



A critical study on policies for employee and their remuneration & its impact on mentality and quality of work life

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Abstract

Remuneration is very important aspect which is affecting the work life and mentality of an employee which ultimately affects the productivity or overall result of any organization in India. Due to regular and continuous inflation in our country employees are helpless and unsatisfied with the remuneration given to them and look to work in more than one organization to fulfil their daily needs.

The main aim of this research is to find out the mentality of employees working in Medical Institutions and Schools for the remuneration they are paid and its impact on work life. The research is survey based and result is analysed accordingly. Remedies were also researched and framed to overcome such major problem which India is facing today. The study explore the impact of remuneration on employees' performance.

Keywords: remuneration, employee, mentality, employer, work life, policies

1. Introduction

In any organization tasks are performed with the help of resources; material, machine, money and most importantly men. All other resources except for human beings as employees are non-living. Employees make use of these resources to generate output without them other resources will be useless, dormant and will not produce anything. Therefore, human resource is the greatest asset of any organization and should be given the highest priority. (Ojeleye & Okoro, 2016) ^[1]. Similar view is supported by Zaman (2011), he argued that human resource provides basis for an organization to achieve sustainable competitive advantage.

Employment is a relationship between two parties, usually based on a contract where work is paid for, where one party, which may be a corporation, for profit, not-for-profit organization, co-operative or other entity is the employer and the other is the employee. Employees work in return for payment, which may be in the form of an hourly wage, by piecework or an annual salary, depending on the type of work an employee does or which sector she or he is working in. Employees in some fields or sectors may receive gratuities, bonus payment or stock options. In some types of employment, employees may receive benefits in addition to payment. Benefits can include health insurance, housing, disability insurance or use of a gym. Employment is typically governed by employment laws, regulations or legal contracts.

Employee

An Employee contributes labour and expertise to an endeavour of an employer or of a person conducting a business and is usually hired to perform specific duties which are packaged into a job.

Employer

A person or organisation that employs people contributes to Employer.

Remuneration

There are many ways that employees are paid, including by hourly wages, by piecework, by yearly salary, or by gratuities (with the latter often being combined with another form of payment). In sales jobs and real estate positions, the employee may be paid a commission, a percentage of the value of the goods or services that they have sold. In some fields and professions (e.g., executive jobs), employees may be eligible for a bonus if they meet certain targets. Some executives and employees may be paid in stocks or stock options, a compensation approach that has the added benefit, from the company's point of view, of helping to align the interests of the compensated individual with the performance of the company.

According to the UGC 7th Pay commission, the Board aims to increase the UGC Pay Scale for NET Lecturers/Assistant Professor Jobs & Teaching Jobs up to 24%, 16% and 8% as per the Dearness Allowance of the Employer.

The government had decided to make the Revised Pay and Revised Rates for the Dearness Allowance effective from 1 Jan 2016, but due to some reasons, it was not implemented. Finally, in Feb 2018, the committee has made the UGC 7th Pay Commission for University Teachers effective by the time.

2. Remuneration and its impact on medical professionals

2.1 History of doctors/physicians in India

The history of medicine shows how societies have changed in their approach to illness and disease from ancient times to the present. Early medical traditions include those of Babylon, China, Egypt and India. The Indians introduced the concepts of medical diagnosis, prognosis, and advanced medical ethics.

The Atharvaveda, a sacred text of Hinduism dating from the Early Iron Age, is one of the first Indian texts dealing with medicine. The Atharvaveda also contains prescriptions of herbs for various ailments. The use of herbs to treat ailments

would later form a large part of Ayurveda. Ayurveda, meaning the "complete knowledge for long life" is another medical system of India. Its two most famous texts belong to the schools of Charaka and Sushruta.

Between 1100 and 1300, early modern medical schools were founded in Paris, Bologna, Oxford, Salerno, and Montpellier. These early institutions' teachings combined the various schools of medical thought that were dominant at the time, such as anatomy, medical astrology, rudimentary surgery, and the use of medicinal herbs.

The Hippocratic Oath was written in ancient Greece in the 5th century BC (500 B.C. and 300 B.C.), and is a direct inspiration for oaths of office that physicians swear upon entry into the profession today. In the middle ages, surgical practices inherited from the ancient masters were improved. While the oath has since been modernized, it still carries the same message: *do no harm*.

2.2 Survey of government/private medical college

The major problem which government of India is facing today is shortage of doctors in government hospitals and medical colleges. The main reason found behind this is doctors working in government hospitals expect more remuneration for the service they provide in the government premise as private hospitals are offering more remuneration for the same service which day give in government institutions or organisation.

