

COMPARATIVE STUDY OF SALARY STRUCTURE WITHIN TECHNICAL AND NON-TECHNICAL AREA EMPLOYEES OF PRIVATE SECTOR IN KARGIL DISTRICT

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Abstract

The aim of this study was to find out the difference in salary between male and female employees of technical and non-technical area of private sector in Kargil District, Ladakh (India). For the purpose of this study, 40 samples were selected from Kargil. Data was collected by questionnaire prepared by researchers with a help of experts. Descriptive statistics and independent t-test was employed with the help of 'SPSS Software version-23'. Results of the study showed that there was not significant in salary difference between male and female employees of technical area and male and female employees of non-technical area. The study concluded that gender does not affect with salary aspect in private sector employees of technical and non-technical area.

Introduction

Technical education are the knowledge, education or technical skills that are related to computer codes, software applications, network systems and algorithms etc. which later the students will use to perform a technical jobs like computer languages, paramedical, engineering, banking etc. (Bangotra, 2015).

Non-technical education is not concerned with technical skills or technics instead it is something related to Teaching, House Keeping, Acting, Photographing, administration or marketing and sales or simple office functions (Kashmir, 2017).

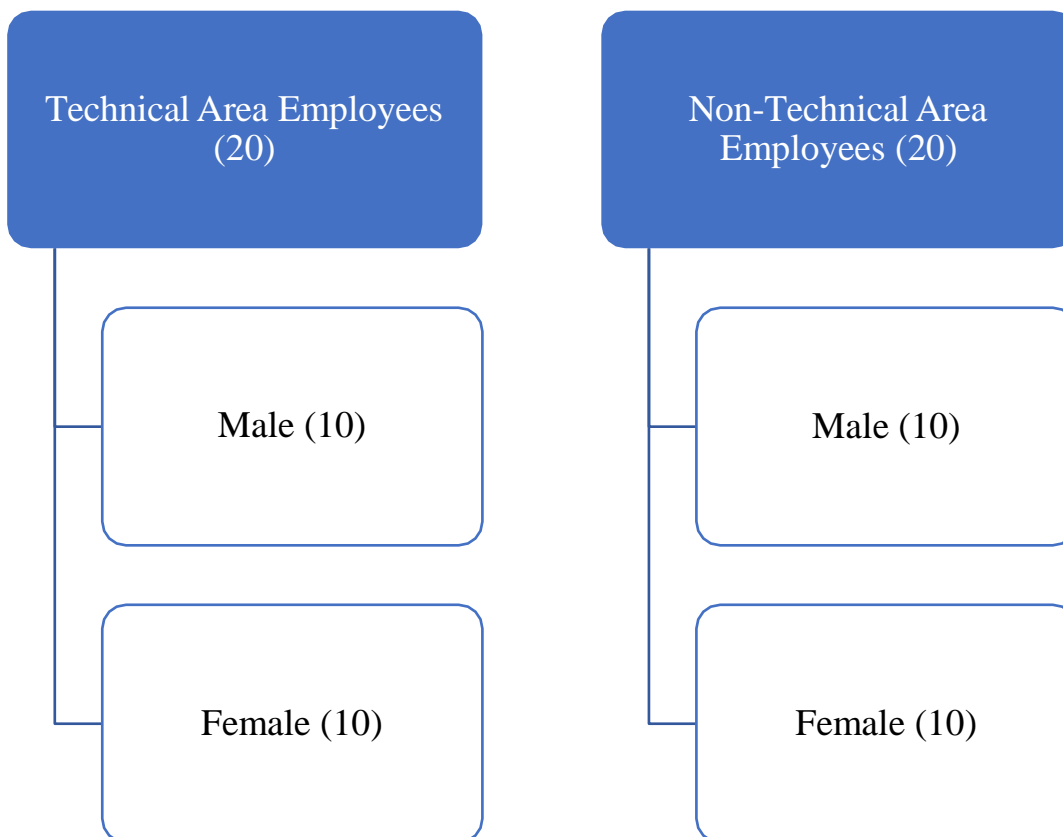
Kargil, a District in the state of Jammu and Kashmir, was carved out from Ladakh District in 1979. This was a forgotten land in the Himalayan plateau. It was only during the Kargil war that the region shot into prominence. Prior to the war, the district was not even known to the rest of the country and the world at large. Although Kargil received much attention as a battle field, the problems and issues of the local population remained unnoticed under the daze of Kargil Victory (Magazine, 2015).

Aim of Study

The aim of the present study was to find out the difference in salary between male and female of technical area and non-technical area in Kargil District. it was hypothesized that there will be no significant difference in salary of male and female employees of technical area and non-technical area.

Material and Methods

For the purpose of this study, 20 employees of technical area (10 male + 10 female) and 20 employees of non-technical area (10 male + 10 female) were selected through purposive sampling technique from Kargil district, Ladakh (Union Territory). The age of the subjects was ranged between 25-35 years.



The performance of the subjects for selected variables were measured by well-structured questionnaire, prepared with the help of experts.

Procedure

The purpose of the study was described to the subjects and instructions were given to the subjects regarding the questionnaire. Later, questionnaire was given to the subjects and their sincere response was taken.

Statistical Technique

According to the purpose of study, descriptive statistics i.e., mean, standard deviation were calculated. To find out the difference in salary between selected employees' groups, independent t-test was employed with the help of 'Statistical Package for Social Sciences (SPSS) version-23'.

