

A STUDY ON EFFECTIVENESS OF REWARD SYSTEM ON MOTIVATION LEVEL OF EMPLOYEES

C. Gowthami Student, JNTUA school of management studies, Anantapur, Andhra Pradesh
Dr. P. BASAIAH Assistant Professor, JNTUA school of management studies, Anantapur, Andhra Pradesh

Abstract

The aim of this study was to look at the importance of organization rewards system as a motivation tool for employee's performance. More and more organizations are realizing that they have to find a good balance between workers contribution to the organization and the organizations contribution to workers.

Therefore, the objective of this study was to investigate what types of rewards motives employees. Likewise, identifying whether there is a comprehensive total rewards system, and if there is much awareness of total rewards amongst employees. In order to investigate this research firstly looked at the literature around total rewards system and how it can relate to employee motivation and performance. After conducting various perspectives and studies carried out on rewards systems and employee motivation, these were then outlined for a practical perspective as well as theoretical perspective.

It is concluded that totally rewards system is vital in every industry and since employer's are looking for talented people, they must produce the types of rewards that will meet employees needs in order to retain them for long term.

I. Introduction

The term "rewards" ordinarily alludes to positive results or benefits that are gotten or earned as a result of certain activities, accomplishments, or endeavors. Rewards can take different shapes, depending on the setting. Here are some common implications of rewards in numerous contexts.

In common, rewards allude to something given or gotten in acknowledgment of an activity, behavior, or achievement. For illustration, in a working environment setting, rewards can incorporate rewards, advancements, or other motivating forces given to representatives for their uncommon execution or contributions. In the setting of a compensate framework, rewards are utilized to spur people or empower particular behaviors. This may be seen in instructive settings, where understudies may get rewards such as stickers, certificates.

II RESEARCH METHODOLOGY

Need of the study:

This study will help to know the Effectiveness of reward system on motivation level of employees.

Objectives of the study

- 1) To identify the existing reward system
- 2) To Know the motivational factors
- 3) To analyze the relationship between rewards and employee motivation levels

Tools and Techniques:

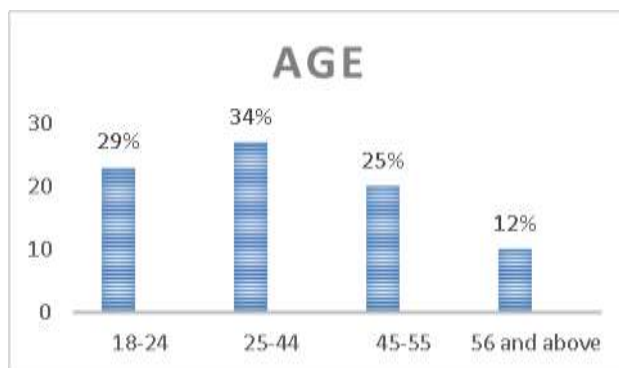
- Bar graphs
- Tables

III Data analysis and interpretation

1. Age of the respondent

AGE	NO. OF RESPONDENT	PERCENTAGE
18-24	23	29%
25-44	27	34%

45-55	20	25%
56 and above	10	12%
Total	80	100%

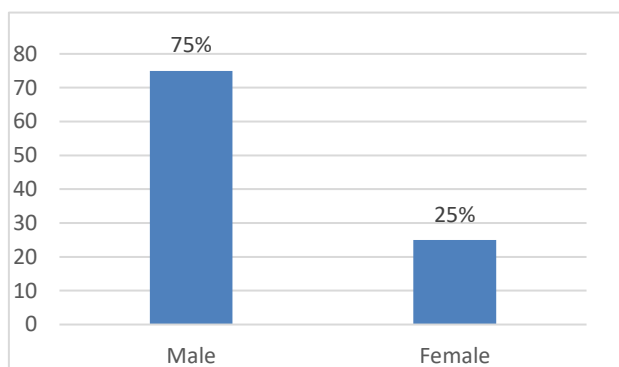


INTERPRETATION

From the above bar graph, it is clear that the number of respondents in the age group 18-24 are 29%, 25-44 are 34%, 45-55% are 25%, 56 and above are 12%.

