A COMPARATIVE STUDY ON PAYROLL MANAGEMENT WITH REFERENCE TO BRAKES INDIA PVT LTD [GCKR ENTERPRISES], MENAKURU

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ABSTRACT

Payroll is a very simple, flexible and user-friendly management software. That takes care of all your requirements relating to accounting and management of employees' Payroll. Payroll stores complete records of the employees, generates pay-slips and attendance registers, computes all allowances and deductions and generates all statutory reports. Payroll is only salary processing software with good and wide industry range of clients. It offers very high flexibility in defining various allowances, deductions, leave rules etc. for the employees and formula for P.F etc. are definable and changeable at user's end. Payroll application has been designed for the purpose of maintaining details of various allowances and deductions that needs to be to the employees of the organization.

Keywords: Employee Information, Payroll Management, Web-based Application, Salary.

INTRODUCTION

GCKR Enterprises Breaks India Pvt. Ltd. is a prominent infrastructure company specializing in water distribution and road construction projects across various Indian states, including Rajasthan, Karnataka, and Andhra Pradesh. Incorporated in 2009, the company has demonstrated significant growth, with estimated revenues reaching ₹725 crore in FY2024, up from ₹504 crore in FY2023. Its robust order book, valued at ₹3,206 crore as of May 2024, provides substantial revenue visibility over the next 24–36 months. The company's capital budgeting strategy emphasizes steady growth without relying on major debt-funded capital expenditures, thereby maintaining a healthy financial risk profile. This approach has resulted in a comfortable adjusted debt-to-net worth ratio of 0.50 times and an interest coverage ratio of 3.45 times in FY2024.

Large Workforce Handling Manages payroll for over 9,000 employees across multiple locations efficiently. Compliance with Labour Laws Ensures strict adherence to statutory requirements like PF, ESI, gratuity, and income tax deductions. Timely and Accurate Payments Promotes employee trust and satisfaction through timely salary disbursements and error-free processing. Use of Automation Likely employs automated payroll and HR systems integrated with attendance and leave management.

Brakes India Pvt Ltd, a key player in the automotive components industry, significantly contributes to the Indian economy through its manufacturing excellence and industrial footprint. As part of a sector that contributes over 2% to the nation's GDP, Brakes India supports economic growth by supplying critical braking systems and iron castings to major automobile manufacturers in India and abroad.

Employment Generation Provides stable jobs to thousands, improving livelihoods and supporting families across regions. Road Safety Contribution Manufactures reliable braking systems, directly

contributing to safer roads and fewer accidents. Skill Development & Training: Offers technical training and upskilling programs, empowering youth and workers for long-term careers. Community Development (CSR Initiatives): Invests in education, healthcare, clean water, sanitation, and rural infrastructure through CSR programs. Regional Upliftment: Operates in semi-urban and rural areas, promoting balanced regional development and reducing the rural-urban divide.

A user-friendly based software "Payroll Management System" has been developed for organization, keeping in view the requirements of employees to prepare salary. The objective of the project was to computerize the payroll system which was earlier being handle manually every precaution has been taken at each process involved in the complex of the salary preparation. By computerization it implies all the process handling in the entirely being done by computer. GustoLaunched in 2012, to simplify complex business processes such as payroll, benefits, and HR for its customers. Its software is being implemented by more than 60,000 firms nationwide. The platform automates the calculation, payment, and filing of a firm's federal, state, and local payroll taxes. ADP Workforce now, the parent company ADP provides payroll, global HCM, and outsourcing services in 113 countries. ADP Workforce Now is an online HR software designed for midsize companies. This platform collects and automates your company's HR processes in a single dashboard. Xerois based in New Zealand and was founded in 2006. This accounting software is popular in the US, UK, European, and Australian markets. From modest beginnings, the company has grown worldwide and currently has 20 offices around the globe. Wave, was founded in 2010 in Canada and it has built an impressive track record since then. The company boasts 3 million customers and has recorded more than $200 billion in income and expenses tracked, $77 million in investments, and $20 billion in invoices sent annually. Zenefits, was founded in San Francisco in 2013. Today, the company boasts over 10,000 small to midsize business clients located in all 50 states, greater than 500,000 employees onboarded, and more than 500 employees in its offices in the US, India, and Canada. Ahmad A. Palladan and Nuhu Y. Palladan (2018) In this study, the researcher who is the reference is the result ofprecious research entitled "Employees Views on Payroll Computerization and Its Impact on Their Productivity.

