

“A Study on payroll processing in NLC INDIA LIMITED”

Submitted in partial fulfillment of the requirements for the award of

MASTER OF BUSINESS ADMINISTRATION

by

DRAVIT.P

Register No.40410052



SCHOOL OF MANAGEMENT STUDIES

SATHYABAMA

INSTITUTE OF SCIENCE AND TECHNOLOGY

(DEEMED TO BE UNIVERSITY)

Accredited with Grade “A” by NAAC | 12B Status by UGC | Approved by AICTE

JEPPIAAR NAGAR, RAJIV GANDHI SALAI, CHENNAI - 600 119

MAY 2022



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SCHOOL OF MANAGEMENT STUDIES

BONAFIDE CERTIFICATE

This is to certify that this Project Report is the bonafide work of **DRAVIT.P 40410052** who carried out the project entitled “**A Study on payroll processing in NLC INDIA LIMITED**” under my supervision from January 2022 to March 2022.

Dr.K.SASIREKHA

Internal guide

External Guide

Dr. BHUVANESWARI .G

Dean – School of Management Studies

Submitted for Viva voce Examination held on _____

Internal Examiner

External Examiner

DECLARATION

I **DRAVIT.P (40410052)** hereby declare that the Project Report entitled “**A Study on payroll processing in NLC INDIA LIMITED**” done by me under the guidance of **DR.K.SASIREKHA** is submitted in partial fulfillment of the requirements for the award of Master of Business Administration degree.

DATE:

PLACE:

DRAVIT.P

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 sincere thanks to **Dr. G. Bhuvaneswari, Dean - School of Management Studies** and **Dr. A. Palani, Head - School 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.K.SASIREKHA** for her valuable guidance, suggestions and constant encouragement paved way for the successful completion of my project work.

I wish to express my thanks to all Teaching and Non-teaching staff members of the **School of Management Studies** who were helpful in many ways for the completion of the project.

DRAVIT.P

COMPANY COMPLETION LETTER



NLC INDIA LIMITED
(formerly Neyveli Lignite Corporation Limited)
'Navratna' – Govt. of India Enterprises
FINANCE & ACCOUNTS BRANCH: CORPORATE OFFICE

Lr. No. 02/.F&AB/ESTT/03/2021-22

Date 05.03.2022

To
GM/L&DC
L&DC.

Sir,

Sub: F&AB/Corporate Office Project completed Dravit. P –
Attendance cum reliving order issued.

Ref: Lr. No. GM/L&D/PG/2742/0104/SBISTC/2022 Dated 29.12.201.

With reference to the above Dravit.P has completed Project at F&AB/Corporate Office in the topic “ A STUDY ON PAYROLL PROCESSING F&AB, CO. NLC INDIA LIMITED” at NLCIL from 05.01.2022 TO 01.02.2022 (04 weeks) except Sundays.

Also Dravit. P is relived from F&AB/Corporate Office on 01.02.2022 (FN) and advised to report before CM/L&DC for further orders.

M. J. R. 5.3.2022
Asst. Manager/Fin/EA-II/Corporate Office
Ast. Manager (Finance)
F & AB/ C Estt. Corporate Office
NLC India Limited, Neyveli.

Copy to Training Coordinator,

Copy to CM/Fin.Copy File

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ABSTRACT

Payroll processing is an elaborate process that involves a lot more than salary calculations. The process can be intimidating if you do not know how to go about it which is exactly why this handy guide will navigate you through the intricacies of payroll processing. Payroll processing is an essential business function that involves arriving at the 'net pay' of the employees after the adjustment of necessary taxes and deductions. For efficient payroll management process, the payroll administrator needs to plan the payroll process step-by-step.

Earnings are said to be the amount that would be given to the employee in the name of VDA, CA and so on including the Basic pay and stated as Total Payable. Deductions are said to be the amount that is deducted from the total payable and given to the companies or taken for the management and the rest would be given to employees as Net Payable. The process of recovering money from the employees in name of deduction and paying to the companies as it is called as Remittance process.

There are certain skills that many Payroll Processors have in order to accomplish their responsibilities. By taking a look through resumes, we were able to narrow down the most common skills for a person in this position. We discovered that a lot of resumes listed Communication skills, Math skills and Organizational skills.

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CHAPTER - 1

1.1 Introduction

- For more than six glorious decades, NLCIL has been a forerunner amongst the Public Sector Enterprises in the country in the energy sector, contributing to a lion's share in lignite production and significant share in thermal and renewable energy generation.
- The Company was incorporated on 14.11.1956. NLCIL is a Navratna Government of India Enterprise, under the administrative control of Ministry of Coal. Today, the company has set its footprints in PAN India mode in the states of TamilNadu, Rajasthan, Uttar Pradesh, Odisha, Jharkhand and Andaman & Nicobar Islands.

1.2 Industry Profile

Type	Government Corporation
Traded as	BSE: 513683
	NSE: NLCINDIA
Industry	Mining and Electric utility
Founded	1956 by the effort of T. M. Jambulingam Mudaliar
Headquarters	Neyveli, Tamil Nadu, India
Products	Lignite and Electric power
Revenue	Increase ₹11,592.70 crore (US\$1.5 billion) (2020)
Operating income	Increase ₹2,345.11 crore (US\$310 million) (2020)
Net income	Decrease ₹1,441.37 crore (US\$190 million) (2020)
Total assets	Increase ₹53,488.13 crore (US\$7.1 billion) (2020)
Total equity	Increase ₹12,905.13 crore (US\$1.7 billion) (2020)
Owner	Ministry of Coal, Government of India
Number of employees	Around 11,500

1.3 Company profile

- ▶ NLCIL was registered as a Company on 14th November, 1956. The mining operations in Mine-I were formally inaugurated on 20th May, 1957 by the then Prime Minister Pandit Jawaharlal Nehru. Neyveli Lignite Corporation has been conferred with “MINIRATNA” Status in 2004.

LIGNITE RESERVES:

- ▶ Geological reserves of Lignite in the country have been estimated at around 38756.16 Million Tonnes as on 01.04.2007. Out of the above 4150 Million Tons (MT) of lignite spread over an area of 480 sq.km. is in the Neyveli Lignite fields in Cuddalore District of which around 2831 Million Tons have been proved. Geological reserves of about 1168 MT of lignite have been identified in Jayamkonda cholapuram of Trichy District of Tamilnadu. Geological reserves of around 23099.77 Million Tons and 1342.45 Million Tons of lignite have been estimated in Mannargudi and East of Veeranam respectively.

EXISTING PROJECTS :

- ▶ The main constituent units of the Company as of now are three Lignite Mines and three Thermal
- ▶ Power Stations. Mine-I (10.5 Million Tons of Lignite per annum) feeds Thermal Power Station-I (600 MW), and the Thermal Power Station-I Expansion (420 MW). Mine-II (10.5 Million Tons of Lignite per annum) feeds its captive Thermal Power Station-II (1470 MW ... 7 X 210 MW). Mine-IA (3.0 Million Tons of Lignite per Annum) meets the fuel requirement of an Independent Power Producer (M/s.STCMS) and also to utilize the balance lignite to the best commercial advantage of NLC.

PROJECTS UNDER CONSTRUCTION / IMPLEMENTATION

- ▶ The following projects Viz. Mine-II Expansion (4.5 MTPA), TPS-II Expansion (2x250 MW) were sanctioned in October 2004 and Barsingsar Mine Project (2.10 MTPA.) and Barsingsar Power Project (2x125 MW) were sanctioned in December 2004. Orders for major packages were issued .Supply and erection activities are in full swing.

Project	Capacity	Sanction cost (Rs in Crores)	Commissioning Schedule
Mine-II Expansion	4.5 MTPA	2161.28	Commencement of lignite Production February' 2009. Attaining Full Capacity June' 2009
TPS-II Expansion	2 x 250 MW	2030.78	Commissioning of Unit-I March' 2009 Commissioning of Unit-II June' 2009
Basingsar Mine	2.10 MTPA	254.07	Commencement of lignite Production July' 2008. Attaining Full Capacity June' 2009
Basingsar Power	2 x 125 MW	1114.18	Commissioning of Unit-I December'2008 Commissioning of Unit-II June' 2009

FUTURE PLANS:

▶ Coal based Thermal Power Plant at Tuticorin (2X500 MW) (Joint Venture Project with TNEB)
▶ Jayamkondam Mine (9 MTPA)-Cum- Power Project (1000MW).
▶ Basingsar Thermal Power Project- Expansion 250 MW with linked mine (2.1 MTPA) at Bithnok & Hadla.
▶ Coal based Thermal Power Plant at Orissa (2000MW)
▶ Mine(4.2 MTPA) -Cum-Power Plant (500MW) at Riri, Rajasthan
▶ Gujarat Power project (1500 MW) with linked lignite Mine(8MTPA)
▶ Mine-III (8.0 MTPA) linked to TPS-III (1000 MW) at Neyveli
▶ It could be seen from the above, that NLC is expanding its activities not only at Neyveli but also in other parts of the Country.
▶ NLC is also venturing in New projects with fuels other than Lignite. In addition to above NLC proposed to put up power project at MP, Jarkhand and J&K.
▶ The above projects are to be implemented with our own resources and not obtaining budgetary support from the Government.

1.4 Objectives

➤ *Primary Objectives*

- To study the payroll process done in NLC

➤ *Secondary Objectives*

- To Analyze different Types of Earnings given to employees and how they are calculated
- To Analyze the different Types of deduction as well as to explain why they are deducted and how are they calculated
- To state the Remittance Process followed in NLC
- To encourage the use of software for payroll process in companies

1.5 Scope

- This study covers Role of finance in the payroll process done in NLC Ind Ltd
- To state the allotment of salary for employees
- To study shows the Role of technology in the payroll process
 - PIPAS
 - SAP

1.6 Need

- To bring out the fact and working process of payroll
- To State how Every Employees gets paid(method of Payment)
- To analyze the increment for the new employees and the existing employees

1.7 Problem Statement

WHY?

If the payroll process does not take place properly it may Delay payment to Banks , Employees , vendors .Delayed payments makes employees unhappy which may results in less production Employees may go on Strike until salary has been paid also results in decreased production in company

WHERE?

This problem takes place in NLC India Ltd, Neyveli

WHEN?

This problem arises If the payroll process does not take goes properly

WHAT?

Delayed payment to Banks , Employees , vendors

WHO?

NLC employees, vendors who are in tie up with NLC

HOW?

Delayed payments makes employees unhappy which may results in less production in company

HOW MUCH?

Employees may go on Strike until salary has been paid also results in decreased production in company

CHAPTER 2

2.1 REVIEW OF LITERATURE

- According to **Steven m. Bragg** (2011), payroll management is designed for both professional accounts and students. Since both can benefit from its detailed descriptions of payroll systems, control, procedures and regulation.
- According to **Chetan wain** (2014), payroll being the most vital part of HR generalist have maximum number of jobs to offer and make enable them to handle payroll calculation of employees independently.
- **Ajit yadav** (2014) said that payroll is also incredibly important to its recipients: employee of a company. Employee moral can be negatively affected by errors and irregularities in payroll, so an organization must distribute payroll in a appropriate manner.
- **Charlie** (2000) defined that “Payroll strategies increases profitability, maximize employee efficiencies, reduce time in transactional HR areas”.
- **Robert leach** (1999), “Payroll function could be better integrated into the HR function, whether any of the information held by the payroll function could usefully be shared”.
- According to **Kyle pomerleau** (2014), “Government levy payroll taxes on both the employee and the employer, though both are ultimately paid by wage earners”
- Ahmad A. Palladan and Nuhu Y. Palladan (2018) In this study, the researcher who is the reference is the result of precious research entitled “Employees Views on Payroll Computerization and Its Impact on Their Productivity: A Grounded Theory Approach”. The study reveals among other things that accuracy in reward computation, job enrichment as well as timely payment of employee’s benefits increases employee’s productivity. The independent variables in this study are employees views (X1), payroll computerization (X2), and impact on their productivity (Y). The data in this research is obtained through observation and interviewing 3 and 2 of the non-payroll and payroll employees respectively. The result of this study have equally enhanced our knowledge on productivity and thus help manager to direct personnel better

- Maya Ariesti Vinastri, Jenny Morasa, and Sonny Pangerapan (2019) In this study, the researchers who was the reference was the result of previous research entitled “Analysis of The Effectiveness of The Employee Payroll Accounting Information System at PT. Kerismas Witikco Makmur Factory Bitung”. The purpose of this study is to determine the effectiveness of the payroll accounting system applied at PT. Kerismas Witikco Makmur. This type of research is descriptive qualitative by taking primary data directly through interviews with 10 respondents on the object of research. The result of this study show the payroll system applied by PT. Kerismas Witikco Makmur still uses a manual system and there has been a clear division of tasks within the company.
- Richard Antonio R, Sifrid Pangemanan, and Meily Kalalo (2018) In this study, the researchers who was the reference was the result of previous research entitled Evaluation of The Effectiveness of Internal Control Payroll Accounting Information System RSUP. Prof. Dr. R. D.Kandou Manado”. The purpose of this study is to determine whether the effectiveness of internal control payroll accounting information system RSUP. Prof. Dr. R. D. Kandou Manado has gone well. This study was use descriptive analysis where research start by collecting and sifting through incoming information throughly and detail later elaborated in order to obtain a clean picture. The result of the study concluded that the payroll accounting system implemented by RSUP. Prof. Dr. R. D. Kandou Manado already have good system and effective and meet the element of internal control to improve companny’s performance.
- Jaluanto and Rizka Parasmitha Dewi (2018) In this study, the researcher who is the reference is the result of previous research entitled “Study of The Application of Internal Control Payroll Outsourcing Accounting Information System”. The purpose of this study is to attempt to explore implementation of internal control on accounting information system of payroll of outsourcing and to understand its obstacles of this implementation. This research belongs to a single variable. The data collection methods used are indepth interviewing, documentation, and library research. The analysis technique used is trigulation with three key informants and 5 steps of system analysis. The results of this study show that the implementation of internal control on AIS of outsourcing payroll faced document otoritation and accounting procedures not yet done effectively because using simple application, best practices was done well that indicated by payment decision did not related to employees achievement.
- Mia Suryaningsih (2016) In this study, the researcher who is the reference is the result of previous research entitled “System Evaluation and Payroll Procedures at PT. Raja Besi Semarang”. The purpose of this study is to understand the payroll system, payroll procedures and evaluating systems used in PT. Raja Besi Semarang and compared the with existing theories. This study belongs to a single variable. The data collection method used is conducting research at PT. Raja Besi Semarang. The analysis method used is descriptive qualitative by comparing current practices in companies with existing theories. The result of

this study is PT. Raja Besi Semarang has implemented payroll accounting information systems using DOS-based system with two different systems, namely daily wage systems which is paid weekly, and monthly wage which is paid in the end of each month. Due to the company employed employees in very large quantities to the provided the with feedback or compensation of their service in wage and salary that the company has to have an effective accounting system.

