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Research Paper

PAY ROLL SYSTEM AT GMR HYDERABAD.

Bollam Varsha ^[1]

MBA Student

(Dr) D Sushma Kiran ^[2]

ASSOCIATE PROFESSOR

^[1,2] MASTER OF BUSINESS ADMINISTRATION

**^[1,2] Megha Institute of Engineering and Technology for Women, Sy. No. 7,
Edulabad Road, Edulabad, Ghatkesar, Telangana.**

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ABSTRACT

This project work has been conducted in **GMR(GHIAL) LTD, HYDERABAD**. It is one of the leading Infrastructure company.

“A STUDY ON PAY ROLL MANAGEMENT”, is the study conducted at **GMR(GHIAL) LTD, HYDERABAD**. The main objective is to know the payroll software's used in the organization and the role of HR in payroll. The secondary objectives of this study are, To understand the HR role in Payroll, To review the effectiveness of the Payroll process of Data Angle, To find about the software's used in Payroll process and satisfactory level of employees using this software's, To analyze whether these software's are user friendly, To suggest the Latest Software's in achieving organizational objective.

This study has been compiled with the help of primary data and secondary data. Primary data were collected from 50 respondents with the help of structured interview and Observation method. Since the study was the Population Study, the data were collected from all the employees in the payroll department. The Secondary sources of data were collected through company profile, organization Website and other related library books.

The collected data were analyzed with the help of **Simple Percentage analysis, chi-square and one sample run test**. It was found that there is no regular training program conducted and majority of the employees were satisfied with the existing software used. To conclude the existing software used was very good.

INTRODUCTION

Payroll is the process by which employers pay an employee for the work they have done. Any business with employees should have a payroll established. Although, payroll seems like a mundane task, it involves many aspects including, withholding taxes from each paycheck and making sure accurate funds are paid to the correct government agency.

Payroll duties can create a huge burden and unwanted stress for small business owners. A missed deadline or incorrect filing of taxes can result in fines or jail time. To avoid these issues, small and middle-sized businesses can benefit from using payroll systems.

A payroll system is software which organizes all the tasks of employee payment and the filing of employee taxes. These tasks can include keeping tracking of hours, calculating wages, withholding taxes and deductions, printing and delivering checks and paying employment taxes to the government.

Payroll software often requires very little input from the employer. The employer needs to input

employee wage information and hours—then the software calculates the information including withholdings automatically. Most payroll software is automatically updated every time a tax law changes and will remind employers when to file various tax forms.

Choosing a payroll system that best fits your business is essential. It may be difficult to decide which system to choose, but there are some factors to keep in mind when deciding. First, analyze the size of your business and how much of your budget you are willing to spend on payroll processing.

While it is possible for smaller businesses to handle payroll duties in-house through a manual process, a lot of time can be wasted attempting to calculate everything correctly. One miscalculation and the business owner could find themselves in legal or financial trouble. Mid-sized companies with up to 100 employees benefit greatly by investing in a payroll system.

NEED FOR THE STUDY:

The following are the needs to do the research at GMR (GHIAL).

- There is no such research work was carried before.
- The management was in the position to know whether the existing software system used is effective or not.
- To measure the satisfaction level of the employees using the software.
- To get suggestions from the employees for further improvement in existing software system.
- To contribute to the growth of the organization.

SCOPE OF THE STUDY

- Generating ID's and pay slips for the employees
- This project is a distributed endeavor that strives to employ languages that promote platform independence and make it possible to support desktop and laptop systems in traditional and wireless networking infrastructures. Efforts must be focused on business logic issues rather than
- Event Driven Web based System PPS System Business Logic Data Access Personal Persistent Data Repository Storage Subsystem Application Layer Interface Application Layer needlessly duplicating user interface software, database software, etc. Its main focus is on the generation of reports at any time

OBJECTIVES OF THE STUDY

- To know the roll of HR in payroll and the payroll software's used in the organization.
- To understand the HR roll in Payroll.
- To review the effectiveness of the Payroll process of Data Angle Technologies.
- To find about the software's used in Payroll process and satisfactory level of employees using this software's.
- To analysis whether these software's are user friendly.
- To suggest the Latest Software's in achieving organizational objective.

RESEARCH METHODOLOGY

RESEARCH DESIGN:

A research design is the arrangement of conditions for collection and analysis of data in a manner that aims to combine relevance to the research purpose with economy in procedure.

SAMPLING DESIGN:

A sample design is a definite plan for obtaining a sample from a given population

POPULATION:

The employees of Data Angle Technologies will constitute the entire population. Here the entire population is considered for my study because the population is limited.

