

A STUDY ON THE IMPACT OF REWARD SYSTEM ON EMPLOYEE PERFORMANCE IN WINGSSER SOLUTION

Submitted in partial fulfillment of the requirements for the award of Degree in
MASTER OF BUSINESS ADMINISTRATION

by

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**DEPARTMENT OF BUSINESS ADMINISTRATION
SCHOOL OF MANAGEMENT STUDIES**

SATHYABAMA

**INSTITUTE OF SCIENCE AND TECHNOLOGY
(DEEMED TO BE UNIVERSITY)**

**Accredited with Grade "A" by NAAC | 12B Status by UGC | Approved by AICTE
JEPPIAAR NAGAR, RAJIV GANDHI SALAI, CHENNAI - 600 119**

MAY 2023



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BONAFIDE CERTIFICATE

This is to certify that this Project Report is the bonafide work of **SHYAM KUMAR P R 41410295** who carried out the project entitled "A Study On The Impact Of Reward System On Employee Performance In Wingsser Solution" under my supervision from January 2023 to April 2023.

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DATE: 17th April 2023

PROJECT COMPLETION CERTIFICATE

This is to certify that **SHYAM KUMAR P.R (Reg.no. 41410295)** Department of **MBA** from **Sathyabama Institute of Science And Technology, Chennai**, has completed his Project in **Human Resource Management** starting from **4th January 2023 – 31st March 2023**.

Project Title: A STUDY ON THE IMPACT OF REWARD SYSTEM ON EMPLOYEE PERFORMANCE AT WINGSSER SOLUTIONS

I hereby certify his work Good to the best of my knowledge.

With Regards,



(GM Head)

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DECLARATION

I **SHYAM KUMAR P R (41410295)** hereby declare that the Project Report entitled “**A Study On The Impact Of Reward System On Employee Performance In Wingsser Solution**” done by me under the guidance of **Dr. S. KRISHNAKUMARI MBA, Ph.D** is submitted in partial fulfillment of the requirements for the award of Master of Business Administration degree.

DATE: 06.05.2023

PLACE: chennai

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SHYAM KUMAR P R

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ABSTRACT

The title of the project “A Study on the impact of reward system on employee performance in wingsser solution”. It is solely to examine and to find out the level of Rewards system on the employee performance in the organization. Also the study aims to identify the Rewards system on employee performance which has been recognized as good or best practiced in the organization. Further, the study focused to examine how these schemes work, their scope (number of participants, industry sectors, subject areas, etc.), and the recognition that is achieved; For the study, the researcher has made use of both primary and secondary data. Primary data was collected through a well-defined questionnaire. The sample size for the study is 150. Simple Random Sampling was used for this study. The data collected for this study was analyzed, interrupted in tabular and graphical form. The data collected for this study graphical tool such as Karl Pearson’s Correlation, percentage analysis and One-way Anova test for presenting the data on the analysis and interpretation. The findings are based on the objectives of the study and the suggestions are recommended on the basis of findings. This report is expected to act as feedback.

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CHAPTER 1

1.1 INTRODUCTION

A reward system is important for the employee performance. As employee performance will be more effective to high reward system. That how to be high performance is base high reward vice versa. Job performance is also part of human resources management. Performance is an important for the organization succession and achieving the goals. There is so much changing occurring in the school education in the world every school has much relay on employee's good performance. Rewards are considered an important tool to check the employee's performance in every organization. Management use rewards for employee's motivations. So we can say that effective reward system attracts new employees for organization and motivate existing employees to perform high levels. Employee's good work is necessary to achieve the specific goals. Employees give their good efforts for achieving goals and good effort depends on rewards. In other words we can say that good rewards are most important way to engage the employees with their work and with their organization. Reward system is a very important management tool which is used to motivate workers. In different words, reward system attracts people to join the organization and also helps to reduce turnover intention of employees. It will encourage them to work, and motivate them to perform good. The factors that motivate and affect employee performance are rewards which can be monetary, job security, working conditions, employer-employee relationship, autonomy, relationship with colleagues, training and development opportunities, employee recognition and company's rules and policies for rewarding employees. Among all these factors, motivation that comes with rewards becomes important factor which increases the exceptional contribution by employees. Reward system is essential to the organization as it has become important in managing employee's performance. Over the last 25 years, other elements in compensation have evolved to provide employers with a broad scope of reward, and thus, it motivates the employees. The reward systems are directly and indirectly involved in the vision and mission of the organization that gives sense to the employee that a reward system will benefit both parties. A study conducted by Latham (2012) to motivate and keep the employees motivated is an essential part of human resources and management within organizations. Reward systems have a huge impact on organizations to retain and motivate the employees

and as a result of achieving high levels of performance (Barber and Bretz, 2000). Thus, organizations must develop programs such as reward systems to fulfil employees' needs and motivate them to work

