

A STUDY ON COMPENSATION MANAGEMENT WITH REFERENCE TO TI ANODE FABRICATORS PRIVATE LIMITED

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Abstract- The research design is used for the study was descriptive research design. The data has been collected using structured questionnaire. This study is conducted among 150 employees out of 180 employees at Ti Anode Fabricators Private Limited. The type of sampling technique used for the study was stratified random sampling. Analysis and interpretation has been done using the statistical tools like percentage analysis, weighted average method, correlation, chi-square test and data are presented through tables and charts. From the study, it was found that the respondents are satisfied with the monetary kind of Compensation, but there is lack of reward strategies. The suggestions have been provided for lack of reward strategies which help the respondents to motivate and deliver the goals of organization.

Keywords: Compensation management, motivation, income, descriptive research design, rewards.

1. INTRODUCTION

Compensation referred as rewarding employees for their performance of assigned tasks. Reward systems on their own have a great capacity and serve the purpose of attracting, motivating and retaining people. The wages paid to employees are based on complex set of forces. Compensation management is the process of ensuring that an organization's salaries and bonuses remain competitive, appropriate, and equitable. It also involves managing company benefit programs to make sure they meet the needs of the current workforce. Compensation plays a major role in attracting talent from the market and compensation system of the organization is key factor for creating employer brand, which is most important factor for attracting talent people. The Workmen Compensation Act of 1923 was formed majorly to give compensations to workmen in the event of an accident. The Act has it that employers should have duties and obligations that include the welfare of workers after an injury resulting from employment in the same way they have reserved the right to make profits. The Act aims to see workmen have a sustainable life after an employment-related accident.

2. INDUSTRY PROFILE

Manufacturing, any industry that makes products from raw materials by the use of manual labor or machinery and that is usually carried out systematically with a division of labor. In a more limited sense, manufacturing denotes the fabrication or assembly of components into finished products on a fairly large scale. Among the most important manufacturing industries are those that produce aircraft, automobiles, chemicals, clothing, computers, consumer electronics, electrical equipment, furniture, heavy machinery, refined petroleum products, ships, steel, and tools and dies.

3. COMPANY PROFILE

Ti Anode Fabricators Private Limited is a Private Limited Company under Indian Companies Act 1956 which is established in November 1992 and incorporated in 3rd December 2003. It is a Private Unlisted Company and is classified as Company Limited by Shares. It is classified as Non-govt Company. Its authorized capital stands at Rs.50.0 lakhs and has 90% paid up capital which is Rs.45.0 lakhs. It has been executed with well-equipped latest in-plant facilities & qualified engineers in offering Quality, Economy & On-time Delivery of electro chemical equipments, Engineering equipments and Turnkey Projects under single platform to Chemical, Power, Water, Marine, Steel, Automobile, and Electronics & Aerospace Industries. The main object is "Servicing to the UTILITY Companies" in worldwide and offer an extensive range of equipments.

4. NEED FOR THE STUDY

This study is conducted to know the effective compensation system of an employee in Ti Anode Fabricators Private Limited. This study aims at motivating employees for higher productivity and to attract and retain employees in the organization.

5. SCOPE OF THE STUDY

The study focuses on Compensation management of the employees working in Ti Anode Fabricators Private Limited, Chennai. It gives the detail information on employee Compensation based on their performance and employee levels. The study focuses on the Compensation management strategies & to evaluate the behavior & performance of employee on their work.

6. OBJECTIVES OF THE STUDY

Primary objective:

To study about the compensation management with reference to Ti Anode Fabricators Private Limited.

Secondary objectives:

- To study about satisfaction level of employees towards compensation factors.
- To know the opinion of employees towards compensation policy and benefits.

