

A Study On Employee Compensation At Sun Elevators Trading And Maintenance L.L.C Koduvayur

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Abstract- Employee compensation is what you give each worker in exchange for their work. It is a mix of wages and benefits. In today's dynamic business environment, employee compensation plays a pivotal role in attracting, retaining, and motivating employee within organizations. As companies strive to remain competitive and innovative, understanding the compensation packages becomes increasingly crucial. This study aims to delve into the multifaceted aspects of employee compensation, exploring its impact on employee satisfaction, organizational performance, and overall business success. SUN Elevators Trading and Maintenance L.L.C Koduvayur, is where the study was carried out.

Keywords- Employee compensation, Employee satisfaction, and performance.

I. INTRODUCTION

Employee compensation refers to the total of all forms of financial and non-financial rewards provided by an employer to an employee in exchange for their labor and services rendered to the organization. This includes monetary components such as wages, salaries, bonuses, commissions, and allowances, as well as non-monetary benefits like health insurance, retirement plans, paid time off, and other perks offered to enhance the overall employment experience. Effective compensation strategies are designed to attract, motivate, and retain employees.

The elevator and escalator industry is a vital component of the construction and urban development sector stands as a cornerstone of vertical mobility solutions essential for modern living. Technological advancements have propelled the sector forward, with smart elevators and escalators integrating IoT sensors, predictive maintenance, and energy-efficient features.

SUN ELEVATORS TRADING AND MAINTENANCE LLC (SEM), a UAE-based elevator company provides professional management and an outstanding technical wing undertaking landmark projects with more than 30 years of practical and theoretical exposure. Their expertise includes installation of elevators, escalators,

moving walks, dumbwaiter installation on high-rise buildings, business malls, etc. We professionally work for the renovation, modernization, and maintenance of elevators and escalators. SEM has professional designers, manufacturers, installers, suppliers, and maintainers of the elevator and escalator systems.

II. REVIEW OF LITERATURE

Cooke, Ellig & Salter (2020) the notion of compensation strategy originally surfaced in the literature on executive compensation. From a strategic Perspective, compensation for executives was defined in terms of several basic elements: Base pay, short- and long-term incentives, benefits, and perquisites. The major strategic Decisions focused on the deployment of total compensation among the basic elements to best achieve the missions of the organization. Long term incentive as a percent of total Compensation is an example. Attention was directed at choices among various short-term versus long-term incentive schemes, the relative emphasis on corporate versus Subunit performance, and the riskiness of the total compensation package.

Lawler (2018), while not the longest, is perhaps the most inclusive. It includes the market position (level of pay relative to competitors), internal versus external orientation, hierarchy (the steepness of the pay structure and the basis--job versus skills--for the pay structure reward mix, and the basis of rewards (performance versus seniority, groups versus individual, criteria used, etc.)

Balkin & Gomez-Mejia, Lawler, Salter (2017) the nature of an organization's strategy has been postulated to be the primary determinant of its compensation strategy. A convention in the organization literature is to distinguish among three levels of strategies: corporate, business unit, functional.

III. OBJECTIVES

PRIMARY OBJECTIVES:

A study on employee compensation at Sun elevators trading and maintenance L.L.C, Koduvayur.

SECONDARY OBJECTIVES:

1. To understand whether the employees are getting fair and equitable compensation.
2. To know about the employee’s preferences and priorities regarding compensation packages.
3. To analyze any areas that need improvement in the organizations compensation policies and practices.

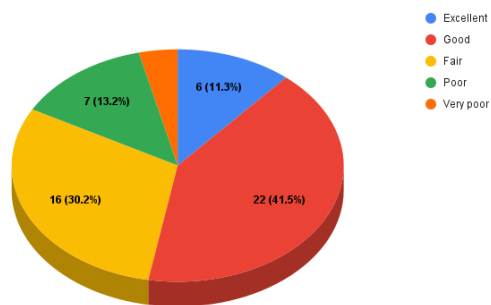
RESEARCH METHEDODOLOGY

For this study, descriptive research design is used. Descriptive research design is a type of research design that aims to obtain information to systematically describe a phenomenon, situation, or population. More specifically, it helps answer the what, when, where, and how questions regarding the research problem, rather than the why. 53 employees were the study’s population. The census study was the sample design used for this study. Primary and secondary data both have been used. Structured questionnaire are used in the data collection process. Data has been collected from both primary and secondary sources.

