

A PROJECT REPORT

On the topic

“A STUDY ON COMPENSATION MANAGEMENT ON EMPLOYEE ATTITUDE AT
MULTIPLIER BRAND PVT LTD”

By

SHAZIYA IRAM S

USN: 1CR18MBA45

MBA 4th Semester

Submitted to

VISVESVARAYA TECHNOLOGICAL UNIVERSITY, BELAGAVI

in partial fulfillment of the requirements for the award of the degree of

MASTER OF BUSINESS ADMINISTRATION

Under the Guidance of

INTERNAL GUIDE

Mrs. KOKILA

ASSISTANT PROFESSOR

DEPARTMENT OF
MANAGEMENT STUDIES

CMR INSTITUTE
TECHNOLOGY



EXTERNAL GUIDE

SYED MOINUDDIN

ZONAL MANAGER

MULTIPLIER BRAND
SOLUTION PVT LTD.

DEPARTMENT OF MASTER OF BUSINESS ADMINISTRATION

C M R INSTITUTE OF TECHNOLOGY

JUNE 2020

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CERTIFICATE

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m. s. k. l. e

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This is to certify that Ms. SHAZIYA IRAM.S student bearing register number 1cr18MBA45 student of CMRIT COLLEGE has completed her project " A STUDY ON COMPENSATION MANAGEMENT ON EMPLOYEE ATTITUDE" At Multiplier brand solutions private limited bangalore in HR Department during the period from 06/01/2020 to 15/02/2020.

During the period her performance and conduct was satisfactory.

company wishes her all success in her future career.

THANKING YOU,



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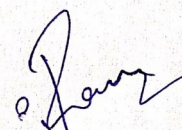
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DECLARATION

I, **SHAZIYA IRAM S** hereby declare that the Project report entitled “**A STUDY ON COMPENSATION MANAGEMENT ON EMPLOYEE ATTITUDE AT MULTIPLIER BRAND PVT LTD**” prepared by me under the guidance of Asst professor **Mrs KOKILA**, faculty of MBA Department, CMR Institute of Technology and external assistance by Syed Moinuddin, Zonal Manager, Multiplier Brand Solution private limited, I also declare that this project work is towards the partial fulfillment of the university regulations for the award of degree of Master of Business Administration by Visvesvaraya Technological University, Belagavi. I have undergone a summer project for a period of six weeks. I further declare that this project is based on the original study undertaken by me and has not been submitted to any other University/Institution for the award of any degree/diploma.

Place: BANGALORE

Date: 26-06-2020



SHAZIYA IRAM S

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ACKNOWLEDGEMENT

I have been fortunate enough to get good timely advice and support from a host of people to whom I shall remain grateful.

I take this opportunity to express my heartfelt thanks to **Dr. Sanjay Jain**, Principal, CMR Institute of Technology, Bangalore, for his support and cooperation to undertake and complete the project work.

I am extremely thankful to **Prof. Sandeep Kumar**, Head of the Department of Management Studies and Research, CMR Institute of Technology, Bangalore, for his advice and support throughout the completion of the project work.

It gives me immense pleasure to record my thanks to my Internal Guide, Asst professor Mrs. KOKILA, CMR Institute of Technology, Bangalore, for her valuable guidance and untiring support and cooperation in completing the project work.

I acknowledge the insights provided by my External Guide, Mr. Syed Moinuddin, Zonal Manager, Multiplier Brand Solution Private Limited, which helped me to a great extent in completion of the project work.

And finally, there is deepest of thanks for the patience and cooperation of the family and friends, without whom the endeavour would not have been possible.

SHAZIYA IRAM S

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EXECUTIVE SUMMARY

The project titled “A STUDY ON COMPENSATION MANAGEMENT ON EMPLOYEE ATTITUDE” is conducted at Multiplier brand Solution pvt Limited. An organisation is located in Murgeshpalya even also in tunnel road and its being managed by Syed Moinuddin. This study is made by adopting descriptive research method and both primary and secondary data is being made use in this study. Primary data have collected based on its customers in the form of questionnaire. In order to complete this study 100 samples was taken from Bangalore citizens. The findings are such as too many employees are availing monetary benefits, Organization prolog there employee policy. Almost every one of the employees would procure leave salary. Hence some of the advice are organization are generally consist of employees so organization should consider there execution in order to make feel as part of entity to that of providing policy in order to treat equality among the employers. I conclude by telling this that the other entity should also inherent the culture of evolving knowledge in various sector like technical skills, functional skills, multi-oriented skill in order to face rivalry & sustain in the organisation. The questionnaire was administered from 100 samples. From this findings we can also interpret that the majority of respondents are of professionals and businessman compared to government employees.

CHAPTER 1

INTRODUCTION

COMPENSATION MANAGEMENT

Meaning

Compensation Management means to draw & hold on the skilled employees. It also need the unification for the employee which summons the facts & routine to achieve optimal organizations results.

Definition

Compensation is the amount of cash payment's made through direct or indirect payment's in return contribution done by employees to organisation. The practice used here is done to balance work of employee in the form of monetary or non monetary welfare to the employee s.

Elements of a compenzation system

- Basic salaries
- Inducement
- Provident Fund
- Employee benefits
- Overtime pay &
- Allowances

CLASSIFICATION OF COMPENZATION

1. Immediate Payment : The welfare offered to the employees in the form of monetary benefit during constant period.

[a]. **Basic Salary:** It s the fiscal value given to the employees on the bases of task accomplishment for the achievement of organizational goals. It can some time may paid on daily bases, monthly bases or weekly bases.

[b]. **House Rent Allowances:** In order to accommodate their employees Some organizations may provide this benefit. By providing allowances it may generate security for the employer to work for the organization.

[c].**Conveyance:** conveyance allowed such that thecabfacilitiesfor their employeeswhile, other fewonesprovidevehicle &petrolallowancesto their employee

[d].**Leave Travel Remittance:** Some of the allowance is provided to the employees inorder to give them some relaxation in their work. This kind of relaxation is provided as per the stake or position which is hold by employee in organization.

[e]. **Health Remunerate:** Company should take care about health of their employees. Hence organization bear provision such Medi claims, indemnify the Reimbursement bills for members in family also the employees.

2. Indirect Compensation: Indirect compensation is non monitory welfare which is given on behalf of the amenity contributed to organization is exhibit below:

[a]. **Vacation pay:** Amount of the compensation made to the employees during their absenteeism in the organization can be known as leave salary. Where employee can avail benefit of absenteeism due to such reason can be maternity leave, medical leave etc.

[b].**Overtime pay Policy:** some of the organizationwill havetheprovisionofproviding some of the additional perquisites liketransport facilities,overtimepay etc when workers perform exceeding time.

[c]. **Hospitalisation:** An entity should arrange for check up camps for employee & progeny which build social security among the organization which will again help the employer to retain their employees for the longer period in their organization.

[d]. **Indemnity:** Firm shall make the amenities such as disaster insurance & life insurance to their employees that will feel employee valued in the organization by means of support.

[e]. **Evacuation welfare:** superannuation plans & other gains will give greater impact for the retention of the employees in the organization till stipulate age.

[f]. **Vacation Home:** In few of the organization they allow holiday cottage & lodging to their employees in distinct place such as stations & various spots which will endure employees stay prudent & assured for the period of leave.

PURPOSES FOR COMPENSATION MANAGEMENT

The intention of the compensation is rewarding equally for the patron & labourer. Main consequence is to motivate workers which is fascinated in work for the job where the employer patterns suggest some of the compensation policy which consist of 7 canon for potency, compensation will be;

1. **Unexceptional:** Level in managerial as well as in the government should meet the objective.
2. **Egalitarian:** There should be fair pay structure to those who put their effort in training.
3. **Balanced Pay:** Welfare & other rewards will have provide valid package of total reward.
4. **Cost-effectiveness:** The wage scale to the employee would not imprudent while on the whole where entity would purvey to pay.
5. **Reliable pay:** An employee will be settled & gratifying the basic needs.
6. **Inducement:** pay should impulse essential & fertile work.
7. **Admissible pay to the workers:** The labourer have to discern the pay for enterprise.

