

A Study on Payroll Process Strategies Followed In Samvardhana Motherson Stamping And Assemblies Private Limited

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Abstract- A project entitled “a study on payroll processing” was conducted a samvardhana motherson stamping and assemblies

This research intends to examine and assess samvardhana motherson stamping and assemblies payroll process programs. The process of integrating the payroll process is an essential organizational tools and number of duties to ensure the process that employess payments are made correctly and to safeguard the organization's reputation by maintaining the accurate records in conformity with employment laws and government regulation. Payroll management is the process by which the organizations manage the salaries of their employees.

The research design is used for the study was descriptive research design. The descriptive research means the research means which is done to known the current situation of the study. The sample taken for this study was 200 and technique used for the study was simple random sampling.

This study shows that the employees are having good payroll process software with there organization and to analysis the employees satisfaction about the payroll process done by the organization and to maintain a good atmosphere to attain the target by the organization process samvardhana motherson stamping and assemblies

I. INTRODUCTION

The payroll process starts with gathering employee data and information, then proceeds to deduct taxes to ensure compliance, and ends with paying salaries to the workers. Accounting for payroll-related costs and staying current with the payroll regulations are also included in this process.

Stages of Payroll process

multiple salary structures for employees by choosing unlimited earning and deduction components based on your requirements.

- Prepay roll
- Actual payroll process
- Post payroll process
- Prepayroll

Importance of payroll management

Payroll is the prime expense for any business entity. It can vary for each period due to sick leaves, overtime, or other variables. In specific terms, payroll means the total amount of money an employee receives from the employer. Importance of payroll in business organization.

- Employees salary processing
- Employees monthly salary report
- Employees salary calculation and tax deduction
- Employee pay scale and increment information
- Attendance employee contribution processes
- Employee leaves info and salary deduction
- Maintain pay slip and pay ssheets

II. NEED OF THE STUDY

Studying the payroll process in human resources to develop the payroll activities to bring out the fact and working process of payroll process to state how Every Employees get paid method payment To analysis the increment for the new employees and existing employee to analysis the method for how the employees get paid with the payroll process

III. OBJECTIVES OF THE STUDY

- To understand the HR role in payroll

- To analysis the different types of deduction as well as to explain why they are deducted and how they are calculate.
- To find about the software is used payroll process and satisfactory level of employees using this software.

IV. SCOPE OF THE STUDY

This study is covers the role of financial process in the payroll process done in SMS pvt ltd,to state the allotment of the salary for employees ,to study shows the role of technology in the payroll process implementation (E pay,SAP) to develop the payroll process.

V. CONCEPTUAL AND LITERATURE REVIEW

THEORETICAL BACKGROUND OF THE STUDY

According to A Boumane (2024)

A Boumane 2024The research methodology first followed a systematic review approach through the analysis of published research articles and academic works. This study then followed a qualitative approach based on semi-structured interviews with various actors in the Moroccan automotive industry. Finally, the findings of this work were reinforced by a case study to analyze the supply chain of a locally produced vehicle

According to Justaynapatalas(2024)

A manufacturing company's ability to maintain sustainability is essential to its growth and to giving it a competitive edge. To identify the procedures or actions that must be followed within a company in order to increase the sustainability of the organization, managers should evaluate each of the three sustainable dimensions. The need for a sustainability assessment (SA) approach that was integrated with and supported by the ERP system within a company led to the development of a methodology for S-ERP system implementation in small and medium manufacturing companies. The following is the suggested new methodology for integrating ERP system adoption and evaluating its sustainability: (1) integrating sustainability manufacturing standards with the primary business operations within the payroll.

According to K Digdowiseiso, DA Lantana, KSL Tobing. (2023)

A Comprehensive Review of the Literature on the Implementation of Payroll Accounting Information Systems in Indonesia K Digdowiseiso, DA Lantana, KSL Tobing. 2023; AND SOCIAL SCIENCE An SLR (Systematic Literature Review) is used in this study. pertinent studies on payroll accounting implementation... to improve HR expertise in the payroll to the automobile industry to analysis the different sources of wages management by the HR roll process.

