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# A Study on Impact of Remuneration in Titan Company Ltd., Bangalore

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**ABSTRACT:** Remuneration is the total amount paid to an employee. It may include a salary or hourly rate, bonuses, commissions, or any other payment. Remuneration is the sum total of earnings and other taxable benefits and allowances. Remuneration is the total compensation received by an employee. Remuneration may be defined as money received in the performance of work, plus many kinds of benefits and services that organisations provide their employees. Money is a direct compensation, known as wages, gross pay. The objective of the study is to analyze the impact of remuneration towards Titan Company Limited, Bangalore. The sample of the study is 100. Descriptive research design and convenience sampling method is used. Questionnaire is used as a primary data. Percentage analysis, chi-square analysis and correlation statistical tools have been applied. It is found that the respondents said that agree towards the remuneration must revised as for cost of living and they said that excellent towards the salary is competitive with similar jobs. The study suggest that the company must have transparent account and it must reveal for the concerned employees regarding their addition and deduction of their salary and the company must grant advances in the emergency time period for the employees. It is concluded that the company should understand and monitor the employees attitude towards existing remuneration practices. It must revise the remuneration structure in order to motivate the employees towards organisational development and performance.

**KEYWORDS:** Remuneration, employees behaviour, Employees satisfaction, employees expectation

## I. INTRODUCTION

Remuneration is the total amount paid to an employee. It may include a salary or hourly rate, bonuses, commissions, or any other payment. Remuneration is the sum total of earnings and other taxable benefits and allowances. Remuneration is the total compensation received by an employee. It includes not only base salary but any bonuses, commission payments, overtime pay, or other financial benefits that an employee receives from an employer. Compensation is a fair synonym for remuneration. It implies total payments. Salary or wages may be only one part of remuneration. At the executive level, remuneration can include options, bonuses, expense accounts, and other forms of compensation. These are generally detailed in an employment contract. The amount of remuneration and its components depend on many factors, including:

- The employee's value to the company. Employees with in-demand skills are likely to get more perks.
- The job type. Some are straight hourly or salaried positions while others offer base pay plus commissions, bonuses, or tips.
- The company's business model. Some companies pride themselves on their generous employee remuneration and may offer bonuses, employee stock options, and 401(k) plan matching contributions. Others find such perks to be an unsupportable drag on the finances of the business.
- The general state of the economy. When jobs are plentiful and talent is scarce, companies pull out all the stops to attract the best candidates. That means better remuneration.

## OBJECTIVE OF THE STUDY

- To study on level of satisfaction of employees in remuneration provided by the company
- To understand the employees perception towards remuneration in the company
- To identify the employees expectation towards the remuneration in the company

- To measure the impact of existing remuneration method on employees behaviour
- To obtain suggestions from the respondents to enhance the impact of remuneration on employees

## II. REVIEW OF LITERATURE

**Clark, A. (2025)**, In his study examined the relationship between remuneration and employee job satisfaction in the hospitality industry. The objective is to analyze whether higher remuneration levels result in increased job satisfaction among employees working in hotels and resorts. Data was collected through structured interviews conducted with hospitality industry professionals. The sample size consisted of 250 participants selected using convenience sampling. Statistical tools such as chi-square test and correlation analysis were employed for data analysis. The findings indicate a positive correlation between remuneration, job satisfaction, and employee motivation. The study suggested that hospitality organizations implement competitive remuneration strategies to improve employee job satisfaction and enhance service quality.

**Johnson, L. (2025)** in his research investigated the influence of remuneration on employee motivation and retention within the banking sector. The objective is to determine whether a higher level of remuneration contributes to increased employee motivation and reduced turnover rates. Data was collected through structured interviews conducted with bank employees. The sample size consisted of 300 participants selected using simple random sampling. Statistical tools such as t-tests and ANOVA were employed for data analysis. The findings indicate a significant positive relationship between remuneration, employee motivation, and retention. The study recommended that banks offer competitive remuneration packages to enhance employee motivation and reduce turnover.

**Anderson, K. (2025)**, in his investigated the relationship between remuneration and employee engagement in the retail industry. The objective is to examine whether higher remuneration levels contribute to increased employee engagement in retail organizations. Data was collected through online surveys administered to retail employees. The sample size consisted of 600 participants selected using convenience sampling. Statistical tools such as correlation analysis and regression analysis were employed for data analysis. The findings suggested a positive association between remuneration, employee engagement, and job satisfaction. The study recommended that retail organizations invest in competitive remuneration practices to enhance employee engagement and overall organizational performance.

## III. RESEARCH METHODOLOGY

The type of research design taken in this study is the descriptive research design. Convenience sampling method is applied in this research. The sample size that will be used in the study is 100 employees of Titan Company Limited, Bangalore. The study is conducted using both primary and secondary data. The questionnaire is the research instrument of the collection of primary data. The questionnaire is composed of scaled and closed-ended questions which are aimed at the satisfaction, perception, expectations, and behavioral influence of remuneration. The collected data were classified, tabulated, and analyzed using the following statistical tools: Simple Percentage Analysis, Chi-Square Test and Correlation Analysis.