1.2 Industry Profile.

The word "software" had been coined as a prank by at least 1953, but did not appear in print until the 1960s. Before this time, computers were programmed either by customers, or the few commercial computer vendors of the time, such as UNIVAC and IBM. The first company founded to provide software products and services was Computer Usage Company in 1955. The software industry expanded in the early 1960s, almost immediately after computers were first sold in mass-produced quantities. Universities, government, and business customers created a demand for software. Many of these programs were written in-house by full-time staff programmers. Some were distributed freely between users of a particular machine for no charge. Others were done on a commercial basis, and other firms such as Computer Sciences Corporation (founded in 1959) started to grow. The computer-makers started bundling operating systems software and programming environments with their machines. The current emphasis is on the production of significant economic value and citizen empowerment, thanks to a solid foundation of digital infrastructure and enhanced digital access provided by the Digital India Programme. India is one of the countries with the quickest pace of digital adoption. This was accomplished through a mix of government action, commercial innovation and investment, and new digital applications that are already improving and permeating a variety of activities and different forms of work, thus having a positive impact on the daily lives of citizens.

1.3 COMPANY PROFILE

- Wingsser Solutions is a leading software development company in Chennai providing expert IT solutions to its global clients, focusing on enterprise solutions, mobile apps development and e-commerce solutions. Since its inception, Wingsser Solutions has built solid experience in multiple domains and established its technical expertise across all technologies. Our IT solutions have benefitted organizations of all sizes in setting up their online business, optimizing costs, enhancing efficiencies, transforming processes, managing resources, improving profitability, increasing market penetration, branding and marketing to expand reach and visibility - ultimately resulting in topline and bottom-line growth. Impelled by greater competition and a need for a growing next-generation technology on mobiles/ gadgets, mobile apps and sites are no longer options and rather have become imperative. Our mobile products provide a personalized and rich experience to our clients covering all the areas of their betterment. We offer flexibility to businesses with safe and secure access to data anywhere and everywhere. Wingsser Solutions provides a well-established platform for those organizations who are scaling up their business or preparing for more intense competition. We also provide consultancy to clients based on our rich experience and propose them the best suited solution for their organizations. Years of experience with different enterprises and our zeal to provide you the best of services can truly be realized by the multiple user-friendly mobile apps in different domains including healthcare, telecom, enterprise & resource planning and corporate services. Impelled by greater competition and a need for a growing next-generation technology on mobiles/ gadgets, mobile apps and sites are no longer options and rather have become

imperative. Our mobile products provide a personalized and rich experience to our clients covering all the areas of their betterment. We offer flexibility to businesses with safe and secure access to data anywhere and everywhere. Wingsser Solutions provides a well-established platform for those organizations who are scaling up their business or preparing for more intense competition. We also provide consultancy to clients based on our rich experience and propose them the best suited solution for their organizations.

1.4 OBJECTIVES OF STUDY

PRIMARY OBJECTIVE:

- To study on the impact of reward system on employee performance in wingsser solution

SECONDARY OBJECTIVES:

- To study the various reward system followed by the Wingsser solution
- To study the factors influencing of employee's performance at wingsser solution.
- To offer recommendations on how reward system can be improved for employee performance.

1.5 NEED FOR THE STUDY

- To analyses the impact of reward system that enhances the contribution of employees towards the organization goals.
- The research will also help the management of Wingsser Solution to discover the impact of rewards system on employee performance.
- Aims to understand the impact of reward system on the employee performance of the Wingsser Solution

1.6SCOPE OF THE STUDY

- The study is related reward system of the employees of Wingsser Solution
- To identify the employee perception and attitude towards the organization.
- To analyze the various factors like satisfaction, motivation etc.
- The area of the study was very important in identify the satisfaction level that helps employee for the organization.

1.7LIMITATION OF THE STUDY

- The study was conducted only in Wingsser Solutions, Chennai hence limiting the scope of findings only to Wingsser Solutions, Chennai.
- The respondents were busy, therefore they found less time to Interact with the researcher.
- This collection of data is through questionnaire was carried out by direct interview so it may have its own draw backs.
- The data collected from respondents was qualitative in nature. The sample size was restricted to 150.