ASPIRATION OF COMPENSATION MANAGEMENT

1. In compensation strategies will have to be communicated, planned & then executed.
2. Compensation is related to performance, skill & qualification of labour.
3. Compensation policy to be systematize & carried on certain ground.
4. Compensation application had institutionalized to make sure that the performance are managed in the process.

SIGNIFICANCE REGARDING COMPENZATON MANAGEMENT

A draft of compensation will motivate & fascinate talented employees in the firm which also helps to retain employees.

1. Job satisfaction: In the organization gratification of job make labours to find happiness from their jobs & employees would love to work for the organization only when they interchange from their welfare.

2. Stimulation: All are various kinds of necessity. Some employee can get motivation from money provide lucrative & employees will appraise accomplishment more than money, it would associated with the firms which provide greater chance such as endorsement, Training & development

3. Low truancy: Why would some employee want to omit the day and enjoy the office environment if they are happy with their salaries and get what they required.

4. Low sales: It will be possible for the employees to perform for organization if proposal feel them as rewards to the employees might think it s justified.

5. Mental composure: Through various types of claim will relieves the labour from fear's that some labour will work for the new results for satisfaction.

CIRCUMSTANCE INFLUENCING PAY SCALE MANAGEMENT

- 1. Abundance of employees:** The outcome achieved among employees will help increase their compensation productivity.
- 2. Ability pay:** It will check the employers ability to pay compenzation for their labour which will help to recognize gainfulness in the firm. If entity is successful then they will pay their employees as they wish but according to company standards.
- 3. Government:** Government has given some regulations which have to be followed during wage determination so that workers can get minimum wage to maintain good living for themselves and as well as the family members.
- 4. Labor unions:** Labor unions is paying suitable wage to the workers. Due to the pressure arised from labour union it might be possible that company needs to pay Higher wages to its workers.
- 5. Cost of living:** It s different in different places, regions and countries. In an underdeveloped nation, living cost is poor hence wage are low, as they are expected to live with less facilities while on the other hand, a developed nation has higher wages.

RECENT TENDENDY TO COMPENSATION MANAGEMENT

Remuneration will impact for employees in the form of welfare, wages, etc as the compensation consequence in the fulfillment of job satisfaction, efficiency, team work, adaptability etc, for the organization.

CONSIDERATION APPROACH OF COMPENSATION

Consideration technique & task in the organizations has taken place in many perspectives & disciplines. Economy had give arise to the emerging humanities in the system s. consideration approach should impact desirability & retentivity to employees.

TENDENCY IN COMPENSATION

Sole entity will have such distinction for organization structure which is establish for certain factor which suits to discern are as follows;

1. Consideration are consolidated revenue continues to endure to the remuneration system.
2. Remittance might link to the basic pay in the form of ratio.
3. Yearly remittance such as brokerage, hoilday travels will help in tax reliefs.
4. Retirement benefits are important to many of the younger generation & specially to the IT professionals which do not consider it as advantage, unless the benefit value is available on moving to a new job.

FUTURE TRENDS

A future problem relating to pay for the performance which desire, for instance; Most of the entity which conquer more than one division in handling distinguish products are not similar to the market which is affecting from disintegration of market demand.

1.1COMPANY PROFILE

PERSPECTIVE

Become one of the leading purchasing solution entity.

TARGET

Associating brand to countries.

ETHICS

- Entrepreneurship
- Esteem dedication
- Faithful employee, consumers and traders
- Coherence regards to operation system
- Innocence labour

1.2 ORGANISATION PROFILE

Regarding company

During 2016 the team of multiplier solution perspective is to pre eminent shopper point of purchasing solution for company.

Our entity is the outstanding shopper point of purchasing solutions experts. Our main focus to associate our brands. To regulate this, we furnish this one stop solution to managed services, mechanization and retail branding, provisional marketing.

In this entity, the philosophy of the organisation is to 'find me-know me-love me' would assist for establishing better communication between our clients & customers, of the shoppers. Hence the philosophy is meticulously designed to influence the shoppers to acquire and check in attachment of the brand. This approach is still further increased than 1000 towns.

Our origination a time ago, It had been working to various brands nation wide. All these brand has extention in various industries. Our practices are spread across numerous sectors, which also include telecom, FMCG, BFSI, electronic, various other.

Multiplier recently has team of 12000+ connections, which comprises as consultant, The merchandise, Accountant, instructor, FOS(fleet on street), & the few expert, beyond 1000+ cities and township in India. This groups will supervise the office which is located in & over cities around the countries.

This team agony is in quality and satisfaction of client which take us around the target of refine efficiency and reduce in cost throughout the activity range.

Amenity, spot into desire with associate are :

- Area potency administration
- Visual merchandising and store perspective

- Store fantasy style
- Crack exhibit for store installation in upper most country, with support alone in units, sis, end cap, etc
- Within store branding
- Occasion, advertising campaign
- Findings further way to acquire.

Schedule a meeting it s liking to talk about so brief and contemporary to credentials

Resources, Data solutions, Technology, shopper insights, The Experiential marketing & Retail Branding,

In Multiplier, strictly abide by the ideology of “find me, know me, love me” which make to communicate effectual to our clients, obtain & persuasive in connection to brand. Multiplier has extended over 1000+ towns.

During 2006, Multiplier has performed in abundance of nation-wide well known brand. This brand had evolved in the form of growth to the industry.

The services offering stretch has above the wide ranging list of sectors, which may also include BFSI, customer durables etc, various services.

In multiplier presently there is team of 12000+experts, which comprises various shoppers, advisor, merchandise, Accountant, instructor, FOS(fleet on street), & the few expert, beyond 1000+ cities and township in India. This groups will supervise the office which is located in & over cities around the countries.

Here, alliance are constant crucifixion in standard and satisfaction from client which would help to achievement objective, & boost acquiring process.

SWOT ANALYSIS

Strengths

1. Stable in the form of political conductive of business
2. Adaptable & resilient for its efficiency & its workforce
3. Infrastructure, transport facilities are excellent

Weakness

1. Lack of human power in certain IR areas
2. No land for development
3. Cost are too high in region

Opportunities

1. Opportunity to new entrants
2. It lies effect over other economic sector
3. Expansion of opportunities in service industry.

Threats

1. Social effects cannot be controlled
2. Competition arises from various regional countries
3. Depends only on tourism which some time effect during haze epidemics, etc.

Chapter-2

CONCEPTUAL BACKGROUND AND LITERATURE REVIEW

2.1 Theoretical background

Multiplier have five wide ranging areas of proficiency which has intend to improve in awareness, which guide our customer on the amenity to gain the market experience. Managed resources are the area potency service in spiral issues for the difficulties, in the entity which avert the inherent organizational aims that ideally include performance to be carried in. This administrative resources has allow our clients to focus on larger aspects of the business, while we also run the operations smoothly and within higher standard of compliances. Our final solution is mainly aims to handle the province constraint administration & also personnel facility. It also consist of facilities for customer and certify various product development this amenity can also consider as:

- Channel of sales administration in Business to customer
- Allocate the structured sold in /out services
- Arranging visual merchandising and audits
- Creating and implicattion of loyalty programs.

HR SERVICES

Supportive, stimulated workoriented for organization as a vital burden to employee working cycle throughout his life. In HR service system also contain analytical functions as managing asset, assessing travel, associating training, with easy functioning & flatten transformation.

Market branding

Market competence has more concern. This target brand wherein the effect is taken to know about sales to that of customer consuming various number-one brand which is the prime brand to withstand in an amongst all their competitors. Therefore its tangled, with the process which should be able among developed shoppers to brand.

This retail team signify the export in an across industries and abet the brand of best in countries. An Indian PAN represent the support from the country which provide effortlessly for the service rendered. This will reduce uncertainty & divers working elements. Hence personalized contribution contains

Market outline expression

- Market pattern proposal
- Fixture the theme for market

Market component conceptuality

- Conspiring, generating journey for shopper

Market structure preparation

- Spence artful
- Spence benchmark

Manufacturing in market account

- Commodity
- Discernability

Market conservation

- Averting support
- prolongation for call

2.2 LITERATURE STUDY

COMPENZATION:

A.M. SARMA (2008) viewed the abstraction has immediate record this will take from the work done as an extensive emolument, other allowances & fringe services. This is hybrid procedure which is governed for the mankind as a contributed which will also influence for the attainment of a expected performance level from employees. Hence we can say that disbursement esteem federation of resource to be provided to experts employees.

