

## Employee Compensation in Joctopus Technologis – A Study

GOVINDAPPA Y

*Assistant Professor, Department of Commerce, Government R.C. College, Race Course Road, Bengaluru-01*

---

**ABSTRACT:** The term "employee compensation" describes the monetary and non-monetary benefits that a company offers to its staff in return for their labour and services. It includes a range of components, including pay, bonuses, salary, benefits, and other incentives. The goal of employee pay is to ensure the productivity and job happiness of skilled individuals by attracting, motivating, and retaining them within an organisation.

Usually, compensation packages are designed to incorporate both direct and indirect income. The term "direct compensation" describes the financial benefits that employees receive, such as basic pay, commissions, overtime pay, and incentives depending on performance. Contrarily, non-cash benefits including health insurance, retirement plans, stock options, paid time off, and flexible work schedules are examples of indirect compensation.

**KEY WORDS:** Employee compensation, Compensation strategies, Employee motivation, Employee retention, Job satisfaction, Talent acquisition, Compensation components, Salary structures , Performance-based incentives ,Non-monetary benefits.

---

### I. INTRODUCTION:

Employee compensation refers to the total package of rewards and benefits that an employer offers to their employees in exchange for their services. It includes both monetary and non-monetary components.

Monetary compensation typically includes the employee's base salary or wages, bonuses, and other forms of cash incentives, such as profit-sharing or stock options. Non-monetary compensation may include benefits like health insurance, retirement plans, paid time off, and other perks such as company-provided training or tuition reimbursement. A well-designed compensation package can help an organization attract, retain, and motivate talented employees, as well as align employee performance with organizational goals. Effective compensation strategies require a thorough understanding of the labor market, job responsibilities, and individual employee performance. It is important for organizations to regularly review and adjust their compensation packages to remain competitive in the job market and ensure employee satisfaction and engagement.

### II. REVIEW OF LITERATURE :

**Bob (2011)** This constitutes measuring job values, designing and maintaining pay structures, paying for performance, competence and skill, and providing employee benefits. However, compensation management is not just about money. It is also concerned with that non-financial compensation which provides intrinsic or extrinsic motivation.

**Pearce (2010)** Compensation implies having a compensation structure in which the employees who perform better are paid more than the average performing employees.

**Hewitt (2009).** Compensation Management as the name suggests, implies having a compensation structure in which the employees who perform better are paid more than the average performing employees. This encourages top-performers to work harder and helps to build a competitive atmosphere in the organization. Reward system of any organization affects the employee performance and their aspiration to stay employed (Bamberger & Meshoulam, 2000, MacDuffie, 1995). Striking compensation offers accomplish the financial and substantial desires and also considered as a means of establishing social networks by employee's ranks and place of authority in organization so it is the significant factor of retention. It is further described that a major difference among workers exists in acknowledging the worth of financial rewards for employee retention (Pfeffer, 1998; Woodruffe, 1999 cited in Madiha et al., 2009).

**Harrison and Liska (2008)** in their study posit that reward is the centre piece of the employment contract- after all it is the main reason why people work. This includes all types of rewards, both intrinsic and extrinsic, that are

received as a result of employment by the organization.

**V.S.P.Rao (2008)** mentions in the strategic overview that the main objectives of compensation administration are to design a cost-effective pay structure that will attract, motivate and retain competent employees and that will also be viewed as fair by these employees. Apart from meeting legal requirements, organizations have to take care of ever rising employee expectations and competitive pressures while designing an effective compensation plan.

**NEED FOR THE STUDY :** A good compensation is must for every business organization , as it gives an employee a reson to stick to thecompany. It tries to give proper refund to the employees for thier contribution to the oraganization.

**SCOPE OF THE STUDY:** The study aims to find out the satisfaction of employees whether the company providing necessary employee compensation benefits in joctopus technologies. The scope of the current study named employee compensation benefits is limited to joctopus technologies in bangalore. this study helps to improve the performance of the human resource management department.

**OBJECTIVES OF THE STUDY**

- ✚ To study the employee compensation in J octopus technologies
- ✚ To analyse compensation benefits provided by the Joctopus technologies.
- ✚ To study employee satisfaction based on compensation
- ✚ To suggest suitable guidelines to the joctopus technologies.

**RESEARCH METHODOLOGY:**

- ✚ Descriptive research
- ✚ Sample Size: A total of 150 Employees were chosen for the study.
- ✚ Sampling technique:Convenience Sampling
- ✚ DATA COLLECTION METHODS:  
Primary Data:- Questionnaires
- ✚ Secondary Data:- Company records
- ✚ Research instrument :- Questionnaire
- ✚ Data analysis:- Percentages and graphical analysis(Bar charts)

**III. DATA ANALYSIS AND INTERPRETATION:**

**Opinion on satisfaction of employee compensation**

Responses	No of respondents	percentage
Highly satisfied	90	60
Satisfied	30	20
Neutral	20	13.3
Dissatisfied	10	6.7
Highly dissatisfied	0	0
Total	150	100