CHAPTER 2

2.1 REVIEW OF LITERATURE

- ❖ Ibrar, M., & Khan, O. (2015). The impact of reward on employee performance (a case study of Malakand Private School). *International letters of social and humanistic sciences*, 52, 95-103.

The aim of this study is to investigate how to employee performance impact on reward in private school. The study also aims to show how to employee improve the performance has in reward system. Design/methodology/approach: Questionnaire is used as instrument and 100 questionnaires were used to check the respondent's opinion Findings: descriptive analysis, correlation and multiple regression tests were applied for data analysis. Conclusion: study concludes that there is positive relationship between rewards (extrinsic and intrinsic) and employee's job performance. Most of the organizations implement rewards system to increase the job performance and job satisfaction. Originality/value: By reviewing the different finding that the reward and employee performance.

- ❖ Murphy, B. (2015). *The impact of reward systems on employee performance* (Doctoral dissertation, Dublin Business School).

This research paper focuses on the effects of reward systems on employee performance in the modern work environment and how satisfaction with rewards can lead to higher performance and better job satisfaction. Based on a critical review of published literature, it is clear how important the right combination of rewards is to the performance of an organization. Employees should always be aware of the relationship between their level of performance and how they are rewarded for that performance. This thesis will examine how different types of reward systems affect that performance and attempt to establish which type of reward systems are more beneficial to the company in question and in the current business climate it operates in. The research is conducted in a period of particular financial turbulence for the mining industry, and wider global economic environment. As such, reward structures

and the perceived value of those rewards, come more into focus as financial pressures restrict the type of rewards available, while retaining and motivating staff becomes more challenging.

- ❖ Edirisooriya, W. A. (2014, February). Impact of rewards on employee performance: With special reference to ElectriCo. In *Proceedings of the 3rd International Conference on Management and Economics* (Vol. 26, No. 1, pp. 311-318).

Human resource is considered as a strategic asset in any organization because the accomplishment of an organization's objectives largely depends on employees. Therefore, it is important to identify factors which motivate employees for achieving goals. The objective of this study is to illustrate to what extent does employee rewards have an impact on employee performance in a public sector organization in Sri Lanka. Hence, this study has examined the relationship between extrinsic reward, intrinsic reward and employee performance in ElectriCo. In order to accomplish the research objectives, quantitative research design was carried out under the deductive approach. Self-designed questionnaire was used as the primary data collection method. The data was analyzed using descriptive statistics and inferential statistics. The results revealed that there is a positive relationship between extrinsic reward, intrinsic reward and employee performance.

- ❖ Sarwar, S., & Abugre, J. (2013). The influence of rewards and job satisfaction on employees in the service industry. *The Business & Management Review*, 3(2), 22. The purpose of this study was to find out the relationship between employees' rewards, and the dimension of their job satisfaction in the service sector. We hypothesized that rewards play a significant role in employee satisfaction, resulting in increased customer satisfaction and loyalty. Thus the role of job satisfaction and rewards was explored with samples from workers in two large Ghanaian private organizations. The implications of job satisfaction on customer satisfaction and loyalty towards organizations were also investigated. A questionnaire was constructed, tested

and administered to a total 110 subjects at two private organizations. Out of those 104 usable surveys were analyzed with Microsoft excel to test the hypotheses of the study. Findings showed that rewards induced positive job satisfaction of employees. Additionally the findings also showed that job satisfaction of employees stimulated their loyalty to the organization. However, a very high level of employee dissatisfaction was recorded for employee pay and the amount work they do.

❖ Walters T. Ngwe(2019) conducted a study on the effect of reward system on employee performance. The study assesses the degree to which profit sharing affects employee commitment. Firstly, because reward systems are not a one size fit for every firm, it will be interesting to investigate the effect of reward system on employee performance in service firms. Employee task are more routine with a relatively lower level of creativity and innovation. There is a lower probability for group work and a higher level of specialization and task distinction. It is very important for research to be done in this direction with the focus of identifying the most appropriate reward system for service firms. Secondly, wages and salaries constitute a significant part of expenses made by firms. Considering that reward © 2020 IJRAR March 2020, Volume 7, Issue 1 www.ijrar.org (E-ISSN 2348-1269, P- ISSN 2349-5138) IJRAR2001931 International Journal of Research and Analytical Reviews (IJRAR) www.ijrar.org 525 is an important tool that can be used to attract the right employee, keep them and constantly motivate them to perform at optimum level, reward systems are expected to deliver attractive packages