RYNES [1987]- this specifically predominant as instrument for compensation as,

- convincing is a vehicle that fulfill wants of human,
- wages articulate to them are compared to that of other
- commencement do impact in succeeding the progression of wage
- wage communicate the philosophy of entities in belief & operation

COMPENZATION MANAGEMENT:

A.M.SARMA- the process of ruthless, brilliant fascinate & perpetuate labour which make use of needful leverage inoder for undergone aggressiveness post.

Compensation made to worker which is contributed for the employee welfare. This is where entity practice that balance employee relation by providing monetary and non satisfaction for employee s.

Er soni Shyam Singh (2008) During this literature review tries to clear the concepts to the management students which will enable them to understand relevant terminologies & the co-relevance to design the structure of compensation management. Where various tips were design to employees at various levels in the organization.

W.F. CASIO Compensation is the direct or indirect welfare which carry on incentives as valued resource to the worker which also includes professional manager which also help in the productivity.

BERNADIN Compensation is form of financial returns & tangible welfare which is received as a part of relationship of employment which consist of two part in the form of pay & contingent pay.

V.P. Michel “ compensation is pay provided to worker on behalf of the entity for their contribution done for the welfare of goals achieved by the entity.

D.S. Beach “determining the policies & practices which help to the development in the entity in the form of review, feedbacks, compezation cost & various pay which helps to the workers”

P. Subarao “Compensation Administration had made a approach to ensure that entity should ensure to pay equally in the form of logical as well as in fair form”

S.S.Khanka “ Wage administration aims to maintain equal pay system in order to retain the required skills in the entity, hence will motivate the labour”

P.G. Aquinas “service rendered to the entity for equitable pay which generally comprises in the form of shared profit & cash incentives. Labourer are satisfied with their contribution to the organization & from its productiveness”

Contemporary vogue in compensation management:

A.S. SARMA Which also consist of the payments through direct or indirect form of payments to workers, in the form of welfare practices. It immediately affect on such outcomes like job satisfaction, desirability towards job, retention of employee, performances oriented, pliability.

OPERATIVE DEFINITION

Compensation: In this the efficient device are as

- convincing is a vehicle that fulfill wants of human,
- wages articulate to them are compared to that of other
- commencement do impact in succeeding the progression of wage
- wage communicate the philosophy of entities in belief & operation

Compensation management:

It means the process of ruthless, brilliant fascinate & perpetuate labour which make use of needful leverage in order for undergone aggressiveness post.

CHAPTER 3

RESEARCH DESIGN

TITLE OF THE STUDY

“A STUDY ON COMPENSATION MANAGEMENT AND EMPLOYEE ATTITUDE IN MULTIPLIER SOLUTION [P] LTD”

3.1 STATEMENT OF THE PROBLEM

This subject is taken as it plays a very important role in the organization. In this topic exploration in the level remuneration & welfare from employee potentiality. It helps us to know performance of the employees & for which company taking various measurement technique for the organization.

3.2 Need for the study

Understand the gap between compensation level of satisfaction and to know welfare benefit avail by the labours.

3.3 PURPOSE OF THE STUDY

1. Perceive diverse Labour convenience & methodologies.
2. Review the worker perception with regards to remuneration.
3. Perceive liveware motivator for perquisite.
4. Acknowledge, influence of remuneration level of workers.

3.4 Scope of the study

Optimize of technique to lower power design has also achieved the demonstration for the techniques, however there are some more limitation for direction & works in the organization as it s focused on transportation

3.5 TECHNIQUE

[a]. **Research type:** it is in the form of descriptive as analysis circumstance is based on of prime & second data.

[b]. **Collection of data:** It is composed the key source for essential data source. It is the policy for the collection of data, & abundant depleted programme of resource for prime data & second data for collection.

This mentioned source are overview carried on:

-publications

-Web page etc.

Initial data gathered from

-Organised questions

-Face to face collection

3.6 SAMPLING

Sampling is certain intention which is used to find the procurement of study from the responder.

methodology which accumulate specimen data for questioning & face to face interaction.

classification adopted to gather employees specimen are:

Satisfaction specimen: The impossibility specimen which gather are called sampling of satisfaction. Where there is privilege to choose data as per our choice.

Inspection & interpretation: scanning subsequently while gathering resource for the ratio specify & reveal doubts.

-Histogram, bar graph &

-chart figure

3.7 CONSTRAINTS OF THE INTREPRETATION

1. Consequence is belief where the people give information as per their knowledge.
2. Observation here stipulate the recent changes only.
3. constraint is mainly of timeliness to the entire population.
4. The intrepertation enclose consequence to get resource from organization.
5. This bounded study is regarding MULTIPLIER SOLUTION [P] LTD, situated in Bangalore premises.

3.8Chapter Scheme

In this study chapter 1 states the introduction to company, company profile, vision, mission of the company. It also states that firm strength, weakness, threats & opportunities of entity. Chapter 2 consist of background of the firm, review of literature. Chapter 3 consist of statement of problem, research methodology & limitation.

CHAPTER 4

DATA ANALYSIS AND INTERPRATION

Table1

Display the technique appropriated in modifying stable schedule for employee

SL. NO	ESTIMATION	RESPONSES	IN %
01	Definetly acceptable	6	12%
02	Acceptable	7	14%
03	Neither agree or disagree	15	30%
04	Not acceptable	22	44%
Total		50	100%

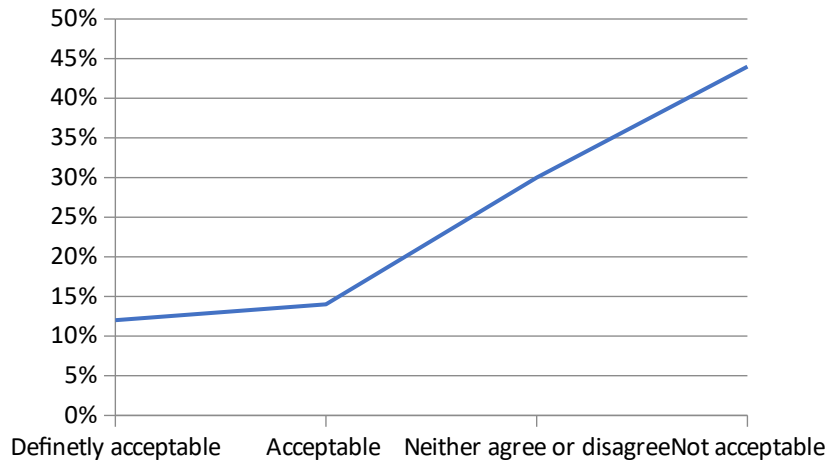
RESEARCH:

It says that 12% of responses is acceptable to shift, 14% might accept if it s appropriate to shift, 30% neither they accept or not accept from shift as they may feel both , 44% of them disagree with about shifting system so they feel it s not important to shift.

Chart 4.1

Chart about transfer fitting in schedule of workers

Chart Title



INTREPRETATION:

This survey most of respons not acceptable to shift as the reason is they would like to live pleasant & happy life.

Table-2

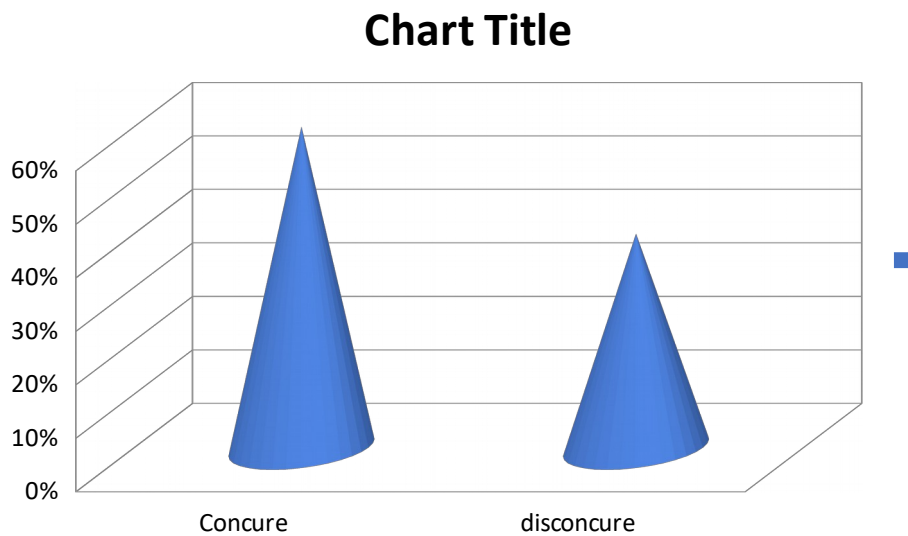
Responses of belief for a change remuneration offering from entity

SL. NO	OUT LOOK	RESPONSES	IN %
I	Concure	30	60%
II	Disconcure	20	40%
Total		50	100%

RESEARCH:

In 60% response would like to concur 40% disconcur about change in offers from entity. compensation.