REVIEW OF LITERATURE

Choudhury and Banerjee (2021) examined the influence of artificial intelligence (AI) and automation on payroll systems in modern organizational settings. Their study highlighted the transition from traditional payroll practices to AI-driven systems, focusing on how automation enhances accuracy, reduces manual labor, and improves compliance with regulatory standards. The authors emphasized that AI tools can efficiently manage complex payroll calculations, tax compliance, and real-time data processing, which significantly reduces errors and administrative overhead. Additionally, they pointed out the scalability of automated payroll solutions, making them especially valuable for organizations undergoing rapid growth or managing a geographically dispersed workforce. The study concluded that while the adoption of AI in payroll systems is still evolving, it holds immense potential for improving operational efficiency and employee satisfaction.

Gupta (2023) conducted an in-depth analysis of the cybersecurity challenges associated with modern payroll systems, highlighting the growing risks faced by organizations as they increasingly rely on digital and cloud-based platforms. The study emphasized that payroll data, which includes sensitive employee information such as bank details, tax records, and personal identifiers, is a prime target for cyberattacks. Gupta identified key vulnerabilities such as weak authentication protocols, outdated encryption standards, and lack of regular security audits.

Iqbal and Thomas (2022) explored the role of cloud-based payroll systems in ensuring legal and regulatory compliance. Their study highlighted that as labor laws, tax regulations, and reporting requirements become more complex and frequently updated, traditional payroll methods often struggle to keep pace. Cloud-based solutions, according to the authors, offer dynamic adaptability by automatically integrating the latest legal updates and compliance features. The research also pointed out that these systems enhance transparency and audit readiness, as they provide centralized access to historical payroll data and documentation.

Kumar, Desai, and Pillai (2020) investigated the impact of integrating payroll systems with enterprise resource planning (ERP) software on organizational efficiency. Their research highlighted that ERP integration facilitates seamless data flow between departments such as HR, finance, and administration, minimizing redundancy and manual data entry errors. The study emphasized that automation through ERP significantly reduces payroll processing time and enhances the accuracy of salary computations, tax deductions, and benefits administration.

Patel and Sharma (2019) explored the digital transformation of payroll systems in mid-sized enterprises, focusing on the shift from manual to cloud-based payroll solutions. Their study revealed that digital payroll systems significantly improve operational efficiency by automating routine tasks such as salary calculations, leave tracking, and statutory deductions. The authors emphasized that these systems reduce human error, enhance accuracy, and provide timely salary disbursement, which in turn improves employee satisfaction and trust. Additionally, the study highlighted the benefits of cloud-based platforms in offering remote accessibility, real-time updates, and simplified compliance with legal and tax regulations.

Rao and Mehta (2023) examined the role of self-service payroll systems in enhancing employee engagement within modern HR practices. Their research highlighted how self-service portals enable employees to independently access and manage their payroll information, such as payslips, tax forms, and leave balances. The authors noted that this increased transparency not only reduces the administrative burden on HR departments but also empowers employees, fostering a sense of ownership over their compensation and benefits.

Brown and Miller (2022) examined the environmental impact of digital payroll systems, emphasizing the benefits of transitioning from traditional paper-based payroll methods to digital platforms. Their study highlighted how the digitalization of payroll processes significantly reduces paper waste, contributing to more sustainable business practices. The authors noted that digital payroll systems not only help organizations minimize their carbon footprint but also streamline operations, reducing the need for physical resources such as paper, ink, and filing cabinets.

Furthermore, they discussed how cloud-based payroll systems, by consolidating payroll data digitally, reduce the environmental costs associated with physical data storage and transport.

Zhang and Liu (2020) explored the integration of blockchain technology in payroll systems, focusing on how its features can enhance both security and transparency in payroll processing. The authors argued that blockchain's decentralized nature offers significant advantages over traditional payroll systems by ensuring data immutability and reducing the risk of fraud or manipulation. Blockchain provides a secure, transparent, and tamper-proof ledger that allows all payroll transactions to be tracked in real-time, providing both employers and employees with a clear and verified record of transactions. The study also highlighted the potential of smart contracts in automating payroll processes, such as salary payments and tax deductions, thus reducing human error and improving efficiency.

