



SNS College of Technology

Coimbatore - 35



19BAT610- Human Resources Management

Unit V - Salary And Wages Administration

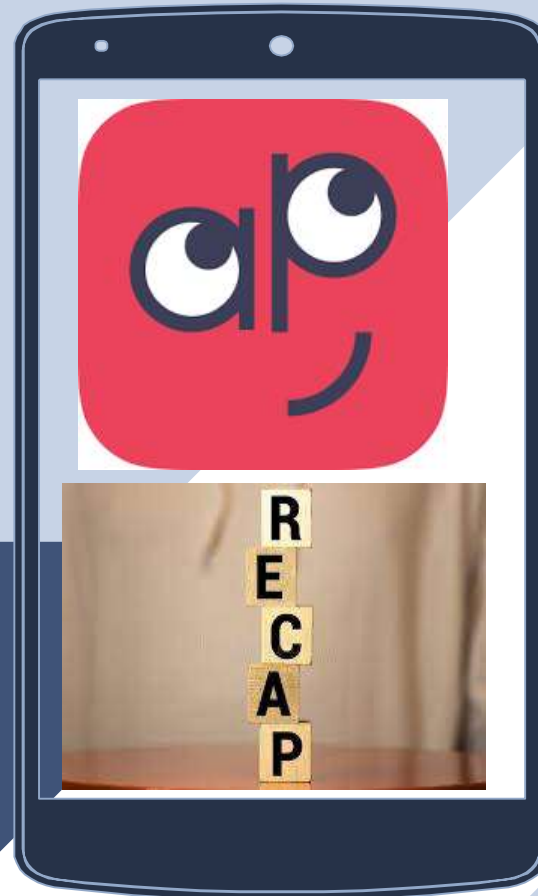
Topic...Guess...???

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1st Indian Institution to Implement Design Thinking Curriculum
Redesigning Common Mind and Business Towards Excellence





RECAP

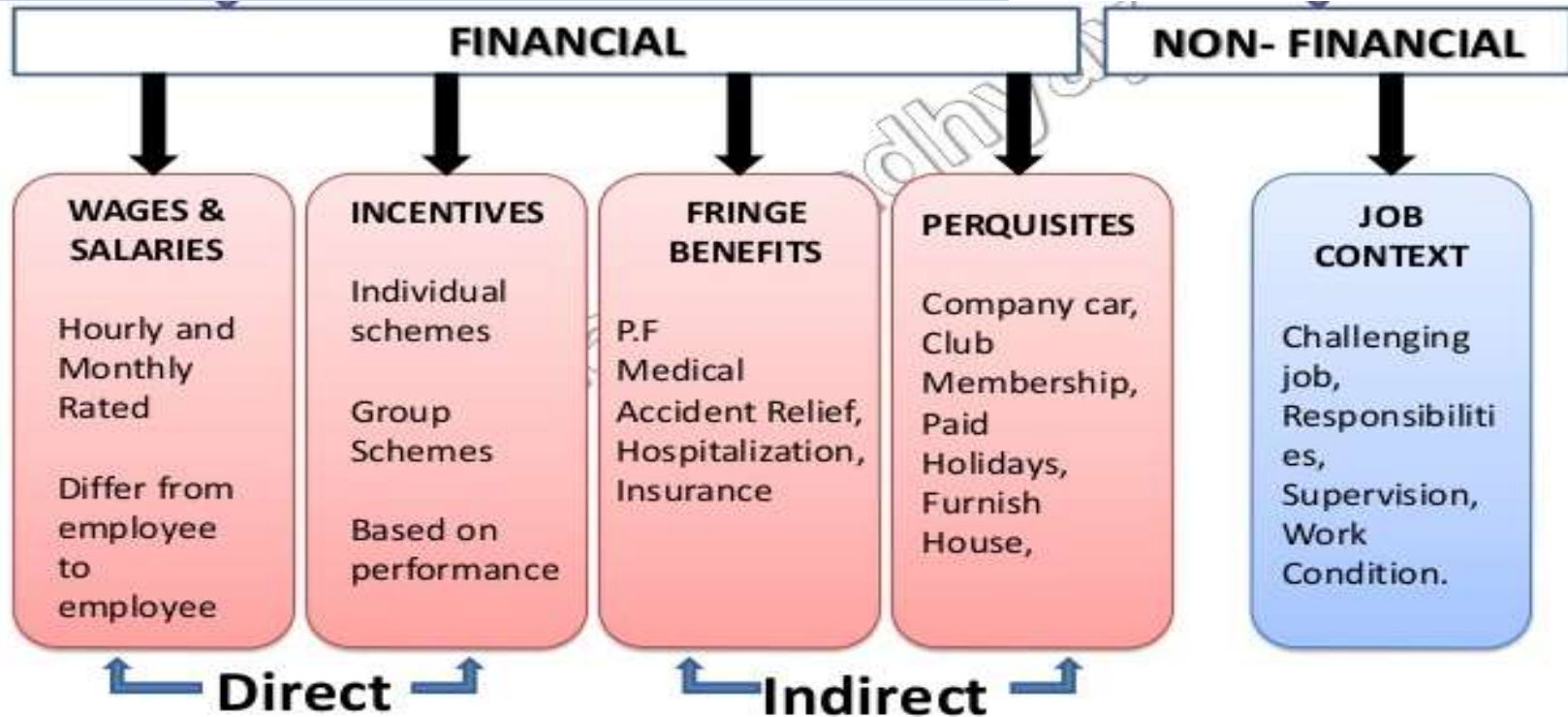


What is sparking in your mind...?





Component of Remunerations





Wages And Salary

- Wages represent hourly rates of pay, and salary refers to the monthly rate of pay, irrespective of the number of hours put.

Components of wage structure





Incentives

- Also called 'payments by results', incentives are paid in addition to wages and salaries.
- There are:
 - 1) individual incentive schemes and
 - 2) group incentive programmes.



Fringe Benefits





Perquisites



- These are allowed to executives and include company car, club membership, paid holidays, furnished house, stock option schemes and the like- Perquisites are offered to retain competent executives.



Non Financial

- These include challenging job responsibilities, recognition of merit, growth prospects, competent supervision, comfortable working conditions, job sharing, and flexitime.





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>





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*Thank
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