Chart.2.1 Responses of belief for a change remuneration offering from entity



INTERPRETATION: change remuneration help employee want to concur the offering from the entity as they require increase in their pay.

2.2 LITIGANT PROFILE

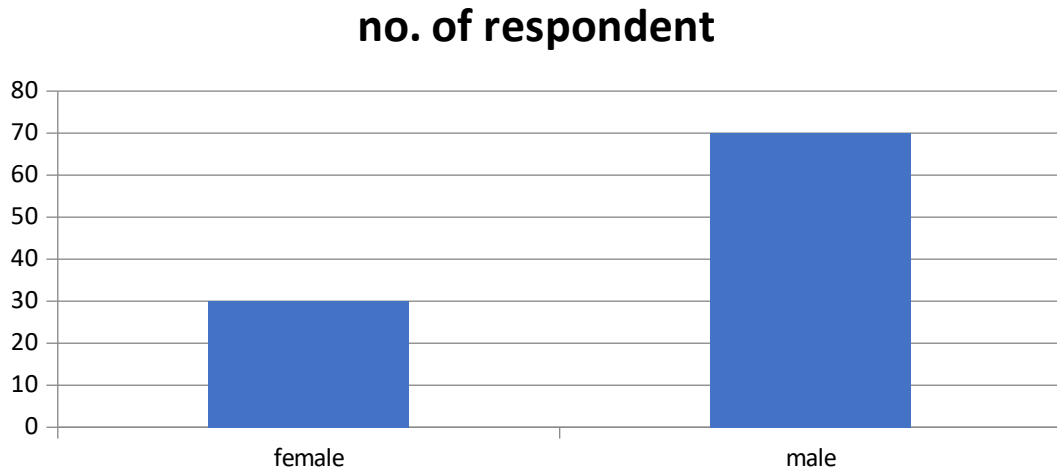
2.2.1: Respondent from gender

Sl. No	Gender	Responses	%
I	Male	70	70%
II	Female	30	30%
Total		100	100%

Research:

This data shows 100 respondents, 30% female and 70% male respondents.

Graph 2.2.1: respondents from gender



Interpretation:

This graph has interpreted the more response is received from Male category.

Table2.2.2: respondents in the form of Age group

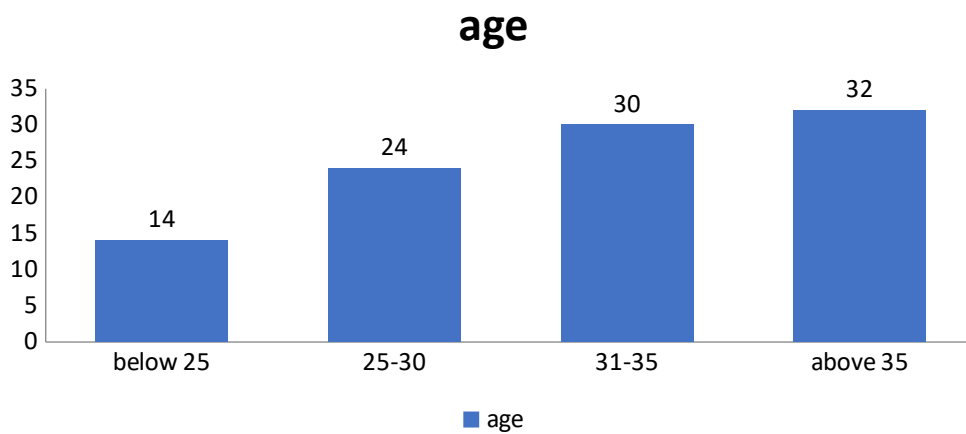
Sl. no.	Age	People of Respondent	%
i	>25	14	14%
ii	25-30	24	24%
iii	31-35	30	30%
iv	< 35	32	32%
Total		100	100%

Research:

It reveals that 14% the responses which less compared to other respondents below 25 age 24% of response tells that this group are responding well when compare to other age

group less than 25-30 years, 30% of response is slightly active of 21-35 years, 32% are above 35 age, this ratio says that above 35 age group people are more active.

Chart 2.2.2: Chart of Age



INTERPERTATION:

The respondent majority age group people are from above 35years age and from this we can tell that apathetic to group of certain age treated equally.

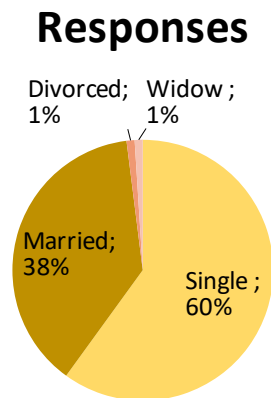
2.2.3: Marital status

Sl. No.	Status of Marital	Responses	In %
01	Single	60	60%
02	Married	38	38%
03	Divorced	1	1%
04	Widow	01	01%
		100	100%

Research:

It, shows from 100 responses 60% single people, 38% have Married, 1% are divorced people & rest widow are 1%

Chart 2.2.3: responses of Martial status



INTREPRETATION:

This studies tells it does not have significance exist between status of married responses of patrons will reveal population in more sorts due to their marriage status.

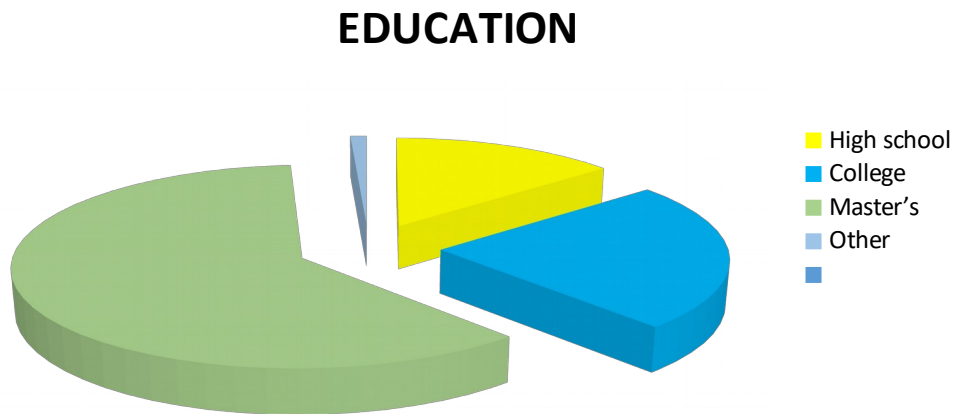
2.2.4: Responses in the form of education

Sl. No.	Education	Responses	In %
01	High school	14	14%
02	College	24	24%
03	Master's	61	61%
04	Other	01	01%
	Total	100	100%

Research:

It displays that 14% of people have persued schooling, 61% of them had completed their Post graduate. 24% of people are graduates from bachelors & rest other 01% did not persue any education.