CHAPTER 3

RESEARCH METHODOLOGY

3.1 Research Methodology

Research methodology is mainly needed for the purpose of framing the research process and the designs and tools that are to be used for the project purpose. Research methodology helps to find the customer/employee satisfaction based on the product/company.

3.2 RESEARCH DESIGN

The research design is used in this is descriptive research design. Descriptive research design is a scientific method which involves observing and describing the behavior of subject without influencing it in any way. The Main characteristic of this method is that the researcher has no control of variable's, we can report only what has happened or what is happening.

3.3 Source of Data

➤ PRIMARY DATA

Questionnaire method have been used as a tool for a data collection in this research

➤ SECONDARY DATA

Secondary data describes the data that is already available. They Refer to the data which has already been collected and analyzed by someone else. The secondary data for the study was collected from company website, employees, magazines and other sources

3.4 Sample Size

Research was conducted and the responses were collected. The population of the research is 200

3.5 Sample Technique

Sampling Method used here was probability sampling method. Responses were collected from NLC employees only

3.6 Period of Study

The Period of the study was about 2 months

3.7 Area of Study

- SAMPLE SIZE - 200
- POPULATION - AROUND 11,500 Employees
- LOCATION - Neyveli
- TARGET PEOPLE - NLC Employees

3.8 Structure of Questionnaire

This Questionnaire consists of totally 25 questions. The questionnaire is formed using important variables. It includes Demographic questions, multiple choice questions & Likert scaling questions.

3.9 HYPOTHESIS TESTING

H₀ - Null hypothesis (there is no significant relationship between the variables).

H_a - Alternative hypothesis (there is significant relationship between the variables) .

After analyzing the data, hypothesis testing is done. It will result in either accepting or rejecting the hypothesis.

3.10 Analytical Tools

The following are the tools used in the study

- Chi Square
- Correlation

3.11 INFERENCE

After telling the hypothesis, the researcher comes out with his conclusion. The explanation of theory can also be considered as Inference.

3.12 PREPATION OF REPORT AND PRESENTATION OF REPORT

Finally, the researcher has to prepare a final report along with conclusion and suggestion

Chapter 4

DATA ANALYSIS AND INTERPRETATION

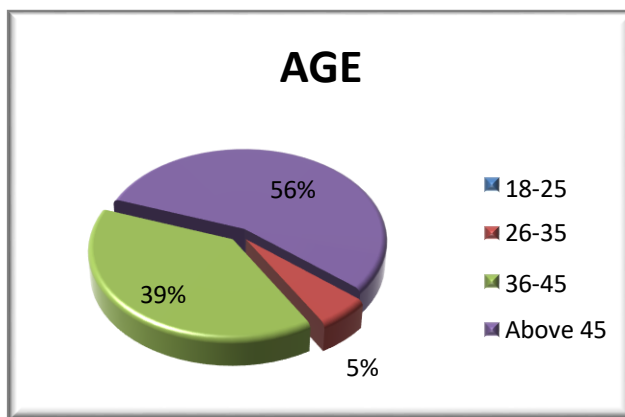
4.1 DATA ANALYSIS

4.1.1 Age wise Response TABLE

AGE	RESPONSE	Percentage
18-25	0	0
26-35	11	5
36-45	78	39
Above 45	111	56
TOTAL	200	100

SOURCE: Primary Data

4.2.1 Age wise Response CHART



Interpretation

From the above table It is Interpreted that

- 5% are from the Category of 26-35 ,
- 39% are from Category of 36-45 , and
- 56% are from the Category of above 45

Inference

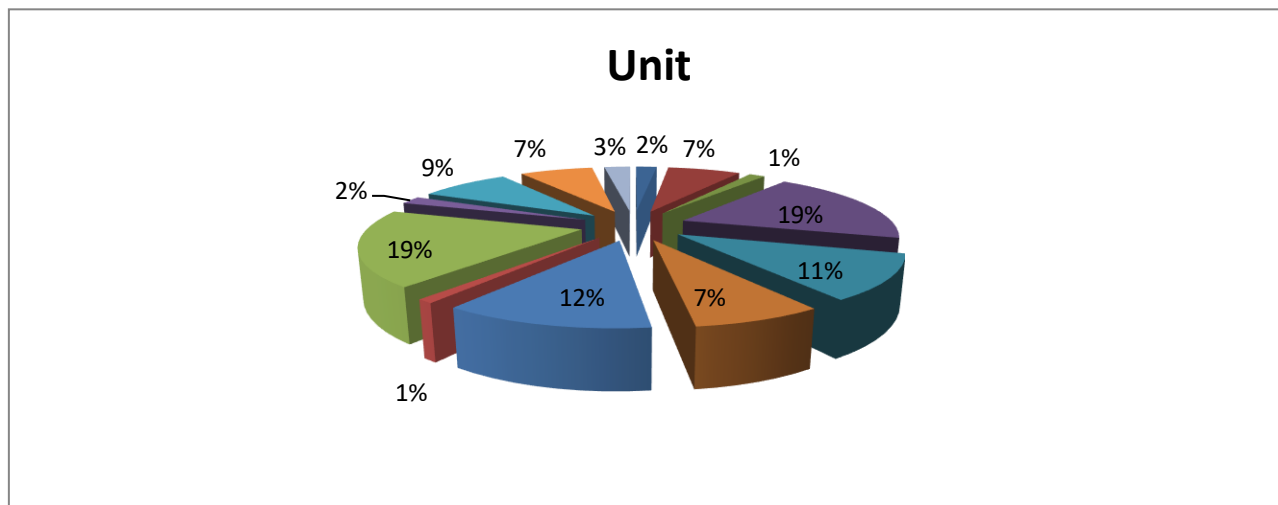
Here the Majority Respondents are from the Category of above 45 (56%)

4.1.2 UNIT wise Response TABLE

UNIT	RESPONSE	PERCENTAGE
CENTRAL ESTABLISHMENT	4	2
MATERIAL MANAGEMENT	14	7
MEDICAL	3	1
MINE - I	38	19
MINE - IA	22	11
MINE - II	15	7
NEW SERVICES UNIT	24	12
NEYVELI NEW THERMAL STATION	2	1
T.P.S - II	38	19
THERMAL POWER STATION I EXPN	4	2
THERMAL POWER STATION-I	17	9
TOWNSHIP ADMINISTRATIVE OFFICE	14	7
THERMAL POWER STATION II EXPN	5	3
TOTAL	200	100

SOURCE: Primary Data

4.2.2 UNIT wise Response CHART



Interpretation

From the above table It is Interpreted that

- 2% are from the category of CENTRAL ESTABLISHMENT
- 7% are from the category of MATERIAL MAN MENT
- 1% are from the category of MEDICAL

- 19% are from the category of MINE - I
- 11% are from the category of MINE - IA
- 7% are from the category of MINE - II
- 12% are from the category of NEW SERVICES UNIT
- 51% are from the category of NEYVELI NEW THERMAL STATION
- 19% are from the category of T.P.S - II
- 2% are from the category of THERMAL POWER STATION I EXPN
- 9% are from the category of THERMAL POWER STATION-I
- 7% are from the category of TOWNSHIP ADMINISTRATIVE OFFICE
- 3% are from the category of THERMAL POWER STATION II EXPN

Inference

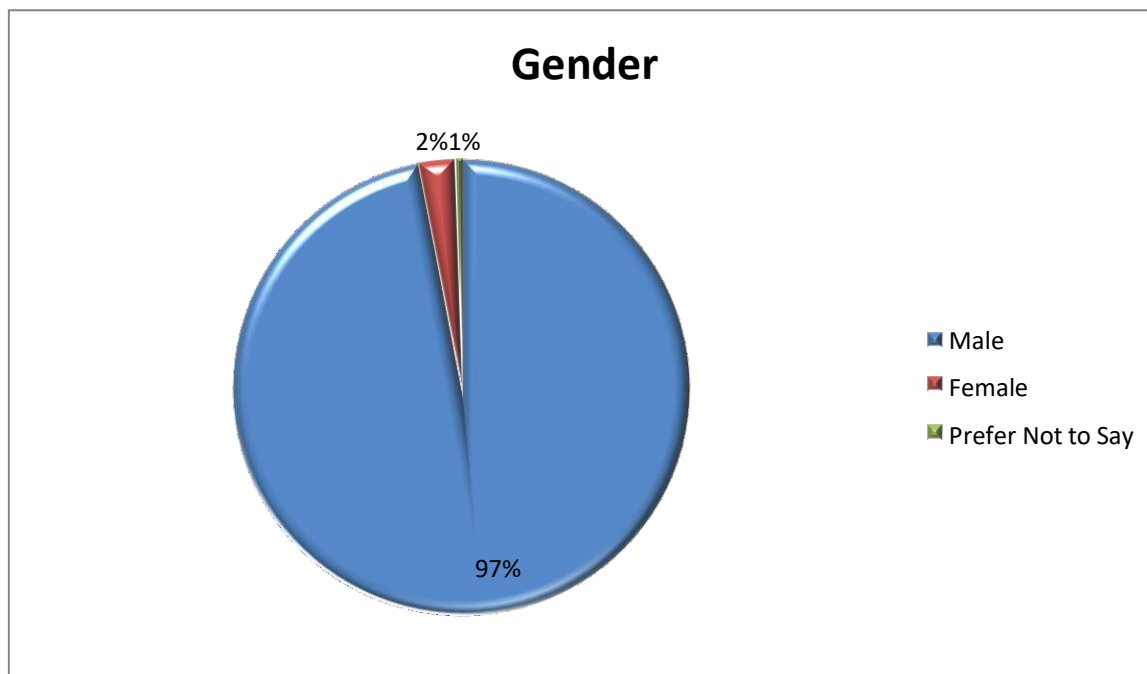
- Here the Majority Respondents are from the Category of MINE - I & T.P.S - II (19%)

4.1.3 GENDER wise Response TABLE

GENDER	RESPONSE	PERCENTAGE
Male	194	97
Female	5	2
Prefer Not to Say	1	1

SOURCE: Primary Data

4.2.3 GENDER wise Response CHART



Interpretation

From the above table It is Interpreted that

- 97% are from the Category of MALE ,
- 2% are from Category of FEMALE , and
- 1% are from the Category of PREFER NOT TO SAY