According to MM Uddin - Heliyon, (2023)

A comprehensive overview of the literature on the trends, opportunities, and difficulties associated with outsourcing human resources MN Cell.com Sakib, F. Tabassum, MM Uddin - Heliyon, 2023 on HRO, there are surprisingly few thorough literature reviews HR initiatives to develop the hr process in the bases of the industry development in the automobile industry.

According to NL Eyo-Udo, BA Egbokhaebho(2023)

A critical observation is made concerning the incongruence between the societal image associated with workers within the Automobile Industry and the current salary structures. It becomes evident that salary adjustments are not conducted in alignment with the benchmarks established by the Salaries and Wages Commission. A compelling revelation surfaces as the study underscores the paramount influence of Bonus payments and pay raises on employees' motivation and job satisfaction. These two factors emerge as significant determinants of enhanced performance, with most workers acknowledging their pivotal role. In contrast, the practice of Profit Sharing within the industry is not commonplace, and concerns regarding transparency shadow instances that do exist. This unveils a compelling demand for a more open and equitable Profit-Sharing system capable of invigorating workers' enthusiasm.

According to Munandar(2022)

Analysis of implementation: employee wages and the payroll accounting system Fair Value Munandar - journal.ikopin.ac.id, 2022 Information systems for payroll accounting are utilized. A literature review is the approach taken in this investigation. Every business has resources, including capital, human, and natural resources and salary process in automobile industry.

According to MS Rahman, GMAA Quaosar, (2021)

A Review and Prospects of Developing Countries' Human Resource Information Systems (HRIS) in the Twenty-

First Century MS Rahman, GMAA Quosar, 2021 - sadil.ws suitable educational materials, books, CDs, or Payroll is the procedure via which companies reimburse their staff members for their work. The payroll module was created to help the HR department. Referenced in twenty related articles

VI RESEARCH METHODOLOGY

Research methodology

Research methodology is the way to find the systematically solve the research problem it may be understood as a science of the studying how research is done scientifically. In this study the various steps that are generally adopting by a research in the study.

Research design

The research design is used in this research is descriptive research design. Descriptive type of research it is typically concerned with determining the frequency with something occurs in the research and how two the variables vary together. Descriptive research studies are those studies which are concerned with the characteristics of a particular individual or groups.

VII. STATISTICAL TOOLS

SPSS (STATISTICAL PACKAGE FOR SOCIAL SCIENCE):

Statistical package for social sciences (SPSS) is mean for statistical analysis of data. It has got tools to obtain accurate result. SPSS is a computer program used for survey authoring and deployment, data mining, text analytics, statistical analysis, and collaboration & deployment. The following statistical tools were used in this study:

- Chi- square
- Correlation
- Regression
- ANOVA

Chi-square Test:

The chi – square test is also known as non-parametric test or distribution free test is used when it is impossible to make any assumptions about population or when the researcher is unable to estimate the population’s parameters. The main advantages of using non parametric test is that,

the researcher can analyse qualitative data. It is used to determine whether the two variables are associated with each other or not. It helps in finding the association between two or more attributes.

It has been worked out as follows:

Where, O = Observed frequencies

E = Expected frequencies

Correlation:

Correlation analysis is made to determine the degree of relationship between two or more variables. It does not tell about cause and effect relationship. The values of coefficient of correlation lie between +1 to –1. When $r = +1$, it means there is a perfect positive correlation between the variables. When $r = -1$, it means there is a perfect negative correlation between the variables. When $r = 0$, it means no relationship between the two variables.