2. Gender of the respondents.

GENDER	NO. OF RESPONDENTS	PERCENTAGE
MALE	60	75%
FEMALE	20	25%
Total	80	100%

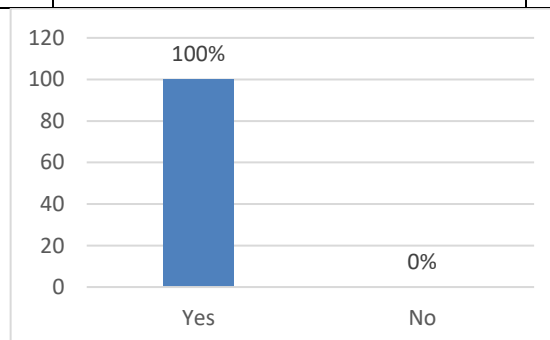


INTERPRETATION

From the above graph, it is clear that the number of Female respondents is 25% and Male respondents are 75%. The male respondents are more when comparison to female respondents.

3. Have you received any type of reward or recognition from the company?

REWARD SYSTEM	NO. OF RESPONDENTS	PERCENTAGE
Yes	80	100%
No	0	0%
Total	80	100%

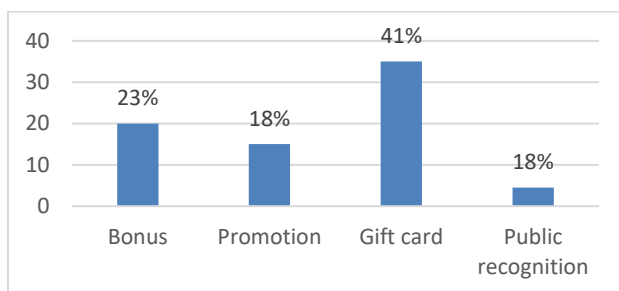


INTERPRETATION

From the above table, it is clear that the 100% of the respondents said that rewards are received by the employees.

4. What type of reward or recognition did you receive?

TYPES OF REWARDS	NO. OF RESPONDENTS	PERCENTAGE
BONUS	20	23%
PROMOTION	15	18%
GIFT CARD	35	41%
PUBLIC RECOGNITION	15	18%
Total	80	100%

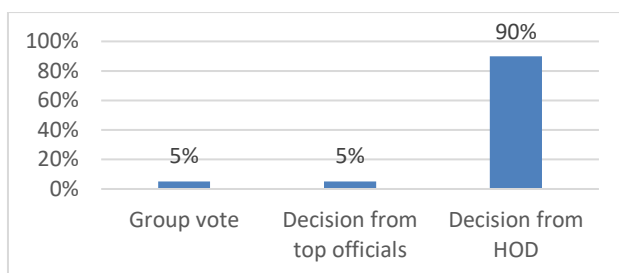


INTERPRETATION

From the above table, it is clear that the respondents have received by gift card are 41%, and 23% respondents are said bonus, and 15% of respondents are said promotion, and 18% of respondents are said public recognition. The majority of the respondents are getting the Gift cards.

5. How employee selected for a reward

EMPLOYEE SELECTED FOR A REWARD	NO. OF RESPONDENTS	PERCENTAGE
GROUP VOTE	4	5%
DECISION FROM TOP OFFICIALS	4	5%
DECISION FROM HOD	72	90%
Total	80	100%



Interpretation:

From the above table, it is clear that the respondents are selected for a reward by decision from HOD are 90%, and 5% of respondents are said decision from Top officials, 5% of respondents are said group vote. The majority of respondents are rewarded by the HOD.

