

ABSTRACT

This study examines financial planning for salaried employees and explores effective strategies for tax savings at SSM Mills (P) Ltd., a prominent organization in the manufacturing sector. The research aims to provide insights into how salaried individuals can optimize their finances, manage expenses, and maximize savings through prudent financial planning and tax-saving mechanisms. A comprehensive review of various financial products, investment options, and tax-saving instruments available under the Income Tax Act is conducted. Data for the study is collected through surveys and interviews with employees of SSM Mills (P) Ltd., as well as consultations with financial experts.

The study highlights common challenges faced by salaried employees in managing their finances, including lack of financial literacy, high living expenses, and limited investment awareness. It also emphasizes the importance of setting clear financial goals, budgeting, and investing in tax-saving schemes such as Provident Fund (PF), National Pension Scheme (NPS), and Public Provident Fund (PPF), among others. Additionally, the research outlines the potential benefits of salary structuring for tax optimization, with recommendations for personalized tax-saving strategies based on individual financial profiles.

This study contributes to the growing body of knowledge on financial planning and tax management for salaried employees, providing practical strategies that can be implemented by both employees and employers to improve financial well-being and compliance with tax regulations.