

Employee Remuneration

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ABSTRACT

This study examines the remuneration practices and employee satisfaction levels at T.R. Venkatachalam Chetty Cashews, a major player in the cashew manufacturing and export industry. It investigates both monetary and non-monetary compensation, aiming to understand their impact on employee motivation, retention, and performance. Using primary data collected from 70 employees through simple random sampling, the study reveals mixed levels of satisfaction with wages, benefits, and incentives. While many employees appreciate performance-based rewards and paid time off, concerns remain over compensation fairness, competitiveness, and transparency. The findings emphasize the need for updated salary benchmarks, standardized pay structures, and expanded non-financial benefits. Overall, the study underscores that a balanced and transparent remuneration system is essential for enhancing employee morale and organizational effectiveness. The findings highlight that while a significant portion of employees report satisfaction with their compensation, disparities exist across departments and roles. Although 80% receive performance-based incentives, concerns over fairness and transparency remain. Paid time off and other non-monetary benefits are appreciated but inconsistently offered. A notable insight is that 52% of employees express high overall satisfaction, signaling a moderately successful remuneration approach. To address the identified gaps, the study suggests aligning salaries with industry benchmarks, offering skill-based incentives, increasing transparency in bonus allocation, and expanding non-financial benefits such as flexible schedules and childcare support. Leadership and management practices received favorable reviews, indicating a supportive work environment.

Keywords: Employee Remuneration, TRV Cashews, Compensation, Satisfaction, Motivation, Retention

I. INTRODUCTION

Employee remuneration encompasses all forms of financial and non-financial compensation offered to employees in exchange for their services. This includes wages, salaries, bonuses, benefits, and allowances. A well-structured remuneration system is vital for motivating employees, enhancing performance, and retaining talent.

T.R. Venkatachalam Chetty Cashews, a leading cashew manufacturer and exporter, provides a compelling case to evaluate the effectiveness of compensation strategies in boosting employee satisfaction and productivity.

OBJECTIVES

- To identify whether workers should receive guaranteed minimum wages. To analyze if employees are receiving prompt and accurate wages.
- To understand how compensation influences employee motivation and retention.
- To assess compensation based on experience and tenure. To ensure employees feel valued through appropriate pay systems.

SCOPE OF THE STUDY

- Understanding the impact of different compensation packages on employee Morale, job satisfaction, productivity, and overall job satisfaction are all factors.
- Considering the impact of compensation packages on attracting the best talent in competitive industries.
- Examining the impact of changes in minimum wage laws on employee motivation and job Performance satisfaction and financial health are essential for small businesses.

NEED OF THE STUDY

- To identify the factors that motivates employees.
- To assess employee satisfaction levels.
- To predict their attitudes, behaviours, productivity, and more.

II. REVIEW OF LITERATURE

John H. Anderson (2018). In their article titled that "Employee Compensation and Organizational Performance: A Case Study of the Retail Sector" Objective: To examine the relationship between compensation structures and overall organizational performance in the retail sector.

Kimberly S. White (2020). In their article titled that: "Employee Benefits and Job Satisfaction: A Study of the Tech Industry" Objective: To assess the role of employee benefits in job satisfaction within the technology sector.

RESEARCH METHODOLOGY

The research design chosen for this study is descriptive in nature, using a quantitative approach based on primary data.

Tools used: structured questionnaire, charts, and statistical methods including Chi-square and Correlation analysis.

Definition of employee remuneration

Employee remuneration refers to the total compensation and benefits, both financial and non-financial, provided to employees in return for their labour. This includes base salary, incentives, bonuses, allowances, and benefits like Insurance, paid time off, and retirement plans.

Factors influencing employee remuneration

Nature of the job and responsibilities. Industry standards and benchmark pay rates. Employee experience and qualifications. Company's financial condition and remuneration policy. Performance-based metrics and incentives.

Importance of employee remuneration

Motivates and retains employees. Enhances job satisfaction and productivity. Attracts skilled talent to the organization. Ensures compliance with labor laws. Reflects fair value for employee contributions.

ANALYSIS AND INTERPRETATION

Sample Size and Methodology: Sample Size: 70 employees

Sampling Technique: Simple random sampling

Data Source: Primary data collected via questionnaires

III. FINDINGS

Compensation disparities exist across departments.

- There is a need for updated salary benchmarks.

Incentives and performance-based bonuses positively affect motivation.

- Many employees are dissatisfied with the fairness and transparency of the incentive process.
- Non-monetary benefits, though valued, are not uniformly provided.
- Leadership and management are generally viewed positively by employees.

IV. SUGGESTIONS

- Standardize Pay: Align salaries with industry standards and internal parity.
- Skill-Based Incentives: Introduce rewards for up skilling and certifications.
- Transparency: Enhance clarity around performance bonuses and raise structures.

Remote Work Consideration: Offer stipends or allowances for remote employees.

- Non-Monetary Perks: Expand offerings such as flexible hours, childcare support, and educational opportunities.
- Feedback Loop: Regularly gather employee input on compensation satisfaction.

V. CONCLUSION

An effective remuneration system must balance financial and non-financial elements to meet employee expectations and organizational goals. At T.R. Venkatachalam Chetty Cashews, while the majority of employees are satisfied, significant gaps remain in fairness, competitiveness, and recognition. Addressing these can not only improve employee morale and retention but also bolster the company's productivity and reputation. Employee remuneration plays a critical role in driving organizational success.

A well-structured remuneration system not only ensures fair and competitive compensation but also motivates employees, enhances job satisfaction, and reduces turnover. It reflects the organization's commitment to recognizing employee contributions and aligning their goals with the company's strategic objectives.

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