6. Employees are considered for reward mostly for

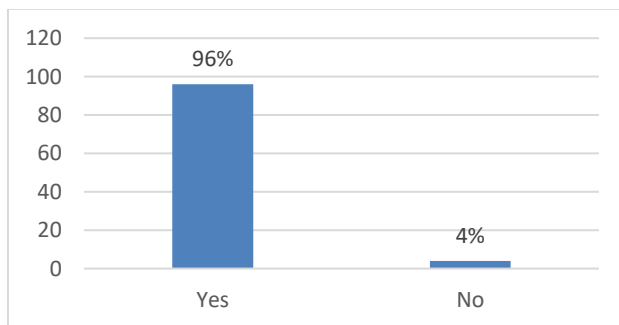
Employees rewarded mostly considered	NO. OF RESPONDENTS	PERCENTAGE
Innovative and creative ideas	22	28%
Increased product/result	12	15%
By maintaining high attendance	43	55%
All of the above	3	2%

INTERPRETATION

From the above table, it is clear that employees are considered for reward mostly for by maintain high attendance are 55%, and 28% of respondents are said innovative and creative ideas, 15% of respondents are said increased product/result, and 2% of respondents are said all of the above.

7. Do you agree that reward system should be fair and equitable

PARTICULARS	NO. OF RESPONDENTS	PERCENTAGE
YES	76	96%
NO	4	4%
Total	80	100%

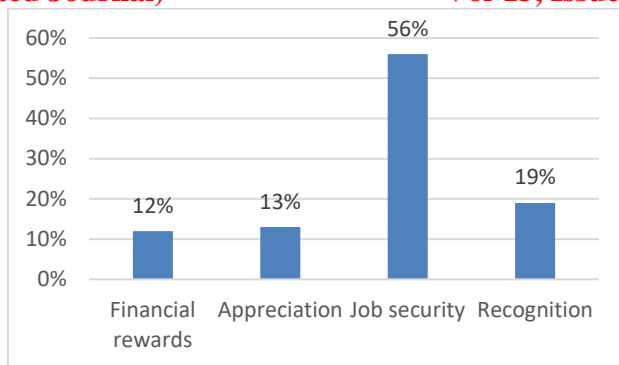


INTERPRETATION

From the above table, it is clear that respondents who have said yes are 96% and the respondents who have said no are 4%. The majority of respondents are said reward system should be fair.

8. What are the motivational factors used by the company?

MOTIVATIONAL FACTORS	NO. OF RESPONDENTS	PERCENTAGE
FINANCIAL REWARDS	10	12%
APPRECIATION	15	13%
JOB SECURITY	45	56%
RECOGNITION	10	19%
Total	80	100%



INTERPRETATION

From the above table, it is clear that respondents are selected that motivational factors are used by the company is job security is 56%, and 19% of respondents are said recognition, 13% of respondents are said appreciation, and 12% of respondents are said financial rewards.

9. What are the motivational factors used by the company?

FACTORS THAT INFLUENCE MOTIVATION	N0.OF RESPONDENTS	PERCENTAGE
Financial rewards	21	26%
Appreciation	16	20%
Job security	27	34%
recognition	16	20%
Total	80	100%



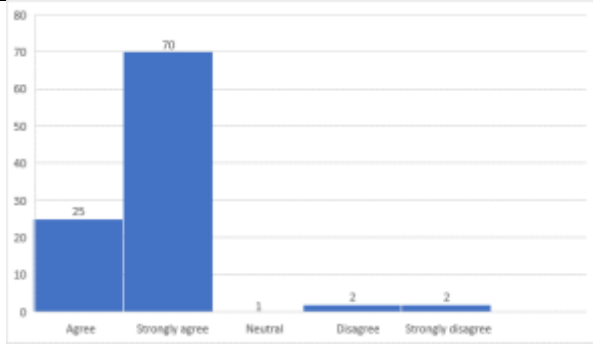
INTERPRETATION

From the above table, it is clear that respondents are selected that the factors that influence motivation most from job security are 34%,and 26% of respondents are said financial rewards,20% of respondents are said appreciation are 20%,and 20% of respondents are said recognition.