DATA COLLECTION:

Data is recorded measure of phenomena. While deciding about the method of data collection, the researcher should keep in the mind about two types of data. They are, Primary Data and Secondary Data

Primary data

Primary data represent the first hand raw data that have been specifically collected for the current research problem. Primary data are raw, unprocessed and yet to receive any type of meaningful interpretation. Sources of primary data tend to be the output of conducting some type of exploratory, descriptive or casual research.

LIMITATIONS OF THE STUDY

- The respondent attitude did not allow me to get their true feelings.
- Most of the respondent feared to give their name.
- Most of the employees were busy with their tight work and they don't want to be disturbed.
- Employees are very limited and duration is limited.

REVIEW OF LITERATURE

MAJOR DUTIES OF HR:

Ensures timely and accurate preparation of all Institution payroll operations and works closely with the Human Resources Office to ensure that payroll actions are in conformance with employment and benefits practices and accounting procedures.

- Oversees preparation of all federal and state payroll tax reports, including quarterly and year-end returns; determines taxability of non-wage payments and serves as in-house contact for technical tax compliance issues, including tax liabilities of foreign nationals.
- Interprets Institution employment policies and government regulations in connection with payroll activities and makes recommendations on modifications to senior management as appropriate.
- Handles federal and state agency audits and maintains close contact with ITI and other regulatory agencies to ensure that the Institution has accurate information and is in compliance.
- Maintains all payroll records, reports, computations and audits, including periodic internal audit tests of labor utilization; works closely with internal and external auditors to ensure compliance with relevant tax laws and government regulations.
- Interfaces routinely with Human Resources on employee benefits issues (deductions, retirement payments, etc.) to ensure timely and accurate processing.
- Works closely with Management Information Systems on developing payroll applications that ensure internal controls and facilitate the implementation and maintenance of payroll and HR master files.
- Provides periodic analysis of payroll and disbursement records to ensure that adjustments are in accord with management's criteria.
- Supervises Payroll Office staff and operations; provides on-going assistance to Institution employees in tax-related payroll matters.
- Participates in business re-engineering activities to support the establishment and integration of electronic information processes and principles at the Institution.

- Performs other related duties as the supervisor may deem necessary.

INDUSTRY PROFILE

INDUSTRY PROFILE

Infrastructure Industry in India have been experiencing a rapid growth in its different sectors with the development of urbanization and increasing involvement of foreign investments in this field. The Indian government has taken initiatives to develop the infrastructure sector, with major emphasis on construction, engineering, IT, entertainment, textiles, food, and utility to name some.

Introduction

Infrastructure sector is a key driver for the Indian economy. The sector is highly responsible for propelling India's overall development and enjoys intense focus from Government for initiating policies that would ensure time-bound creation of world class infrastructure in the country.

Infrastructure sector includes power, bridges, dams, roads and urban infrastructure development.

Market Size

India needs Rs 31 trillion (US\$ 465 billion) to be spent on infrastructure development over the next five years, with 70 per cent of funds needed for power, roads and urban infrastructure segments¹.

The Indian power sector itself has an investment potential of US\$ 250 billion in the next 4-5 years, providing immense opportunities in power generation, distribution, transmission and equipment, according to Mr Piyush Goyal, Union minister of coal, power and renewable energy.

The Indian construction equipment industry is reviving after a gap of four years and is expected to grow to US\$ 5 billion by FY2019-20 from current size of US\$ 2.8 billion, according to a report² released by the Indian Construction Equipment Manufacturers' Association (Icema).

Foreign direct investment (FDI) received in construction development sector from April 2000 to September 2015 stood at US\$ 24.16 billion, according to the Department of Industrial Policy and Promotion (DIPP).

COMPANY PROFILE:

GMR Group is one of the fastest growing infrastructure organizations in the country with interests in Airports, Energy, Highways and Urban Infrastructure (including SEZ). Employing the Public Private Partnership model, the Group has successfully implemented several infrastructure projects in India.

GMR Infrastructure Limited is the infrastructure holding company formed to fund the capital requirements of various infrastructure projects in the Group's Energy, Highways and Airport business. It undertakes the development of the infrastructure projects through its various subsidiaries. The Group's commitment to inclusive growth is achieved through its Corporate Social Responsibility arm – the GMR Varalakshmi Foundation (GMRVF). GMRVF works with the under-privileged sections of the community in all the locations where the Group has business interests.

