

A STUDY ON EMPLOYEES PERFORMANCE APPRAISAL AND SALARY IN MULTIVISTA GLOBAL PRIVATE LIMITED

Submitted in partial fulfillment of the requirements for the award of

Bachelor of Commerce

by

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(41740348)



SCHOOL OF MANAGEMENT STUDIES

SATHYABAMA

INSTITUTE OF SCIENCE AND TECHNOLOGY

(DEEMED TO BE UNIVERSITY)

CATEGORY-1 UNIVERSITY BY UGC

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BONAFIDE CERTIFICATE

This is to certify that this Project Report is the bonafide work of **MANISHAA.R.S (41740348)** who carried out the Project Training at **"MULTIVISTA GLOBAL PRIVATE LIMITED"** under my guidance for a period of 3 months from January 2024 to March 2024.

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DECLARATION

I hereby declare that the Project work done by me under the guidance of **MS.S.AGILA** (Internal) and **T.ARUNPRASATH** (External) topic **“A STUDY ON EMPLOYEES PERFORMANCE APPRAISAL AND SALARY IN MULTIVISTA GLOBAL PRIVATE LIMITED”** is submitted in partial fulfillment of the requirements for the award of Bachelor of Commerce.

DATE:

PLACE:

SIGNATURE OF THE CANDIDATE

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MANISHAA.R.S

ABSTRACT

This project is a comprehensive investigation into the intricate performance appraisal mechanisms and salary structures within the context of Multivista Global Private Limited. . The primary objective is to explore how performance appraisal processes impact the determination of employee salaries and, consequently, the overall organizational performance. The quantitative aspect involves administering structured surveys to assess employees' perceptions of the fairness, transparency, and effectiveness of the performance appraisal system. Through these surveys, data will be collected on employees' satisfaction with their appraisal outcomes .By analyzing the data collected from both surveys , this study aims to identify potential areas for improvement in the performance appraisal and salary determination processes within Multivista Global Private Limited. The findings will contribute to a better understanding of how organizations can effectively align performance appraisal practices with salary strategies to foster employee motivation, engagement, and organizational success in the dynamic and competitive business environment.

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CHAPTER-1

Human Resource

1.1 INTRODUCTION:

Human resources is the set of people who make up the workforce of an organization, business sector industry or economy. A narrower concept is human capital the knowledge and skills which the individuals command. Similar terms include manpower, labour, personnel, associates or simply people. 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 nonfinancial 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 favour ably but also enquires that it satisfies the principles of internal equity and equity with the job content. The employee's 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.

1.2 COMPANY PROFILE:

The journey started as a small family-owned business in 1974, and always been driven by value-based business philosophy. With our customers' best interests at the core of everything we do, we have built our success on a foundation of good relationships, values and business ethics. We pride ourselves in our commitment to consistent & superior quality, technology investments, sustainable manufacturing, building a team of best-in-class resources, and longterm partnerships with our vendors and customers.

In 1992, our multiple businesses were amalgamated into Multivista. Since then, we have traversed a rich journey and achieved various unique milestones in printing and industrial distribution. We continue to deliver on our promise of quality solutions that create sustainable competitive advantage along with strong value for our clients worldwide.

At Multivista – we are proud of our corporate journey and our legacy of value-driven growth. Over the decades, our timeline is dotted with key milestones that have facilitated our growth into leadership positions in the print and industrial distribution domains. The conscious efforts, from our initial years, we have cultivated long-term partnerships with our ecosystem of business partners, vendors, service providers and our teams which has ensured that we build on a strong foundation for continued corporate growth.

1.2.1 Multivista Key Milestone

2022

Partnership extension with Honeywell for their range of Process Measurement and Field Instrumentation Devices

2021

Partnership extension with Rockwell Automation South Africa for Kenya and East Africa
Expansion of Geography into North India. First partnership with Kirloskar Pneumatic in North

India

2020

Partnership with Thermax in India for their utility solutions in heating, cooling, water treatment and Solar PV. Partnership with Sofis Global and FCT for Valves for Saudi Arabia Market

2019

Partnership extension with Vogelsang Pumps and Grinders for Saudi Arabia Market

2018

Established Multivista Kenya Limited in Kenya, a JV company with the Ramco Group to focus on East Africa business opportunities. Kirloskar Oil Engines, SPP and KBL Pumps, Fuji Electric were first partnerships for the region.

Partnered with Fuji Electric (Consul Neowat) in India for Power Quality Solutions

2016

Established Multivista Global Trading FZE in Dubai, A 100% Subsidiary company to focus on Middle East business opportunities. Partnered with 3T (Top Tag Trading) in the Kingdom of Saudi Arabia as our local sales partners.

Product Representations for Saudi Arabia included solutions for the Oil and Gas and other manufacturing segments through partnerships with Kirloskar Pneumatic, Kirloskar Brothers, SPP Pumps, Kirloskar Chillers

2013

Partnership with Kirloskar Oil Engines limited for genset spares and services

2012

Partnership with Prosoft, Spectrum and Fraba to compliment our solutions in the Automation

Space

2011

Partnership with Rockwell Automation India Pvt Ltd to add our offering the complete range of industrial automation products

2010

Extension of Sales and Service touchpoints at Vishakapatnam

2009

Partnership extension to include Industrial Range of Pump spares from Kirloskar Brothers Ltd. Exit from Leather Shoes Export business and e-publishing ventures to focus on core verticals of Industrial Distribution and Print Solutions

2008

Implemented SAP ERP to connect all our business processes and locations across the company

2007

Acquired Stratford Publishing in Vermont, USA and merged into Textech International

Integrated our book manufacturing facilities into a single large facility through a Green Field

Expansion. New facility commissioned at Kelambakkam, Chennai with expanded capacities

2006

Geo expansions into Kerala and Andhra Pradesh with Kirloskar Pneumatic and Timken. Inaugurated our Hyderabad Sales and Service touch point

2005

Ventured into e-publishing business and promoted Textech International in Chennai as the lead promoter

2003

Sales and Service touch point extended to Madurai to service customers in South TamilNadu

2002

Capacity Addition to our Printing Operations. Second Unit set up at Velachery, Chennai to cater to growing export volumes.