Chart 2.2.4: Responses regarding Education



Intrepretation:

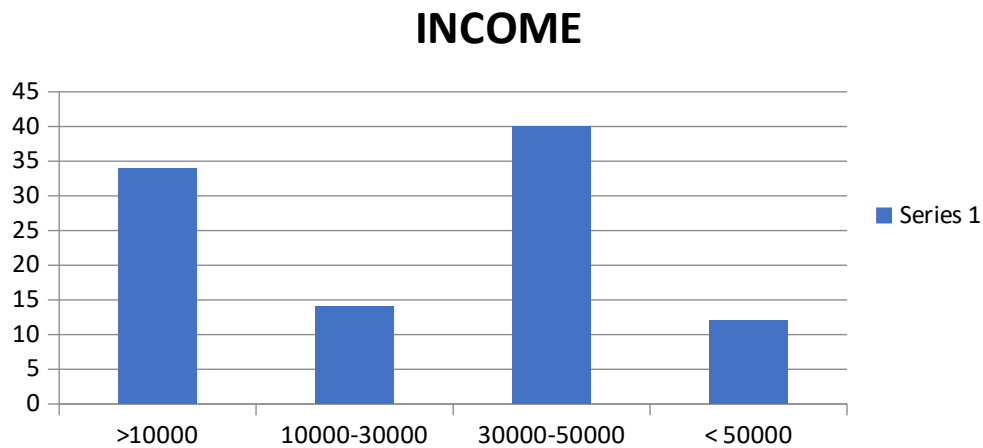
This graph shows 85% of people are from educated background. From this we can also tell that in current senerio education plays important role in life & also act as motivational factor inorder to get settled in life.

2.2.5: RESPONSES FROM INCOME GROUP

SL. NO.	Income	Responses	In %
01	> 10000	34	34%
02	10000-30000	14	14%
03	30000-50000	40	40%
04	< 50000	12	12%
Total		100	100%

Research:

This displays 34% of the responses are from >10000 income earned, 14% of the respondents earn income between 10000-30000, 40% of the people earn high income which ranges to 30000-50000 and 12% of the people income level is too high which falls above 50000.



INTREPRETATION:

It declare more of response are fall from in the of income which is between 30000 -50000
Hence they are majority earners.

TABLE: 3

Responses regards to remuneration acts as motivation for employment

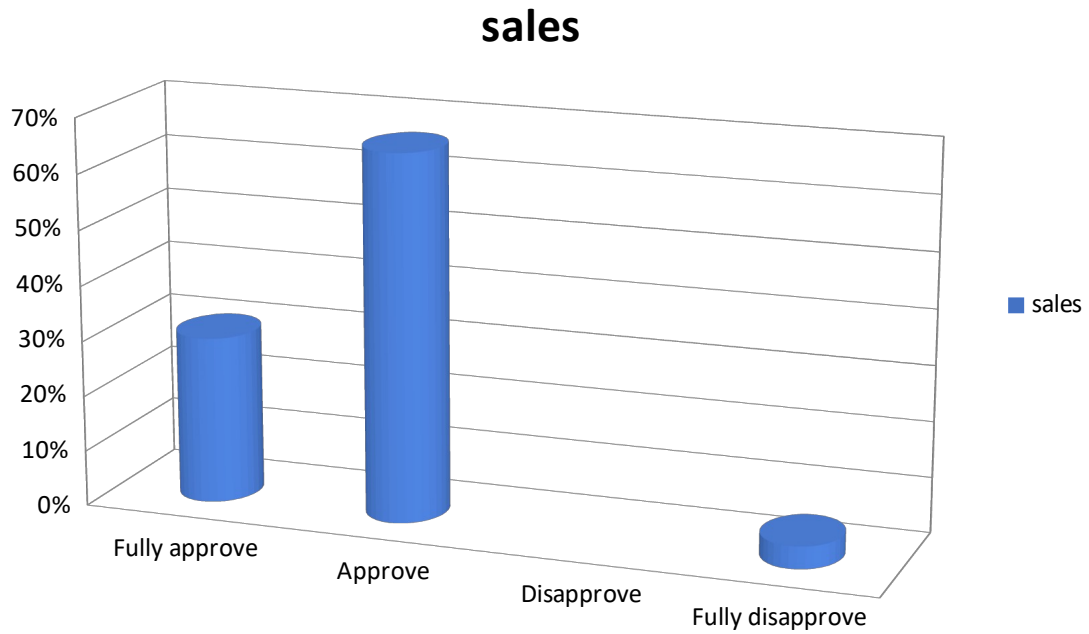
SL. NO	OUTLOOK	RESPONSES	PERCENTAGE
1	Fully approve	15	30%
2	Approve	33	66%
3	Disapprove	0	0%
4	Fully disapprove	02	4%
Total		50	100%

RESEARCH:

It displays 30% of responses fully approve for the remuneration factor, 66% of the respondents only agree it act as motivation factor.

Chart.3.1

Responses regards to remuneration acts as motivation for employment



INTREPRETATION:

Here motivation factor is more approved by the employees which is the main motive to achieve organizational goals as the sales is connected with this factor.

Table .4

Responses regarding promotional activity to pleased workers to entity

SL. NO	PERCEPTIVE	RESPONSES	IN %
1	Happy	36	72%
2	Un happy	14	28%
Total		50	100%

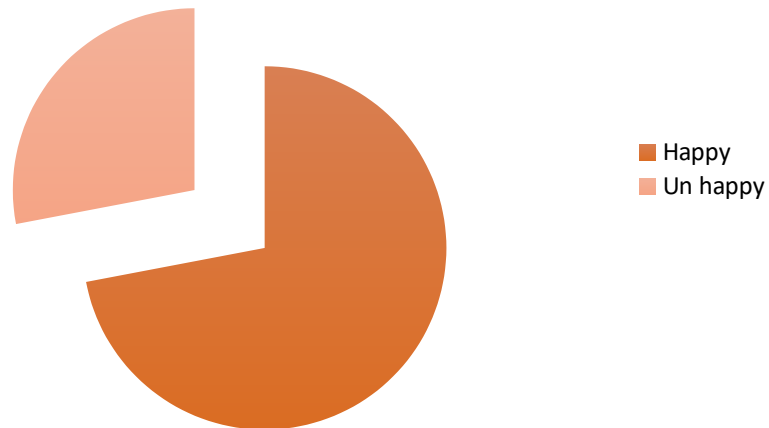
RESEARCH:

It reveals 72% of the responses are happy from policy of offered by organisation, 28% of the respondents are unhappy with this policy.

Chart.4.1

Responses regarding promotional activity to pleased workers to entity

Chart Title



INTREPRETATION:

Compared to this policy to many employees are unhappy with the policy of promotion which makes employees shift from their place to another where they need to adjust in that place.

Table.5

**Responses from employee who tells remuneration play a dominant role
in their productiveness**

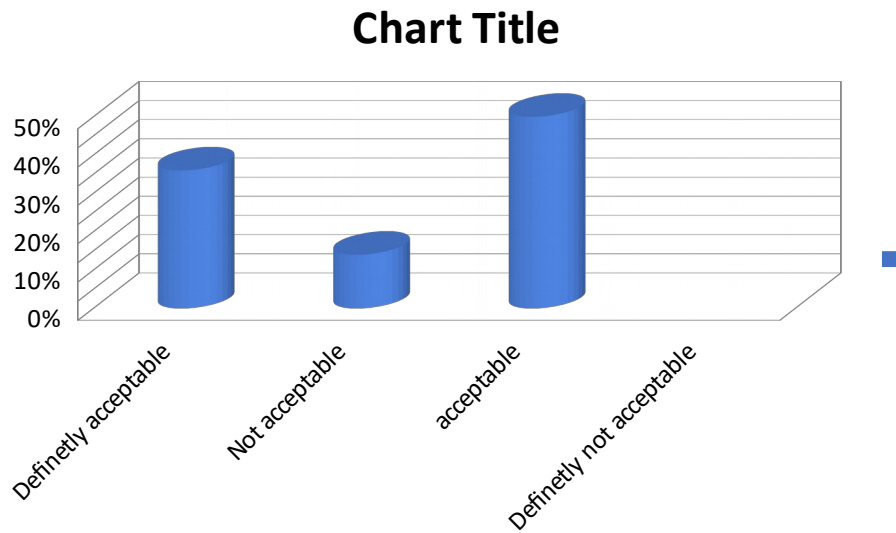
SL. NO	CONCEPTION	RESPONSES	IN %
01	Definetly acceptable	18	36%
02	Not acceptable	7	14%
03	acceptable	25	50%
04	Definetly not acceptable	0	0%
Total		50	100%

RESEARCH:

From data we can tell that 36% of the respondents opinion are strongly agree, 14% of them opinion is to disagree, rest 50% of the respondents opinion tell that they agree with compensation inorder to enhance productiveness of employee s.

Chart.5.1

Responses from employee who tells remuneration play a dominant role in their productiveness



INTREPRETATION:

works purpose is to gain satisfactory welfare which also helps in better living of standard. We can even see that some employees are works for the welfare of the society & entity.

