



# SNS College of Technology

Coimbatore - 35



19BAT610- Human Resources Management

Unit V - Salary And Wages Administration

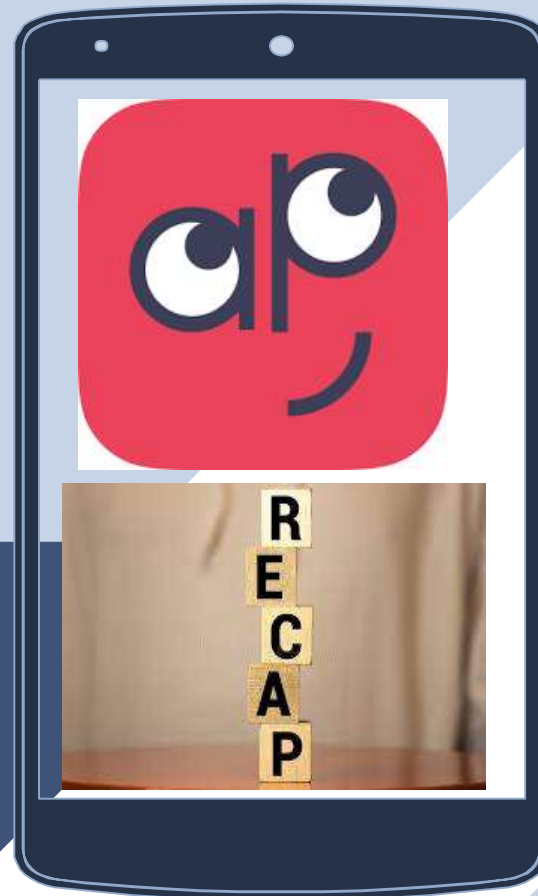
## Topic...Guess...???



Presented by

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



# RECAP



# Case Study

## Topic

Are Your Employees Passing Up Incentives? Try Promoting the Programs More

Motivating employees takes more than carrots and sticks—it hangs on making them aware of those incentives and deterrents, according to new research

## Statement of the problem

The reason might be as simple as employees not knowing about the incentive programs.

The study could provide an incentive of its own for businesses looking to attract and retain talent amid a brisk labor market and pandemic-induced burnout. Well-run workplace benefit programs reward workers without boosting salaries and help employees bring their best selves to work, a win-win for businesses.



# Case Study

## Solution

Not just what you say, but how you say it

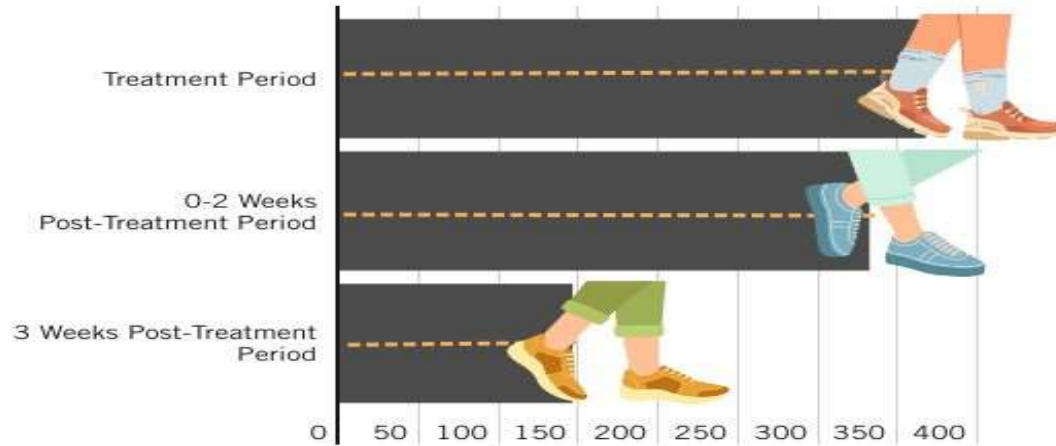
You don't have to look hard to find examples of thoughtfully-designed incentives that failed to move the needle. Companies lay out tens of billions of dollars on wellness programs each year, underwriting gym memberships and offering other perks yet analysis find only a third or so of employees at US companies take advantage of these programs.



# Case Study

## Conspicuous incentives influence behavior

The group that received conspicuous incentives averaged more steps than the group that did not. The difference was largest during the treatment period, when the conspicuously incentivized group averaged 367 more steps than the inconspicuously incentivized group.





# What is sparking in your mind...?



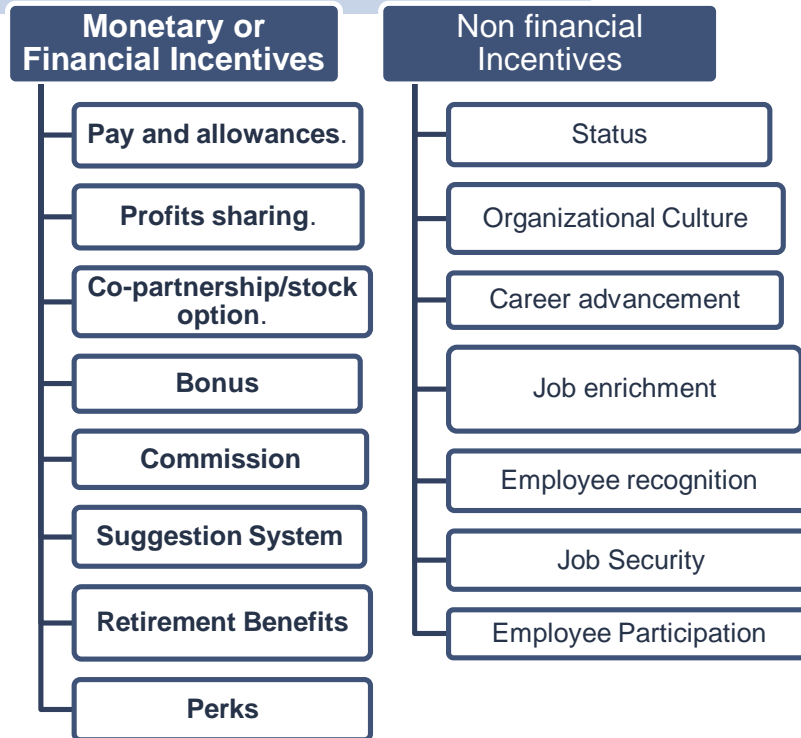


# Incentives

- Incentive acts as a very good stimulator or motivator because it encourages the employees to improve their efficiency level and reach the target.



# Types of Incentives







# Types of Incentives Schemes

- There are:
  - 1) Individual incentive schemes
  - 2) Group incentive programmers.
- 3) Enterprise Incentive Schemes



# Important of Incentives

- Cooperation of workers must be obtained beforehand
- Performance evaluation must be done scientifically
- Realistic work standards must be set for employees
- Employees must be motivated to give better performance than before
- Employees must be provided with adequate resources to conduct their work effectively
- Indirect workers like Foreman, Supervisors, Clerical, Store keepers must also form a part of an incentive scheme
- Distribution of Incentive must be Just and Equitable
- It must have the ability to attract and retain employees.



# Benefits of Incentives

- Increasing productivity
- Creating a culture of high performance
- Retaining top performers
- Motivating staff to exceed their goals
- Improving company morale



# 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

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*Thank  
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