Williams and Turner (2021) investigated the impact of real-time payroll systems on employee retention, focusing on how the immediacy of payment affects employee satisfaction and loyalty. Their research emphasized that traditional payroll cycles, which typically disburse payments on a weekly or bi-weekly basis, can cause financial stress for employees, especially in cases of unexpected expenses. In contrast, real-time payroll systems, which allow employees to access their earnings as they are earned, significantly reduce this stress, offering greater financial flexibility.

Singh and Gupta (2022) examined the integration of employee benefits management with payroll systems, focusing on how this integration enhances the accuracy, efficiency, and compliance of both payroll and benefits administration. Their study emphasized that integrating benefits management into payroll systems streamlines the process of calculating and distributing benefits such as health insurance, retirement contributions, and paid time off.

The research gaps centre around areas that lack extensive study or require deeper exploration. These include the impact of automation and AI on payroll accuracy, employee satisfaction linked to payroll transparency, challenges in compliance with evolving labour laws, and the adaptation of payroll systems to remote work environments. Addressing these gaps can help improve efficiency, fairness, and security in payroll processes.

METHODOLOGY

To bring out the fact and working process of payroll To State how Every Employees gets paid (method of Payment) To analyse the increment for the new employees and the existing Employees. Payroll processing begins with gathering employee data, including attendance records, overtime hours, and deductions. The gross salary is calculated based on the employee's base pay, allowances, and bonuses. After applying statutory deductions such as income tax, provident fund contributions, and other benefits, the net salary is determined.

Payroll management is a vital function within Brakes India Pvt Ltd, ensuring that employees receive accurate and timely compensation while maintaining compliance with regulatory requirements. The payroll process follows a structured approach, starting with the classification

of employees based on their roles and experience levels. Salaries are determined by factoring in basic pay, allowances, bonuses, and deductions, ensuring fairness and alignment with industry standards.

Objectives

➢ To Study the process of payroll management in the company.

➢ To Identify the different types of earnings given to the employees and determine how they are calculated.

➢ To analyze the different deductions and justify why they are deducted and how they are calculated.

➢ To encourage the use of software for the payroll process in the organization.

Research is scientific and systematic search When we talk of research methodology, we not only talk of research method even we can take it into consideration the logic behind the methods which we use in the context of our research study and explain why we use or why we are using a particular method or technique. The information that is to be needed for fulfilling the objective of employee payroll was collected from various primary and secondary sources.

The study on financial statement analysis of A well-structured payroll system contributes significantly to employee satisfaction by streamlining salary processing and reducing errors. Various payment methods, such as bank transfers, digital payments, and direct deposits, ensure flexibility and transparency in payroll management. Additionally, increments for new and existing employees are determined based on tenure, performance reviews, and industry standards, reflecting a structured approach to compensation adjustments.

By integrating cloud-based payroll systems and AI-driven automation, organizations can enhance accuracy, security, and efficiency in payroll management. The study emphasizes the need for strategic payroll planning to ensure financial stability and workforce productivity, making payroll a key component of corporate success.

The collected financial data will be analyzed using various financial tools and techniques

➢ Research was conducted and the responses were collected. The population of the research is 500
➢ Sampling Method used here was probability sampling method.
➢ Responses were collected from Brakes India Pvt Ltd (GCKR Enterprises) employees only.
➢ The Period of the study was about 2 months.

ANALYSIS AND INTERPRETATION

Age wise Response

This group tends to be more tech-savvy and comfortable with digital payroll solutions. They favor self-service portals and real-time payment systems that allow them to access their pay information instantly. The younger workforce appreciates mobile payroll apps that enable them to check their earnings, deductions, and benefits directly from their smartphones. Additionally, real-time payroll systems are particularly appealing to this demographic, as they offer greater flexibility and immediate access to funds, which aligns with their preference for digital-first, flexible work arrangements.

Table 1 Age wise Responses

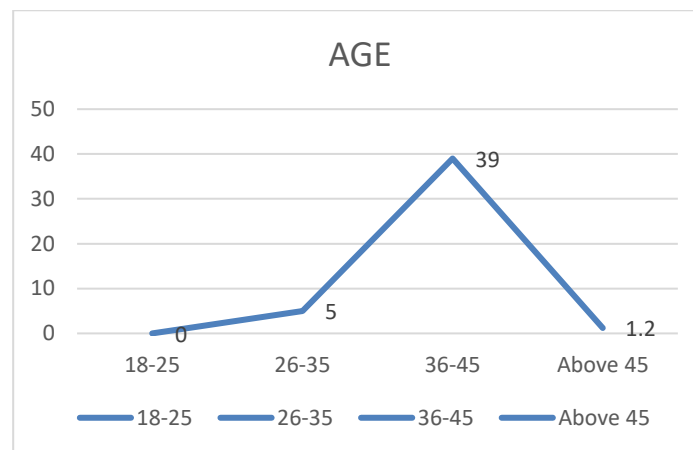| AGE	RESPONSE	PERCENTAGE
18-25	0	0
26-35	11	5
36-45	78	39
Above 45	111	56
TOTAL	200	100

