

THE RELATIONSHIP BETWEEN REWARD SYSTEMS WITH EMPLOYEES' PERFORMANCE IN INNCON TECHNOLOGY CONSULTING AT CHENNAI

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ABSTRACT

The researcher focuses on the relationship between reward systems with employees' performance .The primary data required for this study were collected through structured questionnaire by using simple random sampling and the secondary data were collected from journals and websites. The Collected data were analysed by using statistical tools. The results of this study highlights that there is positive relationship between reward system and employee performance.

Keywords: *Reward system, employee satisfaction, employee performance, etc.*

INTRODUCTION

This study on reward system for performance of employees in inncon helps the management to develop better performance appraisal system and to develop various motivational schemes. The scope of this study further extends in studying the various aspects of reward systems for employee satisfaction in all industries. This study helps the employees of inncon to express their opinion on benefits they receive from management and its impact on their performance a descriptive research is conducted because of measuring behaviour and attitude of the respondents regarding present reward system.

REVIEW OF LITERATURE

Baron (1983) reward can be extrinsic or intrinsic. Extrinsic reward is tangible reward and these rewards are external to the job or task performs by the employees. Extrinsic reward can be in terms of salary or pay, incentives, bonuses, promotion and job security. While intrinsic rewards are intangible rewards or psychological reward like appreciation, meeting the new challenges, positive and caring attitude form employer and job rotation after attending the goal.

Luthans (2000) highlights two types of rewards which are financial (extrinsic) and non-financial (intrinsic) reward and both can be utilized positively to enhance employees performance. Financial rewards mean payfor-performance such as performance bonus, job promotion, commission, tips, gratuities and gifts etc. Non-financial rewards are non-

monetary/non cash and it is a social recognition, praise and genuine appreciation etc.

Akanbi (2011), in Nigeria, interest in effective use of rewards to influence workers performance to motivate them began in the 1970s. The performance of workers has become important due to the increasing concern of human resources and personnel experts about the level of output obtained from workers due to poor remuneration.

RESEARCH METHDOLOGY

This research is about the relationship between reward systems with employees' performance. This paper adopted a descriptive research design. 100 employees were chosen by using simple random sampling method. The primary data were collected by using the structured questionnaire. The secondary data were collected journals and books. The data collected were analyzed by using correlation analysis and the results were interpreted.

DATA ANALYSIS AND INTERPRETATION

CORRELATION ANALISIS

TO IDENTITY THE SIGNIFICANT RELATIONSHIP BETWEEN REWARD SYSTEM AND EMPLOYEE PERFORMANCE.

HYPOTHESIS:

H₀=There is no significant relationship between reward system and employee performance.

H₁=There is significant relationship between reward system and employee performance.

Correlations

		Reward and promotion	Employees performance
Reward and promotion	Pearson Correlation	1	.983**
	Sig. (2-tailed)		.000
	N	100	100
Employees performance	Pearson Correlation	.983**	1
	Sig. (2-tailed)	.000	
	N	100	100

** . Correlation is significant at the 0.01 level (2-tailed).

INTERPRETATION:

The coefficient of correlation between reward system and employee performance is identified to be +0.983 this shows high positive relationship among two variables. Therefore it's clear that there is positive relationship between reward system and employee performance.

CONCLUSION

The promotion given to employees motivates them and adopt the change that taken place in the company. The employees are highly satisfied with the gratuity provided by your company and that gives motivation to do their work. A good reward system aims to motivate employees to work harder, and align their goals with those of the organization they work for. The current trend towards performance related reward system is designed to lead to greater rewards and motivation for those who contribute the most.

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