

: S Y N O P S I S :

The entire study is presented in five chapters as follows :

CHAPTER I : This chapter is divided in four subsections.

Section A : deals with the importance and meaning of personnel management. This section also deals with importance and role of wage and wage incentives.

Section B : This section explains in brief the objectives of the study and aim of selecting the topic for study.

Section C : This section deals with introduction, methodology scope and limitations of the study.

Section D : This section deals with concept and meaning of wage and wage incentives. It discusses the factors and principles of wage administration, types of wages, need for introducing wage incentive scheme and classification of incentive schemes.

CHAPTER II : This chapter deals with the meaning of engineering, importance and growth of engineering industries in India. It also discusses the history of Kirloskar Brothers Limited, Kirloskarwadi and its growth.

CHAPTER III : This chapter deals with the wage determination process in Kirloskar Brothers Limited. It also discusses job evaluation procedure, grades, scales of pay and wage agreement.

The second part of this chapter deals with incentive schemes, their administration, eligibility for getting incentive and rates for incentive on different jobs.

CHAPTER IV : This chapter deals with analysis and interpretation of data.

CHAPTER V : In the concluding chapter findings of the study are noted and suggestions are made.