Source: Primary Data

Figure 1 Age wise Responses

Table 1 and figure 1 shows that 5% are from the Category of 26-35, 39% are from Category of 36-45, and 56% are from the Category of above 45

Response according to Aware of Deduction Table

Employees in this age group tend to have a deeper understanding of payroll deductions due to their longer tenure in the workforce. They are often more familiar with standard deductions like income tax, pension contributions, and healthcare premiums. However, the complexity of their deductions may increase as they enter higher tax brackets, make adjustments to their retirement savings, or include additional benefits like life insurance.

Table 2 Response according to Aware of Deduction Table

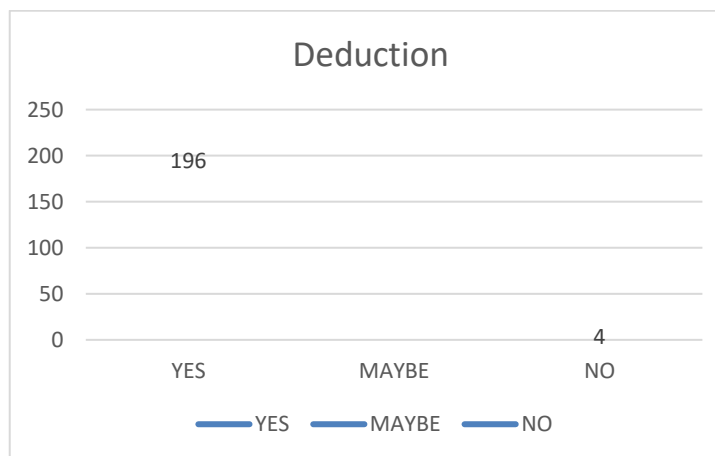| Aware of Deduction	
S.NO	Percentage (%)
YES	196
MAYBE	0
NO	4
TOTAL	200

Source: Primary Data

Figure 2 Response according to Aware of Deduction Table

Table 2 and figure 2 shows that 98% are from the Category of YES 2% are from the Category of NO

Satisfied with the Medical Expenses

The Medical Expenses Table in payroll systems typically outlines health insurance premiums, medical reimbursements, and employer-provided healthcare benefits. Employee satisfaction with this table depends on how clearly it is presented, how comprehensively it covers healthcare needs, and how it impacts their net pay and well-being.

Table 3 Satisfied with the Medical Expenses TABLE

Satisfied with Expenses the Medical	
S. No	Percentage (%)
1	0
2	8
3	31
4	41
5	120

Source: Primary Data

Figure 3 Satisfied With The Medical Expenses

➢ Table 3 and figure 3 shows that 4% are from Category of 2, 15% are from the Category of 3 ,21% are from the Category of 4, 60% are from the Category of 5

Payroll software payroll processing easier

Payroll software simplifies and speeds up the entire payroll process by automating salary calculations, tax deductions, and compliance with legal requirements. It reduces human error, saves time, and ensures accurate and timely salary payments. Features like payslip generation, bank payment integration, and employee self-service portals enhance transparency and accessibility.

Table 4 Payroll Software Payroll Processing Easier

Payroll software payroll processing easier"	
Types	Percentage (%)