Inference

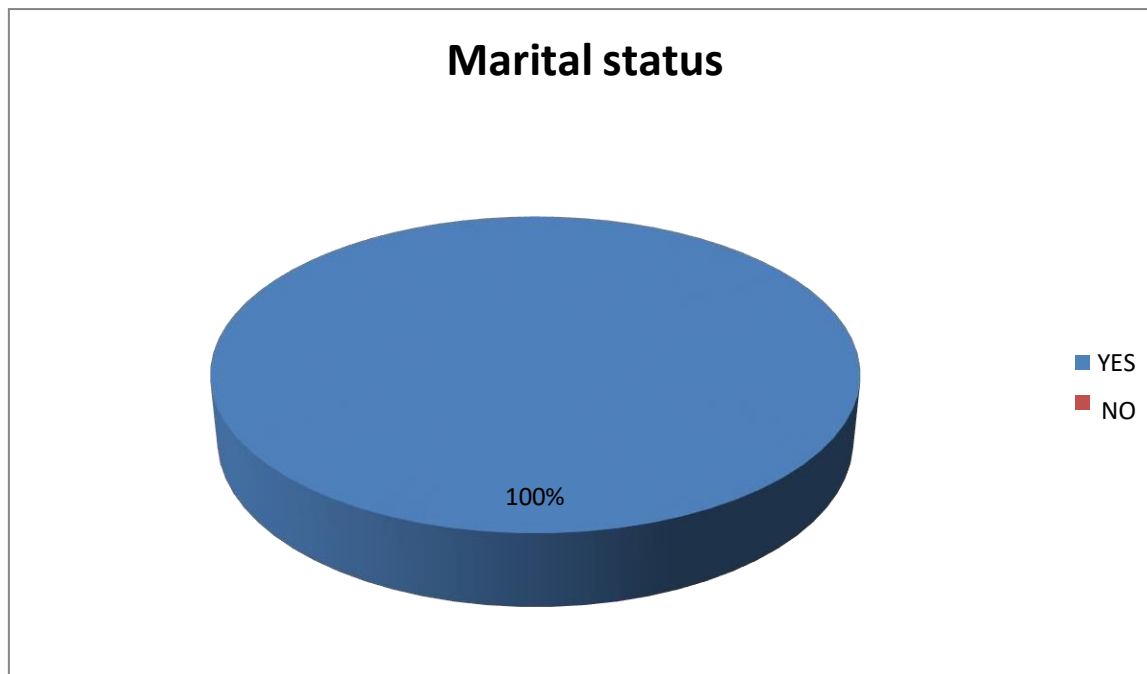
Here the Majority Respondents are from the Category of MALE (97%)

4.1.4 Marital Status Wise Response Table

	CPF NO
YES	200
NO	0

SOURCE: Primary Data

4.2.4 Marital Status Wise Response CHART



Interpretation

From the above table It is Interpreted that

- 100% are from the Category of, YES

Inference

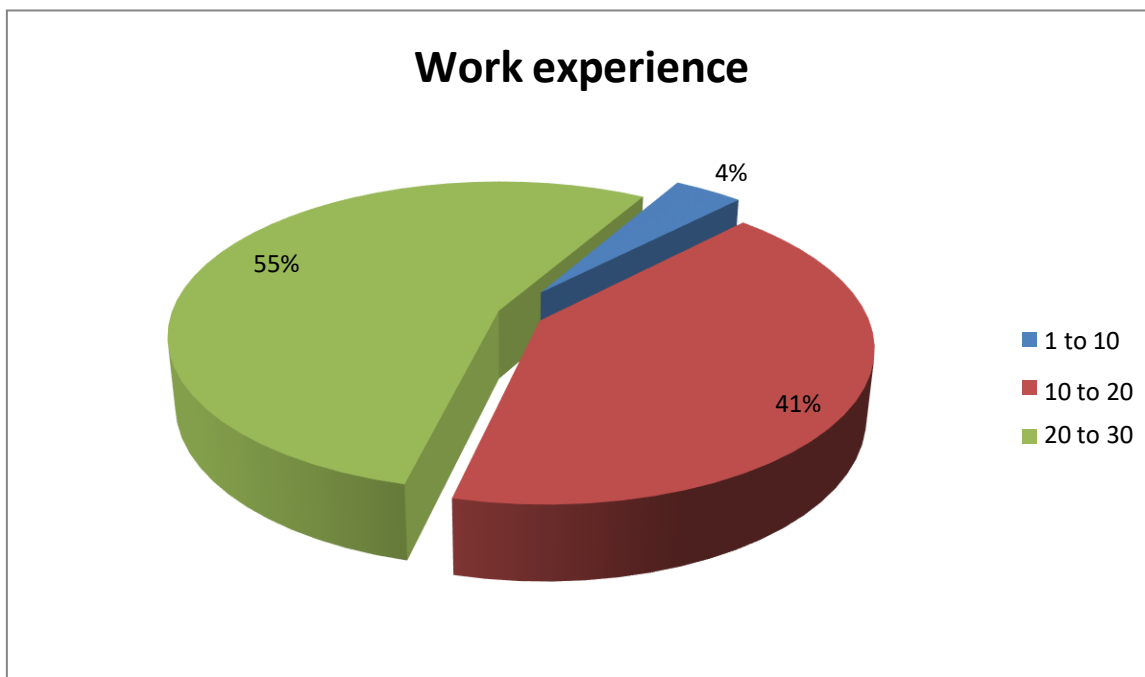
Here the Majority Respondents are from the Category of YES (100%)

4.1.5 Work Experience Wise Response Table

Work experience	
1 to 10	8
10 to 20	83
20 to 30	109

SOURCE: Primary Data

4.2.5 Work Experience Wise Response CHART



Interpretation

From the above table It is Interpreted that

- 4% are from the Category of 1 to 10,
- 41% are from the Category of 10 to 20, and
- 55% are from the Category of 20 to 30

Inference

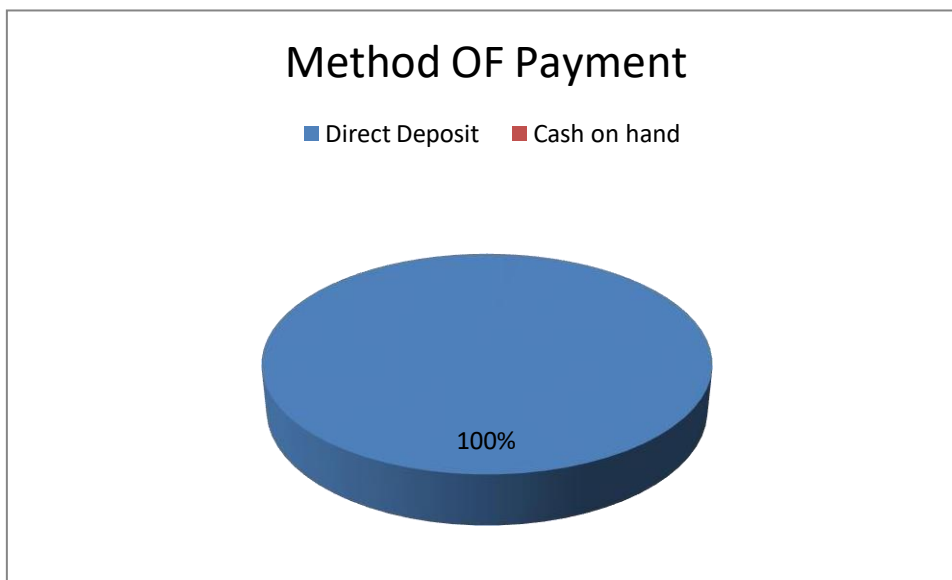
Here the Majority Respondents are from the Category of 20 to 30 (55%)

4.1.6 Method Of Payment Wise Response Table

Method OF Payment	
Direct Deposit	200
Cash on hand	
Total	200

SOURCE: Primary Data

4.2.6 Method Of Payment Wise Response CHART



Interpretation

From the above table It is Interpreted that

- 100% are from the Category of Direct Deposit

Inference

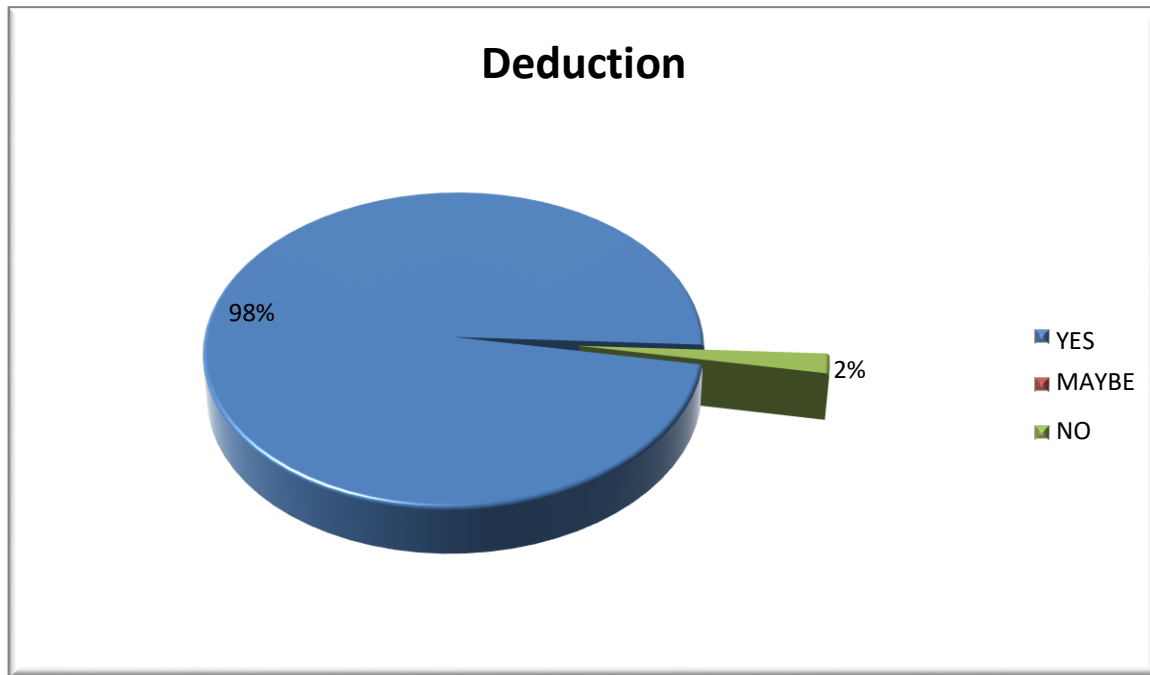
Here the Majority Respondents are from the Category of Direct Deposit (100%)

4.1.7 Response according to Aware of Deduction Table

Aware of Deduction	
YES	196
MAYBE	
NO	4
TOTAL	200

SOURCE: Primary Data

4.2.7 Response according to Aware of Deduction Chart



Interpretation

From the above table It is Interpreted that

- 98% are from the Category of YES
- 2% are from the Category of NO

Inference

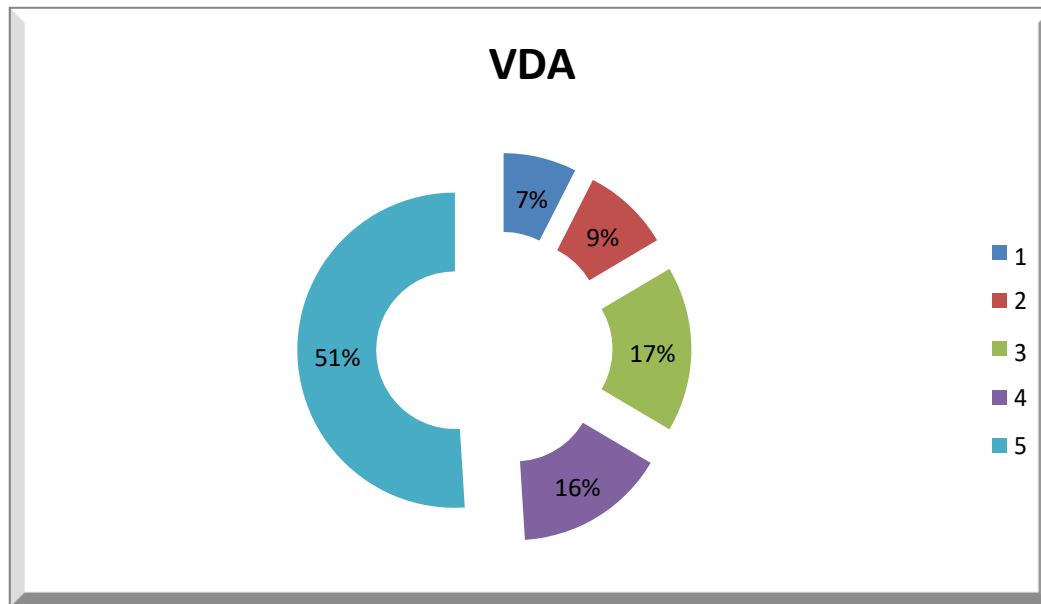
Here the Majority Respondents are from the Category of YES (98%)

4.1.8 Response according to Satisfaction Towards VDA TABLE

VDA	
1	15
2	18
3	34
4	31
5	102
TOTAL	200

SOURCE: Primary Data

4.2.8 Response according to Satisfaction Towards CA Chart



Interpretation

From the above table It is Interpreted that

- 7% are from Category of 1
- 9% are from the Category of 2
- 17% are from the Category of 3
- 16% are from the Category of 4
- 51% are from the Category of 5