GMR Group is a Bangalore headquartered global infrastructure major with interests in Airports, Energy, Highways and Urban Infrastructure. Besides its stake In InterGen, the Company has 14 power projects of which 3 are operational (808 MW) and 11 projects (8448 MW) are under various stages of Implementation. It has 9 road projects, of which 6 are operational (421 km) and 3 are under construction (309 km). In the Airports sector, it has developed and commissioned the

Greenfield International Airport at Hyderabad. The Group, besides operating and modernizing the existing Delhi International Airport, has built a brand new integrated terminal T3 which was inaugurated on 3rd July 2010. It has also built a new terminal, designed to handle 20 million passengers Capacity, at the Istanbul Sabiha Gökçen International Airport in Turkey and is operating it successfully. GMR Group entered into an MOU with Tamil Nadu Industrial Development Corporation (TIDCO) for the development of a Multi Product Special Economic Zone (SEZ) in Krishnagiri District, Tamil Nadu.

PROJECT BACKGROUND

The SEZ will be developed through a Special Purpose Vehicle (SPV) to be set up through a Joint Venture partnership with TIDCO. This multi- product SEZ will be spread around 3300 acres in the Krishnagiri District of Tamil Nadu.

HIGHLIGHTS

the selection of the co-developer by TIDCO was carried out through a two-stage competitive bidding process. The non- agricultural land is expected to be procured by the SPV over a period of one year.

A PROJECT WITH MANY ADVANTAGES

The SEZ is advantageously located in close proximity to Bangalore. It would be operational by 2009, with the entire development process to be completed by 2014.

DATA ANALYSIS AND INTERPRETATION

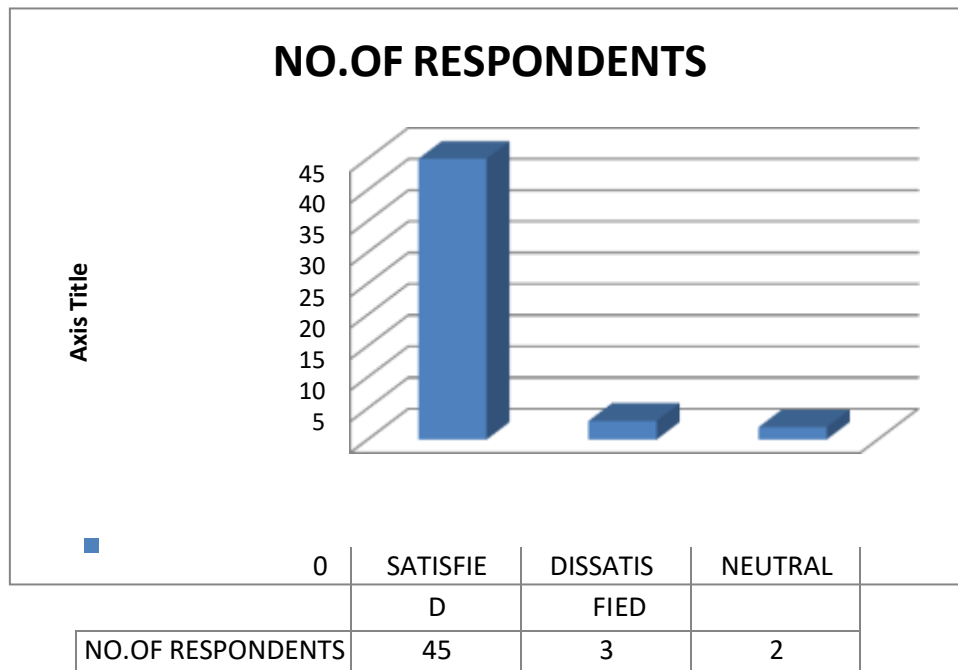
- 1) Are the clients satisfied with the software used in talent program for the pay roll processing?

Table No.4.1

LEVEL OPTIONS	NO.OF RESPONDENTS	% OF RESPONDENTS
SATISFIED	45	90
DISSATISFIED	3	6
NEUTRAL	2	4

CHART NO.4.1.1

SOURCE: PRIMARY DATA



SOURCE: PRIMARY DATA

Interpretation: 90% of the Employees are satisfied by the software and we need to more focus on the 6 % dissatisfied and 4% not yet responded.

