

## A STUDY ON EMPLOYEES PAYROLL IN AMEX ALLOYS PRIVATE LIMITED, COIMBATORE

### Authors

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### ABSTRACT

Payroll management process is very essential in any of the concern which consist of more than one employee. Moreover, it is a requirement for compliance with federal and state laws. Payroll management process refers to the administration of an employee's financial records which includes the salaries, wages, bonuses, deductions and net pay. That record should be maintained for the federal requirements in future. In recent days there are various automated software's are available to maintain the payroll management process it will reduce the manual work. The pay structure of a company depends on several factors such as labor market Conditions Company's paying capacity and legal provisions. In India, different acts include different items under wages though all the Acts include basic wage and dearness allowance under the term wages. Under the workmen's Pay Roll act, 1923 wages for leave period holiday pay, overtime pay, bonus, and good conduct bonus form part of wages. Under the payments of wages act, 1936, section 2(vi) any awards of settlement and production bonus, if paid constitute wages. Pay Roll offered by an organization can come both directly through base pay a variable pay and indirectly through benefits. Base pay: It is the basic Pay Roll an employee gets, usually as a wage or salary

**Keywords:** Salary, Administration, Payroll, Control.

### INTRODUCTION

The proposed project "Employee Database and Payroll Management System" has been developed to overcome the problems faced in the practicing of manual system. This software is built to eliminate and, in some cases, reduce the hardships faced by the existing system. Moreover, this system is designed for particular need of the company to carry out its operations in a smooth and effective manner. This web application is reduced as much as possible to avoid errors while entering data. It also provides error message while entering invalid data. It is user-friendly as no formal knowledge is required to use the system. Human resource challenges are faced by every organization which has to be overcome by the organization. Every organization has different employee and payroll management needs. Therefore, I have design exclusive Employee and payroll Management System that are adapted to the organization's Managerial Requirement

As a result of the impact that innovation has had across all industries, management in those industries has vastly improved, as has the administration of systems in general. The payroll management system is considered to be an essential component of every organization.

It calculates salaries according to the rules established by the company for each employee of the administration in a variety of different ways. It reduces the amount of manual labour required to handle the desk job and increases the reliability of the system.

The payroll process and management system in Dubai has all of the necessary components to handle employees' monetary compensation, making it one of the most advanced in the world. It automates the entire salary management process, which was previously done manually.

By reducing the time spent on activities that would otherwise require more time to complete physically, it is a more reliable and effective system for the company to rely on.

### **The principal modules of the system**

- Administration
- Employee
- Divisions
- Salary

Now, in order to accurately understand the functioning of the system, we need to understand what each module is responsible for doing. This will make it much easier to combine the modules, which in turn will simplify the functioning of the complete system.

It is a good idea to make the system's modules loosely coupled and increasingly cohesive. This is because it makes it easier to make changes and adjustments to a single module or multiple modules rather than the entire system.

Placing the database in a central location at Administration ensures that all authorized devices have access to the information they need. Additionally, it will allow the company to easily back up the database whenever necessary in the future.

### **Pre-existing of Payroll Management System**

Because of this, the previous system cannot be connected to the internet; therefore, it does not require any type of device or internet connection to continue existing. In the past, every piece of information was recorded by hand on physical paper, and employees were hired specifically for the purpose of performing administrative desk jobs. At present, each and every piece of information is kept in digital form.

The rate at which a person gets work done is directly proportional to their working velocity. It is the responsibility of each and every employee to physically communicate with one another in order to coordinate their desk jobs.

This desk work requires a substantial amount of time and necessitates an increase in storage space in order to safely hold all of the additional assets that are required to ensure the well-being of the employees. There is neither reliability nor consistency to be found in this system as a result of the inherent fallibility of the people in it. This is because of the nature of the system itself.

### **Improvements in Payroll Management System**

The payroll services in Dubai mechanized systems are increasingly solid and proficient now daily for these kinds of work.