Table.6

Response reliability & welfare in respect to society by entity

SL. NO	VIEW POINT	RESPONSES	IN %
1	Fully happy	20	40%
2	Un happy	8	16%
3	Happy	22	44%
Total		50	100%

RESEARCH:

It says 40% responses fully happy as they contribute to the society in the form of reliability & satisfaction, 16% are unhappy as they feel unsecured , 44% of the respondents are happily satisfied & they feel secured.

Chart.6.1

Response reliability & welfare in respect to society by entity

Chart Title



INTERPRETATION:

The organization provide certain facilities to its employes such as fund, welfare benefits which may also

Table.7

Response reliability & welfare in respect to society by entity

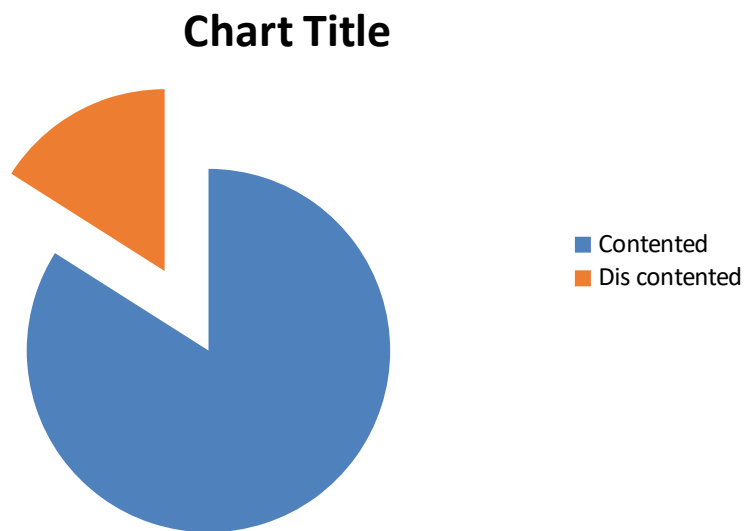
SL. NO	PERSPECTIVE	RESPONSES	IN %
1	Contented	42	84%
2	Dis contented	8	16%
Total		50	100%

RESEARCH:

In 84% of them are contented with the pay scale, rest 16% of the responses was discontented with pay scale.

Chart.7.1

Response reliability & welfare in respect to society by entity



INTREPRETATION:

It says employer are not able to retain the employee hence the entity does not provide security for current entity.

TABLE : 8

Responses with regard to policy of insurance in organization

SL. NO	PERSPECTIVE	RESPONSES	IN %
1	Approve	18	36%
2	Dis approve	32	64%
Total		50	100%

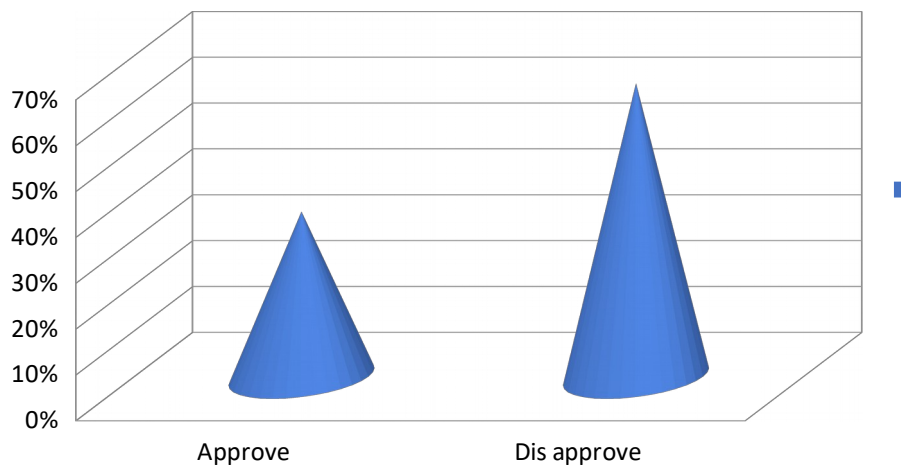
RESEARCH:

It determine 36% responses approve with policy, from which 64% of response was unhappy for not having benefited from the allowance.

Chart.8.1

Responses with regard to policy of insurance in organization

Chart Title



INTREPRETATION:

It reveals employee s are not getting equal benefit as compared that of other entity hence this impact lead to turnover over organization.

Table.9

Responses contended from entity for availing policy of insurance

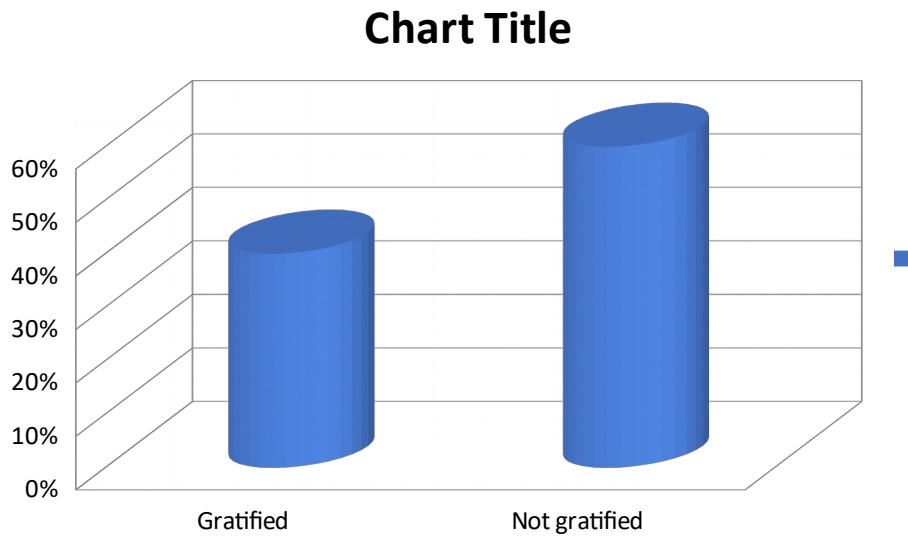
SL. NO	PERSPECTIVE	RESPONSES	IN %
1	Gratified	20	40%
2	Un gratified	30	60%
Total		50	100%

RESEARCH:

Information reveals 40% employees in the organization were happy from policy of insurance, 60% response was ungratified by company to provide policy of insurance claim.

Chart.9.1

Responses contended from entity for availing policy of insurance



INTERPRETATION:

Study reveals the drawback which is not retaining their workers in the current entity.

Table 10

Responses approaching by allowing over time welfare

SL. NO	OUTLOOK	RESPONSES	IN %
1	Fulfilled	28	56%
2	Un fulfilled	22	44%
Total		50	100%

RESEARCH:

It displays as 56% of employees are pleased with over time allowances, & 44% of them are unfulfilled to allowances in over time.

Chart.10.1

Responses approaching by allowing over time welfare

Chart Title



INTREPRETATION:

Pre dominance is fulfilled with the need of working in entity to avail the benefits which also help to guide in the organization.

Table.11

Responses approach from the extent ESI rewarding for them

SL. NO	POINT OF VIEW	RESPONSES	IN %
01	Extensiveness	34	68%
02	Slightly extensiveness	4	8%
03	Dis satisfy	12	24%
Total		50	100%

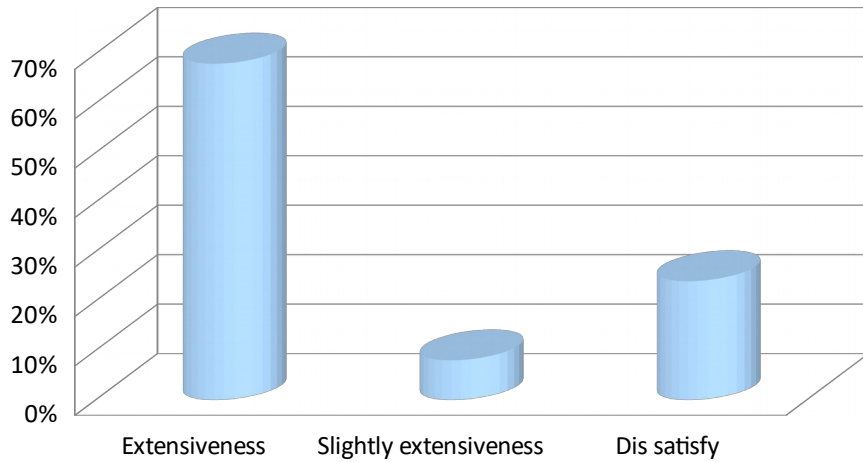
RESEARCH:

From statement we can know to what extent does ESI approach to their employees 68% of the employee have extensiveness towards welfare in ESI, 8% them have Slightly extensiveness to welfare in ESI, 24% employees are totally dis satisfy from the welfare of ESI.

