

## A STUDY ON EFFECTS OF COMPENSATION ON EMPLOYEE PERFORMANCE AT BISLERI INTERNATIONAL BEVERAGES PRIVATE LIMITED

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### ABSTRACT

The globalization era requires employees to have good performance and results. Therefore, many companies implement compensation system. Effective compensation is expected to add value to employee's satisfaction to stimulate employees to always work better. This research aim is to determine the effect of compensation on employee satisfaction and employee performance and employee satisfaction to mediate the effect of compensation on employee performance. The research objects are employees of PT. Telekomunikasi Indonesia. The data is collected by questionnaires and analyzed by SmartPLS version 2.0M3 software. The results show that compensation effects on employee satisfaction and employee performance at PT. Telekomunikasi Indonesia. Employee satisfaction can mediate the effect of compensation on employee performance. It can be concluded that compensation at PT. Telekomunikasi Indonesia has been classified as good and can improve employee satisfaction and employee performance.

**Keywords:** Compensation, Satisfaction, Employee Performance

### 1. INTRODUCTION

In this industry business makes of bottled water and other soft drinks. Bisleri conducts its have more than 3000 suppliers.in this industry they have more than 5000 trucks for distribution in the INDIA. In this industry formally it is known as BISLERI Ltd and also it is the private company. It is a beverage industry. Bisleri industry is the predecessor of parle products. Bisleri International Private Limited founded in 1984. Age of the bisleri industry is 38 years ago. The founder of bisleri industry is Jayantilal Chauhan. The headquarters of bisleri industry is at Mumbai, Maharashtra in INDIA. In this industry they manufacture the bisleri mineral and water bisleri soda. the industry brand name is BISLERI. The revenue of industry is 210 million USD (2018). Bisleri International private limited. Its head office is at Mumbai. Bisleri are clients of Nokia. In the bisleri between rivalry and organization its accounts solid. Even in India bisleri controls 60% of industry in bundled drinking water industry. The tenth biggest filter water contains in India. Bisleri gets obligated income of rupees ten billion. India is the developing modern country. The Indian filter water yearly development rate is 25%.

### 2. LITERATURE REVIEW

**LILIK HIDAYATI, ZULHER ZULHER (2022):** In organization always employee is requiring to give good performance to company where they work, they think to analysis the work in effects of leadership in the direct and also indirect this various influence compensation employee influence in motivating their performance.

**DODI AGUSRA, LIGA FEBRINA (2021):** This purpose to study effects of compensation of employee performance studying the state of compensation and motivation of employees in job performance in affects with contribution of performance percentage while remaining percent is influence other variables not be examine research.

**TEDI KURNIA (2021):** Article is to determine development research on during Covid 19 pandemic in Indonesia. This as used to qualitative method by conducting literature on survey found nine articles regarding compensation. This was motivated, employee satisfaction in performance variable by employee. In financial compensation in influencing pandemic companies asked to maintained by providing monetary compensation based on their workload.

**ANTON SAMAN (2020):** It aims to study an employee compensation performing in mining company data collection by interviews and also observation. The result of reveal that compensation as significance of job satisfaction also addition of employee performance.

**ELPRIDA SIDABUTAR (2020):** Every company the most important benchmark in success rate from employee performance. The result indicates compensation motivation can improve the company management with compensation that increase the employee performance.

**MN OKEKE, IBEKWE ANTHONY LKECHUKWU (2019):** This investigating performance competency and equity-based compensation on employee performance also relevant conceptual theoretical and empirical literature is based on human capital theory and expectancy theory.

**MUHAMMAD ARIF (2019):** It studies on compensation and work discipline on performance by employees. Data collection techniques used interviews and questionnaires to get multiple positive and influence of work between compensation and work discipline by employee performance.

**ISMAIL, IQBAL & NASAR (2018):** Employee work get to engage leads to high jobs performance get high rewards by positive emotion and increasing performance of employee job duties and responsibilities. It shows that good positive effect on job performance of employees working to their compensation.

### 3. STATEMENT OF THE PROBLEM

It knows that job performance of an employee is one of the topics of significance receives by managers and researchers. The organization is the one of the facts they could not lose their employees. For every organization main reason for go long time possible by employees. The employees should do well preformed to achieve the organization goals and vision. Employee is one of backbone of every organization. Employees are one of most part of life is job performance. So, organization discuss study on compensation effect's structure to recognize them, incentives rewards and also be indirect compensation support for employee their job performance.

### 4. NEED OF THE STUDY

To know to motivate by compensation management to fulfill their needs of employees and employer.

### 5. OBJECTIVES

To study the determination the link connection of job performance and working hours. Known the association between employee job performance and rewards for employees.

Research how monthly income and job performance are related.

#### Scope of study

To study survey of wages, salary, incentives of employee job performance of compensation of management.

### 6. RESEARCH METHODOLOGY

Process of study of conducting research to describe various steps to conduct research states, limitation and it brings consequence of research.

#### Research Type:

The methodology for this study is.