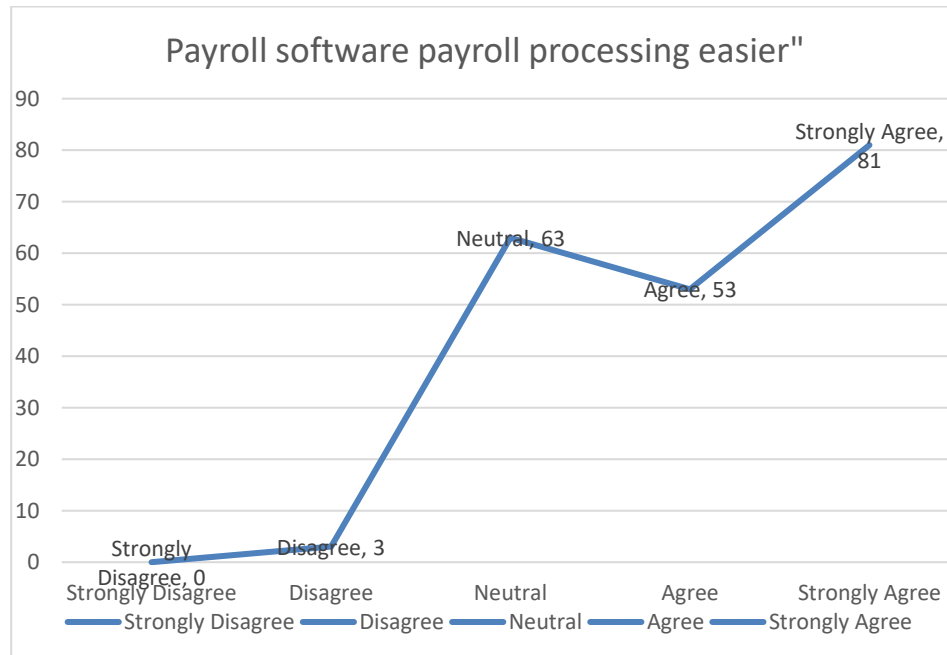| Strongly Disagree	0
Disagree	3
Neutral	63
Agree	53
Strongly Agree	81

Source: Primary Data

Figure 4 Payroll Software Payroll Processing Easier

Table 4 and figure 4 shows that 1% are from the Category of Disagree, 31% are from the Category of Neutral, 27% are from the Category of Agree, 41% are from the Category of Strongly Agree

Response According to Satisfaction Towards Deduction

Employee satisfaction regarding payroll deductions is influenced by the clarity, accuracy, and transparency of the deductions reflected in their salary slips. The level of understanding and satisfaction varies based on employees' awareness and the way deductions are communicated through the payroll system.

Table 5 Response According to Satisfaction Towards Deduction

Deduction

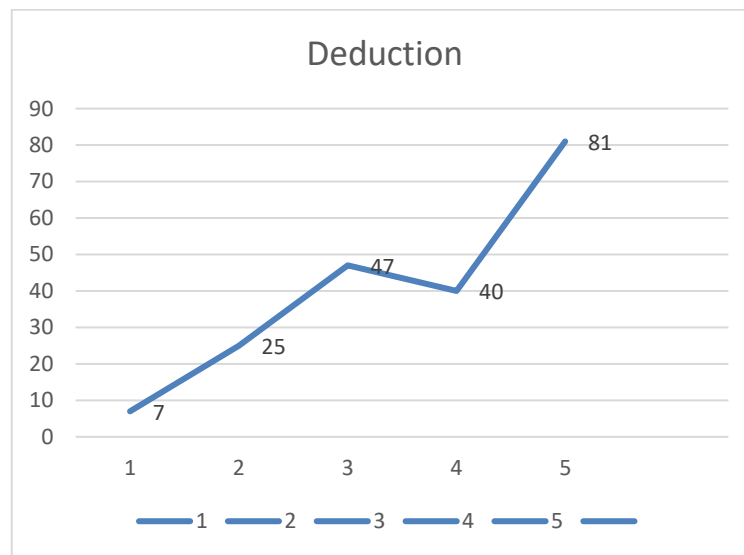| S. No	Percentage(%)
1	7
2	25
3	47
4	40
5	81
Total	200

Source: Primary Data

Figure 5 Response According to Satisfaction Towards Deduction

Table 5 and figure 5 shows that, 3% are from the Category of 1, 12% are from Category of 2, 24% are from the Category of 3, 20% are from the Category of 4, 41% are from the Category of 5

RECOMMENDATIONS

Managers

Based on the data collected, the majority of respondents (56%) fall into the age group of above 45 years, indicating a mature and experienced workforce. Most participants (38%) are from the MINE – I and T.P.S – II departments, reflecting a concentration of employees in core operational areas. The sample is predominantly male, with 97% of respondents identifying as male, and a significant portion (52%) having completed Higher Secondary Certificate (HSC) level education. Notably, all respondents (100%) are aware of payroll deductions, suggesting strong awareness and communication regarding salary components. Additionally, 55% of respondents fall within the 20 to 30 category, possibly indicating a younger subset of employees or those with 20–30 years of service.

