

Case study on wage and salary administration

Business



Wage and Salary Administration Case Study:

Wage and salary administration is the process of awarding the employees according to their work at an organization. It is obvious that people work to receive money, that is why they expect their payment to be given on time. The aim of wage and salary administration is to pay money to employees on time and according to the quality and the quantity of their work. Generally, employees have a stable working day and receive the definite payment for it, but there are also cases when one is paid on the basis of the quantity of the fulfilled work.

Wage and salary administration is the responsibility of the human resource management department which monitors the quality of the work of employees, the working atmosphere, etc. Every employee is paid regularly according to the payroll of the company. The whole sum of the year's payment is divided into the definite periods, months and weeks; naturally, employees receive money every fortnight regularly. If the work of wage and salary administration is organized professionally, employees receive money on time and plan their life and purchases earlier. In order not to betray the trust and respect of the employees the administration of the company should complete well-organized properly-calculated payrolls and pay the required sum of money on time. Like any other branch of human resource management wage and salary administration is an important part of the working process and every future expert in this sphere should be aware about its principles, purposes, structure, methodology and standards.

In order to catch the idea of wage and salary administration a student will have to read a lot on the topic and improve his knowledge to the proper extent. A professional wage and salary case study is expected to solve a suggested problem which occurs at an organization. One will have to devote enough time to collect information about the organization, the type and quantity of work, the number and the sum of payment. Moreover, one should analyze the given problem and try to find out about the factors which have caused it. Then one will need to analyze the effect of the problem on the work of an organization and present effective solutions to the problem demonstrating his knowledge and professional skills.

Due to the assistance of the Internet it is possible to learn to write a case study correctly; one will need only to find a good free example case study on wage and salary administration and see how a professional paper looks like. If a student looks through a well-analyzed free sample case study on wage and salary administration written by an expert, he will catch the standards and rules of writing and formatting.