Inference

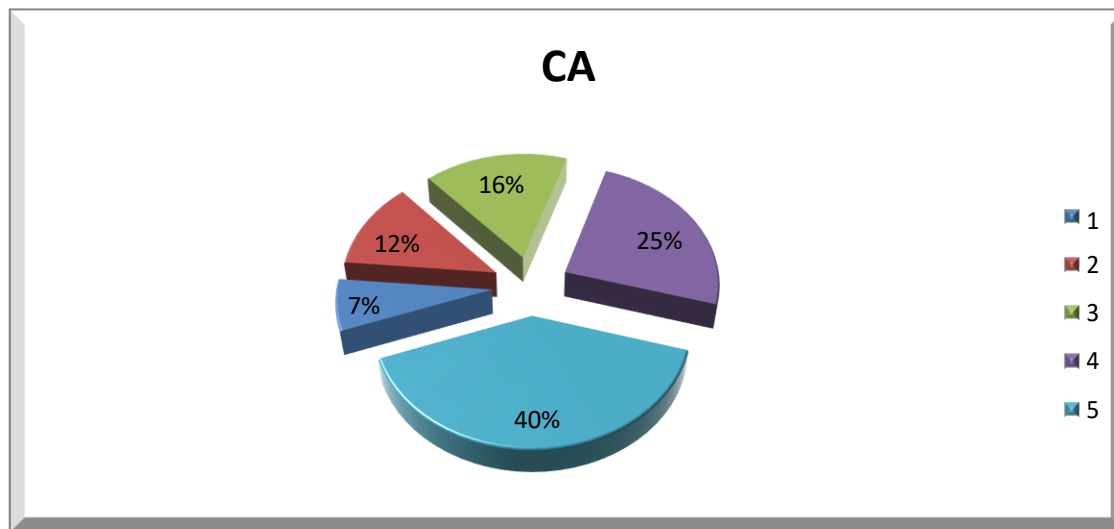
Here the Majority Respondents are from the Category of 5 (51%)

4.1.9 Response according to Satisfaction Towards CA TABLE

CA	
1	14
2	24
3	33
4	49
5	80
TOTAL	200

SOURCE: Primary Data

4.2.9 Response according to Satisfaction Towards CA Chart



Interpretation

From the above table It is Interpreted that

- 7% are from Category of 1
- 12% are from the Category of 2
- 16% are from the Category of 3
- 25% are from the Category of 4
- 40% are from the Category of 5

Inference

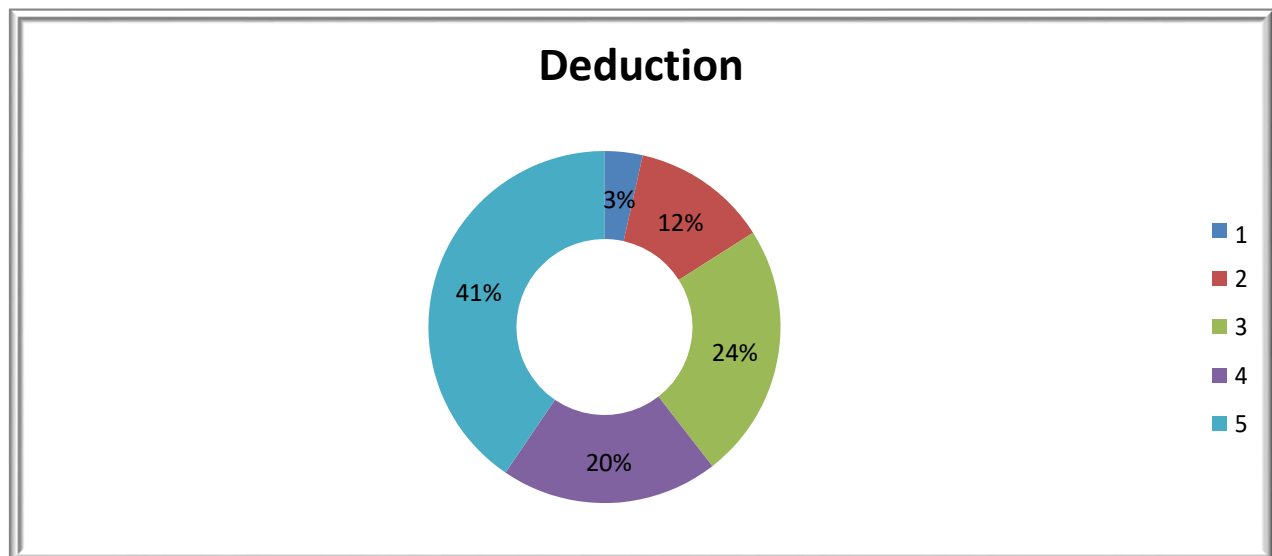
Here the Majority Respondents are from the Category of 5 (40%)

4.1.10 Response According To Satisfaction Towards Deduction Table

DEDUCTION	
1	7
2	25
3	47
4	40
5	81
TOTAL	200

SOURCE: Primary Data

4.2.10 Response According To Satisfaction Towards Deduction Chart



Interpretation

From the above table It is Interpreted that

- 3% are from the Category of 1 ,
- 12% are from Category of 2 ,
- 24% are from the Category of 3
- 20% are from the Category of 4
- 41% are from the Category of 5

Inference

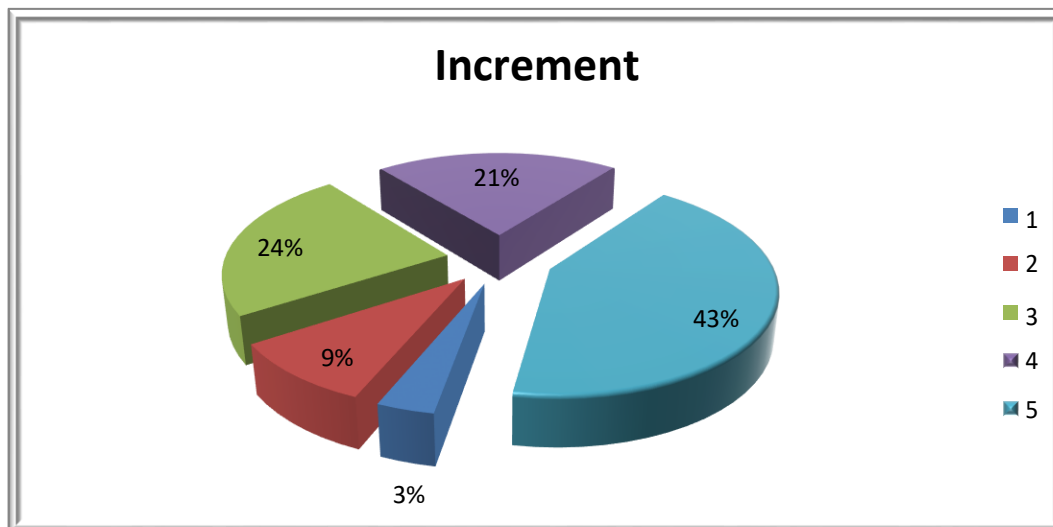
Here the Majority Respondents are from the Category of 5 (41%)

4.1.11 Response According To Satisfaction Towards Increment Table

INCREAMENT	
1	7
2	19
3	47
4	42
5	85
TOTAL	200

SOURCE: Primary Data

4.2.11 Response According To Satisfaction Towards Increment Chart



Interpretation

From the above table It is Interpreted that

- 3% are from the Category of 1 ,
- 9% are from Category of 2 ,
- 24% are from the Category of 3
- 21% are from the Category of 4
- 43% are from the Category of 5

Inference

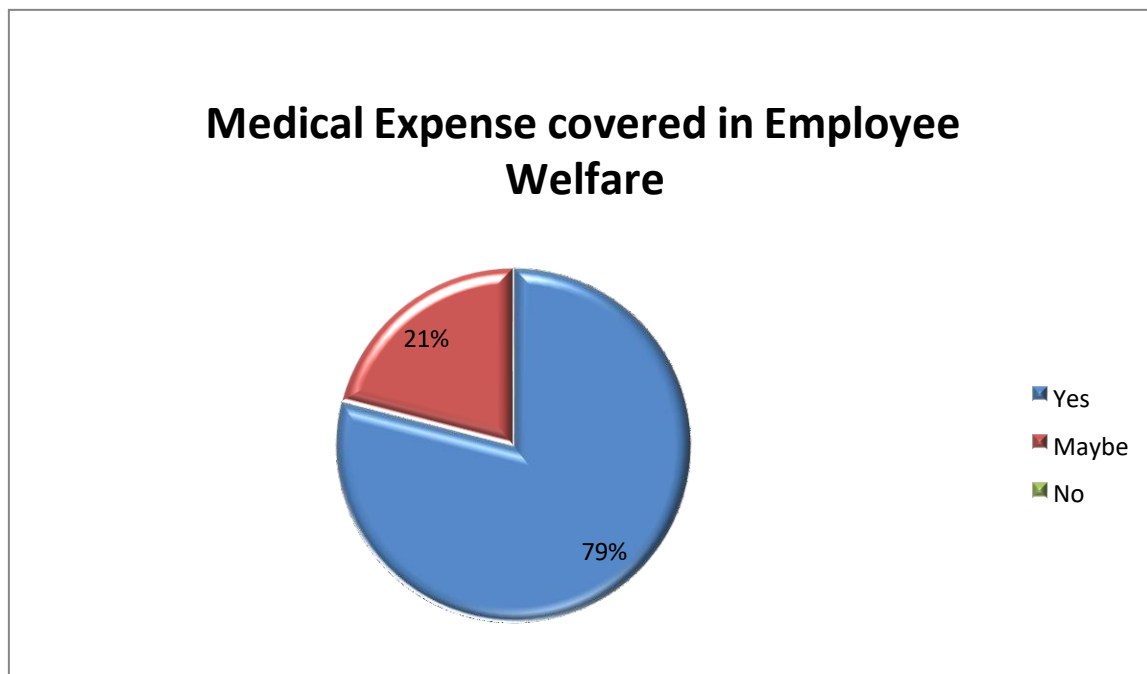
Here the Majority Respondents are from the Category of 5 (43%)

4.1.12 Medical Expense covered in Employee Welfare Table

Does Medical expenses are covered under Employee Welfare	
Yes	158
Maybe	42
No	0

SOURCE: Primary Data

4.2.12 Medical Expense covered in Employee Welfare Chart



Interpretation

From the above table It is Interpreted that

- 79% are from the Category of YES
- 21% are from Category of MAYBE

Inference

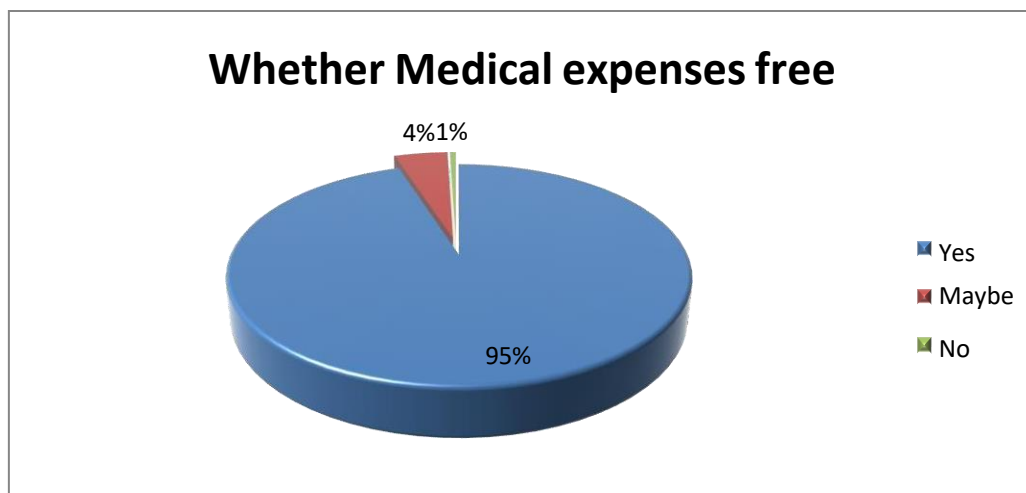
Here the Majority Respondents are from the Category of YES (79%)

4.1.13 Whether Medical expenses free TABLE

Whether Medical expenses free	
Yes	190
Maybe	9
No	1

SOURCE: Primary Data

4.2.13 Whether Medical expenses free CHART



Interpretation

From the above table It is Interpreted that

- 95% are from the Category of YES
- 4% are from Category of MAYBE , and
- 1% are from the Category of NO

Inference

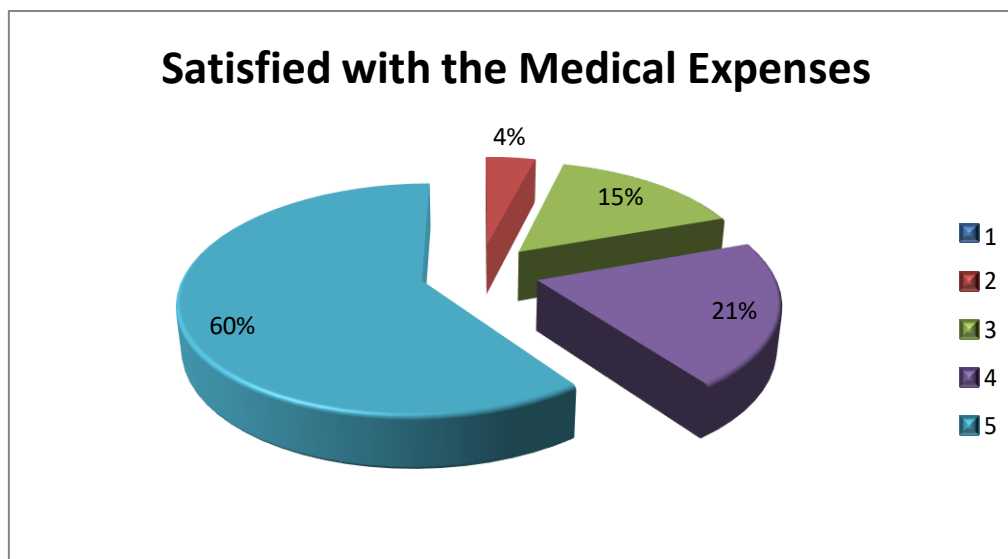
Here the Majority Respondents are from the Category of YES (95%)