Payroll management is a critical function for both Brakes India Pvt Ltd and GCKR Enterprises, ensuring accuracy in salary disbursement while supporting organizational efficiency and compliance. To enhance their systems, recommendations for Brakes India Pvt Ltd include adopting advanced payroll management tools like AI-driven systems to reduce errors, integrating cloud-based platforms to streamline operations, and introducing employee development programs to boost engagement and productivity. Sustainability can also be emphasized by expanding eco-friendly practices, while community engagement through CSR activities can strengthen goodwill.

Policymakers

Policy makers play a crucial role in shaping the operational and strategic directions of organizations such as Brakes India Pvt Ltd and GCKR Enterprises. For Brakes India Pvt Ltd, policies promoting sustainable practices like energy efficiency and waste management are essential to align with global environmental standards. Investments in advanced payroll systems, including AI-driven automation, can enhance accuracy and compliance. Employee welfare policies, including skill development programs and flexible work arrangements, contribute to workforce satisfaction and productivity. Additionally, community-focused CSR initiatives, such as vocational training and healthcare support, can strengthen the company's engagement with society. Policies supporting R&D can foster innovation and drive growth.

Industry Development

Industry development is a crucial focus for organizations such as Brakes India Pvt Ltd and GCKR Enterprises, with an emphasis on fostering innovation, sustainability, and market competitiveness. For Brakes India Pvt Ltd, investing in research and development (R&D) for advanced braking technologies can improve efficiency and safety. Global expansion strategies, including partnerships with OEMs and penetration into new markets like North America and Europe, will strengthen its international presence. Sustainable manufacturing practices, such as renewable energy adoption and water recycling, reduce environmental impact while boosting eco-friendly initiatives. Additionally, skill development programs for employees ensure technical expertise to meet industry demands, and embracing digital transformation through AI-driven tools enhances operational efficiency.

Scholarly Contribution

Scholarly contributions play a vital role in advancing knowledge and innovation for organizations like Brakes India Pvt Ltd and GCKR Enterprises. For Brakes India Pvt Ltd, research on sustainable manufacturing practices, such as green castings and water recycling, can contribute significantly to environmental sustainability literature. Studies on advanced braking technologies, like motor-on-drum brakes and opposed-piston calipers, can enhance the understanding of efficiency and safety in automotive systems. Insights into vocational training programs and their impact on workforce productivity can provide valuable academic contributions to human resource development. Additionally, documenting international expansion strategies and the integration of

AI-driven tools in payroll and production processes would offer valuable perspectives on global business operations and technological advancements.

Scope for further study

While this study focused on Further research in Brakes India Pvt Ltd can focus on sustainable manufacturing practices, such as the adoption of renewable energy sources and eco-friendly production methods. Studies on advanced braking technologies, including motor-on-drum brakes and opposed-piston calipers, can contribute to the automotive industry's innovation. Additionally, exploring the impact of employee skill development programs on productivity and organizational growth provides valuable insights. Research on global expansion strategies, including partnerships with OEMs and market penetration techniques, can enhance the company's international presence. The integration of AI-driven tools in payroll and production systems also presents a promising area for academic exploration.

Limitations

The study on employee satisfaction, experience, and perception towards the payroll process in their company, while insightful, has its limitations. Since the data is primarily collected through a Google Form, there is a level of subjectivity inherent in the responses, as they are influenced by individual perspectives and recent experiences. The exclusive reliance on primary data limits the scope of validation against secondary sources, which could provide a more comprehensive understanding.

CONCLUSION

This research paper focuses on the development and implementation of a user-friendly payroll management system designed to cater to the needs of businesses across different sectors. The system is built to streamline and automate the handling of comprehensive employee data, including login credentials, registration details, salary structure, leave records, tasks assigned, and other key HR functions. By storing all information in a secure and centralized database, the system ensures quick retrieval of employee data while maintaining privacy and data integrity.

One of the major advantages highlighted in the paper is the elimination of manual errors often encountered in traditional payroll processing. Through automation, the system significantly reduces administrative workload and enhances accuracy in salary calculations, leave deductions, and attendance tracking. It provides real-time updates on employee records and resolves issues related to payment discrepancies, overtime calculations, and leave balances efficiently.

Moreover, the software allows HR personnel and administrators to make modifications easily and track performance or operational metrics through the platform. It supports scalability, making it suitable for both small-scale businesses and large enterprises. The paper emphasizes that the implementation of this system not only improves payroll efficiency but also contributes to better decision-making through reliable data analytics and reporting features.

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