7. REVIEW OF LITERATURE

Mitesh Mukeshbhai Mali, Vaishali Vishwanathan Pillai, "A Study on COMPENSATION MANAGEMENT towards Employees Satisfaction at Spectrum Dyes & Chemical PVT, LTD", Volume 8, Issue 4 April 2020 International Journal of Creative Research Thoughts [IJCRT]. In this research paper there is a various variables responsible for employees satisfaction has been discuss like organization development factors, job security factors, work task factors, policies of compensation and benefit factor and opportunities which give satisfaction to employee such as promotion and career development. Dr.M.Vijaya Bhaskar Reddy , Dr.T. Narayana Reddy, I. Venugopal, " A Study on COMPENSATION MANAGEMENT in ECHIDNA Soft pvt Ltd, at Bangalore", (JAC) A Journal of Composition Theory, Volume XII, Issue XI, November 2019, Compensation Management is the key factor for improving of employee performance and employee satisfaction levels. Following of better compensation practices will always leads to maintaining of employee retention and satisfaction levels of individual. Bolanle Odunlami, Asabi, Oludele Matthew, "COMPENSATION MANAGEMENT and Employees Performance in the Manufacturing Sector; A Case Study of a Reputable Organization in the Food and Beverage Industry", International Journal of Managerial Studies and Research (IJMSR), Volume 2, Issue 9, October 2014, The objectives were to: determine the extent at which compensation management affect employees performance, evaluate the relationship between working condition and employee performance, access the rate at which welfare services

affect employees performances, explore relationship between compensation management and improved productivity and explore the relationship between compensation management and retainment of staff.

8. RESEARCH DESIGN

The research design is used for the study was descriptive research design. The data has been collected using structured questionnaire. This study is conducted among 150 employees out of 180 employees at Ti Anode Fabricators Private Limited. The type of sampling technique used for the study was stratified random sampling. Analysis and interpretation has been done using the statistical tools like percentage analysis, weighted average method, correlation, chi-square test and data are presented through tables and charts.

9. RESULT AND DISCUSSION

The demographic profile indicates 65% of the respondents are male, 35% of the respondents belong to 25-35 yrs. Almost 40% of the respondents are satisfied with compensation benefits and plans.

Table no: 1 Demographic and behavioral profile

Variable		Frequency	%
Gender	Male	98	65
	female	52	35
Age	Under 25	32	21
	25-35	52	35
	35-45	38	25
	Above 45	28	19
Income	Below 5000	27	18
	5000-10000	67	45
	10000-25000	33	22
	Above 25000	23	15
	15	10	
Experience	Below 2 yrs	38	25
	2-3 yrs		
	3-4 yrs	55	37
	Above 4 yrs	42	28
		15	10

Table no: 2 Table showing the opinion about income of the respondents and compensation provided to motivate the respondents.

3	Neutral	38	3	114	
4	Dissatisfied	6	2	12	
5	Strongly satisfied	10	1	10	
	Total	150		556	

Correlations

		Income of the respondents	compensation to motivate respondents
Income of the respondents	Pearson Correlation	1	.900**
	Sig. (2-tailed)		.000
	N	150	150
compensation to motivate respondents	Pearson Correlation	.900**	1
	Sig. (2-tailed)	.000	
	N	150	150

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

Inference:

Here the significance occurs at .000 and it is less than 0.01. Hence H0 is accepted.

Result:

There is no significant difference between income of the respondents and compensation provided to motivate the respondents.

Table no: 3 Table showing respondent’s opinion on satisfaction level about compensation benefits and plans.

Mean score = Total score \ No. of respondents
 =556\150

Mean score = 3.71.

Result:

From the above table, it is inferred that most of the respondents are satisfied with compensation benefits and plans.

10. Limitations

The respondents have taken time for responding the question. Few employees sometime felt disturbed as they were busy with their jobs. Some of the information for the study may be confidential and therefore company is not disclosing the same.

11. Conclusion

To have effective compensation system there must be smart compensation policies to expand the business, this is because they help with the acquisition and retention of high quality motivated employees. The Performance of the employees depends on the existing Compensation and performance management programs at an individual company. Typically, most employees respond to increases in pay and benefits with a positive and more productive attitude. Compensation is simply the glue which holds many dissatisfied employees in place. Highly competitive Compensation packages do not make for talented employees. Rather, good employees make highly competitive Compensation possible. If the suggestions are implemented in the company, then there would be a better compensation system followed.

S . o n o	Opinio n	No. of respon dents (f)	Weigh t (x)	Total score (fw)	Mean score
1	Strongly satisfie d	36	5	180	
2	Satisfie d	60	4	240	3.71

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