
THE WAGE/SALARY PROCEDURES, WELFARE AND EMPLOYEE RELATIONS IN KSRTC (A Special reference to women employees)

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ABSTRACT

Wage and salary administration or compensation management is critical but what is more important is career growth and learning opportunities. Corporate image goes far beyond an attractive package. HR Managers are aware of the need to package the organization as a desirable place to work. A good compensation package will fail to be effective unless backed by suitable managerial input. The companies today, in order to compete have to strike a fine balance between bottom-line orientation and genuine concern for the employee. To keep an employee happy and productive and to constantly provide avenues for her to hone and make optimum use of her skills and competencies is a challenge that compensation managers will constantly have to deal with. According to an HR leader in the telecom sector: ‘We don’t play the “top dollar” game, we however recognize that we cannot hope to retain talent on the basis of our management practices alone. We have therefore decided to be between the 70th and 75 percentile of paymasters among organizations that we compete with for manpower.’ This quote is fairly representative of how HR leaders feel about compensation and benefits as a tool to attract and retain top-drawer talent, build workforce capability and drive performance.

Key words: *Wages, Benefits, Women, Organisation, development.*

INTRODUCTION:

Pay in the form of wage and salary at the end of a day or a specific period is seen as hygiene factor. HR leaders feel that how much you pay is not as important as how you pay and what you pay for. According to an HR leader “many of our competitors have innovation as a stated value but look at their PMS, the entire variable pay is based on meeting financial targets. We, on the other hand are competitive because we pay for what we value. Our compensation practices reinforce our values”

Wage is the monetary reward that an employee receives for his contribution to the organization. The wage and salary administration is very important factor in attracting human

resources into the organization. If the salaries and other benefits are good then most of the people will be attracted towards the organization.

As against this background it is considered important to elicit the opinions of the sample respondents regarding the aspects related to their wage/salary administration or compensation, regular pay, incentive/bonus etc. Wage and salary administration deals with the systematic approach to the problem of ensuring that employees are paid in a logical, equitable & fair manner. From the ancient times, people have been setting their services for wages. Wages may be defined as payment for the use of labor. It includes money & non money payments.

NEED FOR THE STUDY

Women Human Resource is the most important asset for any organization and it is the source of achieving competitive advantage. Managing women humanresources is very challenging as compared to managing technology or capitaland for its effective management, organization requires effective HRMsystem. Some organizations like KSRTC continued to give emphasis to carryout on the routine activities to their women employees. It is something like an old wine in a new bottle. Itis therefore felt essential to study in these lines. Many studies have been carried out encompassing various issues and dimensions of HR. Howevermost of the studies have been carried out with a focus on functions of HRM inpublic sector undertakings. Few studies are also been made on othersectors. There is hardly any specific study with regard to HR policies,procedures and practices specifically in public corporations for women employs. As against thisbackdrop it is considered imperative to carry out the study on **THE WAGE/SALARY PROCEDURES, WELFARE AND EMPLOYEE RELATIONS IN KSRTC (A Special reference to women employees).**

REVIEW OF LTRETURS

Venkat Ratnam, C.S. and srivastava, B.K⁷, provided a comprehensive frame work of the principles and concepts relating to personnel management with the emphasis on the Indian context. They attempted to interpret human resource management concepts with their emphasis on behavioral principles and Industrial relations their primary contribution lies in discussing the implications of personnel policies and future scenario of human resources.

Ravi.J⁸, in his thesis studied various facets of human resource management in sugar industry under the public and co-operative sectors in vizianagaram and visakhapatnam districts in the state of Andhra Pradesh. He reviewed the personnel policies and practices in two selected units. His emphasis was mainly on HRM or personnel policies and practices such as recruitment, selection, training and development.

Rastogi T.N⁹, in his article mentioned that the human resource management strategy has to be tailored to suit the business environment of the economy in the wider context of globalization for achieving optimum results in the conduct of industry both at macro level and its micro setting.

Ammannaya K.K¹⁰, in his study on Human Resource Management in Banking mentioned that banks should recognize their human resources management and see that they adopt a proactive human resources management system in the place of existing reactive system.

