responses of the respondents regarding the statement “I am satisfied with the compensation provided by my company.”

7. Classification of responses of the respondents regarding the statement "I am satisfied with the compensation provided by my company."

		Strongly agree	Agree	Neutral	Disagree	Strongly disagree	Total
2. AGE	Below 25	18	20	21	4	2	65
	26 - 30	8	8	3	3	1	23
	31 - 35	2	3	0	0	0	5
	36 and above	4	2	1	0	0	7

Total	32	33	25	7	3	100
-------	----	----	----	---	---	-----

Chi-Square Tests

	Value	df	Asymptotic Significance (2- sided)
Pearson Chi-Square	10.064 ^a	12	.610
Likelihood Ratio	12.007	12	.445
Linear-by-Linear Association	3.663	1	.056
N of Valid Cases	100		

a. 14 cells (70.0%) have expected count less than 5. The minimum expected count is .15.

INTERPRETATION:

$H_0 < H_1$ (i.e.) H_1 is accepted.

H_1 is greater

than 0.05.

H_1 is accepted.

Therefore, there is an association between Age and % Classification of responses of the respondents regarding the statement "I am satisfied with the compensation provided by my company."

4.3.ONE-WAY ANOVA

Null Hypothesis(H0):

There is no association between Gender and Classification of responses of the respondents regarding the statement “The current series of benefits match what I expect from a company.”

Alternate Hypothesis(H1):

There is association between Gender and Classification of responses of the respondents regarding the statement “The current series of benefits match what I expect from a company.”

ONE WAY GENDER BY Classification of responses of the respondents regarding the statement “The current series of benefits match what I expect from a company.”

ANOVA

3. GENDER

	Sum of Squares	df	Mean Square	F	Sig.
Between Groups	.138	2	.069	.276	.760
Within Groups	18.563	74	.251		
Total	18.701	76			

INTERPRETATION

$H_0 < H_1$ (i.e.) H_1 is accepted.

H_1 is greater

Than 0.05.

H_1 is accepted.

Therefore, There is association between Gender and Classification of responses of the respondents regarding the statement “The current series of benefits match what I expect from a company.”

CHAPTER 5

FINDINGS

- ❖ On the basis of the analyzer it is found their majority of the respondents, 65% are belong to the age group (Below 25).
- ❖ Majority of the Respondents, 62% are belong to MALE.
- ❖ Most of the respondents, customers are married i.e., 60% and rest of the 40% are unmarried. Thus, it can be concluded from the analysis that most of the respondents are married.
- ❖ majority of the customers i.e., 55% are Under Graduates.
- ❖ The most of the customers that is 42% belong to the income group of 50,000 – 100,000
- ❖ According to the respondents, 38% of the customers are agree with statement. That Classification of responses of the respondents regarding the statement “It easy to access company’s benefits program.”
- ❖ Most of the respondents, 33% of the customers are agree and 32% of them are strongly agree. that Classification of responses of the respondents regarding the statement “I am satisfied with the compensation provided by my company.”
- ❖ According to the respondents, the respondents that is 41% are strongly agreed that Classification of responses of the respondents regarding the statement “Company’s benefits program influences my decision to work there.”
- ❖ Most of the respondents, 41% of the employees are satisfied and 22% of them are very satisfied. Classification of responses of the respondents regarding the statement “Company’s employee benefits plan fulfills your needs.”
- ❖ Most of the respondents , 43% are strongly agreed that Classification of responses of the respondents regarding the statement “I’m satisfied with the health insurance provided by my company.”
- ❖ Most of the respondents, 38% are strongly agreed that Classification of responses of the respondents regarding the statement “Using my health insurance has been straightforward.”
- ❖ Most of the respondents , 40% are strongly agreed Classification of responses

of the respondents regarding the statement "You feel confident that your healthcare insurance will meet your future needs."

❖ Most of the respondents, 38% of the employees are agree and 27% of them are strongly agree.that Classification of responses of the respondents regarding the statement "Do you agree that the shift system is convenient than adopting a fixed timing to work?"

❖ most of the respondents that is 40% are strongly agreed that most of the respondents that is 40% are strongly agreed with the above statement and 30% respondents are agreed with the statement.that Classification of responses of the respondents regarding the statement "All of the benefits were explained to me when I joined the company.

❖ Most of the respondents that is 40% are strongly agreed with the above statement. That Classification of responses of the respondents regarding the statement "The current series of benefits match what I expect from a company."

❖ According to the respondents , 43% are strongly agreed with the above statement and 27% respondents are agreed with the statement. That Classification of responses of the respondents regarding the statement "I'm compensated fairly relative to my local market."

❖ Most of the respondents that is 39% are strongly agreed with the above statement and 29% respondents are agreed with the statement.that Classification of responses of the respondents regarding the statement "I'm satisfied with the compensation policies of my company."

CHAPTER-6

SUGGESTIONS AND CONCLUSION

6.1 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.

6.2 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 Pon Pure chemicals group 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 Pon Pure chemicals group the presentsalary 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 Pon pure chemical group . 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.

REFERENCE

BOOKS REFERRED:

- ❖ Fundamentals of Human Resource Management, Gery Desler and Bij Varkkey
- ❖ Human Resource Management, Text and Cases, K Ashwathappa
- ❖ Human Resource Management concepts and issues By: T.N.CHHABRA
- ❖ Human Resource Management By: - Dr. C.B.GUPTA.
- ❖ Ezzedeen, S. R., & Swiercz, P. M. (2002). Rethinking worklife balance.
- ❖ Fisher-McCauley G , Stanton J (2003). Modelling the relationship between work lifebalance and organizational outcomes.