CHART 1

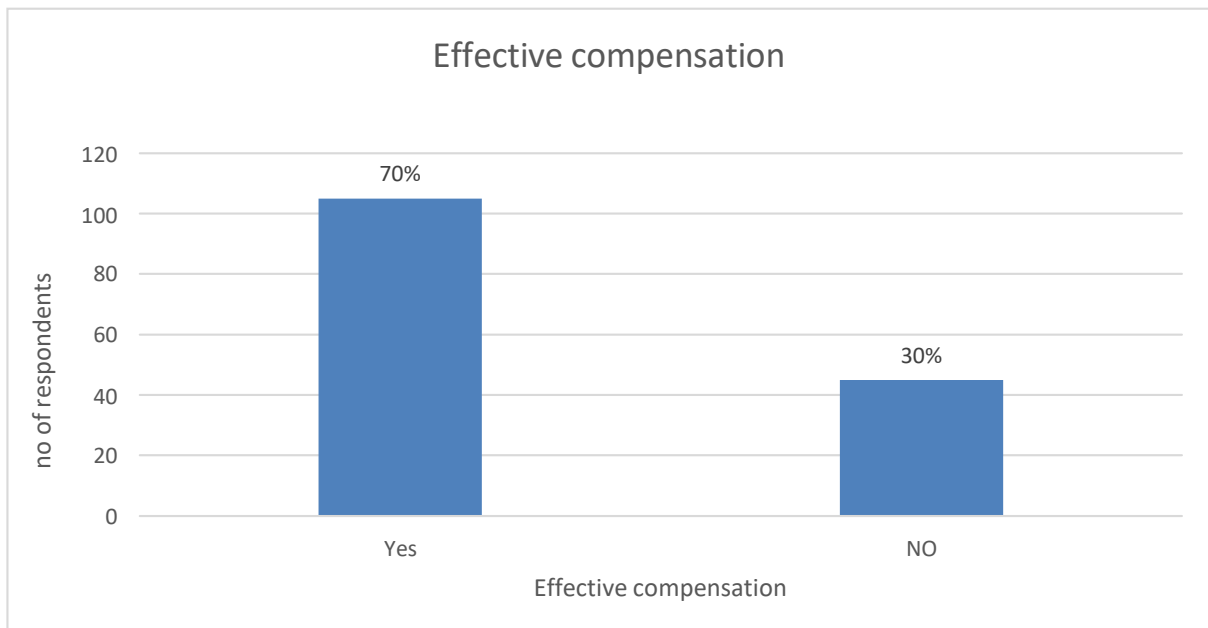


**INTERPRETATIONS:** From the above table 60% of respondents are highly satisfied by the compensation in the organization, 20% of respondents are satisfied, 13.3 are neutral, 6.7 are dissatisfied .

1. Is the providing effective compensation to the employees

Responses	No of respondents	percentage
Yes	105	70
NO	45	30
TOTAL	150	100

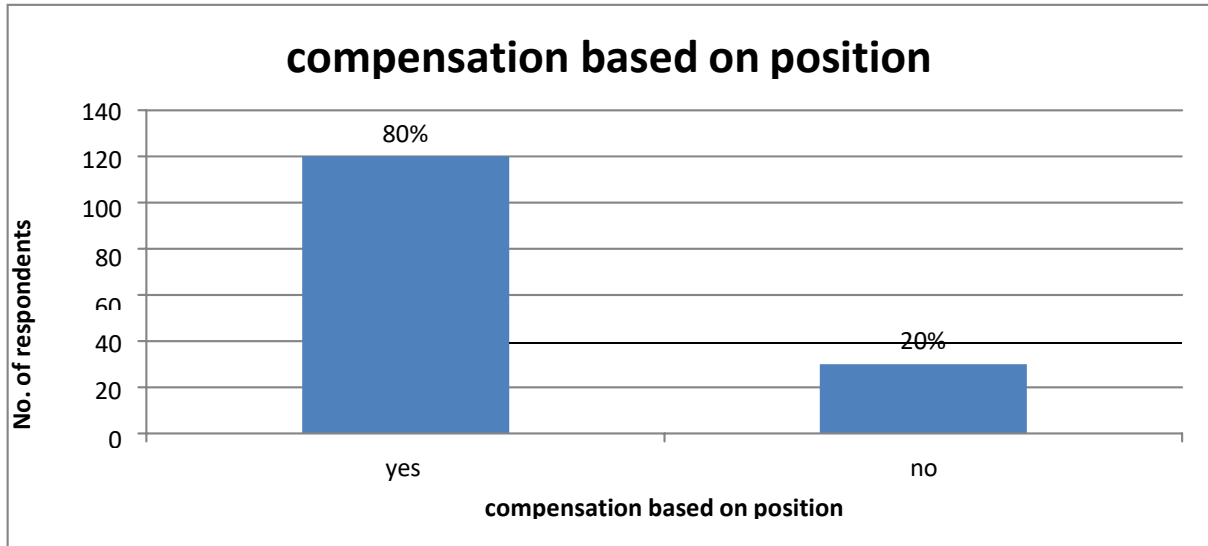
CHART 2



**INTERPRETATIONS:** From the above table 70% of respondents are thinking the company was providing better compensation ,30 % respondents are thinking the company was not providing better compensation.