1.2.2 COMPANY STRENGTHS

We are one of the very few print houses in India that can offer the following:

- Print and distribute books to various countries outside India (Physical export).
- Print and distribute books outside India.

1.2.3 QUALITY

- SAP ERP systems to ensure full control and visibility of each production order.
- Source raw materials from FSC certified paper mills.

- Stringent quality practices, procedures and policies throughout print life cycle to ensure that only the best reaches our customers.

1.2.4 STRATEGICALLY LOCATED

Situated in Chennai

Chennai a city situated in the southern part of India is a strategic location for outsourcing printing from around the Globe.

Access to two huge mother ports:

- Sri Lanka & Singapore which means faster connectivity
- Availability of skilled & committed workforce
- Excellent infrastructure that helps promote industries

1.2.5 GEOGRAPHICAL ADVANTAGE

- Matured Industrial Base: Leaders in auto & auto components, Electronic hardware, & IT
- Matured manufacturing sector – Detroit of India and ranked in
- World's Top 10 Auto Cluster
- State of Tamil Nadu is one of India's Top 3 FDI (Foreign Direct Investments) destinations
- Largest turn-out of Engineers Technicians (Famous for printing technology courses)
- Ranks No.1 in availability of skilled manpower in India.

1.2.6 INFRASTRUCTURAL ADVANTAGE

- Equipped to handle jobs of various formats as we have different format size printing machines.
- Infrastructure suitable for Short & Medium print runs

90% of our Print capacity is based on 8 color machines to provide quick turnaround. Average Turnaround time of 14- 18 calendar days.

- Consolidated Printing, Warehousing, Drop-shipments & EPZ delivery
- Transit time details to be included as per the Post we created.

1.2.7 SOURCING RIGHT, SOURCING GREEN:

- Close proximity to A-Grade Paper Mills
- We source FSC Certified / PREPS rated paper
- We Use eco-friendly Inks & Consumables
- 70% of power sourced from renewable energy sources (Wind Energy)
- We Use 100% recyclable shrink-films

1.2.8 INFRASTRUCTURE :

From a small letterpress to one of India's foremost printing facilities has not been a story book journey for us. We decided to invest in the very best.

Printing and Finishing machines

- We have invested in the best-in-class range of equipment to ensure highest quality levels in each print job and to ensure quick turnaround times to cut the manufacturing lead times.
- We have imported and deployed cutting-edge technology equipment at our print facilities.

1.2.9 FINISHING

We know the importance of finishing in print industry. Hence, we are equipped with a range of finishing machines to take care of folding and binding operations.

- Stahl Folding machines
- Nipping Machine.
- Three Knife Trimmer.
- Bundling Machine.

1.2.10 CLIENTELE

Multivista in its efforts to do customer-centric business, has successfully built-up a reputation for timely delivery, complete reliability, swift responses, and personalized service.

With our quality of work and prompt delivery, we have built a client base and have gained their trust and confidence. We focus on fostering close and long-term relationships, rather than just business dealings with our clients.

Our Clientele roster includes the top global and Indian publishers who sell children books, education books and medical journals.

1.2.11 SUSTAINABILITY

- Multivista materiality topics are empowered by the sustainable development goal
- Multivista materiality topics and the sustainable development goals (SDG) sets up for success to keep sustainability at the core of our business identity.
- We are proud to implement the SDGs in our printing facility
- We are committed towards building a sustainable future and are willing to do our part in contributing towards a better tomorrow.

1.3 NEED OF STUDY:

- Many organization today in order to competent enough to meet the challenges need to continuously changes to develop wage and salary fixation.
- Need for the study is that the performance of wage and salary fixation 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 employee policy of the organization regarding wage and salary fixation.

1.4 OBJECTIVE OF THE STUDY:

PRIMARY OBJECTIVE:

- To study employee perception towards performance appraisal of the organization.

SECONDARY OBJECTIVE:

- ✓ To study the satisfaction level of employees regarding the salary
- ✓ To study the impact of salary on employee job performance
- ✓ To know about the bonus and incentives services.

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 fixation.
- Hence this study specially is focused on wages and salary administration which is a key factor for employee job satisfaction.

CHAPTER 2

REVIEW OF LITERATURE :

Sivaprakasam p. (1986) has studied an appraisal of personnel management policies and practices in central co-operatives bank in tamilnadu, under the supervision of Dr.V. Kulandaisamy, department of commerce, SRMV Arts College Coimbatore. He has made an appraisal of recruitment selection, promotion, wage and other important aspects with special reference to central co-operative banks in Tamilnadu.

Tiwari Pratap Shankar (1986) has studied management of human resource in Indian Army under the supervision of Prof.A.K. Shah, Department of management studies Banars Hindu University with special reference to participative management.

Laxminarayan C. (1988) has studied personnel management in small scale industries of Hyderabad city under the supervision of Dr. Ravi Prakash Kakatiya University. He has made a brief comparative analysis of personnel management practices in selected small scale unit of Hyderabad city.

Harinder Jeet singh (1989) has studied personnel management practices and industrial relations in National Textile Corporation on Uttar Pradesh units under the supervision of Dr. Mahendra singh, Department of commerce, Meerut college, Merrut Through highlighting on recruitment selection, promotion, working conditions, wage, motivation, industrial relation and other important aspects.

Saikia Jitindra Nath (1989) has studied human resources management in public sector enterprises in Assam under the supervision of Dr.H.K.Barnaj, Department of commerce, and Gauhati University .He has made a comparative study of human resources management practices in selected state level undertaking in assam.

Sudhir kumar (1989) has studied personnel administration in Himachal Pradesh State Electricity Board under supervision of Dr. Shiv RajSingh, Department of public administration, and Himachal Pradesh University. He has discussed recruitment, selection, training and development promotion, transfer wage, discipline,

motivation, employee benefits and services, participative management and other related aspects with special reference to Himachal Pradesh State Electricity Board.

Ramchandra Reddy L (1992) has studied personnel management in public enterprises under the supervision of Dr. M.V. Subha Rao, with special reference to Andhra Pradesh Dairy Development Co-operative Federation Ltd.

