A Study on Employee Payroll Management with Special Reference to Visteon Electronics Private Ltd Chennai

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ABSTRACT - The payroll management process is used to maintain the data of the employees who are working in the particular concern. As well as the need proof that the particular tasks which were done them also reduce the cost efficiency to maintain the wages which are payed to their employees. It will have an clear idea about the salary well reimbursement amount the loan amount.

Key word: Employees, management, wages, salary, process, idea

I.   INTRODUCTION

Payroll management process is very essential in any of the concern which consists of more than one employee. Moreover, it is a requirement for compliance with federal and state laws. Payroll management process refers to the administration of an employee's financial records which includes the salaries, wages, bonuses, deductions and net pay. That record should be maintained for the federal requirements in future. In recent days there are various automated software's are available to maintain the payroll management process it will reduce the manual work.

If you have a business and you have more then employee, then you need to have payroll management system will enable you to pay your employees on time.

II.   REVIEWS OF LITERATURE

Ajit yadav (2014)

Said that payroll is also incredibly important to its recipients: employee of a company. Employee moral can be negatively affected by errors and irregulaties in payroll, so an organization must distribute payroll in a appropriate manner.

Bakar (2012)

Highlighted that numerous studies have indicated that financial benefits are not the only motivational tool for employees. Not all the individuals remained after making the money by doing work but instead work itself is their purpose of life. Work itself gives them a great deal of motivation and pleasure. People/individuals are motivated by activities, surrounding environment, work attitude and behavior of employees.

According to" Steven m. Bragg" (2011)

Payroll management is designed for both professional accounts and students. Since both can benefit from its detailed descriptions of payroll systems, control, procedures and regulation.

III.   RESEARCH METHODOLOGY

3.1 Objective of the study

To analysis the working hours of an employee to fix the salary.

To know the insurance facilities which are provided to the employee.

To identify the salary structure for hire employee based on their experience and their   qualification.

3.2 Limitation of the study

On the others hand, this study limits only to the proposed enhancement computerized payroll system of the Q work. A proposed system which can only be access

3.3 Scope of study

Payroll is extensive and the correct solution for project businesses

Features include: Full timesheet input by worker or supervisor Approval processes. You dream an award provision and Muli can do it (Well 95%).

Authorized person. It does not support network topology implementation online program or online transaction.

3.4 Research Design

Method of data collection

A structured questionnaire was administrated for collection primary data from the   respondents and secondary data was collected from various journals, books and through website.

Population 20 samples were choose as a sample for this study.

Sampling technique Simple random sampling technique.

Tools for analysis Simple percentage analysis was used analyzing the data collected.

IV. DATA ANALYSIS AND INTERPRETATION

TABLE: 4 .1 GENDER WISE OF THE PERCENTAGE (TWO WAY ANOVA)

Valid	Frequency	Percent %	Valid Percent%	Cumulative Percent%
Male	35	70.0	70.0	70.0
Female	15	30.0	30.0	100.0
Total	50	100.0	100.0	

INTERPRETATION

From the table 4.1 clear that the 35% respondents belong to the male, 15 % of respondents belongs to the female.

TABLE 4.2 AGE WISE DISTRIBUTION OF THE RESPONDENTS (TWO WAY ANOVA)

Valid	Frequency	Percent %	Valid Percent%	Cumulative Percent%
20to30years	18	36.0	36.0	36.0
31to40years	20	40.0	40.0	76.0
41to50years	12	24.0	24.0	100.0
Total	50	100.0	100.0	

INTERPRETATION

From the table 4.2 clear that the 40% of the repentance belong to the 31to40 years, 36% of the belongs to the respondents to the 20to30years.

V. SUGGESTION AND COCLUSION

SUGGESTION

There are many employee expect the suitable salary package and they knows they and I suggested by many organizations are of the opinion that if they pay their employee on time then they have an efficient payroll process in place. However, payroll processing is probably the most complicated task for any organization. Complications with respect to tax regulations, compliance and employee benefits can ruin the accuracy and eiming of your payroll system.

VI. CONCLUSION

Payroll management system" software development for a company has been designed to achieve maximum efficiency and reduce the time taken to handle the payroll activity. It is designed to replace an existing manual record system thereby reducing time taken for calculations and for storing data.

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