JOURNALS REFERRED:

- ❖ “Human Resource Management Practices in Business Enterprises in Bangladesh”, Dhaka University Journal of Business Studies, Vol. XX11, No.2, December 2001, ISSN 1682-2498. pp. 29-35.
- ❖ “Experiences of Bangladeshi Companies in Strategic Human Resource Management”, Dhaka University Journal of Business Studies, Vol. XX111, No. 1, June, 2002, ISSN 1682-2498. pp. 97-106.
- ❖ Aurther, William, and Davis, Keith, “Human Resource Management”, (9th edition), McGraw-Hill Book Company, New York, 2005. Pp.35-60.
- ❖ Dessler, Gary, (2006), “Human Resource Management”, (11th edition), McGraw – Book Company, Boston, 2006. pp.54-62
- ❖ Robbins, Stephen, P, and De Cenzo, (2004), “Human Resource Management”, (12th edition, New Wally & Sons, New York, 2004. pp. 55-68
- ❖ Anthony, William, P. and Others, (2003), “Strategic Human Resource Management”, (6th edition), McGraw-Hill Book Company, Boston, USA- 2003.pp.67-78.
- ❖ Absar, M., Nimalathasan, B., and Jillian, M. (2010). Impact of HR Practices on Organizational Performance in Bangladesh, International Journal of

Business Insights & Transformation, 3 (2), 15-19.

- ❖ Antarello, S.; Filippini, R.; Nosella, A. Linking human resources management practices and customer satisfaction on product quality. *The International Journal of Human Resources Management*, v. 13, n. 18, p. 3906-3924, 2012.
- ❖ Abu-Doleh, J. (2000). Human Resource Planning in Jordan: A Challenge for the Next Millennium, *Middle East Business Review*, 4(1), 57-68.
- ❖ Guest D, Conway N. The impact of HR practices, HR effectiveness and a 'strong HR system' on organizational outcomes: a stakeholder perspective. *The International Journal of Human Resource Management*, v. 22, n. 8, p. 1686- 1702, 2011
- ❖ Katou, A. A. Investigating reverse causality between human resource management policies and organizational performance in small firms. *Management Research Review*, v. 35, n. 2, p. 134-156, 2012.

QUESTIONNAIRE

A STUDY ON WAGES AND SALARY ADMINISTRATION

NAME:

DESIGNATION:

1. Gender.

- A. Male
- B. Female

2. Age.

- A. Below 25
- B. 26 - 30
- C. 31 - 35
- D. 36- 40
- E. 41 & above

3. Status.

- A. Married
- B. Un Married

4. Qualification.

- A. Under-graduation
- B. Post-graduation
- C. Other

5. Income group.

- A. Below 10,000
- B. 10,000 - 50,000
- C. 50,000 - 100,000
- D. 100,000 & above

6. Classification of responses of the respondents regarding the statement “It easy to access company’s benefits program.”

- A. Strongly Agree
- B. Agree
- C. Neither Agree nor Disagree
- D. Disagree
- E. Strongly Disagree

7. Classification of responses of the respondents regarding the statement “I am satisfied with the compensation provided by my company.”

- A. Strongly Agree
- B. Agree
- C. Neither Agree nor Disagree
- D. Disagree
- E. Strongly Disagree

8. Classification of responses of the respondents regarding the statement “Company’s benefits program influences my decision to work there.”

- A. Strongly Agree
- B. Agree
- C. Neither Agree nor Disagree
- D. Disagree
- E. Strongly Disagree

9. Classification of responses of the respondents regarding the statement “Company’s employee benefits plan fulfills your needs.”

- A. Strongly Agree
- B. Agree
- C. Neither Agree nor Disagree
- D. Disagree
- E. Strongly Disagree

10. Classification of responses of the respondents regarding the statement “I’m satisfied with the health insurance provided by my company.”

- A. Strongly Agree
- B. Agree
- C. Neither Agree nor Disagree
- D. Disagree
- E. Strongly Disagree

11. Classification of responses of the respondents regarding the statement “Using my health insurance has been straightforward.”

- A. Strongly Agree
- B. Agree
- C. Neither Agree nor Disagree
- D. Disagree
- E. Strongly Disagree

12. Classification of responses of the respondents regarding the statement “You feel confident that your healthcare insurance will meet your future needs.”

- A. Strongly Agree
- B. Agree
- C. Neither Agree nor Disagree
- D. Disagree
- E. Strongly Disagree

13. Classification of responses of the respondents regarding the statement “Do you agree that the shift system is convenient than adopting a fixed timing to work?”

- A. Strongly Agree
- B. Agree
- C. Neither Agree nor Disagree
- D. Disagree
- E. Strongly Disagree

14. Classification of responses of the respondents regarding the statement “The current series of benefits match what I expect from a company.”

- A. Strongly Agree
- B. Agree
- C. Neither Agree nor Disagree
- D. Disagree
- E. Strongly Disagree

15. Classification of responses of the respondents regarding the statement “All of the benefits were explained to me when I joined the company.”

- A. Strongly Agree
- B. Agree
- C. Neither Agree nor Disagree
- D. Disagree
- E. Strongly Disagree

16. Classification of responses of the respondents regarding the statement “I’m compensated fairly relative to my local market.”

- A. Strongly Agree
- B. Agree
- C. Neither Agree nor Disagree
- D. Disagree
- E. Strongly Disagree

17. Classification of responses of the respondents regarding the statement “I’m satisfied with the compensation policies of my company.”

- A. Strongly Agree
- B. Agree
- C. Neither Agree nor Disagree
- D. Disagree
- E. Strongly Disagree

18. Classification of responses of the respondents regarding the statement “I’m satisfied with my overall compensation.”

- A. Strongly Agree
- B. Agree
- C. Neither Agree nor Disagree
- D. Disagree
- E. Strongly Disagree