Chart.11.1

Responses approach from the extent ESI rewarding for them

Chart Title



INTREPRETATION:

Mass workers are contended from the welfare of ESI are required to every labour in organization as the welfare can be taken.

Table.12

Responses in relation to the base salary along with perquisites provided by organization

SL. NO	PERSPECTIVE	RESPONSES	IN %
1	Brokerage for sale and Utility	12	24%
2	Incentives	20	40%

3	Sickness perk	12	24%
4	Perquisite	6	12%
Total		50	100%

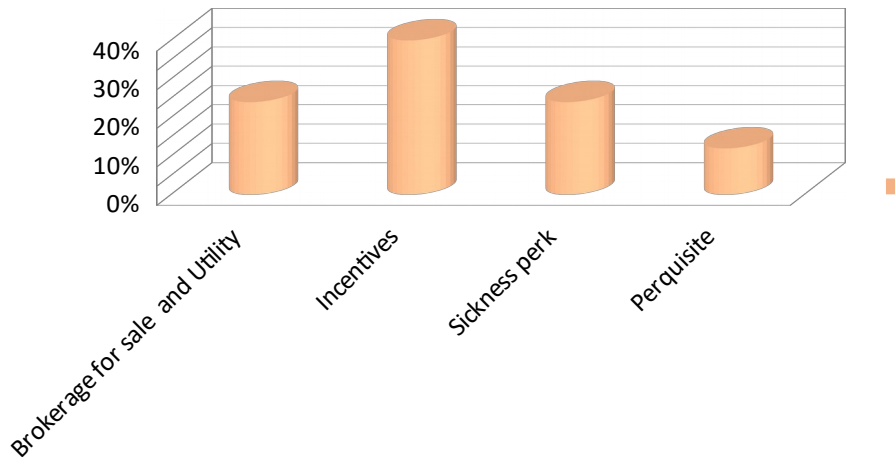
RESEARCH:

From the above information 24% responses are availing the service of brokerage & utility , 40% people availing incentives with remuneration 24% them with sickness perk, 12% with perquisites.

Chart.12.1

Responses in relation to the base salary along with perquisites provided by organization

Chart Title



INTERPRETATION:

Here many availing Incentives with remuneration pay which is calculated on the basis of work or their education level. This help to avail welfare which is given by entity.

Table.13

Responses on remittance provided by entity

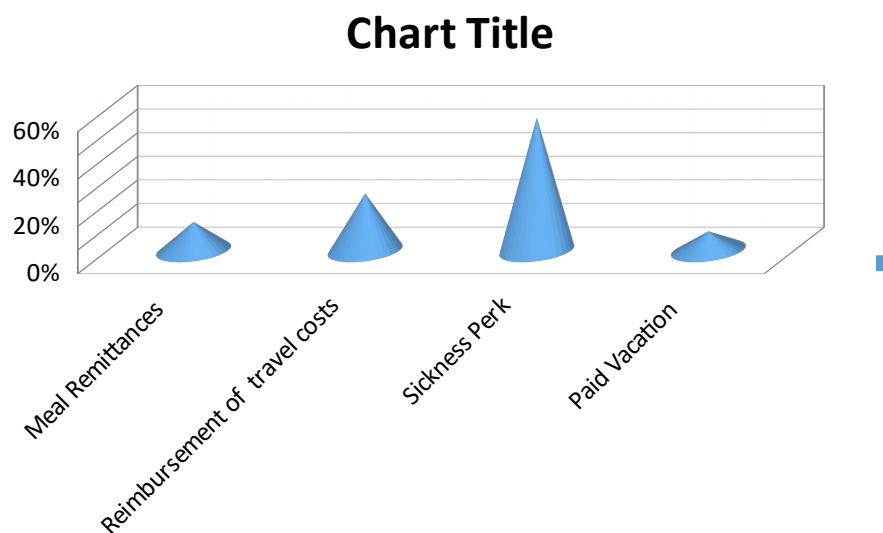
SL. NO	OUTLOOK	RESPONSES	IN %
1	Meal Remittances	6	12%
2	Reimbursement of travel costs	12	24%
3	Sickness Perk	28	56%
4	Paid Vacation	4	8%
Total		50	100%

RESEARCH:

Remittance given from the company where 12% of them are happy with Meal Remittance 24% are pleased from reimbursement on travel cost , 56% on sickness perk as health plays important role in life of person, 4% them happy with paid vacation.

Graph.13.1

Responses on remittance provided by entity



INTERPRETATION:

Study states that giving importance to Sickness Perk as it s people here there are concerned about themselves and their family.

Table.14

Responses level for the benefit of vacation pay

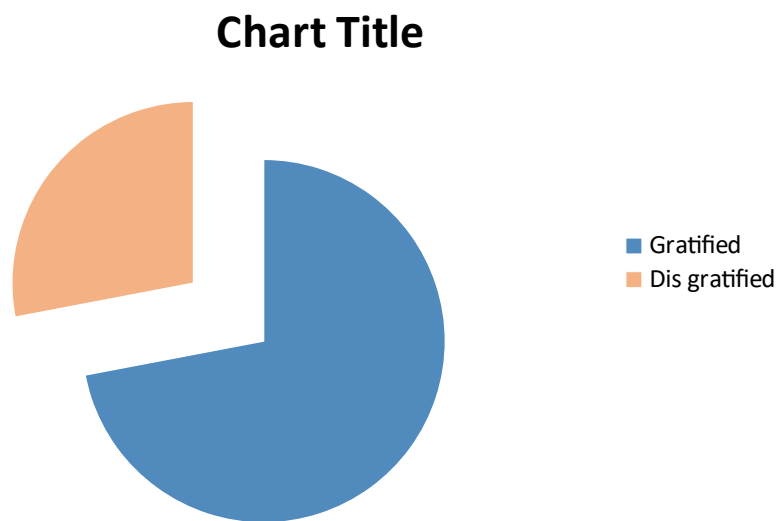
SL. NO	OVER VIEW	RESPONSES	IN %
01	Gratified	36	72%
02	Dis gratified	14	28%
Total		50	100%

RESEARCH:

It reveals satisfaction level of 72% of them with their leave salary benefits, 28% of them are unhappy from vacation pay.

Chart.14.1

Responses level for the benefit of vacation pay



INTERPRETATION:

A Lot responses is gratified from vacation pay which is given in the entity to motivate employee from work and they can spend time with there family.

Chart.15

Responses of satisfaction regarding policy for promotion in the entity

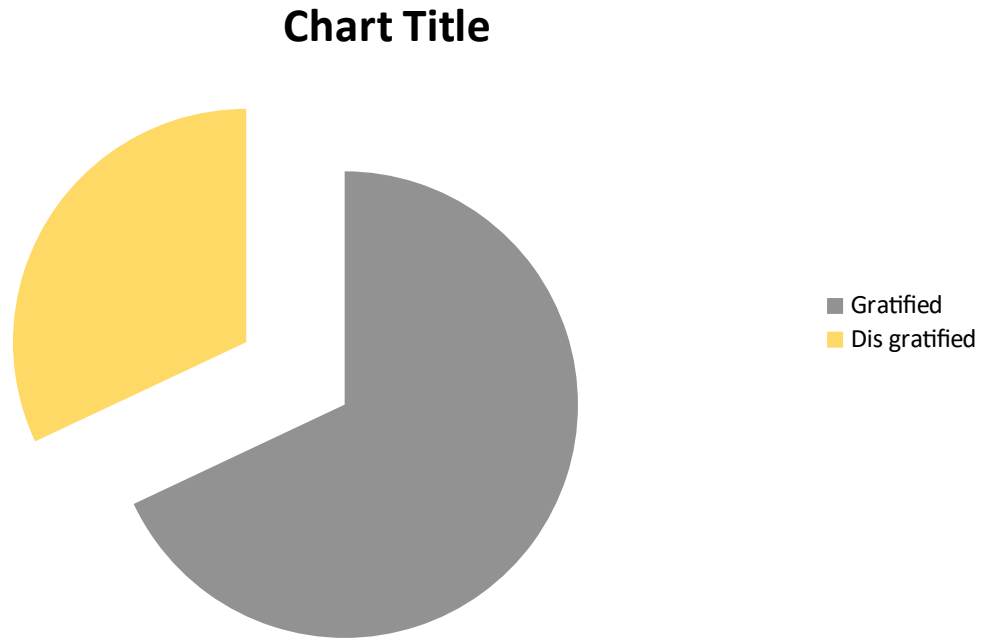
SL. NO	OVER VIEW	RESPONSES	IN %
01	Gratified	34	68%
02	Dis gratified	16	32%
Total		50	100%

RESEARCH:

The satisfaction level count that 68% of the respondents are being happy from the policy of promotion 32% still yet to be satisfied from policy of promotion they are dis gratified.