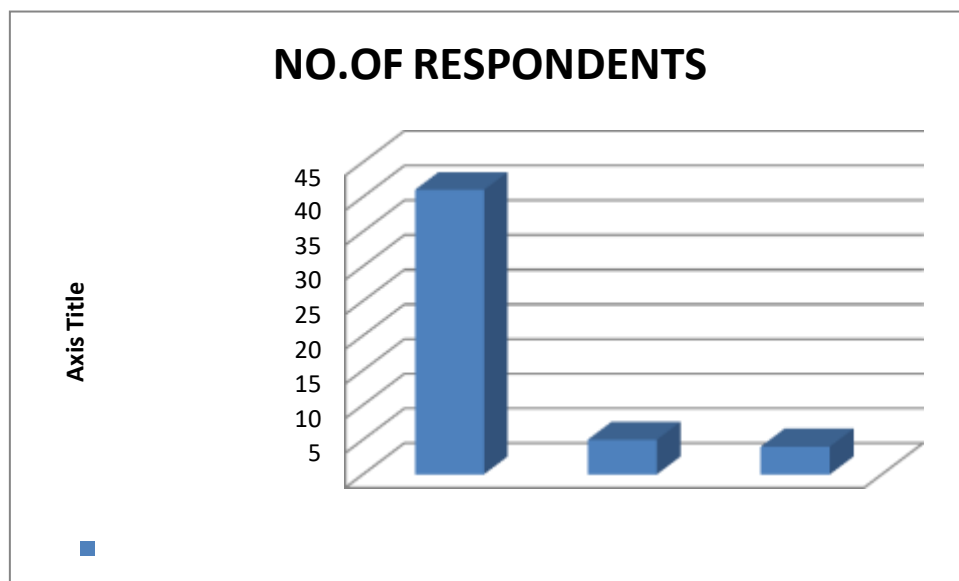
2) Is the software user friendly?

Table No.4.2

LEVEL OPTIONS	NO.OF RESPONDENTS	% OF RESPONDENTS
<i>YES</i>	<i>41</i>	<i>82</i>
<i>NO</i>	<i>5</i>	<i>10</i>
<i>Can't say</i>	<i>4</i>	<i>8</i>

CHART NO.4.2.2

SOURCE : PRIMARY DATA



	0	YES	NO	Can't say
NO.OF RESPONDENTS		41	5	4

SOURCE :PRIMARY DATA

Interpretation: Among 50 employees 82 % of the employees are satisfied with the software system helps for future growth that they had improved themselves after the program. 10 % of the employees are not satisfied with software system helps for future growth. 5% of the employees can't say anything

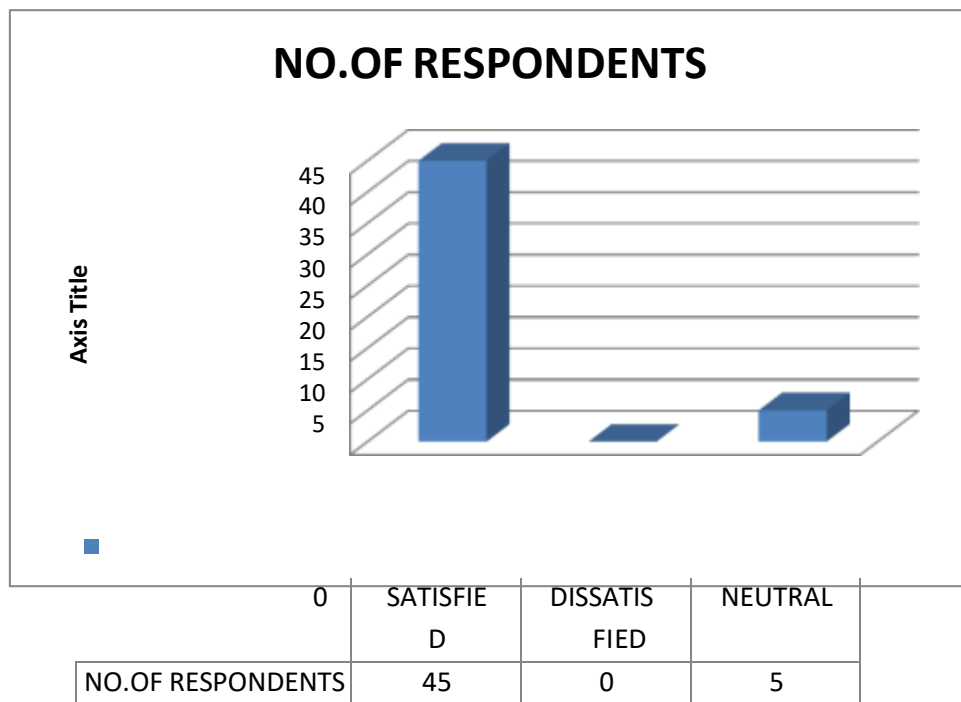
3) How do you feel when you get complaints regarding the loading of pay sheet into talent pay software are resolved?