4.1.14 Satisfied with the Medical Expenses TABLE

Satisfied with the Medical Expenses	
1	
2	8
3	31
4	41
5	120

SOURCE: Primary Data

4.2.14 Satisfied with the Medical Expenses CHART



Interpretation

From the above table It is Interpreted that

- 4% are from Category of 2 ,
- 15% are from the Category of 3
- 21% are from the Category of 4
- 60% are from the Category of 5

Inference

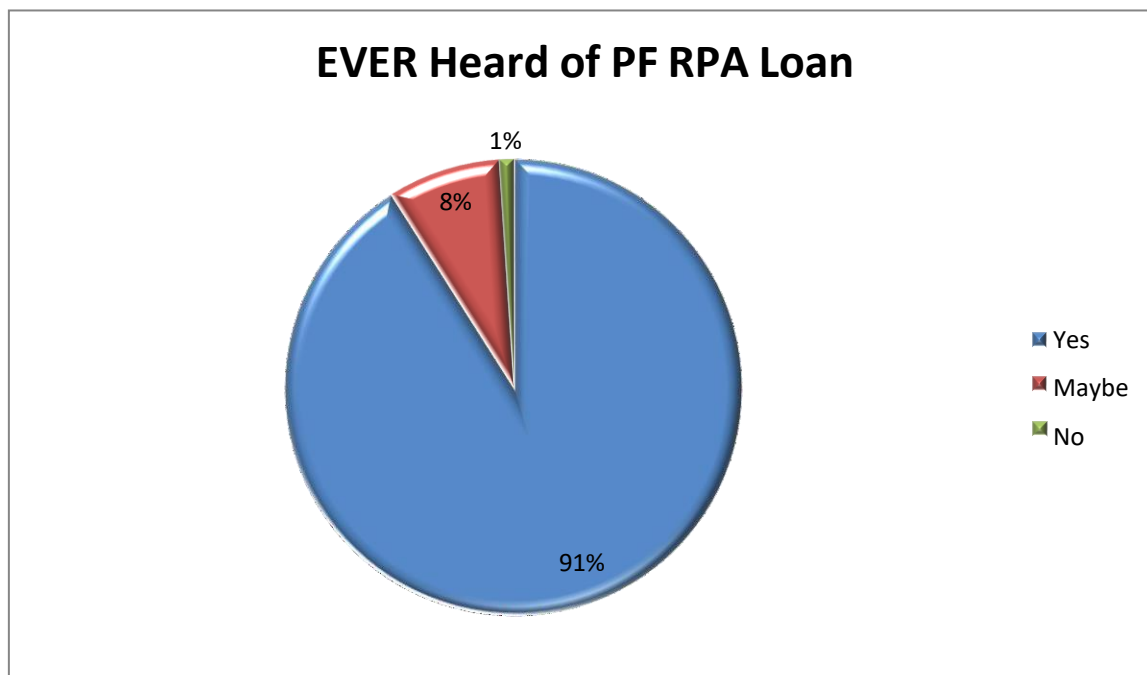
Here the Majority Respondents are from the Category of 5 (60%)

4.1.15 Ever Heard of PF RPA Loan TABLE

Ever Heard of PF RPA Loan	
Yes	182
Maybe	16
No	2

SOURCE: Primary Data

4.2.15 Ever Heard of PF RPA Loan CHART



Interpretation

From the above table It is Interpreted that

- 91% are from the Category of YES
- 8% are from Category of MAYBE , and
- 1% are from the Category of NO

Inference

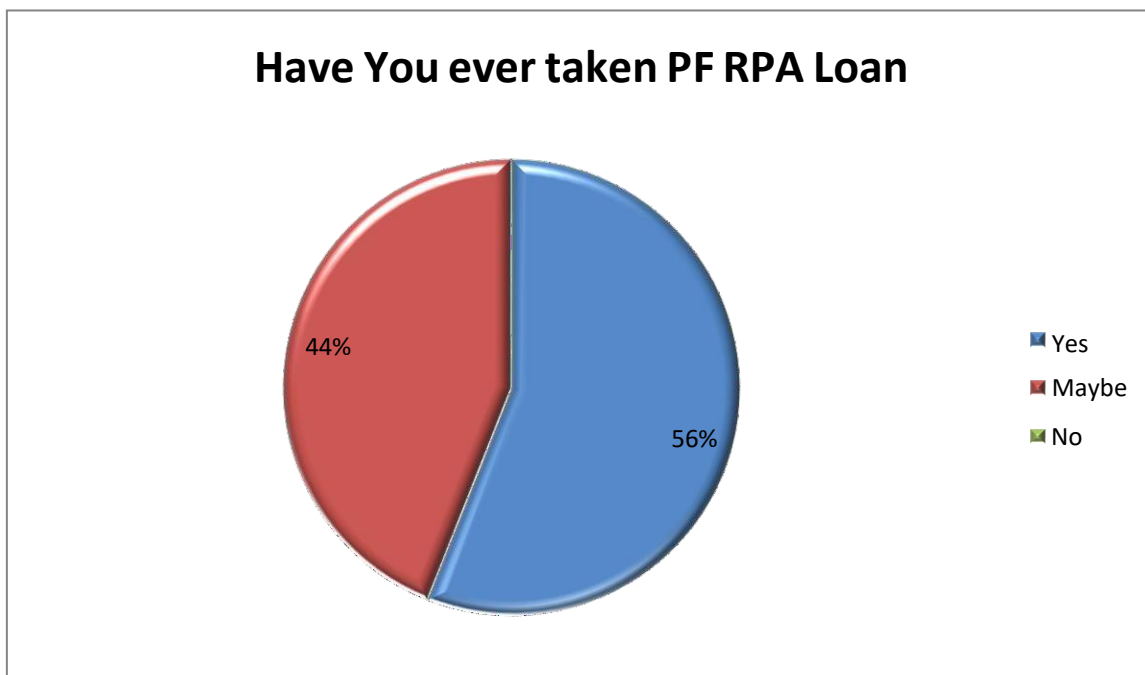
Here the Majority Respondents are from the Category of YES (91%)

4.1.16 Have You ever taken PF RPA Loan TABLE

Have You ever taken PF RPA Loan	
Yes	112
Maybe	88
No	

SOURCE: Primary Data

4.2.16 Have You ever taken PF RPA Loan CHART



Interpretation

From the above table It is Interpreted that

- 56% are from the Category of YES
- 44% are from the Category of NO

Inference

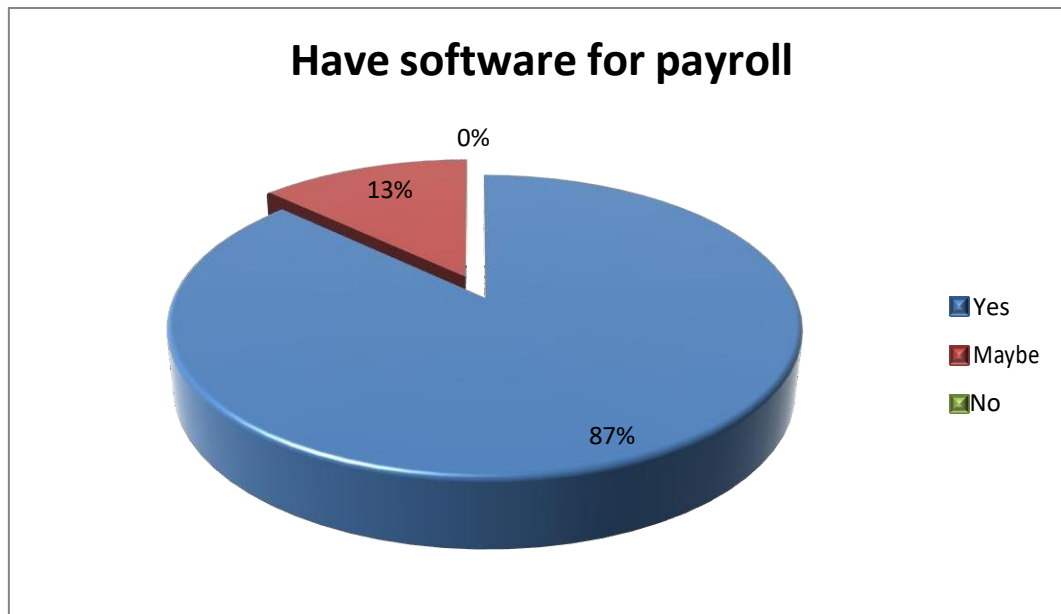
Here the Majority Respondents are from the Category of YES (56%)

4.1.17 Have software for payroll TABLE

Have software for payroll	
Yes	174
Maybe	26
No	0

SOURCE: Primary Data

4.2.17 Have software for payroll CHART



Interpretation

From the above table It is Interpreted that

- 87% are from the Category of YES
- 13% are from Category of MAYBE ,

Inference

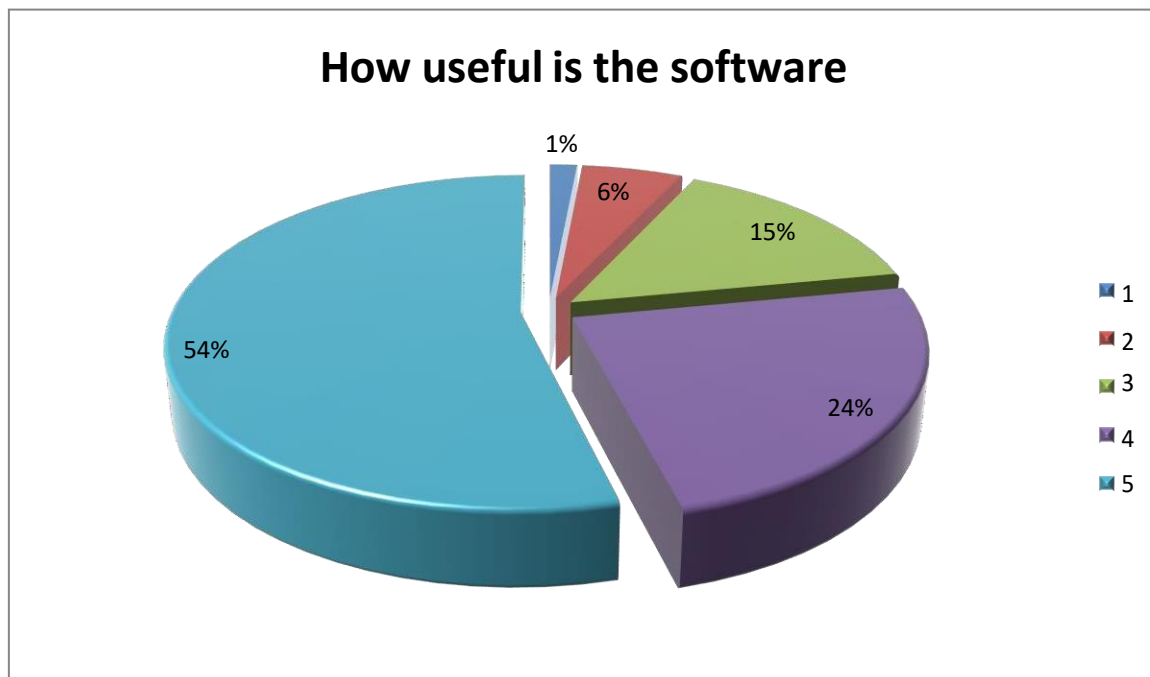
Here the Majority Respondents are from the Category of YES (87%)

4.1.18 How useful is the software CHART

How useful is the software	
1	3
2	11
3	30
4	48
5	108

SOURCE: Primary Data

4.2.18 How useful is the software CHART



Interpretation

- 1% are from the Category of 1 ,
- 6% are from Category of 2 ,
- 15% are from the Category of 3
- 24% are from the Category of 4
- 54% are from the Category of 5