Results

Table-1

Comparison of Salary between Male and Female Employees of Kargil in Technical Area

Group	Mean	SD	t-value	Sig.
Male	13100	3634.70	.550	.589
Female	12170	3917.21		

Df= 18

***significant at 0.05 level**

Table-1 showed that mean and standard deviation of the salary of male and employees of Kargil in technical area were 13100 ± 3634.70 and 12170 ± 3917.21 respectively. Table also

showed that t-value was not significant at .05 level which meant that there was not statistical difference between male and employees of Kargil in technical area.

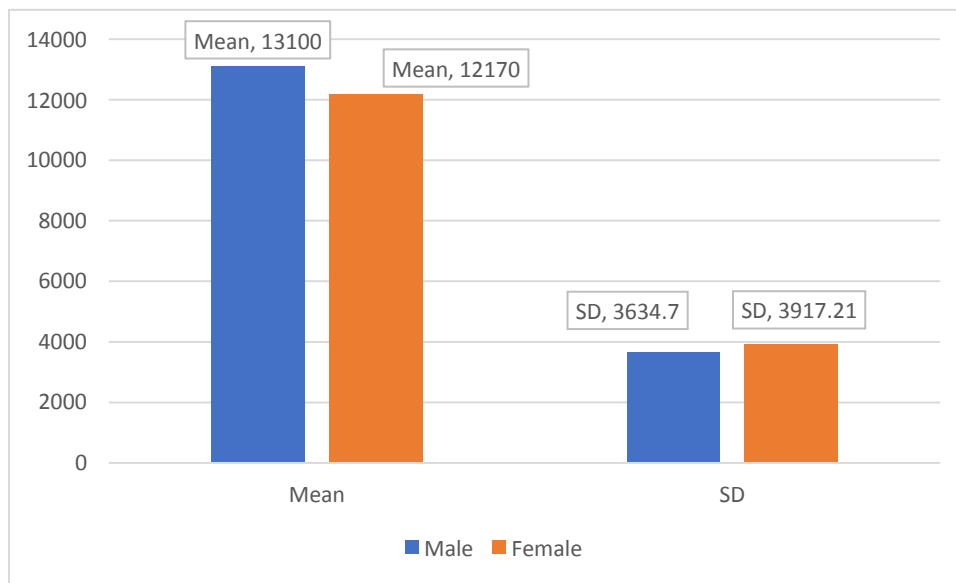


Figure-1

**Comparison of Salary between Male and Female Employees of Kargil in Technical Area
Table-2**

Comparison of Salary between Male and Female Employees of Kargil in Non-Technical Area

Group	Mean	SD	t-value	Sig.
Male	14460	3809.48	.220	.829
Female	14080	3927.62		

Df= 18

***significant at 0.05 level**

Table-1 showed that mean and standard deviation of the salary of male and employees of Kargil in non-technical area were 14460 ± 3809.48 and 14080 ± 3927.62 respectively. Table also showed that t-value was not significant at .05 level which meant that there was not statistical difference between male and employees of Kargil in non-technical area.

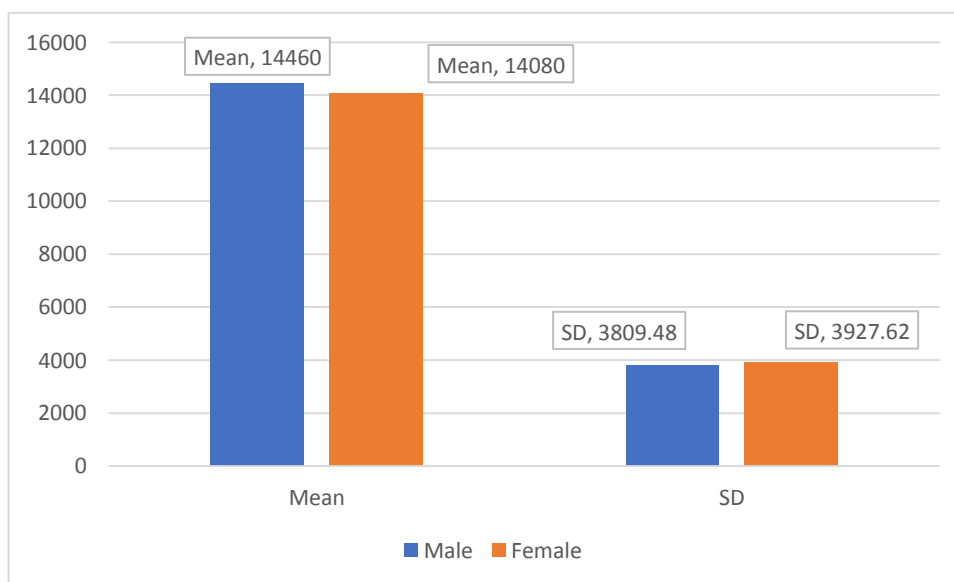


Figure-2

Comparison of Salary between Male and Female Employees of Kargil in Non-Technical Area

DISCUSSION

In the present study, it was hypothesized that there will be no significant difference in salary of male and female employees of technical area and non-technical area.

The result showed that there was insignificant difference in salary of male and female employees of technical area.

The result also showed that there was insignificant difference in salary of male and female employees of non-technical area.

CONCLUSION

The study concluded that male and female employees of technical and non-technical are do not vary in salary aspects.

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