Table No.4.3

LEVEL OPTIONS	NO.OF RESPONDENTS	% OF RESPONDENTS
<i>SATISFIED</i>	<i>45</i>	<i>90</i>
<i>DISSATISFIED</i>	<i>0</i>	<i>0</i>
<i>NEUTRAL</i>	<i>5</i>	<i>10</i>

CHART NO.4.3.3

SOURCE :PRIMARY DATA



SOURCE : PRIMARY DATA

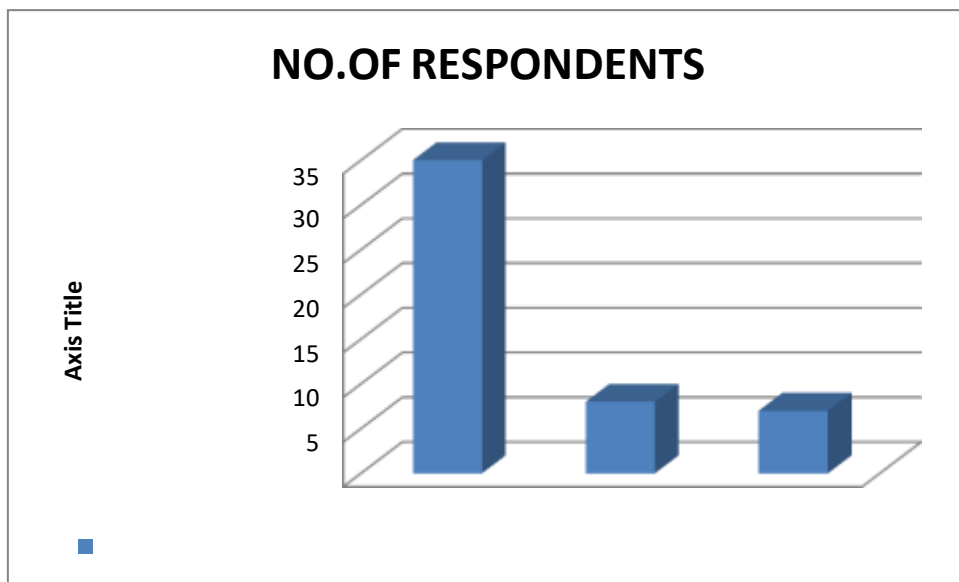
Interpretation: 90 % of the Employees are satisfied by the software and we need to more focus on 10% not yet responded.

4) Has the organization defined its payroll process software to meet clients requirements services?

Table No.4.4

LEVEL OPTIONS	NO.OF RESPONDENTS	% OF RESPONDENTS
<i>YES</i>	35	70
<i>NO</i>	8	16
<i>Can't say</i>	7	14

CHART NO.4.4.4



	0	YES	NO	Can't say
NO.OF RESPONDENTS		35	8	7

SOURCE:PRIMARY DATA

Interpretation: 70 % of the Employees are satisfied to meet the clients requirements and we need to more focus on 30% of employees.

FINDINGS

- ❖ 78 % of the Employees are satisfied by the software and we need to more focus on the 4 % dissatisfied and 18% not yet responded.
- ❖ Among 50 employees 90 % of the employees are satisfied with the software system helps for future growth that they had improved themselves after the program. 10 % of the employees are not satisfied with software system helps for future growth.
- ❖ 90 % of the Employees are satisfied by the software and we need to more focus on 10% not yet responded.
- ❖ 70 % of the Employees are satisfied to meet the clients requirements and we need to more focus on 30% of employee

SUGGESTIONS

- ❖ In order to improve the Software skills of employees the organization should create more awareness and to provide feedback regularly to the employees about software system.
- ❖ Proper training should be given to the employees, in order to increase their knowledge about the usefulness of the software system.
- ❖ Top management shall continually review the software according to the client requirements, which shall be seen as positive support to the system by the employees as well as clients.
- ❖ After software testing, if there is any changes, the employees should be informed by the software technology team.
- ❖ The delivery of clients output should be on time.
- ❖ Latest software should be implemented in future to fight with the competitors and retain their clients.

CONCLUSIONS

- ❖ The study had confirmed that the company is having a good Software System.
- ❖ From this study, it is found that majority of the workers were satisfied with Software used.
- ❖ To make the software system more efficient and excellent, the company should give importance to the clients and create awareness among employees and it shall consider some of the ways and means suggested by the employees like addition of parameters such

as short cut for calculation PF,ESI,TAX, Etc,. Dependability and conducting regular training program on the software usage.

- ❖ I hope that the suggestion given in the report may be implemented in future course for the benefit of the employees and the company.
- ❖ The company should conduct the similar type of research at regular interval to know the changing software and to know about the latest technology like baan software etc.

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