Inference

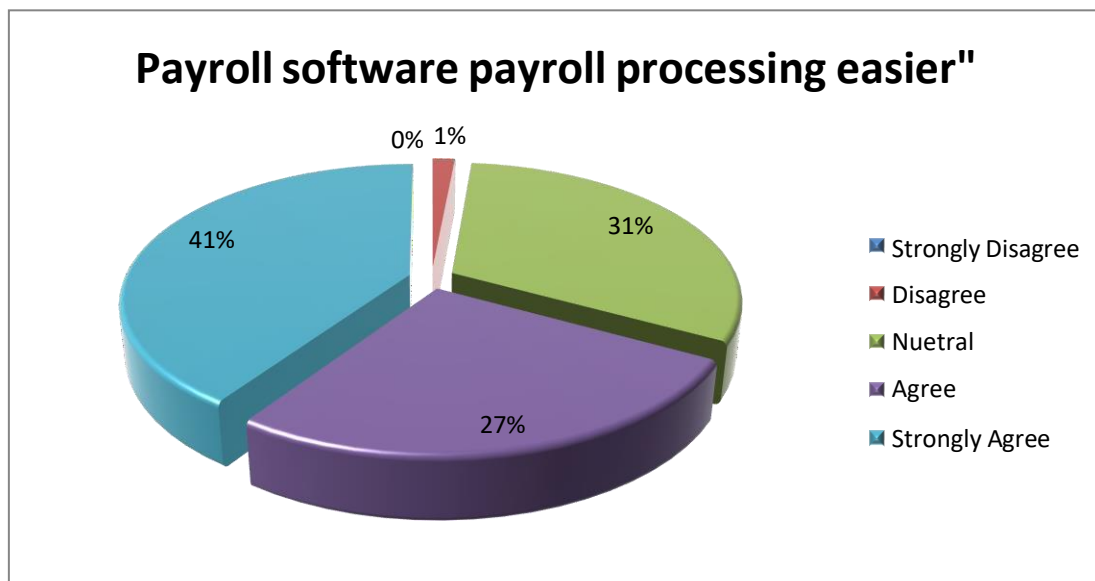
Here the Majority Respondents are from the Category of 5 (54%)

4.1.19 Payroll software payroll processing easier TABLE

Payroll software payroll processing easier"	
Strongly Disagree	0
Disagree	3
Neutral	63
Agree	53
Strongly Agree	81

SOURCE: Primary Data

4.2.19 Payroll software payroll processing easier CHART



Interpretation

From the above table It is Interpreted that

- 1% are from the Category of Disagree
- 31% are from the Category of Neutral
- 27% are from the Category of Agree
- 41% are from the Category of Strongly Agree

Inference

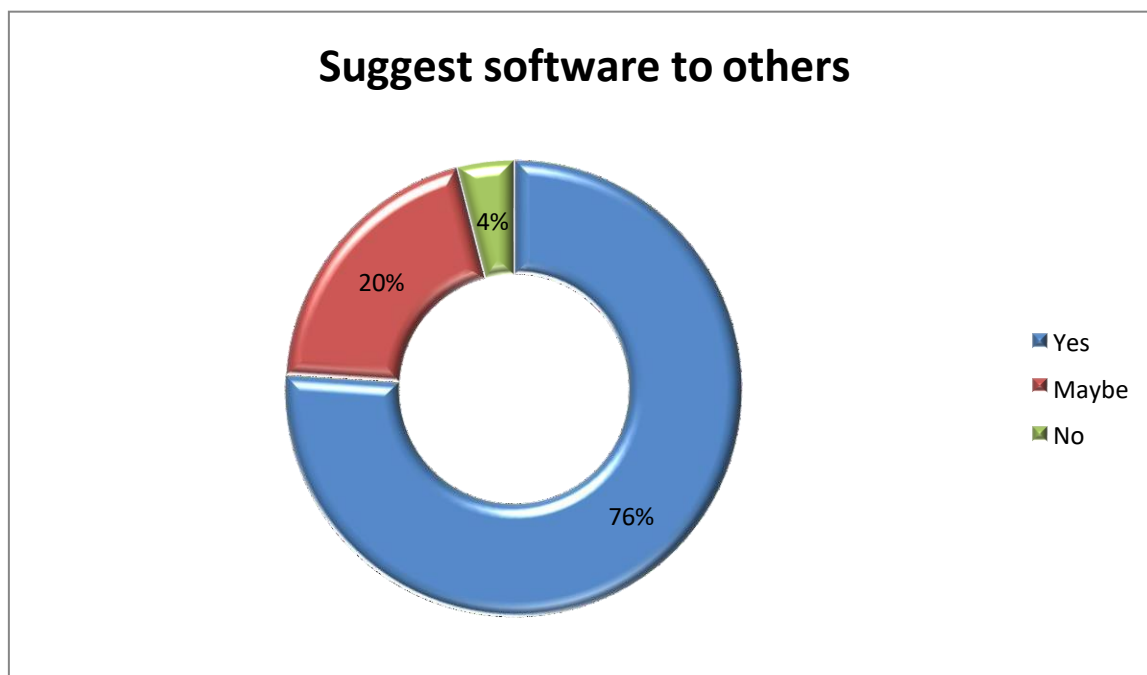
Here the Majority Respondents are from the Category of Strongly Agree (41%)

4.1.20 Suggest software to others TABLE

Suggest software to others	
Yes	152
Maybe	40
No	8

SOURCE: Primary Data

4.2.20 Suggest software to others CHART



Interpretation

From the above table It is Interpreted that

- 76% are from the Category of YES
- 20% are from Category of MAYBE ,
- 4% are from the Category of NO

Inference

Here the Majority Respondents are from the Category of YES (76%)

4.3 Secondary Data

Types of Earnings & Deduction that are common for most of the Employees

Earnings

Earnings

Earnings are said to be the amount that would be given to the employee in the name of VDA, CA and so on including the Basic pay and stated as Total Payable

Basic Pay

Basic salary or basic pay is the amount agreed upon by an employer and employee excluding overtime or any other extra compensation.

VDA (Valid Dearness allowance)

DA or dearness allowance is calculated as a specific percentage of the basic salary which is then added to the basic salary along with other components in order to reduce the impact of inflation to make up the total salary of an employee of the government sector. It tends to reduce the impact of changing cost of living.

Here the amount of VDA that is given is 27.2% of the basic pay

FP Increment

Discussing the implementation of the pay commission's recommendations, an official said the family planning allowance is given to central government employees as an encouragement to adhere to the small family norm at the rate of ₹ 210 to ₹ 1,000 per month depending on seniority

CA (Common allowance)

Allowance is defined as a certain percentage of money from Basic Pay paid by employers to their employees to meet certain expenditures above basic salary.

Here the amount of CA that is given is 35% of the basic pay

Service weightage Increment

Amount paid for the employees according to the service that they have been working. There has been a fixed slot for the service weightage and the amount to be given which was then stopped before 10 years so those who have been receiving it from before only now get their service weightage increment and not others

Medical TA

Amount paid for the employee for transport in case of medical reference from NLC GH to hospitals which have been in tie up with NLC like Apollo & Kauvery. This can be only claimed if the employee have valid medical reference and transport bill . The amount paid to the employees varies according to their position and grade. Individuals must provide the bills to claim the exact amount to be claimed or else ordinary fare only be claimed

MIN (195) to MAX (1125)

Remittance Process

The process of recovering money from the employees in name of deduction and paying to the companies as it is

Some Govt companies in textiles (Co-optex,pontex) have additional charges including Management Cost 1.5% and GST 18%

DEDUCTION

Deductions are said to be the amount that is deducted from the total payable and given to the companies or taken for the management and the rest would be given to employees as Net Payable

PF Subscription

Provident fund is a government-managed retirement savings scheme for employees who can contribute a part of their pension fund every month. These monthly savings get accumulated every month, easily accessible as a lump sum amount at retirement or the end of employment.

PF is calculated by Total of Basic pay + VDA + FP increment $\times$ 12%

Additional PF

This is said to be the amount that is deducted from the employee who came before voluntarily and request to deduct certain amount of money as per their wish from their payroll and add it to the pension fund This amount varies according to the employee request

IT recovery

The amount that is deducted from the employee payroll for their Income tax payment. This is calculated by their annual income

Annual Income	Percentage of Amount to be Paid
2.50 L	0%
2.50-5L	5%
5-10L	20%
Above 10L	30%

House rent , Electric charges & Water Charges

- **House rent** - Charges deducted for the house that the employee resides
- **Electric charges** - Charges deducted for the electricity that is used for house that the employee resides
- **Water charges** - Charges deducted for the water that is used. It's is calculated by no of taps in the house that the employee resides

Death relief

Amount that is deducted from the employees for the purpose giving the amount to the employee family who has been dead

As from the management side they'll give 50 and from each 50 for a person and the total amount will be given to the employee family

Diet charges

The amount that is deducted for the food that is provided in the hospital either it's in NLC GH or in the hospital that is in tie up with the NLC

50% Perks

10 % of the total annual income

Elders Home

A minimum amount will be deducted from every employee and sent to the elders home that is in NLC control

LIC & Thrift

These are companies in which they would provide insurance or loan and their monthly payment would be paid by the management after deducting from the Individuals

Increment

- Increment is given because now there is no Service weightage increment for the employees. It is calculated by adding 3% of the total annual income at the end of the year to their individual Payroll.
- After promotion Additional 3% of would be added as increment at that specific year
 - Every year - 3%
 - At the year of Promotion -6%

❖ Employee Welfare

- Under this employees are provided with free uniform for their work
- Medical kit provided at the factory area only
- Mainly medical expenses for them and their families are free of cost at the NLC GH including the medicines that are provided

❖ BONUS

- Bonus are used to be given by 8.33% of the total annual salary but now it is given be based on PRP (performance related payment)

❖ Fest Advance

- Yearly once when requested by the employee A certain amount of money would be given to them for their festival celebration
- For Executives ₹25000
- Non executives ₹20000

❖ LOAN (REPAYABLE)

- HBA (House building accommodation) 9% interest if FP is done then its 8.5%
- Vehicle loan 8% interest
- 1st loan Up to 80% of the invoice amount
- 2nd Loan up to 75% of the invoice amount
- Multi-Purpose Loan 9% interest

❖ PF RPA Loan

Pension fund Repayable loan is the money that would be given to the employee at first as per the employee request which is taken from the PF of a individual employee that they have already in their PF. The given amount is later deducted from the payroll of the individual

Calculated by total amount / 5 years

Now this kind of loan is no more repayable, once if it's taken from the PF then it would be subtracted from the PF amount that we have in hand. Hence those who have taken before it's stopped from repayable are only repaying their debt that's left over

BANKS

- After the remittance process the amount recovered are paid to companies and employees according to the bank account
- There 22 banks in which the amount is paid by E-payment .
- Up to 20 they meant for those who resides in or nearby Neyveli and the other two are meant for the others whom are away from Neyveli

➤ LIST OF BANKS

S.NO	BANKS	AREA / BLOCK
1	State Bank of India	2
2	State Bank of India	18
3	State Bank of India	Mandarakupam
4	Indian Bank	12
5	Indian Bank	17
6	Indian overseas Bank	19
7	ICIC Bank	19
8	CDCC Bank	19
9	CDCC Bank	5
10	CDCC Bank	Mandarakupam
11	TAICO	27
12	Canara Bank	6
13	Canara Bank	Mine - 2
14	Central Bank of India	Mandarakupam
15	Axes Bank	Arch Gate
16	Karur Vysya Bank	16
17	Lakshmi Vilas Bank	Mandarakupam
18	City Union Bank	27
19	Union Bank	20
20	Canara Bank	Town - II

NULL HYPOTHESIS:

ALTERNATE HYPOTHESIS:

4.4.1

Case Processing Summary

	Valid		Cases Missing		Total	
	N	Percent	N	Percent	N	Percent
Age * How satisfied are you with VDA that company gives	200	100.0%	0	0.0%	200	100.0%

Age * How satisfied are you with VDA that company gives Cross tabulation

		How satisfied are you with VDA that company gives					Total
		VERY UNSATISFIED	UNSATISFIED	NEUTRAL	SATISFIED	VERY SATISFIED	
Age 26-35 years	Count	2	0	1	0	8	11
	Expected Count	.8	1.0	1.9	1.7	5.6	11.0
36-45 years	Count	8	5	8	20	37	78
	Expected Count	5.9	7.0	13.3	12.1	39.8	78.0
above 45 years	Count	5	13	25	11	57	111
	Expected Count	8.3	10.0	18.9	17.2	56.6	111.0
Total	Count	15	18	34	31	102	200
	Expected Count	15.0	18.0	34.0	31.0	102.0	200.0

Chi-Square Tests

	Value	df	Asymptotic Significance (2-sided)
Pearson Chi-Square	21.086 ^a	8	.007
Likelihood Ratio	23.028	8	.003
Linear-by-Linear Association	.099	1	.753
N of Valid Cases	200		

a. 4 cells (26.7%) have expected count less than 5. The minimum expected count is .83.

4.4.2

Correlations

		How satisfied are you about the deductions	How satisfied are you with the Increment that is given to the employees
How satisfied are you about the deductions	Pearson Correlation	1	-.205**
	Sig. (2-tailed)		.004
	N	200	200
How satisfied are you with the Increment that is given to the employees	Pearson Correlation	-.205**	1
	Sig. (2-tailed)	.004	
	N	200	200

** . Correlation is significant at the 0.01 level (2-tailed).

There is negative correlation (-.205) between the satisfaction of deductions and increment given to employees.