### **Upgrades in the proposed system:**

- Doesn't require paperwork
- Just Human mistake while entering the data
- Not required a lot of room
- Naturally, look and sort the data
- Require less physical work and labor

- Altering is much simpler

Have reinforcement choice While the proposed system offers a great deal of progress over the previous however it will be at one time cost there will be a necessity of capacity gadgets and access gadgets like a PC yet despite everything it has enough preferences to cover those by reducing the labor.

It will likewise help in producing the report of the employee and assessing the presentation through the robotized system. Even though this gives the wellbeing and security from any sort of debacle and the approval confirmation conspire gives greater adaptability to the end client of the system.

### **Modules of Payroll Management System**

#### **Administration of Payroll Management System**

There is a possibility that the company's administration procedures may pose difficulties for some board members. The heads are expected to use the assets and businesses controlled by the Administration to refund partners as quickly and thoroughly as possible, given the circumstances.

In any company, the administration is responsible for ensuring that all essential leadership responsibilities are met, as well as exercising control over the various divisions. This serves as the foundation of the industry.

When it comes to the necessary tasks that need to be completed in Administration, the Administration will enter into a contract with the employee.

While working in their particular areas of expertise, Administration employees are given multiple opportunities to collect data through a program administered by the Administration. Therefore, it ensures that the administration is moving in the right direction, and the responsibility of the employee is to finish the project regardless of what orders are given by the administration. Consequently, this ensures that the administration is heading in the correct path.

#### **An Employee of Payroll the Management System**

Much after all the digitization of the business, there will consistently be a prerequisite of a qualified worker for the right administration of occasions. These are the person who works low maintenance or full-time by the agreement of work with the Administration of the employee self service portal in Dubai, which could be composed or oral.

#### **Branch of Payroll the Management System**

These are the various sections of the Administration which are partitioned as the office. Every one of the division has doled out the id and name to stay away from any sort of disarray. Each division has an individual head which could be in the Administration. Each office works separately and gives the exhibition as needs be. Every division will have the administrator who will deal with the office.

#### **Following are the divisions an Administration could have**

- Production
- Research and Development
- Purchasing
- Human Resource Management
- Record and Payroll

these divisions are overseen by the Administration. Every division will have the number of employees required.

### **STATEMENT OF THE PROBLEM**

It is said that satisfied workers is a productive workers any kind of grievance relating to organizational or personal to a greater extent influence on the job. So every organization is giving higher priority to keep their workers with satisfaction by providing several facilities which improves satisfaction & which reduces dissatisfaction. Employee satisfaction is considered as a key issue by the entrepreneur where efforts are taken & program are initiated. If an workers is not satisfied with the job there are chances for absenteeism, turnover, lower productivity, committing of mistakes, diverting energy for different types of conflicts keeping this thing in view all organization are trying to identify the areas where satisfaction to be improved to get out of the above dangers. In this connection a survey was conducted on behalf of Paper industries ltd to identify the level of satisfaction in terms of strongly agree to strongly disagree on various job-related factors.

## **OBJECTIVES OF THE STUDY**

### **Primary objectives:**

- A Study on Employee satisfaction payroll AMEX Alloys pvt. ltd

### **Secondary objectives:**

- Identify the HR role in Payroll system and thereby to analyze the interface level between account and H.R. department in the organization.
- Effectiveness of the software used in payroll system in an organization.
- To establish the internal control for the pay roll cycle by the H.R. department which ensure an adequate segregation of duties, proper authorization of transaction, an accurate and timely recording of expenditure.
- To critically analyze the satisfactory level of employees using this software in organization.
- To analysis whether these software's are user friendly and to analyze the accuracy and accountability of the pay roll management system

## **NEED OF THE STUDY**

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

## **SCOPE OF THE STUDY**

Wage and salary administration is a collection of practices and procedures used for planning and distributing company-wide compensation programs for employees. These practices include employees at all levels and are usually handled by the accounting department of a company.

