



GAIL (India) Limited

P685+M9J, VISAKHAPATNAM, ANDHRA PRADESH 530012

GAIL/VSP/HR/2021-2022

15/12/2021

TO WHOM SO EVER IT MAY CONCERN

This is to certify that R.NAVYA with Reg. No. 20811E0031MBA(HRM) student of AVANTHI INSTITUTE OF ENGINEERING AND TECHNOLOGY, MAKAVARAPALEM has pursued herproject work on EMPLOYEE COMPENSATION in our organisation between 12/10/2021 to 12/12/2021.

Her conduct and performance during the above period were found satisfactory.

Thanking you,

Yours faithfully,

Gas Authority of India Limited

Manager HR

**A STUDY ON
EMPLOYEE COMPENSATION MANAGEMENT**

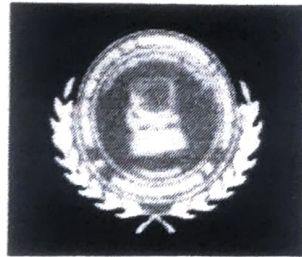
**With reference to
GAIL (INDIA) LIMITED
A Project Report Submitted to
Jawaharlal Nehru Technological University, Kakinada In
Partial fulfillment for the Award of the
Degree of**

MASTER OF BUSINESS ADMINISTRATION

**Submitted By
RAJANA NAVYA
(Regd. No: 20811E0031)**

Under the Guidance of

**ANUSHA
Assistant Professor**



**DEPARTMENT OF MANAGEMENT STUDIES
AVANTHI INSTITUTE OF ENGINEERING AND
TECHNOLOGY**

**(An MBA Accredited Institution) (Approved by AIETM. Recognized
by the Govt. of A.P. & Affiliated to JNT University, Kakinada.)**

TAMARAM, MAKAVARAPALEM. (2020-2021)

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DEPARTMENT OF MANAGEMENT STUDIES
AVANTHI INSTITUTE OF ENGINEERING AND TECHNOLOGY
TAMARAM, MAKAVARAPALEM.



CERTIFICATE

This is to certify that the project “A STUDY ON EMPLOYEE COMPENSATIONS MANAGEMENT” with reference to “GAIL (INDIA)LIMITED”, RAJAHMAHENDHRAVARAM has been carried out by ANUSHA under my guidance, and the project report has not been submitted to any other university or institution any time before.


D. B. DOVA

(Head of the department)


ANUSHA

(Project guide)


External Guide

OBJECTIVES OF THE STUDY

- To study the efficiency of Employee Compensation In Gail India Ltd
- To study how Employee Compensation practices plays an important role in supporting other activities of an organization.
- To get an in-depth view of how Employee Compensation is maintained at Gail India Ltd
- To study various Employee Compensation techniques those are applied.
- To study and come out with any other solution for improvement of Employee Compensation In Gail India Ltd

L. Krishna Veni
COORDINATOR

SUMMARY

Employee remuneration & financial incentives, though present in most of the companies, have a modest presence in a company's compensation plan. Even in companies where they are present, they are mainly in the form of suggestion schemes or annual bonus payments, which have a moderate effect on the employees' productivity. Incentives related to productivity, time saving, group performance, individual performance, ESOPs, gain sharing etc which have a high effectiveness potential, have a predominantly low presence in most of the company's remuneration plans. However, considering the nature and type of business the companies are involved in, this view may change as per the requirements of incentives to a particular type of business.

Semi and non-financial incentives are present substantially in most of the companies. However, most of them are present more as a matter of routine procedure, rather than with a specific purpose to motivate employees. Another feature of semi and non-financial incentives is that they, by their very presence, induce an employee to work more rather than demanding more work from the employees for achieving them. Thus, when financial rewards can be employed in the characteristic method for achieving higher productivity, non-financial incentives cannot be employed in the usual reward punishment situation.

L. Krishna Rao
COORDINATOR