**Descriptive study.** This methodology helps to describe to collect the research survey based on questionnaires to fulfill by employees of Bisleri International Private Ltd purpose of research work of employees.

#### Data collection method

**Primary sources of data:** surveys, experiments questionnaires.

**Secondary sources of data:** websites, internal records journal articles.

#### Limitation

- Some employees are not more reactive.
- There was some mistake in data relation since some of the applicants were not sufficient to proper answer to their questionnaire.
- The legitimacy of all Responses was hampered by some respondent's reluctance to disclose personal information.
- Sample size might not accurately represent the entire market.

### 7. DATA ANALYSIS AND INTERPRETATION

Table 4.1 show that the classification of genders

SL.NO	Particular	No of respondents	percentage
1	Male	70	70%
2	Female	30	30%
	total	100	100%

### Analysis

Form the above table show majority of 100 response 70% of male and 30% of female.

### Interpretation

We see that from the data there are more male respondents then female respondents.

**Table 4.2** show the classification of respondents age based on their categories.

SL.NO	Particular	No of respondent	Percentage
1	Below 18	8	8%
2	18-25	24	24%
3	26-35	22	22%
4	36-45	20	20%
5	Above 46	26	26%
	Total	100	100%

### Analysis

We see that 8% employees in below 18, 24% of respondents in the age of 18-25, 22% respondent of age group is in 26-35, 20% of respondent of age group is in 36-45, remaining 26% of age group respondent fall under age group of 46 in above categories.

### Interpretation

From above survey we observe that many of respondents fall under age group of 36-45 above age. Because these people have taken more care about their health.

**Table 4.3** show the classification of respondents based on their length of employment.

SL.NO	Particular	No of respondent	Percentage
1	0-5 years	32	32%
2	5-15 years	38	38%
3	15-25 years	20	20%
4	Above 25 years	10	10%
	total	100	100%

### Analysis

In above table shows that 32% of respondent in the length of employment are in 0-5 years, 38% of respondent in the length of employment are in 5-15, 20% of respondent in the length of employment are in 15-25 years, 10% of respondents are in the length of employment in above 25 years.

### Interpretation

In this above chart we observe that many of respondents of length of employment fall under above 25 years and 38% of respondent length of employment are more in 5-15 years.

**Table 4.4** showing the classification of respondents based on their income.

SL.NO	Particular	No of respondent	percentage
1	Below 20000	6	6%
2	20000-40000	32	32%
3	40000-60000	27	27%
4	60000-80000	20	20%
5	Above 80000	15	15%
	total	100	100%

**Analysis-** From above table shows that 6% of respondent of below 20000 get their income, 32% of respondent of 20-40 thousand get income, 27% of respondent of 40-60 thousand get income, 20% of respondent of 60-80 thousand get income, 15% of respondent income above 80 thousand.

### Interpretation

In the above chart we observe that above 80 thousand get respondent of income get 15%, 20- 40 thousand respondents have more of them getting income 32%.

**Table 4.5** showing the classifications respondents based on their compensation paymentsystem.

SL.NO	Particular	No of respondent	percentage
1	Fix payment system	35	35%
2	Variable pay system	24	24%
3	Balance depth method	16	16%
4	All	25	25%
	total	100	100%

### Analysis

In this above table 35% of respondent get compensation of payment in fix payment system, 24% of respondents get compensation of payment in variable pay system, 16% of respondents get compensation system of payment in balanced depth method and all above 25% get all compensation system of payment.

### Interpretation

In the above chart we observe that many of respondents 35% Of employees prefer for fix payment system they feel satisfy in compensation of payment system, 24% respondents prefer for variable pay system and 16% of employees prefer for balanced method system.

## 8. FINDINGS

- As on research study 70% of male respondents are using bisleri package drinkingwater.
- Based on the study out of 100 respondents 32% of employee have experience.
- As per research design 32% respondents of employee receiving 20000-40000gettingincome.
- From the study 35% of getting fixed payment system based on their compensationpayment system.
- As from study majority of 100 respondents 30% are agreed for employee monitorycompensation.
- From the study 30% employee getting provident fund after the retirement.
- Based on the study out of 100 respondents 30% of employees doing overtime policy of nonmonetary compensation.
- As per study 40% of employees are highly satisfied for overall organization.
- From research study majority out of 100 respondent 45% of employees highly agreed for training and development need of employee compensation.
- As per research out of 100 respondent 55% of employees are good communicationand assessment performance.

## 9. SUGGESTION

- Employees should understand to earn more is to perform high standard that motivatethe company providing pay for performance.
- The compensation is motivating factor for employee to strive great height.
- It offers for employee to achieving next milestone the employee must work hard andkeep driving.
- Employee will be more motivated to stay in their role potentially saving money onturnover costs.

## 10. CONCLUSION

Bisleri company is one of the most popular beverages in the world. In bisleri company compensation of job performance more employee performance which is depend salary rewards, variable rewards that employee and employer relation is more managed effectivelyand organization grow.

In private sector more effective because it uses the HR management more efficiently whereas the personnel management is implemented in public sector it doesnot benefit for employees.

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