M. Gangadhar Rao and P. Subba Rao (1993) have studied human resource management in Indian Railways and tried to draw attention on important aspects of human resources management. They have discussed employment, monetary emoluments, employee benefits and services, employee's organization, organizational conflict, consultation and co-operation and operational efficiency with special reference to Indian Railways, in the book Human Resources Management in India Railways.

Dr. M.K. Patel (1993) has studied Gujarat ni Jilla Madhyastha Sarkari Banko nu Karmachari Sanchalan and has discussed recruitment, training, promotion transfer, discipline, wage and salary, employee welfare activities, working condition of employee and union activities of employees in his book.

Dagget and Habu (2004:31) Salary administration is the method and process that an organization uses for compensating their workers. They argued that workers cannot obtain financial job satisfaction unless the organization achieved its goals.

Stoner and Freeman (2002:97) consider a new pay approach as an approach towards salary system that leads to the process of setting and achieving organization objectives. These scholars advance that linking pay to the labour market and variable pay to success of the organization, the managers can use the salary system to foster teamwork and other organizational goals. It is therefore necessary for the reward system not to make inflationary rate in the country into related business to be introduced by both private and public sectors of the Nigeria economy. Strong and Freeman observed further that every good compensation or salary policy is aimed at attracting, retaining and motivating high quality employees in an organization. It is also aimed at rewarding organization members for high performance and high productivity by making sure that compensation method are such that the organization can shoulder conformably.

Obikeze and Anthony (2003:286) pointed out, salaries or wages are the reward that individuals receive from organization in exchange for their labour and that every organization has its distinct salary system. Choosing a successful salary system depends on considerations of salary levels, salary structure and individual pay determination.

CHAPTER 3

RESEARCH METHODOLOGY

3.1 RESEARCH METHODOLOGY

In this study, survey method was adopted to collect the primary information from the salaried individuals. A questionnaire was prepared which was aimed to collect the required information from the participants. The sample was non-probabilistic where area sampling was used. Research methodology is a method to solve the research problem systematically. It involves gathering data, use of statistical techniques, interpretations and drawing conclusions about research data. This study is based on qualitative research. The main objective of this study checks whether there are any changes in the particular field.

3.2 RESEARCH DESIGN:

The design of a research can be qualitative, quantitative, or mixed. Under these research designs, researchers can choose between different types of research methods; experimental studies, surveys, correlational studies, or quasi-experimental review studies. There are also subtypes of research methods namely experimental design, defining research problems, and descriptive studies. Research designs also include the elements of data collection, measurement of data with the respective tools, and the analysis of the data. As a rule of thumb, the research problem a company chooses to work on is the determining factor of the research design chosen by the researcher instead of the other way round. The market research study's design phase is the time when the researchers determine the tools to be used in the study and the way they are used. This research-based on descriptive research design identifies the impact of a particular Field.

Descriptive research design:

Descriptive research studies are those, which are concerned with describing the characteristics of a particular individual or group. The studies concerned with specific prediction with narration of facts and characteristics concerning individual group or situation are all examples of descriptive research studies.

3.2.1 SAMPLE DESIGN:

Data has been presented with the help of bar graphs & pie-charts.

3.2.2 SAMPLE UNIT:

An inspecting unit is a choice of a population that is utilized as an extrapolation of the populace. In this research take on the basis of responses of 55 respondents. An employee is said to be a sample unit for this particular study. In this case survey among employee who belongs in this organization.

3.2.3 SAMPLE SIZE:

It refers to the number of factors to be covered in the study. It refers to the techniques or approaches the researchers would undertake in choosing gadgets for the samples. It is decided before the information is collected.

The size of the sample for this study is around 55 respondents. Using 5 points Likert scale

3.2.4 SAMPLING METHOD:

This study will be carried out with the help of convenience sampling methods. These are the non-probability sampling methods.

3.3 SOURCE OF DATA COLLECTION:

Primary data sources are qualitative and quantitative. The qualitative sources are field observation, interview, and informal discussions, while that of quantitative data sources are survey questionnaires and interview questions. Depending on the researcher's research plan and design, there are several ways data can be collected. The most commonly used methods are: published literature sources, surveys (email and mail), interviews (telephone, face-to-face or focus group), observations, documents and records, and experiments. There are two sources of data in Statistics. Statistical sources refer to data that are collected for some official purposes and include censuses and officially conducted surveys. Non-statistical sources refer to the data that are collected for other administrative purposes or for the private sector.

There are two sources from which the data can be collected: Primary sources- the primary data was collected with the help of questionnaire. Secondary sources- The secondary data is collected from the information that is available from the study of the past researchers.

PRIMARY DATA

Primary data are collected as fresh and for the first time. It is the data originated by the researcher specifically to address the research problem. In this study, primary data is collected through questionnaire.

CHAPTER 4

DATA ANALYSIS AND INTERPRETATION

4.1 PERCENTAGE ANALYSIS

TABLE: 4.1.1: Age of the respondent

PARTICULARS	NO. OF RESPONDENTS	RESPONDENTS
21-30	16	29.1%
31-40	18	32.7%
41-50	13	23.6%
Above 50 years	8	14.5%

Age of respondents
55 responses

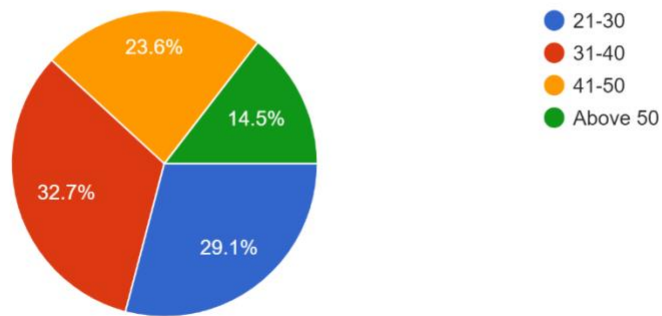


CHART: 4.1.1 Age of the respondents

Interpretation:

From the above table is interpreted that 29.1% of the respondents are from age group of 21-31, 32.7% of the respondents are from the age group of 31– 40, 23.6% of the respondents are from the age group of 41-50, 14.5% of the respondents are from the age group of 50 above.