10. Does the reward system motivate you to perform best.

Reward system motivate you to preform best	No. of respondents	percentage
Agree	20	25%
Strongly agree	55	70%
Neutral	2	2%

Disagree	2	2%
Strongly disagree	1	1%
Total	80	100%

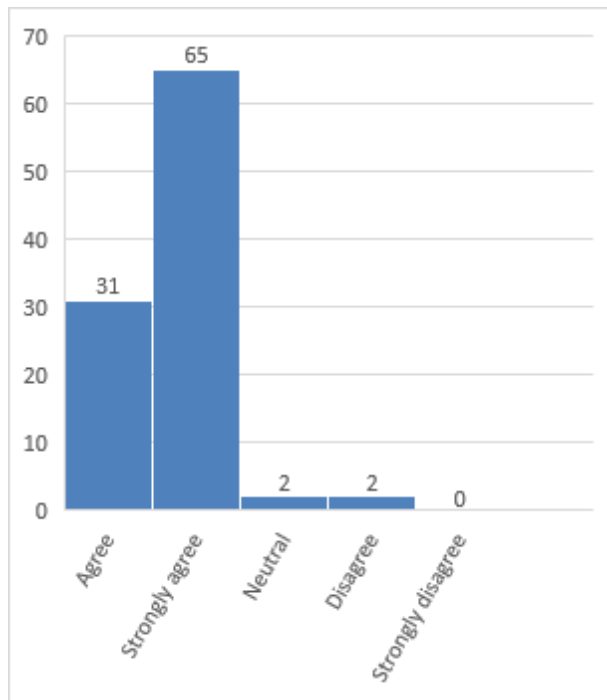


INTERPRETATION

From the above table, it is clear that the reward system motivates you to perform at your best strongly agree is 70%, and 25% of respondents are said agree, and 2% of respondents are said strongly disagree, and 1% of respondents are said neutral, and 2% of respondents are said disagree.

11. Motivation stimulates the employees to involve in their job with more interest.

PARTICULARS	NO. OF RESPONDENTS	PERCENTAGE
Agree	25	31%
Strongly agree	51	65%
Neutral	2	2%
Disagree	2	2%
Strongly disagree	0	
Total	80	100%

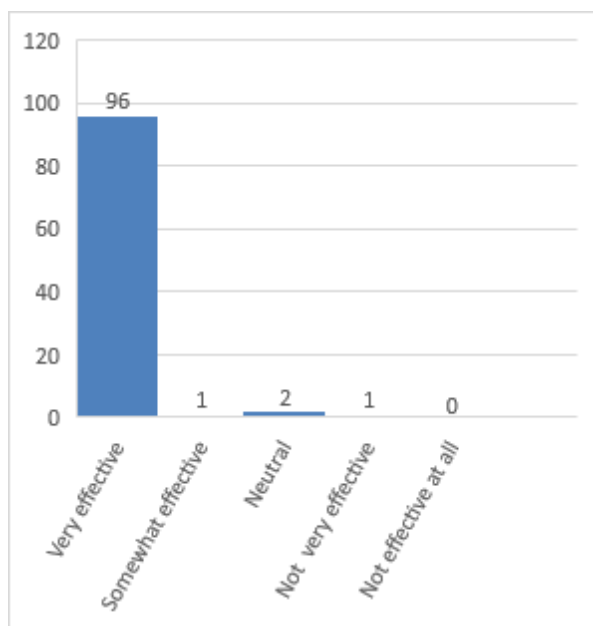


INTERPRETATION

From the above table, it is clear that Motivation stimulates the employees to involve in their job with more interest 65% of respondents are said Strongly agree, 31% of respondents are said Agree, and 3% of respondents are said disagree, 1% of respondents said Neutral.

