



INDIA, NR/2021

20.12.2021

**CERTIFICATE**

This is to certify that Ms. KOILADA ALEKHYA (Register No: 20811E0021) student of Anand Institute of Engineering and Technology, Makavaripalem, Visakhapatnam Dist- 531 113 has completed her project work on "SALARY & WELFARE Administration" in our Organisation M/s JINDAL STAINLESS (HISAR) LIMITED, F&D (Division), Jindal Nagar, Kothavalasa Mandal, Vizianagaram-District 535183. From 17.11.2021 to 17.12.2021 at our HR Department.

We wish her all success in her future endeavours.

For JINDAL STAINLESS (HISAR) LIMITED,

  
GOPALA KRISHNA,  
AGM - HR & ADMN.



**Jindal Stainless (Hisar) Limited**

CIN: L27206HR2011PLC049661

Works: Ferro Alloys Division Jindal Nagar Kothavalasa 535183 Dist Vizianagaram

91-686 263264 327 335 91-686 263276 Website: www.jindalstainless.com

City Office: Jindal Bhawan 58 17 1/1, Sarvaevya Nagar NAD Kothavalasa M. Vizianagaram 535183  
91-681-257680 91-681-257480 91-681-257480 91-681-257480

Corporate Office: Jindal Centre 12 Bhadrak Canna Place New Delhi 110 068 India

Head Office: O.P. Jindal Marg Meer 126004 Haryana



**A STUDY ON  
“WAGE AND SALARY ADMINISTRATION”**

**With reference to  
JINDAL STAINLESS (HISAR) LIMITED  
KOTHAVALASA**

**A project report submitted to  
Jawaharlal Nehru Technological University, Kakinada  
In partial fulfillment of the  
Requirements for the award of the degree of**

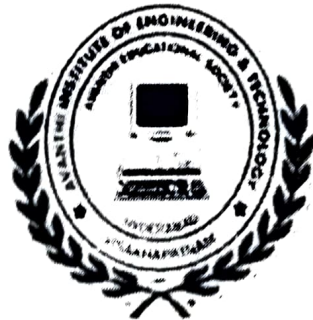
**MASTER OF BUSINESS ADMINISTRATION**

**SUBMITTED BY**

**K. Alekhya**

**(REGNO:20811E0021)**

**UNDER THE ESTEEMED GUIDANCE OF  
Dr. Lova Baliji**



**DEPARTMENT OF MANAGEMENT STUDIES**

**AVANTHI INSTITUTE OF ENGINEERING AND TECHNOLOGY**

**(An NBA Accredited Institution)  
(Approved by AICTE, Recognized by the Govt. of A.P. &  
Affiliated to JNT University, Kakinada.)  
Narsipatnam, Visakhapatnam.  
(2020-2022)**

**DEPARTMENT OF MANAGEMENT STUDIES  
AVANTHI INSTITUTE OF ENGINEERING AND TECHNOLOGY  
NARSIPATNAM, VISAKHAPATNAM.**




**CERTIFICATE**

**This is to certify that the project "A STUDY ON  
"WAGE AND SALARY ADMINISTRATION" with reference to  
"JINDAL STAINLESS (HISAR) LIMITED", KOTHAVALASA, has been  
carried out by K.Alekhyia under my guidance and the project report has  
not been submitted to any other university or institution any time before.**

  
Dr. B. LOVA

**(Head of the Department)**

  
Dr. Lova Ballji  
**(Project guide)**

  
**EXTERNAL GUIDE**

## 1.2 OBJECTIVES OF THE STUDY

- To study about the administrative process of wage and salary in JSPL.
- To know about the level of satisfaction of employees with regarding to their pay.
  - To study about the wage structure and salary policy of JSPL.
  - To find out the opinions about working conditions of JSPL.
  - To find out the financial aspects of wages and salary in JSPL.
  - To study about equitable labor cost structure in JSPL.

*L. K. S. Kumar*  
COORDINATOR

### SUMMARY

- Wages and salary administration aims to establish and maintain an equitable wage and salary structure and an equitable labour cost structure
- The minimum wages reduce employment amount low wages, low skill workers
- The minimum wage was designed to create a minimum standard of living to protect the health and well-being of employees
- Raising the minimum wage good help stimulate the economy because of the increased spending power of workers receiving higher wages

*L. Keushman*

COORDINATOR