Inference:

Majority 32.7% of the respondents are from the age group of 31-40

TABLE: 4.1.2: Marital status of respondents

PARTICULAR	NO. OF RESPONDENTS	PERCENTAGE
SINGLE	24	43.6%
MARRIED	21	38.2%
DIVORCED/ SEPARATED	10	18.2%

Marital status of respondents
55 responses

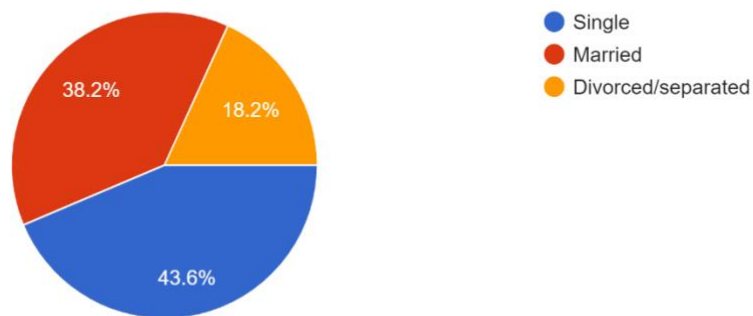


Chart 4.1.2: Marital status of respondent

Interpretation:

From the above table is interpreted that 43.6% of the respondents are single, 38.2% of the respondents are married, 18.2% of the respondents are divorced/separated .

Inference:

Majority 43.6% of the respondents are single.

TABLE: 4.1.3:Employees respondent towards receiving salary on time every month

PARTICULARS	NO. OF RESPONDENTS	PERCENTAGE
YES	55	100%
NO	0	0%

Are you receiving the salary on time every month?

55 responses

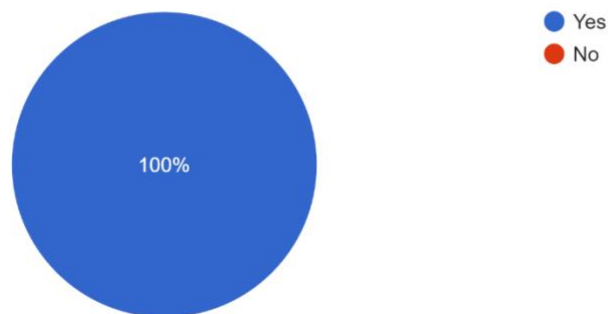


Chart 4.1.3: Employees respondent towards receiving salary on time every month

Interpretation:

From the above table is interpreted that 100% of the respondents say yes, 0% of the respondents say no.

Inference:

Majority 100% of the respondents are agree that they receiving the salary on time every month.

TABLE: 4.1.4: The performance appraisal process at multivista is fair and unbiased

PARTICULARS	NO. OF RESPONDENTS	PERCENTAGE
STRONGLY AGREE	6	10.9%
AGREE	35	63.6%
NEUTRAL	14	25.5%
DISAGREE	0	0%
STRONGLY DISAGREE	0	0%

The performance appraisal process at multivista is fair and unbiased.

55 responses

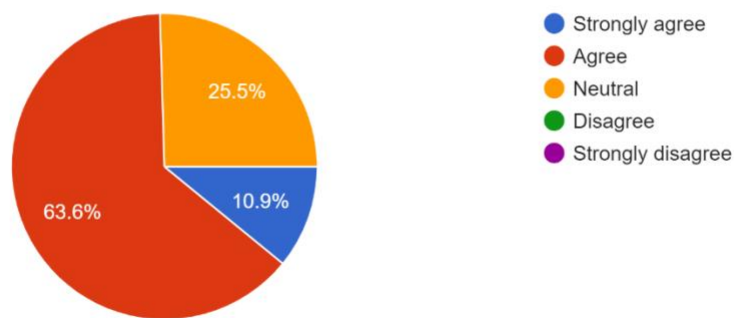


CHART 4.1.4: The performance appraisal process at multivista is fair and unbiased

Interpretation:

From the above table is interpreted that 10.9% of the respondents say that strongly agree and 63.6% of the respondents say that agree and 25.5% of the respondents say that neutral and 0% of the respondents say that disagree and 0% of the respondent say that strongly disagree.

Inference :

Majority 63.6% of the respondents are agree that the performance appraisal process at multivista is fair and unbiased

TABLE: 4.1.5 Employee respondent towards wages, salaries and increments are followed every year

PARTICULAR	NO. OF RESPONDENTS	PERCENTAGE
STRONGLY AGREE	15	27.3%
AGREE	27	49.1%
NEUTRAL	13	23.6%
DISAGREE	0	0%
STRONGLY DISAGREE	0	0%

Whether wages, salaries and increments are followed every year?

55 responses

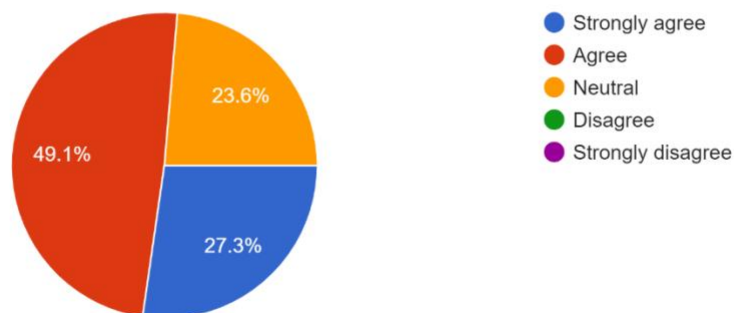


CHART 4.1.5 Employee respondent towards wages, salaries and increments are followed every year

Interpretation:

From the above table is interpreted that 27.3% of the respondents say that strongly agree and 49.1% of the respondents say that agree and 23.6% of the respondents say that neutral and 0% of the respondents say that disagree and strongly disagree 0% of the response

Inference:

Majority 49.1% of the respondents are agree that their wages, salaries and increments are followed every year .

TABLE: 4.1.6 Respondents on salary structure implemented according to qualification and experience

PARTICULAR	NO. OF RESPONDENTS	PERCENTAGE
STRONGLY AGREE	23	41.8%
AGREE	26	47.3%
NEUTRAL	6	10.9%
DISAGREE	0	0%
STRONGLY DISAGREE	0	0%

Salary structure implemented according to qualification and experience?