CHAPTER 5

SUMMARY OF FINDINGS, SUGGESTIONS & CONCLUSION

5.1 Findings

- Here the Majority Respondents are from the Category of above 45 (56%)
- Here the Majority Respondents are from the Category of MINE - I & T.P.S - II (38%)
- Here the Majority Respondents are from the Category of MALE (97%)
- Here the Majority Respondents are from the Category of HSC (52%)
- Here the Majority Respondents are from the Category of YES (100%)
- Here the Majority Respondents are from the Category of 20 to 30 (55%)
- Here the Majority Respondents are from the Category of YES (97%)
- Here the Majority Respondents are from the Category of Worker (81%)
- Here the Majority Respondents are from the Category of 91,000 - 1, 66,000 (56%)
- Here the Majority Respondents are from the Category of Direct Deposit (100%)
- Here the Majority Respondents are from the Category of YES (98%)
- Here the Majority Respondents are from the Category of 5 (51%)
- Here the Majority Respondents are from the Category of 5 (40%)
- Here the Majority Respondents are from the Category of 5 (41%)
- Here the Majority Respondents are from the Category of 5 (43%)
- Here the Majority Respondents are from the Category of 5 (60%)
- Here the Majority Respondents are from the Category of 5 (54%)

- Here the Majority Respondents are from the Category of YES (91%)
- Here the Majority Respondents are from the Category of YES (56%)
- Here the Majority Respondents are from the Category of YES (79%)
- Here the Majority Respondents are from the Category of YES (95%)
- Here the Majority Respondents are from the Category of YES (87%)
- Here the Majority Respondents are from the Category of Strongly Agree (41%)
- Here the Majority Respondents are from the Category of YES (76%)

5.2 Suggestion

- To keep employee's motivated and efficient on their work Pay employees on time every time
 - Using software for payroll helps by
- Create multiple pay slabs for your staff, leads, managers.
- Automatic payroll calculation
- Run payroll in a few clicks and automatically generate pay-slips online with a thorough breakdown of taxes, allowances, and deductions.
- Transfer employees' salaries directly to their bank accounts with timely online transfers and readily available bank advice

5.3 LIMITATION OF STUDY

- The study is based upon the Employees satisfaction, experience and perception towards the payroll process in their company
- The data collected for the research is fully primary data given by the respondents by filling the Google form.

- The questionnaire was made available to consumers through Google drive - forms.
- No personal biasness happens while taking filling the questionnaire because of the online Google form.
- Limited time frame.
- Responses were restricted to only 200 samples out of the large population size

5.4 Conclusion

- Based on many summaries from previous chapters, certain conclusions can be drawn relating to the payroll processing in NLCIL. General conclusion is more emphasized to the wide description of the company. Based on many summaries from the previous chapters, NLCIL is a company that engaged in Mining. The activities of the company consist of Mining and Electric utility. It set its departmentalization based on its function. The overall system of NLCIL is very good. The company is quite profitable. Policies and procedures that are used by NLCIL Limited are good. The company has never gotten any complaints from the employees and labors about the payroll process that is followed in the management
- “Payroll Management System” software developed for a company has been designed to achieve maximum efficiency and reduce the time taken to handle the Payroll activity. It is designed to replace an existing manual record system thereby reducing time taken for calculations and for storing data. The system is strong enough to withstand regressive daily operations under conditions where the database is maintained and cleared over a certain time of span. The implementation of the system in the organization will considerably reduce data entry, time and also provide readily calculated reports

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A Study On Payroll processing in NLC IND Ltd

* Required

1. Name *

2. Your CPF NO *

3. AGE *

Mark only one oval.

☐ 18-25

☐ 26-35

☐ 35-45

☐ Above 45

4. UNIT *

Mark only one oval.

- ☐ CENTRAL ESTABLISHMENT
- ☐ MATERIAL MANAGEMENT
- ☐ MEDICAL
- ☐ MINE - I
- ☐ MINE - IA
- ☐ MINE - II
- ☐ NEW SERVICES UNIT
- ☐ NEYVELI NEW THERMAL STATION
- ☐ T.P.S - II
- ☐ THERMAL POWER STATION I EXPN
- ☐ THERMAL POWER STATION-I
- ☐ TOWNSHIP ADMINISTRATIVE OFFICE
- ☐ THERMAL POWER STATION II EXPN

5. Gender *

Mark only one oval.

- ☐ Male
- ☐ Female
- ☐ Prefer not to say

6. Qualification *

Mark only one oval.

☐ SSLC

☐ HSC

☐ UG

☐ PG

7. Martial Status *

Mark only one oval.

☐ Married

☐ Single

8. Work Experience *

Mark only one oval.

☐ 1-10

☐ 10-20

☐ 20-30

9. Do you have Employee Identification Number (EIN) [CPF NO] *

Mark only one oval.

☐ Yes

☐ No

10. Position *

Mark only one oval.

- ☐ Worker
- ☐ Executive
- ☐ Superrvisor

11. Salary *

Mark only one oval.

- ☐ 15,000 - 90,000
- ☐ 91,000 - 1,66,000
- ☐ 1,67,000 - 2,42,000
- ☐ 2,43,000 - 3,00,000

12. How do you get your salary get paid *

Mark only one oval.

- ☐ Direct Deposit to bank account (E-Payment)
- ☐ Cash on hand

13. How much VDA is given in your company for each employee *

Mark only one oval.

- ☐ 27.2 %
- ☐ 17.5 %
- ☐ 35.8 %
- ☐ 13.6%

14. How much CA is given in your company for each employee *

Mark only one oval.

☐ 35%

☐ 40%

☐ 45%

☐ 30%

15. Are you Aware of the Deductions that has been done in your payroll *

Mark only one oval.

☐ Yes

☐ No

☐ Maybe

16. How satisfied are you with VDA that company gives *

Mark only one oval.

	1	2	3	4	5	
Very Unsatisfied	☐	☐	☐	☐	☐	Very Satisfied

17. How satisfied are you CA that company gives *

Mark only one oval.

	1	2	3	4	5	
Very Unsatisfied	☐	☐	☐	☐	☐	Very Satisfied

18. How satisfied are you about the deductions *

Mark only one oval.

	1	2	3	4	5	
Very Unsatisfied	☐	☐	☐	☐	☐	Very Satisfied

19. How satisfied are you with the Increment that is given to the employees *

Mark only one oval.

	1	2	3	4	5	
Very Unsatisfied	☐	☐	☐	☐	☐	Very Satisfied

20. How satisfied are you about the Medical Expenses that are covered under Employee Welfare *

Mark only one oval.

	1	2	3	4	5	
Very Unsatisfied	☐	☐	☐	☐	☐	Very Satisfied

21. How useful is the software that is used for payroll *

Mark only one oval.

	1	2	3	4	5	
Not Useful	☐	☐	☐	☐	☐	Very Useful

22. PF RPA Loan *

Mark only one oval per row.

	Yes	Maybe	NO
Ever Heard of PF RPA Loan	☐	☐	☐
Have You ever taken PF RPA Loan	☐	☐	☐

23. Does really medical expenses are covered under Employee Welfare *

Mark only one oval.

- ☐ Yes
- ☐ Maybe
- ☐ No

24. Did medical expenses are free for NLC Employees *

Mark only one oval.

- ☐ Yes
- ☐ Maybe
- ☐ No

25. Does your company use any software for Payroll Pocessing *

Mark only one oval.

- ☐ Yes
- ☐ Maybe
- ☐ No

26. Do you agree with the statement "Payroll software like PIPAS & SAP makes payroll processing easier"

Mark only one oval.

- ☐ Strongly Disagree
- ☐ Disagree
- ☐ Nuetral
- ☐ Agree
- ☐ Strongly Agree

27. In your experience with the software used for payroll would you suggest other companies to the software for payroll process

Mark only one oval.

- ☐ Yes
- ☐ Maybe
- ☐ No

ANNEXURE 2 – ARTICLE

A Case Study About Payroll processing in NLCIL

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ABSTRACT :

Payroll processing is an elaborate process that involves a lot more than salary calculations. The process can be intimidating if you do not know how to go about it which is exactly why this handy guide will navigate you through the intricacies of payroll processing. Payroll processing is an essential business function that involves arriving at the 'net pay' of the employees after the adjustment of necessary taxes and deductions. For efficient payroll management process, the payroll administrator needs to plan the payroll process step-by-step.

Earnings are said to be the amount that would be given to the employee in the name of VDA, CA and so on including the Basic pay and stated as Total Payable. Deductions are said to be the amount that is deducted from the total payable and given to the companies or taken for the management and the rest would be given to employees as Net Payable. The process of recovering money from the employees in name of deduction and paying to the companies as it is called as Remittance process.

There are certain skills that many Payroll Processors have in order to accomplish their responsibilities. By taking a look through resumes, we were able to narrow down the most common skills for a person in this position. We discovered that a lot of resumes listed Communication skills, Math skills and Organizational skills.

I. INTRODUCTION

For more than six glorious decades, NLCIL has been a forerunner amongst the Public Sector Enterprises in the country in the energy sector, contributing to a lion's share in lignite production and significant share in thermal and renewable energy generation.

The Company was incorporated on 14.11.1956. NLCIL is a Navratna Government of India Enterprise, under the administrative control of Ministry of Coal. Today, the company has set its footprints in PAN India mode in the states of TamilNadu, Rajasthan, Uttar Pradesh, Odisha, Jharkhand and Andaman & Nicobar Islands

NLCIL was registered as a Company on 14th November, 1956. The mining operations in Mine-I were formally inaugurated on 20th May, 1957 by the then Prime Minister Pandit Jawaharlal Nehru. Neyveli Lignite Corporation has been conferred with "MINIRATNA" Status in 2004

Geological reserves of Lignite in the country have been estimated at around 38756.16 Million Tonnes.as on 01.04.2007 Out of the above 4150 Million Tons (MT) of lignite spread over an area of 480 sq.km. is in the Neyveli Lignite fields in Cuddalore District of which around 2831 Million Tons have been proved. Geological reserves of about 1168 MT of lignite have been identified in Jayamkonda cholapuram of Trichy District of Tamilnadu. Geological reserves of around 23099.77 Million Tons and 1342.45 Million Tons of lignite have been estimated in Mannargudi and East of Veeranam respectively.

The main constituent units of the Company as of now are three Lignite Mines and three Thermal Power Stations. Mine-I (10.5 Million Tons of Lignite per annum) feeds Thermal Power Station-I (600 MW), and the Thermal Power Station-I Expansion (420 MW). Mine-II (10.5 Million Tons of Lignite per annum) feeds its captive Thermal Power Station-II (1470 MW ... 7 X 210 MW). Mine-IA (3.0 Million Tons of Lignite per Annum) meets the fuel requirement of an Independent Power Producer (M/s.STCMS) and also to utilize the balance lignite to the best commercial advantage of NLC.

II. PROBLEM IDENTIFIED :

◆ WHY?

If the payroll process does not take place properly it may Delay payment to Banks , Employees , vendors .Delayed payments makes employees unhappy which may results in less production Employees may go on Strike until salary has been paid also results in decreased production in company

◆ WHERE?

This problem takes place in NLC India Ltd, Neyveli

◆ WHEN?

This problem arises If the payroll process does not take goes properly

◆ WHAT?

Delayed payment to Banks , Employees , vendors

◆ WHO?

NLC employees, vendors who are in tie up with NLC

◆ HOW?

Delayed payments makes employees unhappy which may results in less production in company

◆ HOW MUCH?

Employees may go on Strike until salary has been paid also results in decreased production in company.

III. REVIEW OF LITERATURE :

- According to” **Steven m. Bragg**” (2011), payroll management is designed for both professional accounts and students. Since both can benefit from its detailed descriptions of payroll systems, control, procedures and regulation.
- According to **Chetan wain** (2014), payroll being the most vital part of HR generalist have maximum number of jobs to offer and make enable them to handle payroll calculation of employees independently.
- **Ajit yadav** (2014) said that payroll is also incredibly important to its recipients: employee of a company. Employee moral can be negatively affected by errors and irregularities in payroll, so an organization must distribute payroll in a appropriate manner.
- **Charlie** (2000) defined that “Payroll strategies increases profitability, maximize employee efficiencies, reduce time in transactional HR areas”.
- **Robert leach** (1999), “Payroll function could be better integrated into the HR function, whether any of the information held by the payroll function could usefully be shared”.
- According to **Kyle pomerleau** (2014), “Government levy payroll taxes on both the employee and the employer, though both are ultimately paid by wage earners”
- Ahmad A. Palladan and Nuhu Y. Palladan (2018) In this study, the researcher who is the reference is the result of precious research entitled “Employees Views on Payroll Computerization and Its Impact on Their Productivity: A Grounded Theory Approach”. The study reveals among other things that accuracy in reward computation, job enrichment as well as timely payment of employee’s benefits increases employee’s productivity. The independent variables in this study are employees views (X1), payroll computerization (X2), and impact on their productivity (Y). The data in this research is obtained through observation and interviewing 3 and 2 of the non-payroll and payroll employees respectively. The result of this study have equally enhanced our knowledge on productivity and thus help manager to direct personnel better
- Maya Ariesti Vinastri, Jenny Morasa, and Sonny Pangerapan (2019) In this study, the researchers who was the reference was the result of previous research entitled “Analysis of The Effectiveness of The Employee Payroll Accounting Information System at PT. Kerismas Witikco Makmur Factory Bitung”. The purpose of this study is to determine the effectiveness of the payroll accounting system applied at PT. Kerismas Witikco Makmur. This type of research is descriptive qualitative by taking primary data directly through interviews with 10 respondents on the object of research. The result of this study show the payroll system applied by PT. Kerismas Witikco Makmur still uses a manual system and there has been a clear division of tasks within the company.