❖ Belachew Kassahun(2019),identified that employee motivation is a very important issue that affects every business organization. To provide an excellent service for their customers and to foster development of tourism in the region one and two star rated hotels as vital place should consider the issue of motivation to satisfy its employees and grasp success. The rewards that one and two star rated hotels provides for its employee's payment, promotion, recognition, benefit, work content, and work condition. But the reward system of the one and two star rated hotels is poor and employees were not treated well by the hotels. This means, the one and two star rated hotels did provide adequate rewards which incorporates intrinsic and extrinsic for their staff that motivates them for higher performance. The perception of the hotel

employees towards the reward system of the one and two star rated hotels is negative. They believe that the reward system of the one and two star rated hotels is not properly communicated, transparent and fairness

❖ Said Juma Al Darmak(2017), observed the role of rewards in promoting innovation has received considerable attention in both theory and practice. The fact that rewards have a positive impact on promoting innovation is well established. However, this relationship is complex since different types of rewards are suited for various kinds and stages of innovation. Further, an alternate view undermines the role of rewards in promoting innovation. Research explains that reward plays a significant role in the motivation of employees since it creates a certain degree of excitement among employees, thus leading to the development of innovation culture within the organization. However, this relationship between rewards and innovation is not a straightforward one. Considering that innovation varies in degree and types, this study highlights those various types of rewards impacts on different types of innovation. Further, considering the existence of a profusion of rewards systems, this study through an exhaustive literature review, shows that different types of rewards are linked to various stages of innovation.

❖ Ali & Ahmad, (2009) investigated that there is positive relationship between “recognition and reward”, “performance”. They stated that if reward and recognition are given to employee then there is a huge change in their employee performance.

The study conducted to check the relationship between rewards and employee's performance schools of Pakistan. They use these variables employees" performance, job description, extrinsic reward, intrinsic reward, gender discrimination, and environment; recondition techniques, and performance bonus. They used cement companies, questionnaire was used for data collection, and Total two hundred questionnaires were randomly distributed among the employees of private schools in Khyber Pakhtunkhwa Province of Pakistan. The results revealed that there is a direct relation between reward system and employee's performance (Qureshi, Zaman, & Shah, 2010). Jahanzeb et al. (2012)

❖ Ibrar, M., & Khan, O. (2015). The impact of reward on employee performance (a case study of Malakand Private School). *International letters of social and humanistic sciences*, 52, 95-103

The aim of this study is to investigate how to employee performance impact on reward in private school. The study also aims to show how to employee improve the performance has in reward system. Design/methodology/approach: Questionnaire is used as instrument and 100 questionnaires were used to check the respondent's opinion Findings: descriptive analysis, correlation and multiple regression tests were applied for data analysis. Conclusion: study concludes that there is positive relationship between rewards (extrinsic and intrinsic) and employee's job performance. Most of the organizations implement rewards system to increase the job performance and job satisfaction. Originality/value: By reviewing the different finding that the reward and employee performance. the contribution of this paper is to look at how to finding the effective solution of employee performance will be in reward system inter-organizational and school. Study of paper: The study of this paper is exploratory is qualitative study of research.

❖ Felista Ngozi Abasili, Abdu Ja'afaru Bambale(2017), investigate the direct relationship between reward and employee performance using the variables including salary, bonus, incentive, promotion, recognition, pension and gratuity as independent variables and performance as dependent variable. Employee performance and the level of job satisfaction and commitment to their job is a direct function of the compensation packages and reward system of the organization. Without appropriate compensative package, incentive system and motivational techniques put in place in the organization, it is most likely that workers will not be committed and their performance level will be underhand. Reward is central to the functioning of any employee-employer relationship and it is a matter that is closest to the heart of both the employee and the employer

❖ Allen, R. S., & Kilmann, R. H. (2001). The role of the reward system for a total quality management-based strategy. *Journal of organizational change management*, 14(2), 110-131.

This study examines the impact of reward practices on the relationship between an organizational strategy based on the principles of total quality management (TQM) and perceptions of firm performance. Major findings include: higher levels of firm performance were significantly correlated with greater use of TQM practices, but not with greater use of quality rhetoric in either formal strategic documents or informal strategic discussions; the use of extrinsic reward practices – including profit sharing, gainsharing, employment security, and comp time – exhibited a significantly positive moderating effect on the relationship between TQM and perceived firm performance. Regarding implications for practitioners, it is insufficient to include quality rhetoric in the formal and informal strategy. As the anecdotal literature has often advocated, the current research provides empirical support that management must “walk the talk” with regard to TQM efforts. Further, in order to realize even higher levels of firm performance, an organization should utilize reward practices which specifically complement its TQM-based strategy.