55 responses

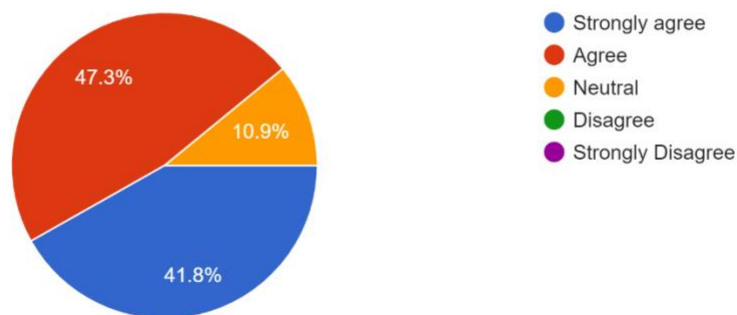


CHART 4.1.6: Respondents on salary structure implemented according to qualification and experience

Interpretation:

From the above table is interpreted that 41.8% of the respondents say that strongly agree and 47.3% of the respondents say that agree and 10.9% of the respondents say that neutral and 0% of the respondents say that disagree and strongly disagree 0% of the response

Inference:

Majority 47.3% of the respondents have agree that their salary structure implemented according to qualification and experience .

TABLE: 4.1.7 Satisfaction on salary given by the company is good feeling and personal accomplishment

PARTICULAR	NO. OF RESPONDENTS	PERCENTAGE
STRONGLY AGREE	20	36.4%
AGREE	26	47.3%
NEUTRAL	9	16.4%
DISAGREE	0	0%
STRONGLY DISAGREE	0	0%

Does the salary gives good feeling and personal accomplishment?

55 responses

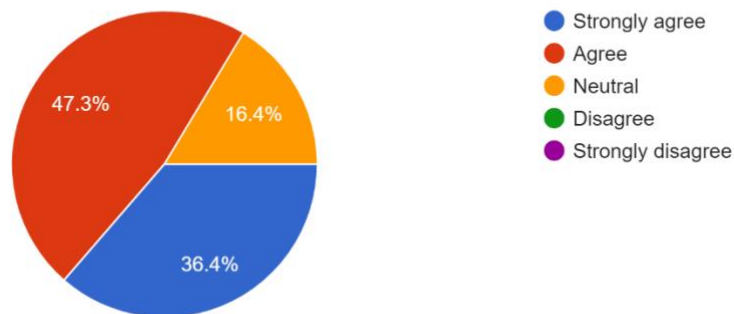


CHART: 4.1.7 : Satisfaction on salary given by the company is good feeling and personal accomplishment

Interpretation:

From the above table is interpreted that 36.4% of the respondents say that strongly agree and 47.3% of the respondents say that agree and 0% of the respondents say that neutral and 0% of the respondents say that disagree and strongly disagree 0% of the response.

Inference: Majority 47.3% of the respondents have agree that their salary gives good feeling and personal accomplishment

TABLE: 4.1.8 Respondent on rewards given on the basis of better performance of the employee

PARTICULAR	NO. OF RESPONDENTS	PERCENTAGE
STRONGLY AGREE	17	30.9%
AGREE	29	52.7%
NEUTRAL	9	16.4%
DISAGREE	0	0%
STRONGLY DISAGREE	0	0%

Reward should be given on the basis of better performance of the employee?

55 responses

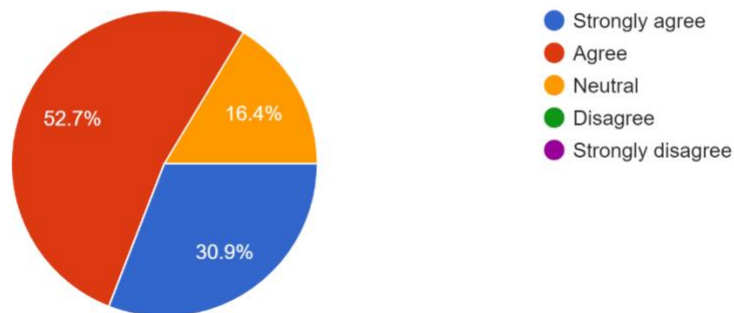


CHART: 4.1.8: Respondent on rewards given on the basis of better performance of the employee

Interpretation:

From the above table is interpreted that 30.9% of the respondents say that strongly agree and 52.7% of the respondents say that agree and 16.4% of the respondents say that neutral and 0% of the respondents say that disagree and strongly disagree 0% of the response

Inference:

Majority 52.7% of the respondents have agree that their rewards have been given on the basis of better performance of the employee .

TABLE: 4.1.9: Respondent on compensation commensurate with all levels of employee

PARICULARS	NO. OF RESPONDENTS	PERCENTAGE
STRONGLY AGREE	13	23.6%
AGREE	33	60%
NEUTRAL	9	16.4%
DISAGREE	0	0%
STRONGLY DISAGREE	0	0%

Compensation commensurate with all levels of employee?

55 responses

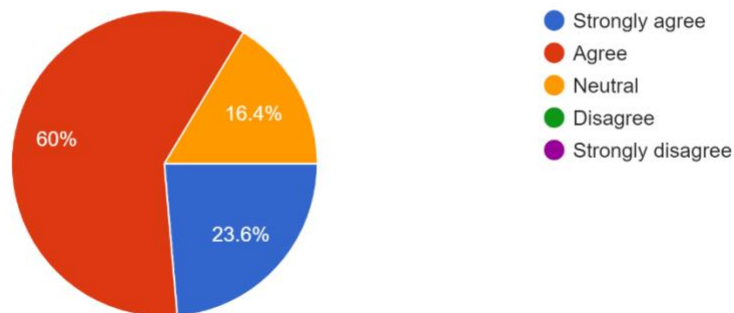


CHART: 4.1.9: Respondent on compensation commensurate with all levels of employee

Interpretation:

From the above table is interpreted that 23.6% of the respondents say that strongly agree and 60% of the respondents say that agree and 16.4% of the respondents say that neutral and 0% of the respondents say that disagree and strongly disagree 0% of the response

Inference :

Majority 60% of the respondents are agree that their compensation commensurate with all levels of employee..

