

TOPIC NO. I-- INTRODUCTION --MEANING AND IMPORTANCE OF EMPLOYEES REMUNERATION.

Remuneration is the amount of wages paid to the employees for their labour, put into completion of the assigned task. Remuneration paid to employees engaged by the day, week, fortnight or month is usually referred to as wages. Wages also include non-pecuniary benefits attached to money payments. If the employees are provided with subsidised food, the amount of subsidy will be regarded as part and parcel of the remuneration, to be paid to employees. Wages constitute that share of the total cost of production which can be attributed to labour.

The attitude of an employee towards his employer is usually determined by the extent to which he is satisfied with wages he is getting. Though wage is not the only factor satisfying the employees, if wages are not adequate, it becomes the cause of dissatisfaction among them. The management must be careful about the remuneration of the employees before thinking of providing incentives through promotion etc.,. By reducing inequalities between employees earning a good wage administration programme raises the individual morale and reduce the intergroup friction. It also sets wages high enough to permit the search to many good, talented the employees to put their efforts for the achievement of search/organisation. High wages reduces the strength of union and employees grievances and enables the management to exercise centralised control over the largest single item of cost of wage

and salaries. Wage is an life blood of the organisation which provides healthy atmosphere for growth and survival of business in the world of competition.

GENERAL CONSIDERATION IN WAGE & SALARY ADMINISTRATION :-

Wage, and salary administration indicates the successive stages of development and change. In this connection four steps are generally taken in to consideration. First, of all in the primitive era when man need and wants were relatively few, the worker was paid in kind mainly in the form of food grain.

The second stage brought forward the traditional labour market supply where the autonomic forces of demand and supply of employees in the market place determines what wage the employer was going to pay to the worker. The condition of labour market determines the level of wages.

In the third stage, we come across the institutional labour market supply where labour organised itself in the form of trade unions for protesting the economic interest of the workers. The system of wage fixation developed here union and management negotiated to determined the wage scales.

In the fourth stage, we perceive a tripartite system of wage determination coming into vogue. The state is also interested in wage determination and established certain policy frame work in which labour and management must negotiate and fix wages and salaries.

In India, under the influence of a tripartite machinery Indian labour conference and standing labour committees, wage boards are set up for different industries to establish certain policy guidelines to determine wages in industries.

OBJECTIVES OF STUDY:-

- 1) To study the motivation and productivity of the employees.
- 2) To assess the welfare activities of the sangh.
- 3) To know the standardisation of wages and categorisation of different grades and the basis on which categorisation is worked out by the employees.
- 4) To study the allowances given by the Sangh to the employees for motivation to utilise maximum efficiency employees.
- 5) To study the creation of employment by the Sangh and recruitment.
- 6) To find out rural and urban distribution of employees engaged by the Sangh.
- 7) To study whether the Sangh employing statutory minimum wage or not.
- 8) To know whether the standard of living of the lowest paid employee is satisfactory or not.
- 9) To study the effects on productivity and money wages of the physical exercise and time spent for travelling from home to works by the employees.
- 10) Vehicle adopted by the employee to attend the job.

METHODOLOGY OF STUDY:-

The present work deals with "Case study of employees remuneration in Shetkari Sahkari Sangh Ltd, Kolhapur." It is one of the important Co-operative Societies/Agencies in Kolhapur. More than 1000 employees are serving in this Sangh. For the study purpose I have adopted the following research methodology.

The Shetkari Sahkari Sangh Ltd, has a wide network of trading manufacturing, storing Godowns etc, throughout the Kolhapur.

For study purpose, Researcher have collected the data mainly through the questionnaire method, he requested the employees to fill in the questionnaire format. In this process it is difficult to fill in the format from each and every employee therefore I adopted multistage sampling method. I selected 90 employees from the Sangh representing employees cover neerabout 10% of the total strength of the Sangh.

For selection of sample started with the targets of 10% of employees in any department. I tried to include each category in any department into sample. If the number of employees in any department is less than 10, I used atleast one. All these employees were selected from the muster roll by the method of simple random sampling.

I also used the interview technique wherever necessary. At the time of interview with the employees, I faced many difficulties. One of the employees considered me as a retrenchment officer and perhaps it was now his time to go out of service. One respondent opined that number of students like me had visited their working place, noted down the problem of employees. But no one frutle action was being taken to redress their grievances. This was the only reason for their initially protesting me to respond. It was even obvious, and hence I was strictly adhering to my firm decision of extracting maximum information. One of the employees responding considered me as a member of family planning unit and said that he was not interested in responding me.

some of them were asking about the chances of getting better service outside. Few of them were replied nothing. This was the picture initially, but everybody was convinced later on and helped me in my research work.

My work mainly depends on questionnaire, reports and records of the Sangh. Necessary figures compiled directly from the records of the Sangh office and from that of branches. These reports become helpful in my research work. In addition to this information yearly and monthly bulletins of the Sangh were also are important tool in completing this research work.

SCOPE OF STUDY:-

The Shetkari Sahakari Sangh Ltd, Kolhapur is a result of Co-operative movement. For the Co-operative movement to grow and gather strength and momentum, smaller and uncoming Co-operatives have to be helped by bigger and established Co-operatives. The adopted policy of Co-operation amongst Co-operatives, has proved crucial to the expansion and efficiency of the Co-operative sector in Kolhapur District.

This has helped and encouraged Taluka Co-operative Marketing Societies and Primary Co-operative Credit (service) Societies in the marketing of agricultural produce distribution of agricultural inputs, distribution of consumer articles and providing managerial expertise etc. It has played an important role in promoting and organizing the Co-operative Sangh, sugar factories in the district.

The point of present study is to highlight the remuneration of the Sangh. The present study has been undertaken within the

theoretical framework of the subject. The scope of the subject is very vast. It includes wage structure method of wage payment fringe benefits, bonus position and so on. Present study overpass the different aspects of remuneration and existing policy and practices in the field of wage and salary administration in Shetkari Sahakari Sangh Ltd; Kolhapur.