## **HYPOTHESIS OF THE STUDY**

The following hypotheses stated in mill form will guide this study.

Hol: Wages and salaries have no significant positive effect on employee performance of the employee

Ho2: Bonus has no significant positive effect on employee performance.

Ho3: Minimum wage has significant positive effect on the Employee performance

Ho4: Fringe benefits have no significant positive effect on employee performance.

## RESEARCH DESIGN

The research design for a study on health and welfare measures available in workers will depend on the research questions and hypotheses being tested. Descriptive research involves collecting numerical through self-reports collected, through questionnaire or interviews (person or phone) or through observation. For present study, the research was descriptive and conclusion oriented.

## RESEARCH METHODOLOGY

Research: The process of research came into being due to man's quest to be at tune with his environment and also understand nature. To achieve this, man uses the tools of experience and reasoning available to him. Man also makes use of experience and authoritative sources beyond his immediate circle. Experience and authority are rich and major sources of hypothesis, which are based mainly on common sense knowledge and haphazard events, therefore it can be unjustified for drawing conclusions on events. Hence research hypothesis formulation using experience and authority is judged to be unscientific. Research anchors on scientific reasoning: which could be inductive and deductive or both. Research is a combination of both experience and reasoning and can be said to be the most appropriate way of discovering the truth, precisely in the natural Sciences.

Methodology the systematic, theoretical analysis of the methods applied in a field of study. It comprises the theoretical analysis of the body of methods and principles associated with a branch of knowledge. Typically, it encompasses concepts such as paradigm, theoretical model, phases and quantitative or qualitative techniques. A methodology does not set out to provide solutions it is, therefore, the same thing as a method. Instead, it offers the theoretical underpinning for understanding which method, set of methods or best practices which can be applied to specific case, for example, to calculate a specific result.

## DEFINITION

The organized questioning and exploration either by hypothesis formation or scientific testing of any inquiry or query by following a set of standard rules and procedures is defined as research methodology.

## METHOD OF DATA COLLECTION

Data collection of data can be defined to be a technique used in gathering empirical research data. This process typically stipulates how information is gathered and there are six major and essential methods of collecting data which are follows, Questionnaires, focus groups, tests, observation, interviews and secondary data. This research was based solely on questionnaires. Questionnaire can be defined as the process of acquiring knowledge through the medium of asking questions whether personal or general minus the use of personal or intimate interaction. According to Wilson & Maclean (1994), questionnaire gives researcher more insight into collecting data information from a vast amount of people and also greatly useful in bringing about data that are numerical and can be well explained. Questionnaire also has some disadvantages which are as follows; there is the aspect of time constraint because they consumed a great amount of time to fully give an accurate outcome, the issue of fine tuning is also in question because some data may fail to provide accurate answers in the aspect of limited.

Data will be gathered through primary and secondary sources.

- Primary Data: Through questionnaire
- Secondary Data: Gotten from the internet.

## **PRIMARY DATA**

Primary data are those which are fresh and are collected for the first time, and then happen to be original in character. The primary data was collected through direct personal interview (open ended and close questionnaire).

## **SECONDARY DATA**

Secondary data are those which have been already collected by someone else and which already had been pursued through the statistical process. The secondary data was collected through web sites, books and magazines.

## **SAMPLE UNIT**

- Convenience Random sampling
- Sample size 100

## **SAMPLE METHOD**

- Non probability Convenience sampling

## **ANALYTICAL TOOL FOR THE STUDY**

- Percentage Analysis
- Chi-Square analysis
- Correlation analysis

## **SPSS**

SPSS is a Windows based program that can be used to perform data entry and analysis and to create tables and graphs. SPSS is capable of handling large amounts of data and can perform all of the analyses covered in the text and much more. SPSS is commonly used in the Social Sciences and in the business world, so familiarity with this program should serve you well in the future

## **MICROSOFT EXCEL**

Microsoft excel is a spread sheet developed Microsoft for Windows, macros, Android and iOS. Features calculation, graphing tools, pivot tables, and a macro programming language called. Visual Basic for Applications (VBA). It has been a very widely applied spread sheet for these platforms, especially since version 5 in 1993, and it has replaced Lens 1-2-3 as the industry standard for spread sheets. Excel forms part of the Microsoft Office suite of software.