IV. DATA ANALYSIS

COMPENSATION POLICIES ADAPTED IN ORGANIZATION ARE EFFECTIVE

	No.of respondent	Percentage
Excellent	6	11.32
Good	22	41.50
Fair	16	30.18
Poor	7	13.20
Very poor	2	3.77
Total	53	100



From above chart shows that the 11.32% of respondents have the option of Excellent compensation policies, 41.50% have option of Good compensation policies, 30.18% have option of Fair, 13.20% have option of Poor, 3.77% have option of very poor.

HYPOTHESIS

H0: There is no significant relationship between company offers fair compensation structure and fair approach to compensation to all employees.

H1: There is a significant relationship between company offers fair compensation structure and fair approach to compensation to all employees.

$$\text{Chi-Square } \chi^2 = \sum (\text{O} - \text{E})^2 / \text{E}$$

O – Observed Frequency

E – Expected Frequency

Expected Frequency=Row Total*Column Total/Grand Total

O	E	O-E	(O-E) ²	(O-E) ² /E
1	0.66	0.34	0.115	0.174
1	1.32	-0.32	0.10	0.075
2	2.26	-0.26	0.067	0.029
1	0.66	0.34	0.115	0.17
0	0.10	-0.1	0.01	0.1
4	3.56	0.44	0.193	0.05
8	7.13	0.87	0.756	0.10
10	12.22	-2.22	4.92	0.40
3	3.56	-0.56	0.313	0.08
2	0.51	1.49	2.220	4.35
1	1.58	-0.58	0.336	0.21
3	3.16	-0.16	0.025	0.0079
7	5.43	1.57	2.46	0.45
1	1.58	-0.58	0.336	0.21
0	0.22	-0.22	0.048	0.218
1	1.05	-0.05	0.0025	0.0023
2	2.11	-0.11	0.012	5.68
4	3.62	0.38	0.122	0.033
1	1.05	-0.05	0.0025	0.0023
0	0.15	-0.15	0.022	0.14
0	0.39	-0.39	0.152	0.38
0	0.79	-0.79	0.62	0.78
1	0.39	0.61	0.37	0.94
1	0.05	0.95	0.902	18.04
Total				32.62

Degree of freedom= (r-1) (c-1)

(5-1) (5-1) =16

Level of significance=5% (0.05)

Table value= 26.30

The critical value for a chi square distribution with 16 degree of freedom at 0.05 significance level 26.30. Since calculated value 32.62 is greater than table value. Hence reject the null hypothesis.

TABLE SHOWS THE AGE AND EXPERIENCE OF EMPLOYEES

Experience (years)	Extremely Satisfied	Very Satisfied	Moderately Satisfied	Slightly Satisfied	Not at All Satisfied	Total
0-5	3	8	6	2	2	21
5-10	3	6	6	2	1	18
10-15	2	4	5	3	0	14

H0: Null Hypothesis: There is no significant relation between age and experience.

H1: Alternative Hypothesis: There is a significant relation between age and experience.

	SUM OF SQUARES	DF	MEAN SQUARE	F	P.VALUE	F CRITICAL
BETWEEN GROUPS	57.73333	4	14.4333	12.02778	0.00076	3.705
WITHIN GROUPS	12	10	1.2			
TOTAL	69.73333	14				

If the calculated F value is 12.02778 and the critical value is 3.705. So, the calculated F value is less than critical value, since fail to reject the null hypothesis and accept the alternative hypothesis.

V. CONCLUSION

In conclusion, the study on employee compensation highlights the critical role of fair and competitive pay structures in attracting, retaining, and motivating talent within organizations. It reveals that compensation is not merely a financial transaction but a strategic tool that impacts employee satisfaction, productivity, and overall organizational performance. It was found that while many employees perceive their compensation as fair, there are areas needing attention to ensure equity and competitiveness. The study revealed that a significant proportion of employees feel they receive fair and equitable compensation, though there are gaps that need addressing to ensure uniform satisfaction across all roles. Understanding employees' preferences highlighted a strong desire for a more diversified compensation package that balances salary with benefits like health insurance, bonuses, and professional development opportunities. And the organization's compensation policies could significantly boost employee satisfaction and retention. These findings suggest that the organization should consider periodic reviews and adjustments of their compensation strategies to better align with employee expectations and market standards, ensuring a motivated and dedicated workforce.

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