Contentment of Employee on Monetary and Non-Monetary Compensation at KAVIKA Ltd

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Abstract

Employee satisfaction is described as if employees are happy and fulfilling their desires and needs at work. Compensation is the total cash and non-cash payments that you give to an employee in exchange for the work they do for business. The research study examines employee satisfaction on monetary and non-monetary compensation. It includes primary data it has been collected through structured questionnaire on 122 employees from various department of the KAVIKA Ltd. The data has been tested through Analysis of Variance (ANOVA) and correlation using SPSS. Employee are content with infrastructure provided to them are satisfactory. But it is found that employee are satisfied with monetary and less satisfied with non-monetary compensation.

Keywords: employee satisfaction, monetary compensation, non-monetary compensation.

INTRODUCTION

Compensation management refers to the process of designing, implementing, and administering the various components of an employee's compensation package within an organization. This includes wages or salaries, bonuses, benefits, and any other forms of monetary or non-monetary rewards. The goal of compensation management is to attract, retain, motivate, and reward employees in a way that aligns with the organization's strategic objectives and ensures fairness and competitiveness in the job market.

The study ensures whether the workers are satisfied or not. The study is to know issues and challenges of employees on compensation, hence it is mandatory for an employee to know all the components of compensation. Therefore, the study focuses towards the overall employee satisfaction on compensation management.

Compensation Management is the key factor for improving of employee performance and employee satisfaction levels. Maintaining staff retention and individual satisfaction levels will result from using improved remuneration techniques. (Dr. Narayan Reddy, 2019). The study has implications for factory management because it demonstrated a significant relationship between commitment and all aspects of reward and compensation. As a result, part of the discrepancy in bonus payments high and low. (Prof. Muhammad

Hussein, 2015). Employee satisfaction refers to if workers are content, pleased, and getting what they want and need from their jobs. Satisfaction among workers is a consideration. It is to know the factors which increase the employee satisfaction in the organization. To investigate the connection between employee pay and job satisfaction. (Mitesh Mukeshbhai Mali, 2012)

OBJECTIVES OF THE STUDY

- To examine the employee satisfaction on monetary compensation practices at company.
- To analyse the employee satisfaction with non-monetary compensation practices at company.

HYPOTHESIS TESTING

- **Hypothesis 1**

H_0: There is no significant relationship between employee experience and monetary compensation.

H_1: There is a significant relationship between employee experience and monetary compensation.

- **Hypothesis 2**

H_0: There is no significant relationship between employee designation and non-monetary compensation.

H_1: There is a significant relationship between employee designation and non-monetary compensation

RESEARCH METHODOLOGY

The study is descriptive and exploratory research study in nature. There were 122 employees working at organisation. The sample size taken as 122 employees working at all level. Census sampling is used in the study. The tools used in this study are Analysis of Variance (ANOVA) and Correlation.

DATA COLLECTION

Primary data: It is first-hand information. The study involves structured questionnaires to collect data from the employees at KAVIKA

Secondary data: It is gathered using past reports, articles, reputed journals and company records.

ANALYSIS AND INTERPRETATION

1.   Hypothesis 1

H$_0$: There is no significant relationship between employee experience and monetary compensation.

H$_1$: There is a significant relationship between employee experience and monetary compensation.

Correlations

		Experience	basic salary	dearness allowance	yearly increments	travel allowance
Experience	Pearson Correlation	1	-.060	-.193*	-.247**	-.093
	Sig. (2-tailed)		.511	**.034**	**.006**	.310
	N	122	122	122	122	122
Basic salary	Pearson Correlation	-.060	1	.264**	.542**	.467**
	Sig. (2-tailed)	.511		.003	.045	.000
	N	122	122	122	122	122
dearness allowance	Pearson Correlation	-.193*	.264**	1	.297**	.176
	Sig. (2-tailed)	.034	.003		.001	.053
	N	122	122	122	122	122
yearly increments	Pearson Correlation	-.247**	.542**	.297**	1	.360**
	Sig. (2-tailed)	.006	.030	.001		.010
	N	122	122	122	122	122
travel allowance	Pearson Correlation	-.093	.467**	.176	.360**	1
	Sig. (2-tailed)	.310	.007	.053	.023	
	N	122	122	122	122	122

*. Correlation is significant at the 0.05 level (2-tailed).

**. Correlation is significant at the 0.01 level (2-tailed).

Source : Primary Data

INTERPRETATION

From the output of SPSS, the study attempts to identify experience and monetary compensation. The basic salary as p-value of 0.511>0.05, travel allowance as p-value of 0.310>0.05. Hence, null hypothesis is accepted and alternative hypothesis is rejected. Therefore, there is no significant relationship between employee experience and basic salary and travel allowance of monetary compensation

From the output of SPSS, the study attempts to identify experience and monetary compensation. The dearness allowance as p-value as 0.034<0.05, yearly increments as p-value as 0.006<0.05. Hence, alternative hypothesis

is accepted and null hypothesis is rejected. Therefore, there is a significant relationship between employee experience and dearness allowance and yearly increments of monetary compensation.

2. Hypothesis 2

H_0: There is no significant relationship between employee designation and non-monetary compensation.

H_1: There is a significant relationship between employee designation and non-monetary compensation.

ANOVA

		Sum of Squares	df	Mean Square	F	Sig.
flexible working hours	Between Groups	2.974	7	.425	.927	.488
	Within Groups	52.247	114	.458		
	Total	55.221	121			
medical reimbursements	Between Groups	2.771	7	.396	.522	.816
	Within Groups	86.450	114	.758		
	Total	89.221	121			
canteen	Between Groups	12.946	7	1.849	3.479	**.002**
	Within Groups	60.595	114	.532		
	Total	73.541	121			
paid leaves	Between Groups	7.454	7	1.065	1.339	.239
	Within Groups	90.677	114	.795		
	Total	98.131	121			

Source: Primary Data

INTERPRETATION

From the output of SPSS, the study attempts to identify employee designation and non-monetary compensation. The flexible working hours as p-value of $0.488 > 0.05$, medical reimbursements as p-value of $0.816 > 0.05$, paid leaves as p-value of $0.239 > 0.05$. Hence, null hypothesis is accepted and alternative hypothesis is rejected. Therefore, there is no significant relationship between employee designation and flexible working hours, medical reimbursements and paid leaves of non-monetary compensation

From the output of SPSS, the study attempts to identify employee designation and non-monetary compensation. The canteen as p-value of 0.002. Hence, alternative hypothesis is accepted and null hypothesis

is rejected. Therefore, there is a significant relationship between employee designation and canteen of non-monetary compensation.

CONCLUSION

This study was made to know about employee satisfaction on monetary and non-monetary compensation and to know factors that influence employees at organisation. And it was understood that majority staff of the company are happy with compensation they receive. But it is found that employee are satisfied with monetary and less satisfied with non-monetary compensation. To conclude from the findings of the survey and the workers opinion, the organisation can improve in their non-monetary compensation such as career development, health insurance, leave travels and holiday home and factors influencing the employee at workplace like promotional policy, safety, training and development. KAVIKA has provided better working environment in the organisation to staff and it is a developing organisation which is very old and looking for good future in upcoming days.

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