STATEMENT OF THE PROBLEM

Women account for one-half of the potential talent base throughout the world and therefore, over time, a nation's competitiveness depends significantly on whether and how it educates and utilizes its female talent, most of the women presently prove that they are also do some in the world. The empowerment of women refers to providing the necessary rights and responsibilities to women in order to make them self-reliant. Traditionally, Indian women have been brought to become workers or servants to serve the man – dominating world. Even in mythology, there is no gender equity and women were deprived of their legal rights, to get property, education privacy, social status and they were never treated as participants in any developmental works. Empowerment is the process of building capacities of women, creating an atmosphere which will enable people to fully utilize their creative potentials. After discussion of the above literatures this is shows that no one research has been done on specific title like **THE WAGE/SALARY PROCEDURES, WELFARE AND EMPLOYEE RELATIONS IN KSRTC (A Special reference to women employees)**.

OBJECTIVES OF THE STUDY

1. To assess and enquired into the opinions on wage, salary procedures, the welfare measures of KSRTC and its impact on women employees.
2. To summarize and suggest the suitable recommendations for the betterment of wage, salary procedures, the welfare practices in KSRTC.

METHODOLOGY AND SAMPLING

The study is based on both primary and secondary data.

Primary data:

The study is mainly based on the primary data. The primary data were collected through a questionnaire consisting both open and close ended questions on a five point scale basis. In-depth discussions/interviews were held with women employees in the KSRTC before the development of questionnaire. The questionnaire was pre-tested through a pilot study. Necessary modifications were made in the questionnaire on the basis of pre-testing. The questionnaires were sent to the respondents. Some of the respondents were also been contacted personally.

Secondary data:

Secondary have been collected from government and private sources, published and unpublished towards understanding the appropriateness, cost effectiveness and sustainability aspects extensively. In this regard, statistical department of KSRTC is frequently consulted from

time-to-time apart from getting relevant information from other government departments of the state and the nation.

Sample size and Method

The study adopted a. Multi-stage stratified sampling method is used for data collection. There are three stages in which sampling process is carried out. The first stage consists of selection of head office. The second stage consists of selection of zonal office and the third stage consists of selection of women employees who working at respective depots/bus stations in the selected zone.

TOOLS AND TECHNIQUES USED

Data collected from different sources were tabulated and classified chapter wise so as to make the study systematic and scientific. Different tables were prepared for the purpose to concentrate on each and every aspect of the study. After tabulation of the data an analysis was made using different statistical tools such as simple percentages, factoring, and correlation coefficient test have been used wherever necessary.

MAJOR FINDINGS

- 1 It is understood from the analysis, more than 58 percent of the respondents are satisfied, either moderately or highly regarding the leave facilities provided to women employees in KSRTC, it is recommend to continue the same facility for its long run survival and to improve the women employees commitment to the organization.
- 2 As Medical facilities earmarked to all the workers, either at Government hospitals or ESI dispensaries or private hospitals available to the workers of KSRTC, it is recommended to check and monitor now and then, whether the medical facilities are utilized by women employees or not.
- 3 About 50 percent of respondents given positive opinion about the role of
- 4 Industrial Relations in their Corporation, it is also a good sign that 93 percent of the respondents are members of trade unions. It is suggested that the management should take necessary steps to maintain harmonious relationships among workers and supervisors.

SUGGESTIONS

- 1 The management should create good climate in the Corporation by conducting formal type of discussions. This helps women employees to discuss with their superior without any hesitation.
- 2 The management of KSRTC should predict the future challenges and plan the strategy to meet them. This helps the clerical and conductors level women employees to know their role and responsibility to meet the future challenges.
- 3 The KSRTC may think of conducting a personnel audit to review the decisions relating to identification of training needs and post training placements for women employees.

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- 4 The pre-training briefing by the branch manager/officers is very much lacking. The pre-training briefing helps the participants to develop a positive attitude towards the training. This aspect has to be emphasized in both the levels.

CONCLUSION

Road Transport will continue to be the dominant mode of transport in the country. Increased population and ongoing rapid urbanization is likely to take India's urban population to around 540 million in the next two decades. To contain the explosion of personal vehicle movement in cities, a very high dose of investment in public transport services is necessary. A policy framework supported by institutional arrangements must accord explicit priority to mass road transport with better amenities and facilities which make the passengers feel satisfied for what they pay for. State Government should assist KSRTC through funding and by providing technical guidance to deliver better services to the passenger community. It concluded that 20 percent respondents are of the opinion that the incentive are really motivating them and more than 60 percent are viewed to some extent, it is recommended to design and implement timely incentive schemes not only in workshops, depots but also to all areas of operations which directly linked with improvement and productivity, it is also good to share some percentage of savings may be distributed to the workman as incentive for improved corporation productivity.

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