Graph.15.1

Responses of satisfaction regarding policy for promotion in the entity



INTREPRETATION:

The satisfaction level the employees have lot of impact from the promotion policy due to transfer there are not pleased.

CHAPTER 5

FINDINGS, SUGGESTION & CONCLUSION

The summary of findings

The findings are as following:

- Workers are grunted from collateral welfare.
- Techniques for payroll and attendance are totally automated.
- Authenticity in pay roll service.
- Appellant of remuneration is supportive, & appreciative.
- Almost every one of the employees would procure leave salary.
- Organization prolog there employee policy.
- Too many employees are availing monitory benefits
- Company is also giving the welfare of ESI for employee s
- A chance for growth in career of employees.
- Huge worker are getting perquisite on bases of their performance.

Proposal & Advocacy

- Employer have to inspire there workers so they can reach prospective goals.
- Remuneration should fulfill human needs & wants
- Organization are generally consist of employees so organization should consider there execution in order to make feel as part of entity.
- Organization should also focus providing policy such as insurance as a welfare of their employees.
- Entity should rely on act of company for the welfare of increase level in entity..
- Policy of promotion should hold in current working organization.
- Providing policy in order to treat equality among the employers.
- Come up with perquisites to employee in the organization.
- Extension in the productiveness to maintain the level of organization.
- Allocate perquisites along with remuneration so that keeps employee motivated towards their work.

Conclusion

Due to changing trend in the world even organization should undergo from day to day changes with the new technologies & new methods, which will generate into worldwide. Hence we can face challenges in Multiplier Solution [P] LTD.

The remuneration authority had given important contemporary in the industrial sector for pay scale which act as a motivation factor. This research was taken with view of getting to known about pay scale system & perquisite allowed in Multiplier for their employee will it fulfill all needs & wants from the organization .

It's the those sector which is possible for the growth of management and mutual acknowledgement between its employer & employee for the growth of company standard Hence when both employer and employee work for the common goal only then goal can be achieved.

A organization like MULTIPLIER [P] LTD the other entity should also inherent the culture of evolving knowledge in various sector like technical skills, functional skills, multi-oriented skill in order to face rivalry & sustain in the organisation.

QUESTIONNAIRE

1.PERSONAL DETAILS

i. NAME:

ii. Phone no:

iii. Designation:

a. Manager () b. Officer () c. Clerical & technical () d. Others ()

iv. Age:

a) 20 – 30years () b) 30 – 40years () c) 40 – 50years () d) 50 & above ()

v. Sex:

a) Male { } b) Female { } c) others{ }

vi. Number of year on service:

a) 0 – 2years { } b) 2 – 5years { } c) 5 – 10years { } d) 10 & more { }

“ COMPENSATION MANAGEMENT ON EMPLOYEE ATTITUDE”

Dear Sir/Madam I SHAZIYA IRAM S persuing MBA in, CMRIT college of Bangalore, has undertaken a project work with the title as “COMPENSATION MANAGEMNT ON EMPLOYEE ATTITUDE ” in partial fulfillment of the Master of Business Administration. I here by request you to spare your valuable time in answering this questionnaires as its extremely important to my research & the information collected will be used for only the purpose of academic & I will assure you to keep collected data wholly confidential.

Thank you

1. Will you accept shift in time for work as per the convenience time ?

- (a) Yes []
- (b) No []
- (c) Partially Yes []
- (d) Partially No []

2. Whether there is change in remuneration paid by your entity?

- (a) Gratified ()
- (b) Dis gratified ()

3. Do you feel remuneration act as a motivation factor to employees?

- (a) Definetly acceptable ()
- (b) Acceptable ()
- (c) Not acceptable ()
- (d) Definetly not acceptable ()

4. Kind of compensation would you wish for?

- (a) Fixed ()
- (b) Variable ()
- (c) Both ()

5. Are you Gratified from the policy of promotion received from entity?

- (a) Gratified ()
- (b) Un Gratified ()
- (c) Neutral ()

6. Do you feel remuneration level plays important role for the improvement in the productiveness of employee

- (a) Definetly acceptable ()

(b) Not acceptable ()

(c) Acceptable ()

(d) Definetly not acceptable ()

7. Are you Gratified from security given by entity?

(a) Definitly Gratified ()

(b) Un gratified ()

(c) Gratified ()

8. Are you concide from pay & remuneration level given by your entity ?

(a) Concide ()

(b) Dis concide ()

9. Are you receiving any policy from your entity?

(a) Firmly ()

(b) Not Firmly ()

10. Are you concide with the policy from your entity?

(a) Surely ()

(b) Not sure ()

11. Are you harmonize from the allowance of over time paid by entity ?

(a) Approve()

(b) Dis approve ()

12. Is ESI Service helping you & your family member's?

(a) Togreater ()

(b) Tolesser extent ()

(c) NotSatisfied ()

13. What are other perquisite paid in your entity?

- (a) Brokerage & utility ()
- (b) Incentives ()
- (c) Sickness perk ()
- (d) Perquisite ()

14. Perquisites given by entity are gratified by you ?

- (a) Meal Remittances ()
- (b) Reimbursement of travel costs ()
- (c) Sickness Perk ()
- (d) Paid Vacation ()

15. Are you gratified from paid vacation offered by your entity?

- (a) Yes()
- (b) No ()

16. Do you receive Annual Bonuses regularly with basic salary?

- (a) Yes ()
- (b) No ()

17. What are the criteria for salary increase?

- (a) Performance ()
- (b) Training ()
- (c) Skills ()

18. Are you Gratified from your overall compensation?

- (a) Yes ()
- (b) No ()

BIBLIOGRAPHY

- ▷ Multiplier Solution Prospectus
- ▷ Company report (secondary data) of Multiplier solution
- ▷ Annual record of organisation
- ▷ Some Web page used

www.google.com

- ▷ BOOKS Such as

1. ASHWATHAPPA: Human resource management
2. A.M SARMA: Changing trends in remuneration
- 3, RYNES (1987): Trends in Remuneration.
4. EDWIN FILLPO: Human Resource Management.

- ▷ Responses from The Multiplier Solution [P] LTD labours/workers.



CMR INSTITUTE OF TECHNOLOGY
DEPARTMENT OF MANAGEMENT STUDIES
WEEKLY PROGRESS REPORT

Title : “A STUDY ON COMPENSATION MANAGEMENT ON EMPLOYEE ATTITUDE”

Name of the Company : MULTIPLIER BRAND SOLUTION PVT LIMITED

Name of the Student : SHAZIYA IRAM S

USN Number :1CR18MBA45

week	Activity Details	Duration
1	Understanding structure, culture & functions of the organization of business problem from the industry to literature study.	06-01-2020 To 13-01-2020
2	Discussion with the guide for finalization of research design and instrument and presenting the same to the guide.	14-01-2020 To 21-01-2020
3	Collection of data, editing of the collected data, coding, tabulating and presenting to the guide for suggestions for analysis.	22-01-2020 To 28-01-2020
4	Analysis and finalization of report and making presentation to the guide.	30-01-2020 To 07-02-2020
5	Submission of final Report to the University before one week of the commencement of theory examination.	10-02-2020 To 15-02-2020