## **CHI- SQUARE ANALYSIS**

Chi-square was done to find out one way analysis between socio demographic variable and various dimensions of the program.

## **CORRELATION ANALYSIS**

Correlation is computed in what is known as the correlation coefficient, which ranges between -1 and +1. Perfect positive correlation (a correlation co-efficient of 1) implies that security moves, either up or down, the other security will move in lockstep, in the same direction. Alternatively, perfect negative correlation means that if one security moves in either direction the security that is perfectly negatively correlated will

move in the opposite direction. If the correlation is 0, the movements of the securities are said to have no correlation, they are completely random.

**PERIOD OF THE STUDY**

The study was done in the period of 4(four) months from 18.03.2024 to 30.06.2024.

**AREA OF THE STUDY**

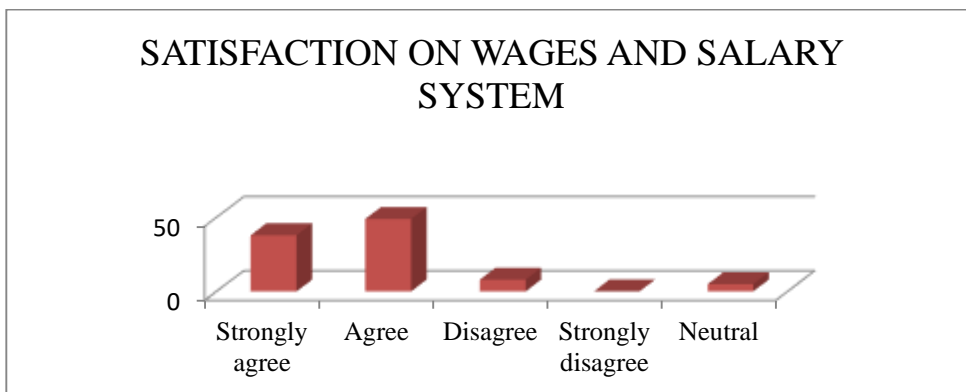
The study could focus on a specific industry, such as wages and salary administration, Wages and salary administration is one of the vital areas of the personnel administration. One of the most important factors in human resource management is compensation management. The compensation management is depends upon the amount of wages and salary paid to an employee for their work in an organization.

**LIMITATIONS OF THE STUDY**

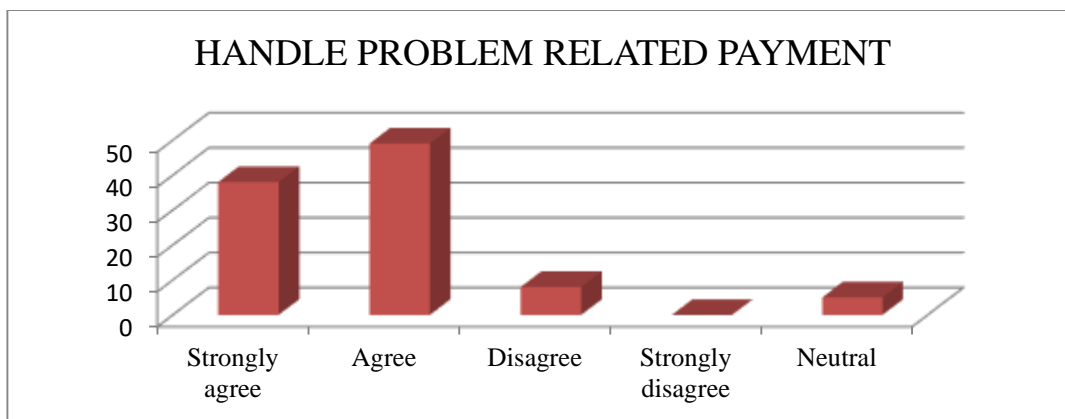
- The study was restricted to only 3 months.
- Most of the Employees hesitate to respond.
- Not Gentry of the answers given by the employees.
- This study was conducted 100 employees of the industry