Regression:

Linear regression is a statistical procedure for calculating the value of a dependent variable from an independent variable. Linear regression measures the association between two variables. It is a modeling technique where a dependent variable is predicted based on one or more independent variables. Linear regression time. One-way analysis of variance involves only one categorical variable or a single factor,

The process of analysis is given here under:

Sources of variation	Degrees of freedom (df)	Sum of squares	Mean square (variance)	F - statistic
Among (factors)	c-1	SSA	MSA= SSA/(C-1)	MSA/MSW
Within (error)	n-c	SSW	MSW= SSW/(N-C)	
Total	n-1	SST=SSA+SSW		

VII. LIMITATION OF THE STUDY

- Most respondents were afraid to reveal their identity.
- Most employees were preoccupied with work and didn't want to be interrupted.

- These factors prevented me from understanding the genuine feelings of the respondents.

VIII. DATA ANALYSIS AND INTERPRETATION

PERCENTAGE ANALYSIS

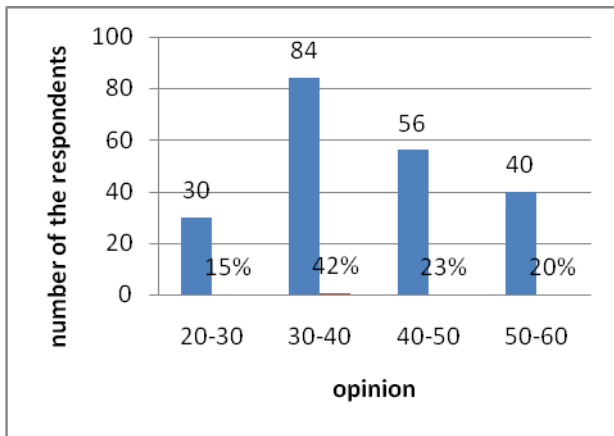
a) Table Showing Age Group Of The Respondents

S.No	Opinion	Number Of The Responses	Percentage Of Responses
1	20-30	30	15%
2	30-40	84	42%
3	40-50	56	23%
4	50-60	40	20%
	Toatal	200	100%

Interpretation:

From the above analysis the most of the employees are under the age 30-40 by 42% and the 40-50 age employees are 23% ,50-60 age type of employees are under 20% and the 20-30 age type of employees are under

Chart showing of the Respondent age group



b) Table Showing Experience Of The Responses

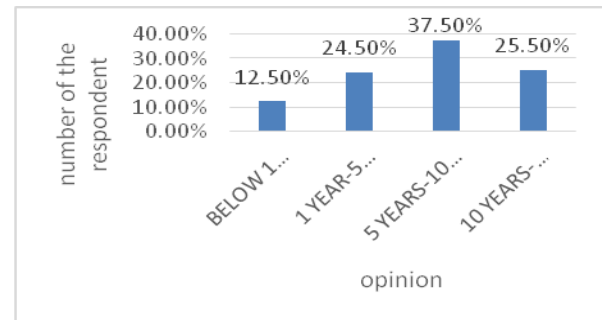
S.No	Opinion	Number Of The Responses	Percentage Of Responses
1	Below 1 Year	25	12.5%
2	1 Year-5 Years	49	24.5%
3	5 Years-10 Years	75	37.5%

4	10 Years-20years	51	25.5%
	Total	200	100%

Interpretation:

From the above analysis the above 10 year employees are 25.5% are working in the organisation ,5 to 10 years of expeience are 37.5%,1 to 5 years of experience were working 24.5% and the below 1 year of experienced employees are 12.5%

chart showing the Experience of the respondents



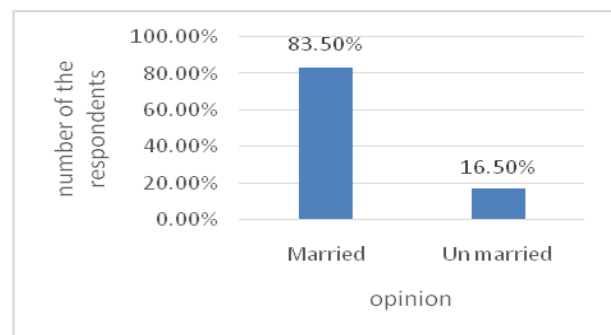
c) Table Showing The Martial Status Of The Employees