12. How effective do you find the current motivational factors implemented by the company?

Particulars	NO.OF respondents	Percentage
Very effective	76	96%
Somewhat effective	1	1%
Neutral	2	2%
Not very effective	1	1%
Not effective at all	0	
Total	80	100%



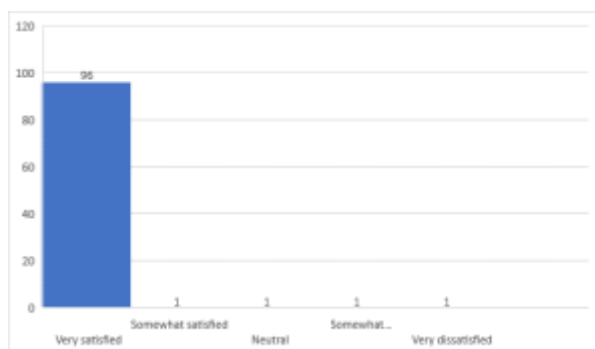
INTERPRETATION

From the above pie chart, it is clear that the effective of motivational factors implemented by the company very effective are 96%, and 1% of respondents are said that somewhat effective, and 2% of respondents said that neutral, and 1% of respondents are said that not very effective.

13. How satisfied with the overall motivational factors implemented by the company?

Particulars	NO. OF RESPONDENTS	PERCENTAGE
Very satisfied	76	96%
Somewhat satisfied	1	1%
Neutral	1	1%
Somewhat dissatisfied	1	1%

Very dissatisfied	1	1%
Total	80	100%



INTERPRETATION

From the above table, it is clear that satisfaction with the motivational factors implemented by the company very effective are 96%, and 1% of respondents are said that somewhat satisfied, and 1% of respondents are said that neutral, 1% of respondents are said that somewhat satisfied, and 1% of respondents said that very dissatisfied.

Findings

- 34% respondents are in the age group of 25-44,18-24 are 29%, 45-55% are 25%, 56 and above are 12%.
- 75% respondents are male.
- 100% respondents have been received the rewards.
- The respondents have received by gift card are 41%, and 23% respondents are said bonus, and 15% of respondents are said promotion, and 18% of respondents are said public recognition. The majority of the respondents are getting the Gift cards.
- The respondents are selected for a reward by decision from HOD are 90%, and 5% of respondents are said decision from Top officials,5% of respondents are said group vote. The majority of respondents are rewarded by the HOD.
- The employees are considered for reward mostly for by maintain high attendance are 55%, and 28% of respondents are said innovative and creative ideas,15% of respondents are said increased product/result, and 2% of respondents are said all of the above.
- 96% respondents said yes for reward system should be fair and equitable.
- The motivational factors are used by the company is job security is 56%, and 19% of respondents are said recognition, 13% of respondents are said appreciation, and 12% of respondents are said financial rewards.
- The factors that influence motivation most from job security are 34%,and 26% of respondents are said financial rewards,20% of respondents are said appreciation are 20%,and 20% of respondents are said recognition.
- 95% respondents said that reward system motivate to perform best and 2% of respondents are neutral, 2% of respondents are said disagree.
- 95% respondents said that Motivation stimulates to involve in their job more intrest and 1% of respondents are said disagree, 3% of respondents said Neutral, and 1% of respondents said Strongly disagree.
- The effective of motivational factors implemented by the company very effective are 96%, and 1% of respondents are said that somewhat effective, and 2% of respondents said that neutral, and 1% of respondents are said that not very effective.
- The motivational factors implemented by the company very effective are 96%, and 1% of respondents are said that somewhat satisfied, and 2% of respondents are said that neutral, 1% of respondents are said that somewhat satisfied.

SUGGESTIONS

- Implement a system for regular feedback and recognition to acknowledge employees' efforts and accomplishments.
- Empower employees by involving them in decision-making processes and seeking their input on important matters. Show that their opinions are valued and taken into consideration, fostering a sense of ownership and motivation to contribute to the success of the organization.

5.3 CONCLUSION

- Employee's motivation is one of the most essential parts in the company's development and success. It is hence vital for an employer to understand what motivates the employees and how to maximize their overall job performance.
- Employee reward and recognition programs that acknowledge employee contribution to the company's goal and show appreciation for that efforts are necessary for a high-performing workplace, happier employee.
- The purpose of rewards is to motivate employees thereby increasing the result of the organization.

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