**DATA ANALYSIS AND INTERPRETATION**

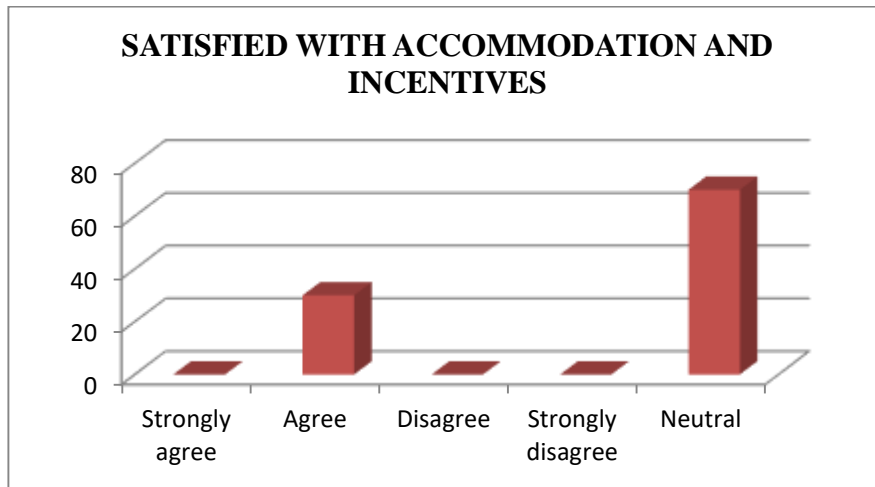
**SATISFACTION ON WAGES AND SALARY SYSTEM**



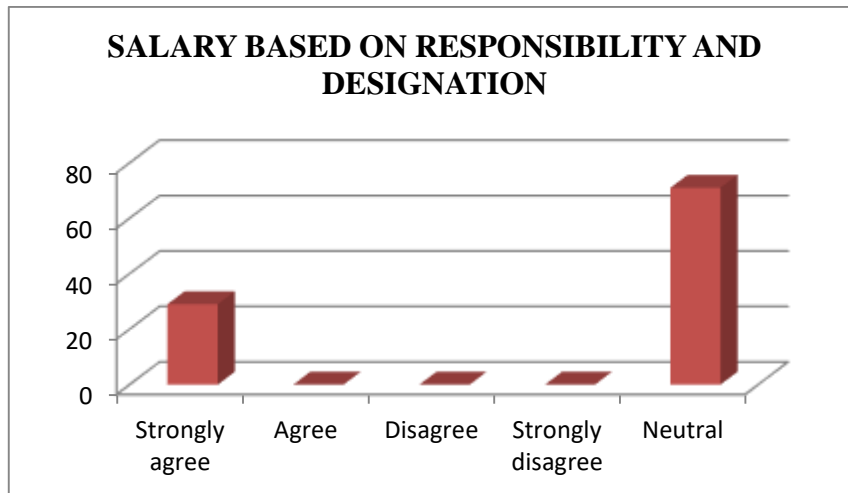
**ORGANISATION HANDLE RELATED PAYMENT PROBLEM**