**2. Organization providing compensation based on position.**

Responses	No. of respondents	percentage
Yes	120	80
No	30	20
TOTAL	150	100

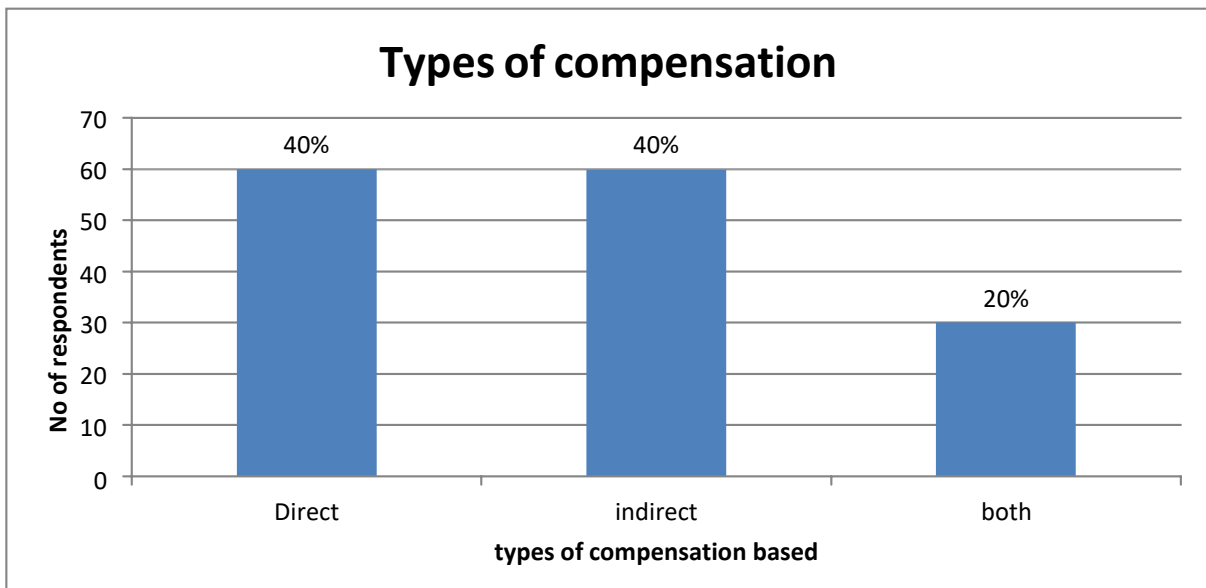


**CHART 3 INTERPRETATIONS:** From the above table 80% of respondents said that they are receiving compensation based on their position, 20 % of respondents said that they are not receiving the compensation based on their position,

**3. Types Compensations available in this organization**

Responses	No of respondents	percentage
Direct	60	40
Indirect	60	40
both	30	20
Total	150	100

**CHART 4**



**INTERPRETATIONS:** From the above table 40% respondents said that direct compensation,40% respondents said that indirect compensation,20% both .

**FINDINGS:**

- 60% respondents are highly satisfied by the compensation.
- 70% respondents are receiving effective compensation.
- 80% respondents are receiving compensation based on their position.
- 40% respondents are receiving direct compensation ,40% respondents are receiving indirect compensation.

**SUGGESTIONSs**

- ✚ **60%** of the respondents are not receiving better compensation benefits so I suggest to HR manager to provide better compensation benefits to them .so its helps to increase quality of work and decreases turnover.
- ✚ **70%** respondents are not receiving compensation based on their performance so I suggest to suggest to HR manager to provide compensation based on their performance so it helps improve employee satisfaction.

**IV. CONCLUSION**

The basic purpose of compensation is encourage the employees performance and motivate them to focus on the success of the organization as whole.

**REFERENCES**

1. "Compensation" by George T. Milkovich and Jerry M. Newman: This widely used textbook provides a thorough introduction to the principles and practices of compensation management. It covers topics such as job analysis, pay structures, performance-based pay, and total rewards.
2. "Effective Executive Compensation: Creating a Total Rewards Strategy for Executives" by Michael Dennis Graham: This book focuses specifically on executive compensation, offering insights into designing and implementing effective executive pay programs.
3. "Compensation Management in a Knowledge-Based World" by Richard I. Henderson and Lee Dyer: This book explores the challenges and strategies for managing compensation in organizations that rely heavily on knowledge workers. It covers topics such as pay for performance, incentive plans, and aligning compensation with organizational goals.
4. "The Complete Guide to Executive Compensation" by Bruce R. Ellig: This book provides a comprehensive overview of executive compensation, covering topics such as executive contracts, equity-based incentives, perquisites, and compensation committee governance.
5. "Beyond HR: The New Science of Human Capital" by John W. Boudreau and Peter M. Ramstad: While not solely focused on compensation, this book explores the broader perspective of managing human capital, including the strategic aspects of compensation and its alignment with business objectives.