❖ Mehmood, S., Ramzan, M., & Akbar, M. T. (2013). Managing performance through reward system. *Journal Of Humanities And Social Science*, 15(2), 64-67.

This research paper is about managing performance in an organization through reward system. This research enables to understand the current needs of an organization and its employees, their low productive behavior and the way how this behavior could be altered and how to make their performance boost up to the organizational needs and demands. The research was carried out through constructive analysis from different articles that base on reward system. Descriptive research design and exploratory research design were used to conduct the research.

❖ Stuart, N. (2018). The Impact of Reward Management on Employee Performance in the Irish Construction Industry: A case study of a leading mechanical contractor (Doctoral dissertation, Dublin, National College of Ireland).

The aim of this research study was to investigate the impact of rewards management on employee performance in the Irish construction industry. The data was gathered from various staff members in multiple positions in one of Irelands

leading mechanical installers in order to prove relativity and reliability. The author examined the theories of reward management and various rewards systems that are pertinent in the construction industry and the effects that they have on employee performance for the research. Research questions were developed from the literature review and these questions related to various types of rewards in the workplace, reward management and reward systems and the impact rewards have on performance. The research was carried out using a qualitative approach, with the researcher conducting six semi structured interviews. The findings revealed the various reward systems that are currently in use in the Irish Construction Industry and the impact of rewards on employees' performance.

❖ Farooqi, I. S. (2014). Impact of Office Design and Reward System on

Employee's Performance and Motivation. *International Journal Of Multidisciplinary Sciences And Engineering*.

The purpose of this paper is to quantify the impact of office design and reward system on the performance and motivation of the employees in banks both public and private sector of Gujrat. Office design such as lightening, furniture, noise, temperature etc. and both extrinsic and intrinsic rewards are affecting the motivational and performance of employees. Design / Methodology / Approach: For data collection questionnaire method will be used. Questionnaire will be distributed among the respondents from the selected banks and SPSS will be used for data processing finding correlation and multiple regression analysis. Finding– Research Limitations: This study was conducted in district Gujrat only so there are chances that result may vary while moving to other geographical locations. Gujrat district is basically a smaller location where background of mostly workers is not well developed so priorities related to work environment many vary for them so in generalizing the results to the whole country results may vary from one location to other. The purposed model can be used for further studies in different geological location

❖ Agarwal, N. C. (1998). Reward systems: Emerging trends and issues. *Canadian Psychology/Psychologies Canadienne*, 39(1-2), 60.

Provides an overview of key considerations that must be kept in mind in developing organizational reward systems. Four alternative approaches to rewards that have been recently suggested in the literature are examined. These include skill-based pay, broad banding, variable pay, and team rewards. The author highlights relevant design issues that need to be addressed in developing and implementing these approaches. It is concluded that the logic underlying these approaches appears to be sound and that industrial-organizational psychologists and other behavioral scientists can play an important role in addressing these design issues. (PsycInfo Database Record (c) 2022 APA, all rights reserved)

❖ San Ong, T., & Teh, B. H. (2012). Reward system and performance within Malaysian manufacturing companies. *World applied sciences journal*, 19(7), 1009-1017.

This study examines the relationship between the reward system and organization's financial performance. Data is collected through a questionnaire survey covering 105 manufacturing companies in Malaysia. Data gathered is analyzed quantitatively such as linear regression analysis is adopted in order to investigate the interrelationship between research variables. Results and findings of this study include: (1) most of the manufacturing firms provide both monetary and non-monetary rewards; (2) adoption of reward system is not influenced by age and size of the company; (3) negative relationship exists between extrinsic rewards and financial performance of organizations and (4) intrinsic rewards are positively related to financial performance of organizations. This study has provided important information into the implementation of reward system on organization's performance .

CHAPTER 3

3.1 Methodology

Research methodology is mainly needed for the purpose of framing the research process and the designs and tools that are to be used for the project purpose. To achieve objectives of the study, a concrete research strategy is chosen - to collect and analyze data in order to derive meaningful results.