S.No	Opinion	Number Of The Responses	Percentage Of Responses
1	Married	167	83.5%
2	Un married	33	16.5%
	Total	200	100%

Interpretation:

From the above analysis the most of the employees or married 167 with the 83% and the 33 employees are un married 16.5%

Chart Showing The Martial Status Of The Employees



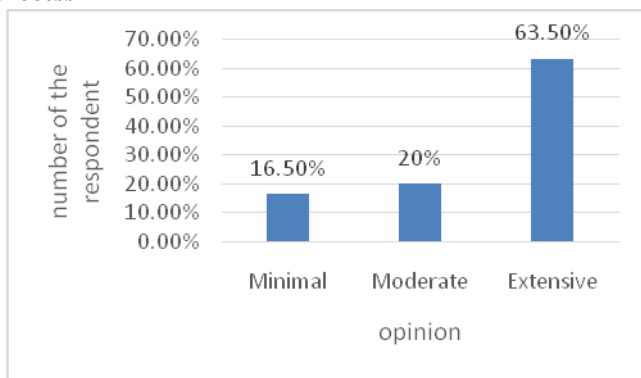
d) Table showing HR department involved in the payroll process

S.NO	OPINION	NUMBER OF THE RESPONSES	PERCENTAGE OF RESPONSES
1	Minimal	33	16.5%
2	Moderate	40	20%
3	Extensive	127	63.5%
	Total	200	100%

Interpretation:

From above the analysis the most of the employees are 63.5% of employees are extensive and the 20% of employees are moderate and the 16.5% of the employees are minimal.

Chart showing HR department involved in the payroll process



e) Table showing satisfaction level of current payroll process in the organization

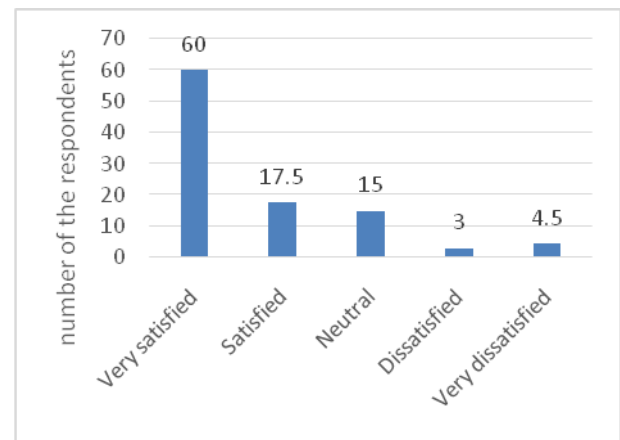
S.NO	OPINION	NUMBER OF THE RESPONSES	PERCENTAGE OF RESPONSES
1	Very satisfied	120	60%
2	Satisfied	35	17.5%
3	Neutral	30	15%
4	Dissatisfied	6	3%

5	Very dissatisfied	9	4.5%
	Total	200	100%

Interpretation:

From the above analysis the satisfaction level of current payroll is 132 of employees are verysatisfied by 66%,37 of employees are satisfied by 18.5%, 30 of employees are neutral by 15%,1 employee mention that the disadvantage by 0.5% and the 0 to very dissatisfied by 0%.