TABLE: 4.1.10: Satisfaction on bonus and incentives are relative to the employee's contribution

PARTICULAR	NO. OF RESPONDENTS	PERCENTAGE
STRONGLY AGREE	14	25.5%
AGREE	33	60%
NEUTRAL	8	14.5%
DISAGREE	0	0%
STRONGLY DISAGREE	0	0%

Bonus and incentives are they relative to the employee's contribution?

55 responses

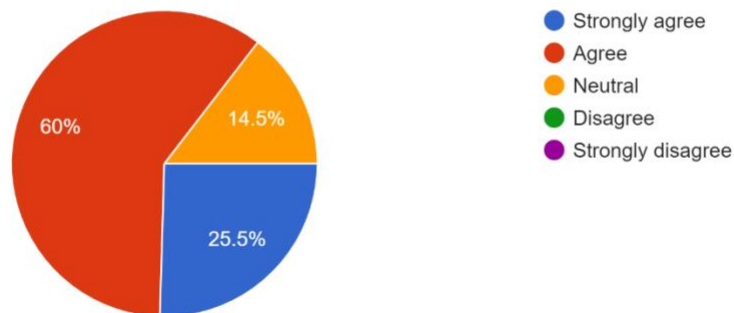


CHART: 4.1.10: Satisfaction on bonus and incentives are relative to the employee's contribution

Interpretation:

From the above table is interpreted that 25.5% of the respondents say that strongly agree and 60% of the respondents say that agree and 14.5% of the respondents say that neutral and 0% of the respondents say that disagree and strongly disagree 0% of the response

Inference:

Majority 60% of the respondents are agreed that their bonus and incentives are they relative to the employee contribution.

TABLE: 4.1.11 Respondent on promotion are according the performance of the employee

PARTICULAR	NO. OF RESPONDENTS	PERCENTAGE
STRONGLY AGREE	17	30.9%
AGREE	25	45.5%
NEUTRAL	13	23.6%
DISAGREE	0	0%
STRONGLY DISAGREE	0	0%

Promotion is given according the performance of the employee?

55 responses

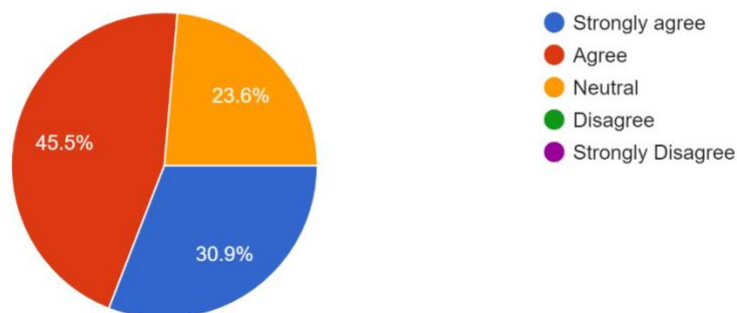


CHART: 4.1.11 Respondent on promotion are according the performance of the employee

Interpretation:

From the above table is interpreted that 30.9% of the respondents say that strongly agree and 45.5% of the respondents say that agree and 23.6% of the respondents say that neutral and 0% of the respondents say that disagree and strongly disagree 0% of the response

Inference :

Majority 45.5% of the respondents have agree that their promotion is given according the performance of the employee .

TABLE: 4.1.12 Performance appraisals help identify areas for my career growth and development

PARTICULAR	NO. OF RESPONDENTS	PERCENTAGE
STRONGLY AGREE	21	38.2%
AGREE	27	49.1%
NEUTRAL	7	12.7%
DISAGREE	0	0%
STRONGLY DISAGREE	0	0%

Performance appraisals help identify areas for my career growth and development.

55 responses

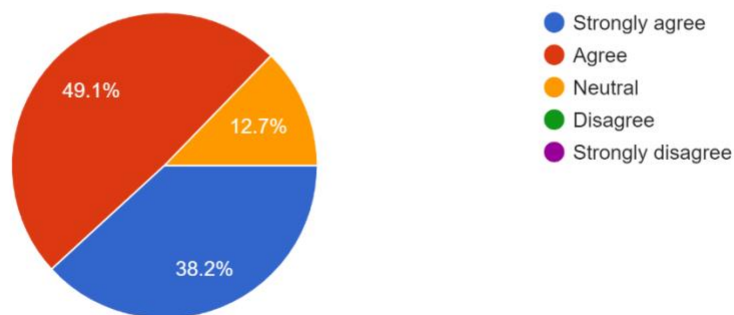


CHART: 4.1.12 Performance appraisals help identify areas for my career growth and development

Interpretation:

From the above table is interpreted that 38.2% of the respondents say that strongly agree and 49.1% of the respondents say that agree and 12.7% of the respondents say that neutral and 0% respondents disagree and disagree of say the that strongly 0% of the response

Inference:

Majority 49.1% of the respondents are agree that their performance appraisals help identify areas for my career growth and development

TABLE: 4.1.13: Employee respondent on getting their pay as per the laws

PARTUCULAR	NO. OF RESPONDENTS	PERCENTAGE
STRONGLY AGREE	18	32.7%
AGREE	28	50.9%
NEUTRAL	9	16.4%
DISAGREE	0	0%
STRONGLY DISAGREE	0	0%

Are you getting your pay as per the laws?

55 responses

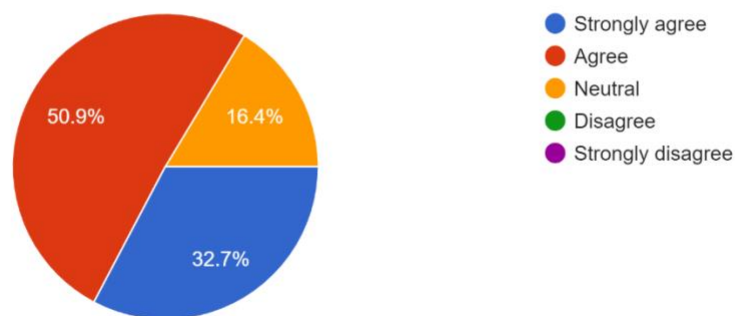


CHART: 4.1.13: Employee respondent on getting their pay as per the laws

Interpretation:

From the above table is interpreted that 32.7% of the respondents say that strongly agree and 50.9% of the respondents say that agree and 16.4% of the respondents say that neutral and 0% of the respondents say that disagree and strongly disagree 0% of the response

Inference:

Majority 50.9% of the respondents are agree that they getting payment as per the laws.

