



# SNS College of Technology

Coimbatore - 35



19BAT610- Human Resources Management

Unit V - Salary And Wages Administration

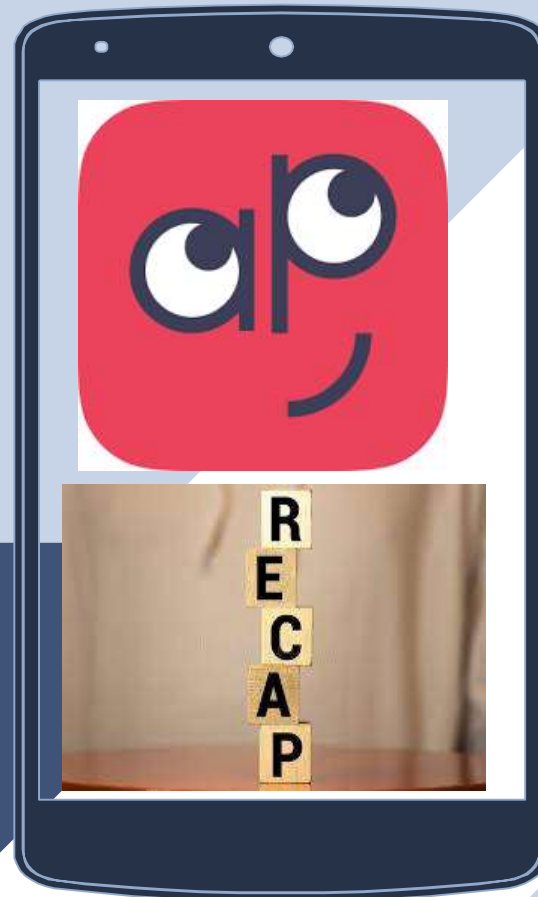
## Topic...Guess...???



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**1<sup>st</sup> Indian Institution to Implement** Design Thinking Curriculum  
Redesigning Common Mind and Business Towards Excellence



# RECAP



# What is sparking in your mind...?





# Case Study - “Stalking”

- A supervisor called the Human Resources Manager to request a meeting of the Incident Response Team for assistance in handling a situation he’s just learned about.
- He had been counseling one of his employees about her frequent unscheduled absences, when she told him a chilling story of what she’s been going through for the past year.
- She had broken up with her boyfriend a year ago and he’s been stalking her ever since. He calls her several times a week and she hangs up immediately. He shows up wherever she goes on the weekends and just stares at her from a distance. He often parks his car down the block from her home and just sits there. He’s made it known he has a gun.



# Case Study - “Stalking”



Cont.....

This organization’s plan calls for the initial involvement of the Security Director, Human Resources Manager, and Employee Assistance Program in cases involving stalking.

The security officer, EAP counselor, and the Human Resources Manager met first with the supervisor and then with the employee and supervisor together. At the meeting with the employee, after learning as much of the background as possible, they gave her some initial suggestions.



# Case Study - “Stalking”

## Solution

- Contact the local police and file reports. Ask them to assess her security at home and make recommendations for improvements.
- Log all future contacts with the stalker and clearly record the date, time, and the nature of the contact.
- Let voice mail screen incoming phone calls.
- Contact her phone company to report the situation.
- Give permission to let her coworkers know what was going on (she would not agree to do this).
- Vary her routines, e.g., go to different shops, take different routes, run errands at different times, report to work on a variable schedule.



# Remuneration





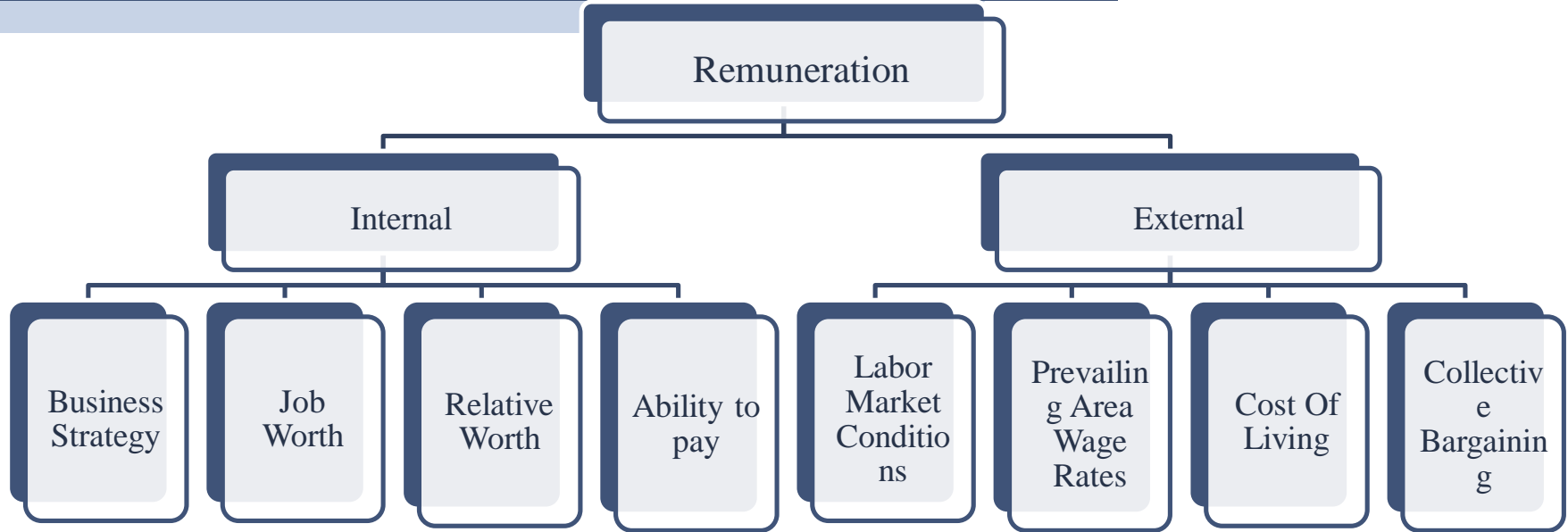
# Objective of GH

- To enhance employee morale and motivation.
- To keep control on labor and administrative cost.
- To retain the present /existing employees
- To acquire qualified competent personnel





# Factor of Remuneration





# Methods of Remuneration

## 1) Time based

- ▣ Flat time rate
- ▣ High Wage System
- ▣ Graduated time

## 2) Results based

- ▣ Straight piece rates
- ▣ Standard hours piece rates
- ▣ Differential piece rates-Taylor & Merrick plans



# Theory of Remuneration

Relational Frame

Expectancy Theory

Equity Theory

Subsistence Theory

The Wage Fund



# Types of Remuneration

## Fixed base salary

Minimum amount a company offers a professional.

## Variable pay

The amount of variable pay an employee receives depends on the performance, and objectives reached

## Flexible benefits or benefits in kind

Employee doesn't receive money. Cannot be the only form of remuneration



# Assessment



Organisations reward their employees who contribute to the achievement of organisational goals.

True or False





# Summary



Remuneration  
Objective of Remuneration  
Methods  
Theory  
Functions

SUMMARY





# Reference

- <https://encyclonetcultuland.blogspot.com/2017/02/employee-separations-types-of-employee.html>
- <https://www.hrhelpboard.com/hr-policies/transfer-policy.htm>
- <https://gfgc.kar.nic.in/punjalakatte/GenericDocHandler/199-ff4a4c1f-d928-4ebd-b384-eef33b117fec.pdf>





# Reach Us



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*Thank  
you*