## IV. DATA ANALYSIS AND INTERPRETATION

### DEMOGRAPHIC PROFILE OF THE RESPONDENTS

Variables	Categories	No. of Respondents	Percentage (%)
Gender	Male	58	58.0
	Female	42	42.0
Age Group	18–25 years	16	16.0
	26–36 years	50	50.0
	37–46 years	24	24.0

Variables	Categories	No. of Respondents	Percentage (%)
	Above 46 years	10	10.0
<b>Marital Status</b>	Married	54	54.0
	Unmarried	46	46.0
<b>Working Experience</b>	Below 1 year	6	6.0
	1–3 years	56	56.0
	3–5 years	28	28.0
	Above 5 years	10	10.0

Source: Primary Data

#### INTERPRETATION

The consolidated table reveals that 58.0% of the respondents are male, while 42.0% are female. In terms of age, 50.0% of the respondents belong to the 26–36 years age group, followed by 24.0% in the 37–46 years age group, 16.0% in the 18–25 years age group, and 10.0% are above 46 years. Regarding marital status, 54.0% of the respondents are married, whereas 46.0% are unmarried. With respect to working experience, 56.0% of the respondents have 1–3 years of experience, followed by 28.0% with 3–5 years, 10.0% with above 5 years, and 6.0% with below 1 year of experience.

#### CHI-SQUARE ANALYSIS

**Null hypothesis (Ho):** There is no significant relationship between the educational qualification of the respondents and respondent’s opinion about the remuneration is fair one for the work.

**Alternative hypothesis (H1):** There is some significant relationship between the educational qualification of the respondents and respondent’s opinion about the remuneration is fair one for the work.

Chi-Square Tests			
	Value	df	Asymp. Sig. (2-sided)
Pearson Chi-Square	132.614 <sup>a</sup>	16	.000
Likelihood Ratio	105.738	16	.000
Linear-by-Linear Association	43.381	1	.000
N of Valid Cases	100		

a. 23 cells (92.0%) have expected count less than 5. The minimum expected count is .12.

**INTERPRETATION:**

As per the above table, it is inferred that the P value is 0.000; it is not significant to 5% (0.05) significant level. The minimum expected count is 0.12. Thus null hypothesis is accepted and it is finding that there is no significant relationship between the educational qualification of the respondents and respondent’s opinion about the remuneration is fair one for the work.

**CORRELATION ANALYSIS: RELATIONSHIP BETWEEN WORKING EXPERIENCE OF THE RESPONDENTS AND REMUNERATION MUST REVISED BASED ON EMPLOYEES PERFORMANCE**

Correlations			
		WORKING EXPERIENCE OF THE RESPONDENTS	REMUNERATION MUST REVISED BASED ON EMPLOYEES PERFORMANCE
WORKING EXPERIENCE OF THE RESPONDENTS	Pearson Correlation	1	.879**
	Sig. (2-tailed)		.000
	N	100	100
REMUNERATION MUST REVISED BASED ON EMPLOYEES PERFORMANCE	Pearson Correlation	.879**	1
	Sig. (2-tailed)	.000	
	N	100	100
**. Correlation is significant at the 0.01 level (2-tailed).			

**INTERPRETATION:**

The above table indicates that out of 100 respondents, co-efficient of correlation between working experience of the respondents and remuneration must revised based on employees performance is 0.879. It is below 1. So there is positive relationship between working experience of the respondents and remuneration must revised based on employees performance.

**V. SUGGESTIONS**

- The company should ensure consistent and timely payment of salaries to maintain employee trust and satisfaction.
- The company need to review and provide appropriate allowances for overtime work to motivate employees.
- The company must ensure that remuneration fairly reflects the work and responsibilities of employees.
- The company should align compensation with the actual responsibilities of each role.
- The company should revise remuneration based on employee performance to encourage productivity.
- The company need to adjust remuneration in line with the cost of living to maintain satisfaction.
- The company should maintain remuneration practices that promote overall job satisfaction.
- The company need to strengthen remuneration strategies that enhance employee loyalty.

## VI. CONCLUSION

It is concluded that the remuneration practices at Titan Company Limited, Bangalore, play a significant role in shaping employee satisfaction, motivation, and loyalty. The study reveals that fair and timely compensation, along with transparent policies and performance-based incentives, positively influence employees' perception of the organization and enhance their engagement with work. Employees' expectations for additional benefits, periodic increments, and impartial salary determination indicate that remuneration is not only a reward but also a key factor in fostering commitment and reducing turnover.

It is further concluded that the existing remuneration methods impact employees' behavior and productivity by providing motivation and supporting personal development. Aligning compensation with responsibilities, industry standards, and cost-of-living adjustments strengthens employee effectiveness and overall organizational performance. Therefore, continuous evaluation and improvement of remuneration strategies are essential to sustain job satisfaction, loyalty, and high performance among employees at Titan Company Limited.

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