In a survey of 20 medical colleges (10 Government & 10 Private Colleges) of India, it was found that doctors/employee working there are on fixed pay per month. No matters they are appointed on very high remuneration but they expect more than they are paid by government. If any surgeon who is appointed as professor in department of surgery with salary ₹150000/- per month are offered more but negotiated salaries in private medical college up to ₹250000/- or even more per month along with extra remuneration per surgery case which is not given to them in government medical colleges.

2.3 Impact of remuneration on mentality of doctor

It was found that most of the doctors of government medical colleges are present on paper but not physically. The time what they have to spend in government hospitals are spent in private medical colleges. They are forced to develop such mentality by private hospitals/colleges.

2.4 Impact of remuneration on work life of doctor

The normal working hours as decided by government of India ranges between 8 to 10 hours per day. It was found that the doctors are more workaholic towards private Institutions as compared government institutions due to higher salaries. If we divide this eight hours in to three works say one lecture, one practical and one case per day then a government doctor will just get ₹150000/- per month but private doctor will generate ₹250000/- salary along with ₹25000/- (minimum) per case for 24 working day i. e. ₹650000/- extra per month with total remuneration per month of ₹900000/-

Few workaholic doctors who are devoted towards their government jobs are restricted with their remuneration but are found to be satisfied for what they are paid. The mentality of such doctors are found to be legal and non-corrupt in comparison to private doctors. It was observed that there is a cold war between private and government

doctors with the statement of private doctors that government doctors are lazy and they don't dream high.

2.5 Remedies to control such problem

- On survey of 100 well sound devoted workaholic doctors of India 80% stated that government must fix the rates of every types of treatment from minor to major diseases including surgery, 15% were satisfied with the current situation and rest 5% has not commented anything.
- Consolidated salary/remuneration must be given to doctors in both private and government institutions of whole country. Strict action like de-recognition must be taken against such institutions who offer higher salaries as decided by the government. There should not be any bargaining for remuneration of doctors in private organizations.
- Per case fixed remuneration must be given to the doctors in both type of institutions/hospitals. If in any case doctor is visiting any other hospital on call basis and performing surgery then the same remuneration as decided by government shall be given to him by respective hospital.
- Private practice should be banned for government doctors. Strict action against the degree of doctors must be taken if found working in private as well as in government institutions. It was found in a survey that nearly 65% of doctors were providing there service in two or more hospitals along with government hospitals at the same time.
- One doctor/physician/name in one hospital rule must be there to avoid corruption in medical profession.

3. Remuneration and its impact on schools

3.1 History of schools in India

The systematic provision of learning techniques to most children, such as literacy, has been a development of the last 150,000 to 200,000 years, or even last 5 years in some countries. Schools for the young have historically been supplemented with advanced training for priests, bureaucrats and specialists.

The first millennium and the few centuries preceding it saw the flourishing of higher education at Nalanda, Takshashila University, Ujjain, & Vikramshila Universities. Amongst the subjects taught were Art, Architecture, Painting, Logic, mathematics, Grammar, Philosophy, Astronomy, Literature, Buddhism, Hinduism, Arthashastra (Economics & Politics), Law, and Medicine. Each university specialized in a particular field of study. Takshila specialized in the study of medicine, while Ujjain laid emphasis on astronomy. Nalanda, being the biggest centre, handled all branches of knowledge, and housed up to 10,000 students at its peak. Vikramashila Mahavihara, another important center of Buddhist learning in India, was established by King Dharmapala (783 to 820) in response to a supposed decline in the quality of scholarship at Nālandā.

Indigenous education was widespread in India in the 18th century, with a school for every temple, mosque or village in most regions of the country. The subjects taught included Reading, Writing, Arithmetic, Theology, Law, Astronomy, Metaphysics, Ethics, Medical Science and Religion. The schools were attended by student's representative of all classes of society.

Education was widespread for elite young men in the 18th

century, with schools in most regions of the country. The subjects taught included Reading, Writing, Arithmetic, Theology, Law, Astronomy, Metaphysics, Ethics, Medical Science and Religion. The current system of education, with its western style and content, was introduced and founded by the British during the British Raj, following recommendations by Lord Macaulay, who advocated for the teaching of English in schools and the formation of a class of Anglicized Indian interpreters. Traditional structures were not recognized by the British government and have been on the decline since.

Public education expenditures in the late 19th and early 20th centuries varied dramatically across regions with the western and southern provinces spending three to four times as much as the eastern provinces. Much of the inter-regional differential was due to historical differences in land taxes, the major source of revenue.

