

A Study of Employee Remuneration System and its Impact on Job Satisfaction w.r.t. Hyundai Company, Nagpur

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Abstract: *The study explore the impact of remuneration on employees' performance. Employees of Hyundai company were handed structured questionnaire to solicit data on remuneration and performance. The dependent variable is employees' performance while the independent variable is remuneration. The finding suggested that there is a strong and positive relationship between remuneration and employees' performance and that salary/wage and bonus/incentives also serve as a form of motivation to the employees. The study recommends Prompt payment of salaries, wages and all entitlements and encouragement of employees' participation in pay determination*

Keywords: Employee performance, Salary, Wage, Bonus, Incentive

I. INTRODUCTION

In organization, employees are the key resources through which all the other objectives are achieved. Academic staff are the employees of the educational organizations and their job satisfaction promotes teaching and learning. Employees will demonstrate pleasurable positive attitudes when they are satisfied with their job. Thus, high job satisfaction will increase the productivity of an organization, in turn increasing the overall organizational performance. Compensation plays an important role in determining an employee's level of job satisfaction. Reward practices linked to job satisfaction have been applied differently by public and private enterprises. Higher education is influential in the development of a country, it does not only function as a provider of knowledge but as a pertinent sector for the nation grown and societal well-being.

II. LITERATURE REVIEW

Before the 1960's, Remuneration were designed primarily as tools for the organizations to use in controlling employees (Eichel and Bender, 1981). Eichel and Bende go on to state that past performance was used to guide or justify management actions in dealing with the employee. At the time, according to these authors Remuneration provided the basis for salary, retention, discharge, or promotional decisions.

According to Maddux (1987) Remuneration provides a periodic opportunity for communication between the person who assigns the work and the person who performs it, to discuss what they expect from the other, and how those expectations are being met.

2.1 Objectives:

1. To study remuneration system of Hyundai company
2. To study relationship between remuneration and job satisfaction
3. To study various other factors related to job satisfaction

2.2 Hypothesis

A hypothesis is a tentative statement about the relationship between two or more variable. A hypothesis does not have to be correct. While the hypothesis predicts what the researchers expect to see, the goal of research is to determine whether this guess is right or wrong.

1. There is positive correlation between remuneration and job satisfaction irrespective of other factors.

III. RESEARCH METHODOLOGY

Research Methodology is the process of systematic investigation of any management problem it deals with research design, data collection method, sampling plan, sampling method. “Research” means a scientific and systematic search for pertinent information on a specific topic. Research is a careful investigation or inquiry especially through search for new facts in any branch of knowledge.

Sample Size:

The overall sample size for the study includes 50 employees from different department of Company.

Collection of data:

Web/Online Surveys-All the information is collected no self-structured, self-administered in the form of questionnaire.

IV. ANALYSIS AND INTERPRETATION

Table 1:

Scale	No. Of Respondents	Percentage
16-25 Years	35	70%
26-35 Years	7	14%
36-45 Years	4	8%
46 Years And Above	4	8%
Total	50	100%

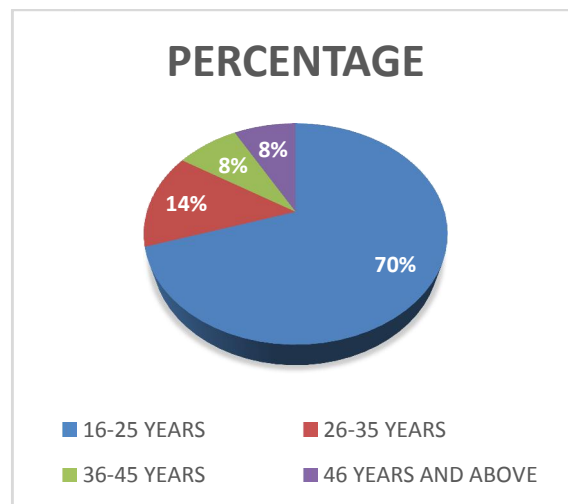


Fig.1

INTERPRETATION :-

From the above table it was noted that 16-25 Years of age group constituted 70% of the total respondents, 26-35 Years of age group constituted to 14% of the total respondents, 36-45 Years of age group constituted only 8% of the total respondents, and 46 years and above age groups also constituted on 8% of the total respondents.

Table 2: Showing the responses towards awareness of all the employee Remuneration facilities in Hyundai Company .

	Frequency	Percent
Valid Aware	70	70.0
not aware	30	30.0
Total	100	100.0

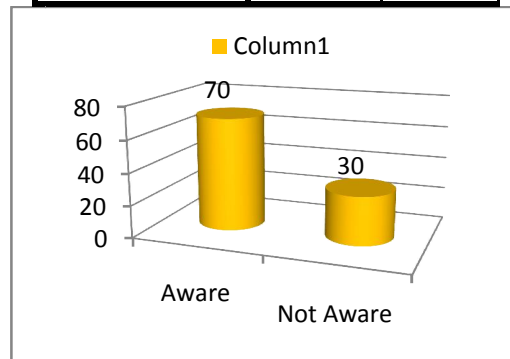


Fig 2

Intpretation:

It may inferred form Table 1 that 70% of the respondents aware and 30% of the respondents not aware of all the Remuneration facilities provided by the company.

V. CONCLUSION

From the above interpretations, it can be concluded that HYUNDAI COMPANY is performing good in terms of have a decent Remuneration system which helps in motivating the employees. A clear mechanism and a detailed structure is missing as there are some employees who are still not aware of the current Remuneration system as to how their performance are being judged and thus they stay comparatively less motivated than others.

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