TABLE:4.1.14 Respondents on Best bonus policy followed by the company

PARTICULAR	NO. OF RESPONDENTS	PERCENTAGE
STRONGLY AGREE	18	32.7%
AGREE	30	54.5%
NEUTRAL	7	12.7%
DISAGREE	0	0%
STRONGLY DISAGREE	0	0%

Best bonus policy followed by the company ?
55 responses

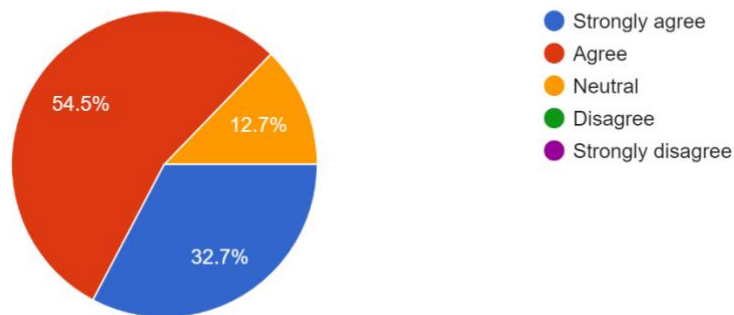


CHART: 4.1.14 : Respondents on Best bonus policy followed by the company

Interpretation:

From the above table is interpreted that 54.5% of the respondents say that strongly agree and 32.7% of the respondents say that agree and 12.7% of the respondents say that neutral and 0% of the respondents say that strongly disagree and 0% disagree response

Inference :

Majority 54.5% of the respondents are agree that their receiving best bonus policy followed by the company

TABLE: 4.1.15 Satisfaction with the benefits extended by the company(Health, life insurance, etc.)

PARTICULAR	NO. OF RESPONDENTS	PERCENTAGE
STRONGLY AGREE	19	34.5%
AGREE	22	40%
NEUTRAL	14	25.5%
DIAGREE	0	0%
STRONGLY DISAGREE	0	0%

Are you satisfied with the benefits extended by the company ? (health, life insurance, etc.)

55 responses

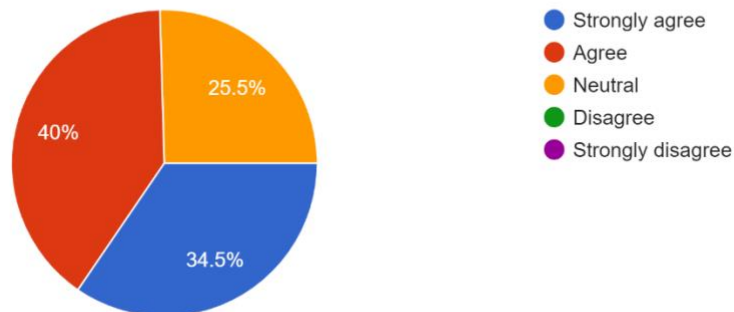


CHART: 4.1.15 Satisfaction with the benefits extended by the company(Health, life insurance, etc.)

Interpretation:

From the above table is interpreted that 34.5% of the respondents say that strongly agree and 40% of the respondents say that agree and 25.5% of the respondents say that neutral and 0% of the respondents say that disagree and strongly disagree 0% of the response

Inference:

Majority 40% of the respondents are agree that they satisfied with the benefits extended by the company

TABLE: 4.1.16 Employees respondents toward happy with their job

PARTICULAR	NO. OF RESPONDENTS	PERCENTAGE
STRONGLY AGREE	21	38.2%
AGREE	28	50.9%
NEUTRAL	6	10.9%
DISAGREE	0	0%
STRONGLY DISAGREE	0	0%

Do you happy with your job?
55 responses

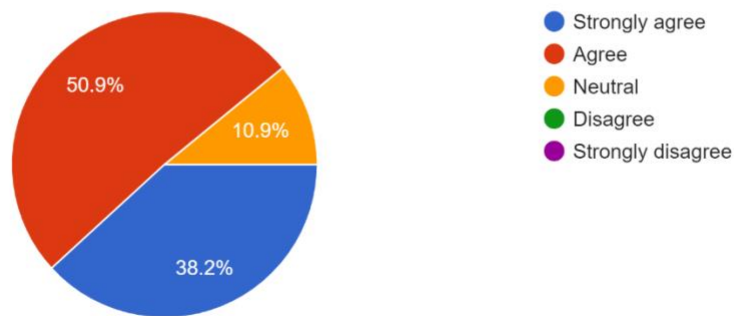


CHART: 4.1.16 Employees respondents toward happy with their job

Interpretation:

From the above table is interpreted that 38.2% of the respondents say that strongly agree and 50.9% of the respondents say that agree and 10.9% of the respondents say that neutral and 0% of the respondents say that disagree and strongly disagree 0% of the response.

Inference:

Majority 50.9% of the respondents are agree that they happy with their job.

CHAPTER 5

5.1 FINDINGS:

- ☐ Majority 32.7% of the respondents are from the age group of 31-40.
- ☐ Majority 43.6% of the respondents are single.
- ☐ Majority 100% of the respondents are agree that they receiving the salary on time every month.
- ☐ Majority 63.6% of the respondents are agree that the performance appraisal process at multivista is fair and unbiased
- ☐ Majority 49.1% of the respondents are agree that their wages, salaries and increments are followed ever year .
- ☐ Majority 47.3% of the respondents are agree that their salary structure implemented according to qualification and experience .
- ☐ Majority 47.3% of the respondents are agree that their salary gives good feeling and personal accomplishment .
- ☐ Majority 52.7% of the respondents are agree that their rewards have been given on the basis of better performance of the employee .
- ☐ Majority 60% of the respondents are agree that their compensation commensurate with all levels of employee.
- ☐ Majority 60% of the respondents are agree that their bonus and incentives are they relative to the employee contribution.
- ☐ Majority 45.5% of the respondents are agree that their promotion is given according the performance of the employee .
- ☐ Majority 49.1% of the respondents are agree that their performance appraisals help identify areas for my career growth and development .
- ☐ Majority 50.9% of the respondents are agree that they getting payment as per the laws.