- Richard Antonio R, Sifrid Pangemanan, and Meily Kalalo (2018) In this study, the researchers who was the reference was the result of previous research entitled Evaluation of The Effectiveness of Internal Control Payroll Accounting Information System RSUP. Prof. Dr. R. D.Kandou Manado”. The purpose of this study is to determine whether the effectiveness of internal control payroll accounting information system RSUP. Prof. Dr. R. D. Kandou Manado has gone well. This study was use descriptive analysis where research start by collecting and sifting through incoming information throughly and detail later elaborated in order to obtain a clean picture. The result of the study concluded that the payroll accounting system implemented by RSUP. Prof. Dr. R. D. Kandou Manado already have good system and effective and meet the element of internal control to improve companny’s performance.
- Mia Suryaningsih (2016) In this study, the researcher who is the reference is the result of previous research entitled “System Evaluation and Payroll Procedures at PT. Raja Besi Semarang”. The purpose of this study is to understand the payroll system, payroll procedures and evaluating systems used in PT. Raja Besi Semarang and compared the with existing theories. This study belongs to a single variable. The data collection method used is conducting research at PT. Raja Besi Semarang. The analysis method used is descriptive qualitative by comparing current practices in companies with existing theories. The result of this study is PT. Raja Besi Semarang has implemented payroll accounting information systems using DOS-based system with two different systems, namely daily wage systems which is paid weekly, and monthly wage which is paid in the end of each month. Due to the company employed employees in very large quantities to the provided the with feedback or compensation of their service in wage and salary that the company has to have an effective accounting system.

IV. MATERIALS AND METHODS

A. RESEARCH DESIGN

The research design is used in this is descriptive research design. Descriptive research design is a scientific method which involves observing and describing the behavior of subject without influencing it in any way. The Main characteristic of this method is that the researcher has no control of variable’s, we can report only what has happened or what is happening.

B. OBJECTIVES OF THE RESEARCH

➤ *Primary Objectives*

- To study the payroll process done in NLC

➤ *Secondary Objectives*

- To Analyze different Types of Earnings given to employees and how they are calculated
- To Analyze the different Types of deduction as well as to explain why they are deducted and how are they calculated
- To state the Remittance Process followed in NLC
- To state list of banks in which amount is deposited to pay the payroll to the employees and to the vendors

C. SAMPLING DESIGN

- The research method used here is Primary data & Secondary data
- The data is collected from employees of NLCIL. The sample size was 200, which was collected directly with the help of Google form.

D. DATA COLLECTION DESIGN

➤ PRIMARY DATA

- After giving through a brainstorming session, Objectives were selected and then set on the base of these objectives.
- Questionnaire method have been used as a tool for a data collection in this research
- Primary Data – Questionnaire given to 200 respondents

➤ SECONDARY DATA

Secondary data describes the data that is already available. They refer to the data which has already been collected and analyzed by someone else. The secondary data for the study was collected from company website, employees, magazines and other sources

E. RESEARCH FRAMEWORK

For primary data a questionnaire was designed with a major emphasis of which was gathering new ideas or insight so as to determine and bind out solutions to the problems.

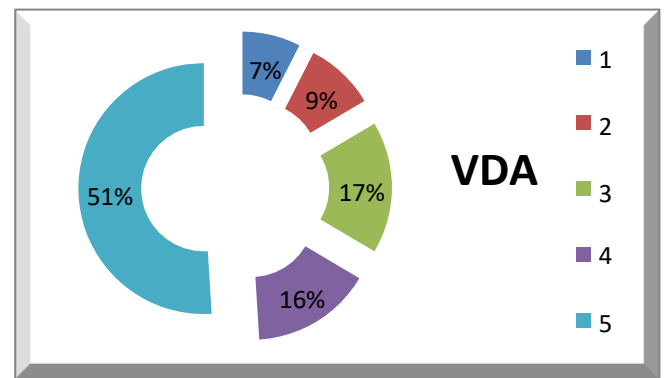
And for the secondary data information have been gathered from internet and from a employee of the company

V. DATA ANALYSIS

TABLE 1 Satisfaction Towards VDA

Satisfaction Towards VDA		
Category	No of Response	Percentage of response
1	15	7
2	18	9
3	34	17
4	31	16
5	102	51
TOTAL	200	100

FIG 1 Satisfaction Towards VDA



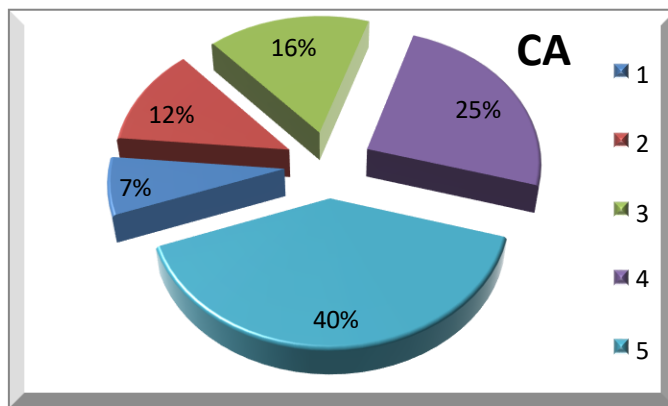
Inference

Here the Majority Respondents are from the Category of 5 (51%)

TABLE 2 Satisfaction towards CA

Satisfaction towards CA		
Category	No of response	Percentage of response
1	14	7
2	24	12
3	33	16
4	49	25
5	80	40
TOTAL	200	100

FIG 2 Satisfaction towards CA



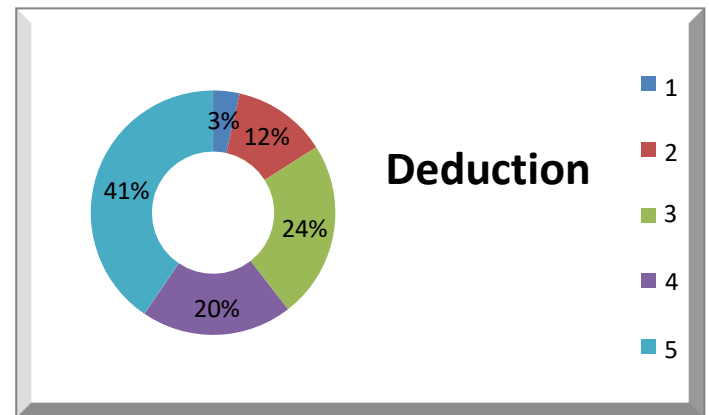
Inference

Here the Majority Respondents are from the Category of 5 (40%)

TABLE 3 Satisfaction towards DEDUCTION

Satisfaction towards DEDUCTION		
Category	No of response	Percentage of Response
1	7	3
2	25	12
3	47	24
4	40	20
5	81	41
TOTAL	200	100

FIG 3 Reducing Warehouse Cost



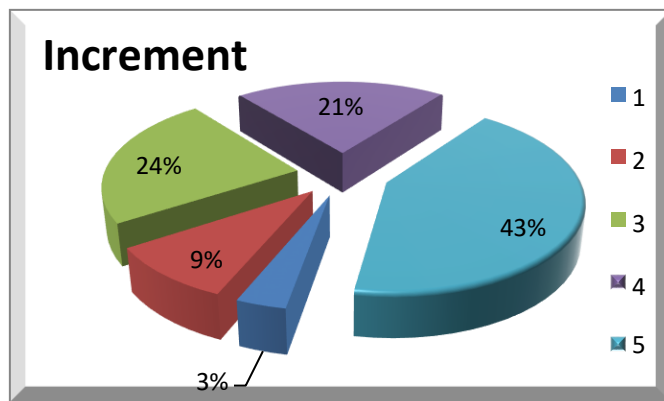
Inference

Here the Majority Respondents are from the Category of 5 (41%)

TABLE 4 Satisfied with the INCREAMENT

Satisfied with the INCREAMENT		
Category	No of Respondents	No of Percentage
1	7	3
2	19	9
3	47	24
4	42	21
5	85	43
TOTAL	200	100

FIG 4 Profit Raised After JIT Implementation



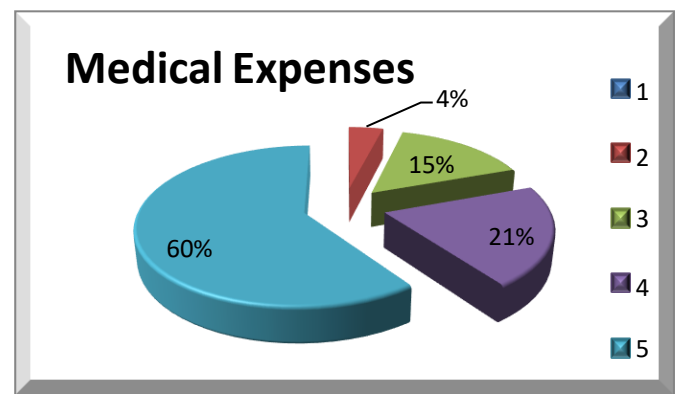
Inference

Here the Majority Respondents are from the Category of 5 (43%)

TABLE 5 Satisfied with the Medical Expenses

Satisfied with the Medical Expenses		
1	0	0
2	8	4
3	31	15
4	41	21
5	120	60
TOTAL	200	100

FIG 5 Zero Defect



Inference

Here the Majority Respondents are from the Category of 5 (60%)

TABLE 6 CHI SQUARE

NULL HYPOTHESIS:

ALTERNATE HYPOTHESIS:

4.4.1

Case Processing Summary

	Valid		Cases Missing		Total	
	N	Percent	N	Percent	N	Percent
Age * How satisfied are you with VDA that company gives	200	100.0%	0	0.0%	200	100.0%

Age * How satisfied are you with VDA that company gives Cross tabulation

		How satisfied are you with VDA that company gives					Total
		VERY UNSATISFIED	UNSATISFIED	NEUTRAL	SATISFIED	VERY SATISFIED	
Age 26-35 years	Count	2	0	1	0	8	11
	Expected Count	.8	1.0	1.9	1.7	5.6	11.0
	Count						
36-45 years	Count	8	5	8	20	37	78
	Expected Count	5.9	7.0	13.3	12.1	39.8	78.0
	Count						
above 45 years	Count	5	13	25	11	57	111
	Expected Count	8.3	10.0	18.9	17.2	56.6	111.0
	Count						
Total	Count	15	18	34	31	102	200
	Expected Count	15.0	18.0	34.0	31.0	102.0	200.0
	Count						

Chi-Square Tests

	Value	df	Asymptotic Significance (2-sided)
Pearson Chi-Square	21.086 ^a	8	.007
Likelihood Ratio	23.028	8	.003
Linear-by-Linear Association	.099	1	.753
N of Valid Cases	200		

a. 4 cells (26.7%) have expected count less than 5. The minimum expected count is .83.

TABLE 7 CORRELATION

4.4.2

Correlations

		How satisfied are you about the deductions	How satisfied are you with the Increment that is given to the employees
How satisfied are you about the deductions	Pearson Correlation	1	-.205 ^{**}
	Sig. (2-tailed)		.004
	N	200	200
How satisfied are you with the Increment that is given to the employees	Pearson Correlation	-.205 ^{**}	1
	Sig. (2-tailed)	.004	
	N	200	200

** . Correlation is significant at the 0.01 level (2-tailed).

There is negative correlation (-.205) between the satisfaction of deductions and increment given to employees.

RECOMMENDATIONS

- To keep employee's motivated and efficient on their work Pay employees on time every time
 - Using software for payroll helps by
- Create multiple pay slabs for your staff, leads, managers.
- Automatic payroll calculation
- Run payroll in a few clicks and automatically generate pay-slips online with a thorough breakdown of taxes, allowances, and deductions.
- Transfer employees' salaries directly to their bank accounts with timely online transfers and readily available bank advice

LIMITATION

- The study is based upon the Employees satisfaction, experience and perception towards the payroll process in their company
- The data collected for the research is fully primary data given by the respondents by filling the Google form.
- The questionnaire was made available to consumers through Google drive – forms.

- No personal biasness happens while taking filling the questionnaire because of the online Google form.
- Limited time frame.
- Responses were restricted to only 200 samples out of the large population size

CONCLUSION

- Based on many summaries from previous chapters, certain conclusions can be drawn relating to the payroll processing in NLCIL. General conclusion is more emphasized to the wide description of the company. Based on many summaries from the previous chapters, NLCIL is a company that engaged in Mining. The activities of the company consist of Mining and Electric utility. It set its departmentalization based on its function. The overall system of NLCIL is very good. The company is quite profitable. Policies and procedures that are used by NLCIL Limited are good. The company has never gotten any complaints from the employees and labors about the payroll process that is followed in the management
- “Payroll Management System” software developed for a company has been designed to achieve maximum efficiency and reduce the time taken to handle the Payroll activity. It is designed to replace an existing manual record system thereby reducing time taken for calculations and for storing data. The system is strong enough to withstand regressive daily operations under conditions where the database is maintained and cleared over a certain time of span. The implementation of the system in the organization will considerably reduce data entry, time and also provide readily calculated reports

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