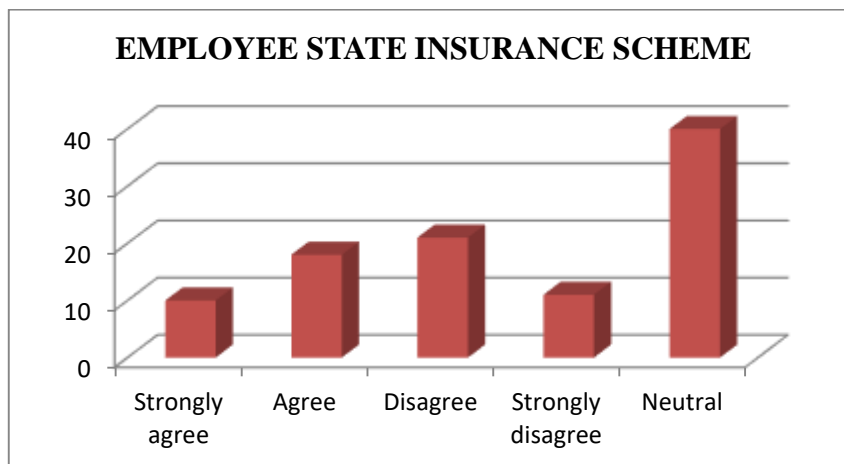
**SATISFIED WITH ACCOMMODATION AND INCENTIVES**



**SALARY BASED ON RESPONSIBILITY AND DESIGNATION**

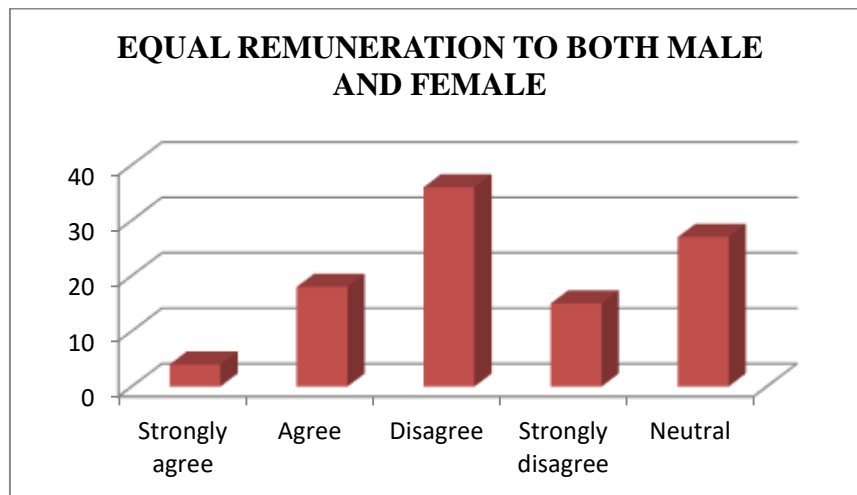


**EMPLOYEE STATE INSURANCE SCHEME**





**EQUAL REMUNERATION TO BOTH MALE AND FEMALE**



**SUGGESTIONS**

In order to improve the Software skills of employees the organization should create more awareness and to provide feedback regularly to the employees about software system.

Proper training should be given to the employees, in order to increase their knowledge about the usefulness of the software system.

It should aim to narrow down the gap between expected level of performance and the actual level of performance

The interface between the Human resource department and pay roll system should be widen and more regulatory control should be given to H.R. department to ensure that the organization is concerned toward the welfare of the Employees and thereby productivity of an organization also enhanced.

Confidentiality in an organization regarding Employees personal detail and other related information which is recorded in pay roll system software should be maintained and H.R. should take the responsibility for the same.

**CONCLUSION:**

This project is built keeping in mind that it is to be used by only one user that is the admin. It is built for use in small scale organization where the number of employees is limited. According to the requested requirement the admin can add, manipulate, update and delete all employee data in his organization. The admin can add new departments and delete them. The admin can also add predefined pay grades for the employees. The required records can be easily viewed by the admin anytime time he wants in an instant. The payment of the employee is based on monthly basis. Numerous validations implemented would enable the admin to enter accurate data. The main objective of this framework is to save time, make the system cost effective and management records efficiently

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