- ☐ Majority 54.5% of the respondents are agree that their receiving best bonus policy followed by the company.
- ☐ Majority 40% of the respondents are agree that they satisfied with the benefits extended by the company.
- ☐ Majority 50.9% of the respondents are agree that they happy with their job.

CHAPTER 6

6.1 SUGGESTIONS :

- The management is paying acting allowance if a person acts in place of another and plays additional expenditure.
- Base performance appraisals on merit and achievements rather than tenure alone. Recognize and reward employees who consistently exceed expectations and contribute positively to the company's goals.
- Ensure that salaries and benefits are competitive within the industry and aligned with employees' skills, experience, and performance. Regularly review salary structures to remain competitive in the market.
- Provide clear pathways for career advancement within the company. Recognize and promote employees who demonstrate exceptional performance and potential for growth.
- Maintain open and transparent communication about the performance appraisal process, criteria, and salary decisions. This helps build trust and alignment within the organization.
- Conduct regular reviews of the performance appraisal and salary system to identify areas for improvement and make necessary adjustments to ensure fairness and effectiveness.
- 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

6.2 CONCLUSION:

The project titled – A study on employee policies of the organization regarding performance appraisals and salary fixation in multivista pvt limited in which was carried out among 100 workers. The analysis leads over to the conclusion that majority of the employees are satisfied.

Dissatisfaction with reference to some of the factors was also reported. It was found that dissatisfaction among employees will affect the work performance and productivity of the organization.

Employee satisfaction is the terminology used to describe whether employees are happy and comfortable and accomplishing their desires and needs at work. Job satisfaction is a general attitude towards one's job as the difference between the amount of reward received by workers and the amount of reward that is believed to be received. It refers to the establishment and implementation of sound policies and practices of employee.

REFERNCES :

- ❖ Sivaprakasam p. (1986) has studied an appraisal of personnel management policies and practices in central co operatives bank in tamilnadu.
- ❖ Tiwari Pratap Shankar (1986) has studied management of human resource in Indian Army under the supervision of Prof.A.K. Shah.
- ❖ Laxminarayan C. (1988) has studied personnel management in small scale industries of Hyderabad city under the supervision of Dr. Ravi Prakash Kakatiya University.
- ❖ Harinder Jeet singh (1989) has studied personnel management practices and industrial relations in National Textile Corporation on Uttar Pradesh units.
- ❖ Saikia Jitindra Nath (1989) has studied human resources management in public sector enterprises in Assam.
- ❖ Sudhir kumar (1989) has studied personnel administration in Himachal Pradesh State Electricity Board under supervision.
- ❖ Ramchandra Reddy L (1992) has studied personnel management in public enterprises under the supervision.
- ❖ M.Gangadhar Rao and P.subba Rao (1993) have studied human resource management in Indian Railways and tried to draw attention on important aspects.
- ❖ Dr. M.K.Patel (1993) has studied Gujarat ni Jilla Madhyastha Sarkari Banko nu KarmachariSanchalan.
- ❖ Gilelman (1968) Investment theory of wages and salary he proposed on investment of wages as a replacement for the marginal productivity.
- ❖ Mohammed (2005) the function of salaries and wages administration varies from one country to another.

❖ Stoner and Freeman (2002:97) consider a new pay approach as an approach towards salary system that leads to the process of setting and achieving organization objectives

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APPENDIX-1 QUESTIONNAIRE

1.Age:

- a) 21-30 years
- c) 41-50 years
- b) 31-40 years
- d) Above 50 years

2. Marital status of respondents

- a) Single
- b) Married
- c) Divorced/separated

3.Are you receiving the salary on time every month?

- a) Yes
- b) No

4.The performance appraisal process at multivista is fair and unbiased.

- a) Strongly agree
- b) Agree
- c) Neutral
- d) Disagree
- e) Strongly disagree

5.Whether wages, salaries and increments are followed every year?

- a) Strongly agree
- b) Agree

c) Neutral

d) Disagree

e) Strongly disagree

6. Wage and salary structure implemented according to qualification and experience?

a) Strongly agree

b) Agree

c) Neutral

d) Disagree

e) Strongly disagree

7. The salary gives good feeling and personal accomplishment?

a) Strongly agree

b) Agree

c) Neutral

d) Disagree

e) Strongly disagree

8. Rewards should be given on the basis of better performance of the employee?

a) Strongly agree

b) Agree

c) Neutral

d) Disagree

e) Strongly disagree

9. Compensation commensurate with all levels of employee?

a) Strongly agree

- b) Agree
- c) Neutral
- d) Disagree
- e) Strongly disagree

10. Bonus and incentives are they relative to the employee's contribution?

- a) Strongly agree
- b) Agree
- c) Neutral
- d) Disagree
- e) Strongly disagree

11. Promotion is given according the performance of the employee?

- a) Strongly agree
- b) Agree
- c) Neutral
- d) Disagree
- e) Strongly disagree

12. Performance appraisals help identify areas for my career growth and development.

- a) Strongly agree
- b) Agree
- c) Neutral
- d) Disagree
- e) Strongly disagree

13. Are you getting your pay as per the laws?

- a) Strongly agree
- b) Agree
- c) Neutral
- d) Disagree
- e) Strongly disagree

14. Best bonus policy followed by the company?

- a) Strongly agree
- b) Agree
- c) Neutral
- d) Disagree
- e) Strongly disagree

15. Are you satisfied with the benefits extended by the company? (Health, life insurance, etc.)

- a) Strongly agree
- b) Agree
- c) Neutral
- d) Disagree
- e) Strongly disagree

16. Do you happy with your job?

- a) Strongly agree
- b) Agree
- c) Neutral
- d) Disagree

e) Strongly disagree