Chart showing satisfaction level of current payroll process in the organization



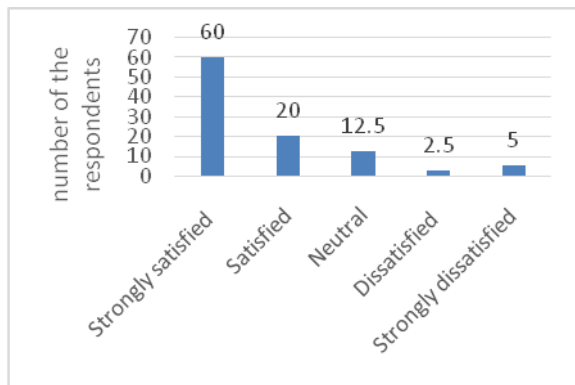
f) Table Showing The Satisfaction Of Medical Expenses That Are Covered Under Employees Welfare

S.No	Opinion	Number Of The Responses	Percentage Of Responses
1	Strongly satisfied	120	60%
2	Satisfied	40	20%
3	Neutral	25	12.5%
4	Dissatisfied	5	2.5%
5	Strongly dissatisfied	10	5%
	Total	200	100%

Interpretation:

From the above analysis the satisfaction level of the medical expenses covered under employees welfare 127 employees are

Chart showing the satisfaction of medical expenses that are covered under employees welfare



h)Table showing organization communication payroll related information to employees

S.No	Opinion	Number Of The Reponses	Percentage Of The Responses
1	Regular news letter	101	50.5%
2	Dedicated portal	86	43%
3	Workshop	12	6%
4	Other	1	0.5%
	Total	200	100%

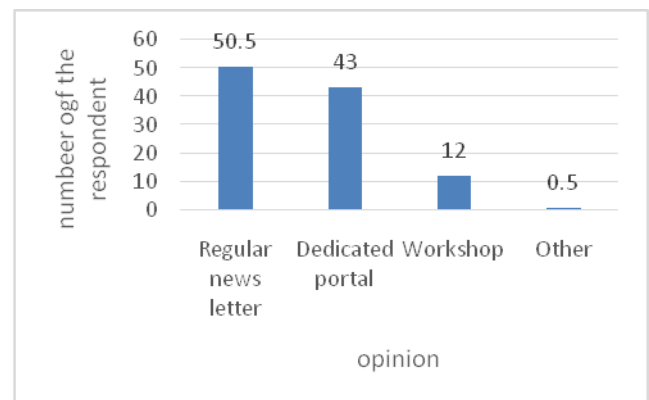
g) Table showing the medical expenses are free for SMS employees

S.No	Opinion	Number Of The Responses	Percentage Of Responses
1	Strongly satisfied	117	58.5%
2	Satisfied	67	33.5%
3	Neutral	14	7%
4	Dissatisfied	2	1%
5	Strongly dissatisfied	0	0%
	Total	200	100%

Interpretation:

From the above analysis the communication payroll related information to the employees are 101 employees are regular news letter

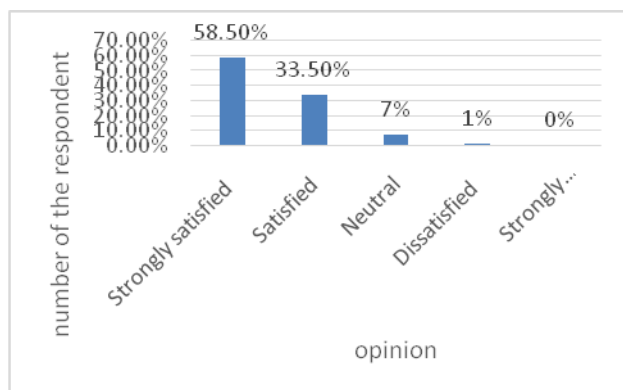
Chart showing organization communication payroll related information to employees



Interpretation:

From the above analysis the medical expenses are free for SMS employees in the 117 of

Chart showing the medical expenses are free for SMS employees



Chi-square difference between martial status and free medical expenses to the employees

Null hypothesis(H0):

There is no significant difference between martial status and free medical expenses to the employees

Alternative hypothesis(H1):

There may be difference betweenmartial status and free medical expenses to the employees

	marital status	medical expenses
chi-square	89.780 ^a	150.400 ^b
df	1	4
symp.sig	.000	.000

Interpretation:

Hence the significance was occurring and has a value 0.000 is accepted.