Lord Curzon, the Viceroy 1899–1905, made mass education a high priority after finding that no more than 20% of India's children attended school. His reforms centered on literacy training and on restructuring of the university systems. They stressed ungraded curricula, modern textbooks, and new examination systems. Curzon's plans for technical education laid the foundations which were acted upon by later governments.

3.2 Survey of government/private schools

On a survey of various government and private schools of Madhya Pradesh it was found that government is paying a handsome remuneration to the teachers in government schools as compared to private schools but the quality of students are better in private school as compared to government school.

The major problem which government of India is facing these days is the failure of providing quality of education to the children's of India. The main reason found behind this problem is that either government is unable to release fund for the development of school and its facilities or fund released is not properly utilized by the appointed staff for the proper development of premises and facilities.

Another important reason for poor quality of education was found to be the ignorance of teachers towards lectures as they are getting good remuneration only for their physical presence.

In a survey of 20 schools of India (10 Government and 10 Private schools), it was found that private teachers are being exploited regularly by private schools nearly in all the surveyed schools. They are appointed at very less salary as compared to government teacher.

On comparing the remuneration of private and government school teachers it was found that the salary of one newly appointed government teacher was nearly 35-45 thousand per month while private teachers are doing the same job at 8-16 thousand per month. Working hours in both type of schools are found to be same but in case of private schools per day salary is deducted if found absent.

In a survey of 100 government school students nearly 90% students stated that teachers are mostly present in school but won't take lectures. Most of the government school teachers are found to spend their working hours in staff rooms. Similar survey was done with 100 private school students, they stated that they won't get time to relax even for 5 minutes except lunch time.

3.3 Impact of remuneration on mentality of teachers

It was found that most of the teachers working in government schools have developed the mentality to complete their tenure blaming that there is no proper facilities available to them by the government. The teachers don't want to improve the class of their students as they get a handsome remuneration just for sitting vacant in staff room. Many teachers has a thinking that the student who is laborious and intelligent will make his future on its own. This is the very big reason now a days that government school students scores less marks/percentage in competitive exams.

On the other hand private school teachers are forced by their employer to improve the result of the students. They are pressurized to work hard to give the best result. The only disadvantage is that most of the teachers are found to be frustrated by their jobs because of too much strenuous work in such a low remuneration.

3.4 Impact of remuneration on work life of teacher

The working hours of both private as well as government school was found to be nearly same. The private school teachers are found to be more laborious, punctual, regular, strict, and sincere towards their job because of the fear of deduction of their salary if found disruptive. Such work life of a teacher seems to be healthy and excellent but it's very hectic for them. On a survey 80% private school teachers has a dream to join government school while 20% senior teachers are satisfied with their private jobs. The main reason for the private teachers who wants to join government school is only the remuneration given to them by the government.

On the other hand, in a survey of government school, it was found that only 33% of teachers are laborious, punctual, regular, strict, and sincere towards their job rest 67% are found lethargic, slow, unpunctual and unctuous as they don't have a fear of deduction of their salary. So the work life of government school teacher was found to be actually healthy, excellent and calm.

3.5 Remedies to control such problems

- Fear of losing job must be there in all the teachers both in private as well as government school.
- Salary of school teachers must be decided by the government for both type of schools and it should be same for both types.
- Appointment and remuneration to the teachers should be according to the government and qualification of the teachers. Criteria of salary given to the teachers should not be ignored. It should be re-designed.
- Salary must be given as per post and qualification. Principal in each school must possess PhD degree, rest all teachers must be at least B.Ed. or D.Ed. Salary for B.Ed. should be more than D.Ed.
- A body named *Treasury For School* must be created by the government in every state, where all private school must submit the teachers data along with their remuneration as per government policy and school must be strictly instructed to deposit the amount distributed to the teachers every month before due date.
- Salary to both type of teachers must be released to them by the body.

- Teachers must be instructed to maintain the decorum of the institution.
- If any private school found breaking the policy, school must be de-recognized immediately by the government.

4. Summary & conclusion

On a survey of both Medical Institutions and Schools either private or government employees, it was found that government employees are satisfied with their salaries as they are getting more than enough to face the current inflation of our country. So they developed the mentality of indolence.

Some of the government employees working in medical institutions are having or showing an intense and selfish desire for wealth so they are found to be working at various private hospitals along with their government job. Thus it was found to affect the quality and result of work done by such employees in government institutions.

Employees of private hospitals are more satisfied with their remuneration than government hospitals but on the other hand in case of schools, private institutions are found to exploit employees a lot as compared to government.

Thus it was concluded that the fear of losing job must be there in government as well as private employees and salary must be decided by the government as per qualification and experience and should be given to the employees in a consolidated form. Strict action must be taken against rule breaker institutions, employees & employer.

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