Result:

There is no significant different between marital status and free medical expenses to the employees.

Correlation between payroll related information and satisfaction level with current payroll software

Null hypothesis(h0):

There is no significant difference between payroll related information and satisfaction level with current payroll software

Alternative hypothesis(H1):

There is a significant difference between payroll related information and satisfaction level with current payroll software.

	Satisfaction level of current payroll	Payroll related information
Pearson correlation	1	.759
Sig(2-tailed)		.000
N	200	199
Pearson correlation	.759	1
Sig(2-tailed)	.000	
	199	199

INTERPRETATION:

Since correlation point (0.759) lies between the positive values of 1. So the table shows positive correlation between satisfaction of current payroll software in the organisation and communicating payroll related

RESULT:

There is no interrelationship between the software related information and satisfaction level of the current software.

One –way anova difference between hr department involvement in payroll process and experience of the employees

Null hypothesis(H0):

There is no significant difference between hr department involvement in payroll process and experience of the employees

Alternative hypothesis(H1):

There is a significant difference between hr department involvement in payroll process and experience of the employees

	Sum of square	df	Mean square	f	Sig
Between groups	107.820	3	35.940		.000
Within groups	8.000	196	.041		
Total	115.820	199			

Interpretation:

The difference between the two variables must be less than 0.05 therefore Ho is accepted.

Result:

There is no difference between experience of the employees and involvement of hr department in the payroll process.

Regression difference between medical expenses covered under employees welfare and age of the respondents

Null hypothesis(H0):

There is no significant difference between medical expenses covered under employees welfare and age of the respondents

Alternative hypothesis(H1):

There is a significant difference between medical expenses covered under employees welfare and age of the respondents

	minimu m	maximu m	mean	Std.deviasi on	N
Predicted value	.8278	1.3658	1.095 0	.16079	20 0
Residual	.36580	.63420	.0000 0	.24607	20 0
Std.predict ed value	-1.662	1.684	.000	1.000	20 0
Std.residua l	1.483	2.571	.000	.997	20 0

Interpretation:

Here the significance value is .000 which is less than 0.05.Hence H0 is accepted.

RESULT:

There is no relationship between age of the respondents and medical expenses covered under employee welfare.

IX. FINDINGS

- Majority 37.5% of respondents are 40 -50 age employees
- Majority 37.5% of respondents are 5 -10 years of experience
- Majority 83.5% of respondents are married
- Majority 89.5% of respondents are yes having employees identification number
- Majority 63.5% of respondents are said the hr department involved in the payroll process
- Majority 90% of respondents are accept that the salary are direct deposited by bank
- Majority 92% of respondents are yes with the deduction done by the payroll
- Majority 66% of the respondents are very satisfied satisfaction level of current payroll
- Majority 63.5% of respondents are very satisfied medical expenses that covered under employees welfare
- Majority 58.5% of the respondents are agree with the medical expenses are free from SMS
- There is no interrelationship between the software related information and satisfaction level of the current software.
- The difference between the two variables must be less than 0.05.Therefore Ho is accepted.
- There is no difference between experience of the employees and involvement of HR department in the payroll process.
- Here the significance value is .000 which is less than 0.05.Hence H0 is accepted.

- There is no relationship between age of the respondents and medical expenses covered under employee welfare

X. SUGGESTION

To keep employee's motivated and efficient on their work Pay employees on time every time Using software for payroll helps by Create multiple pay slabs for your staff, leads, managers, Automatic payroll calculation, Run payroll in a few clicks and automatically generate pay-slips online with a thorough breakdown of taxes, allowances, and deductions,Transfer employees' salaries directly to their bank accounts with timely online transfers and readily available bank advice to create different online transfer and implementing new software like SAP.

XI. CONCLUSION

Payroll Management System" software developed 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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