3.2 Research Design

A Research Design is the plan that specifies the objectives of the study, method to be adopted in the data collection, tools in data analysis and hypothesis to be framed. A research design is the framework or plans for the study that guide the collection of analysis of data. It some sort of a blue print will ensure that a study will be relevant to the problem.

This methodology was adopted to meet the objective of the study by collecting primary and secondary data. The analysis of data leads to certain conclusion.

3.3. Sources of Data

Primary data

The primary data related to the topic **“A Study on the impact of reward system on employee performance in wingsser solution, Chennai”** were collected directly from the employees through the questionnaire which has been chosen as the tool for the collection of data.

3.4. Questionnaire Development

The questions were arranged in a logical sequence order. The questionnaire consists of a variety of questions presented to the employees for the response. Dichotomous questions, multiple choice questions, rating scale questions were used in constructing questionnaire.

3.5. Sample Size

It refers to the number of items to be selected from the universe to constitute as a sample. In these study 150 employees of Wingsser Solutions; CHENNAI was selected as size of sample.

3.6. Period Of Study

January 2023-March 2023 (3 months)

3.7. Hypothesis

- ❖ H0-There is no effect of reward system on employees' performances in wingsser solution
- ❖ H1-There is effect of reward system on employees' performances in wingsser solution
- ❖ DEPENDENT VARIABLE- Demographic factors in the question
- ❖ INDEPENDENT VARIABLE- Other variables like Motivation, , Financial, Communication .

CHAPTER 4

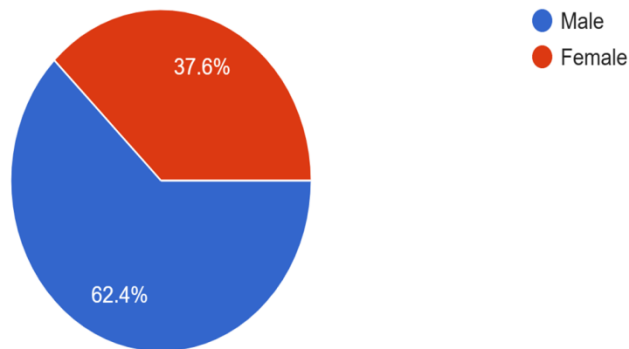
DATA ANALYSIS AND INTERPRETATION

4.1 Percentage Analysis

TABLE 4.1.1 GENDER OF RESPONDENTS

S.No.	GENDER	NO OF RESPONDENTS	PERCENTAGE
1	MALE	100	100
2	FEMALE	50	50
TOTAL		150	150

Gender
157 responses

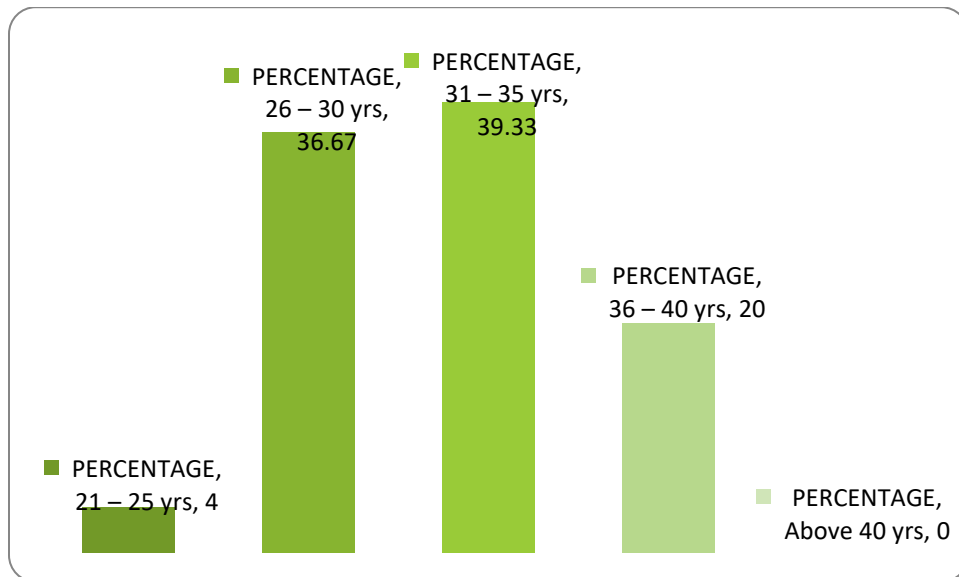


Inference:

From the above table it is inferred that, 100% of the respondents are male and female in the organization

TABLE 4.1.2 AGE GROUP OF THE RESPONDENTS

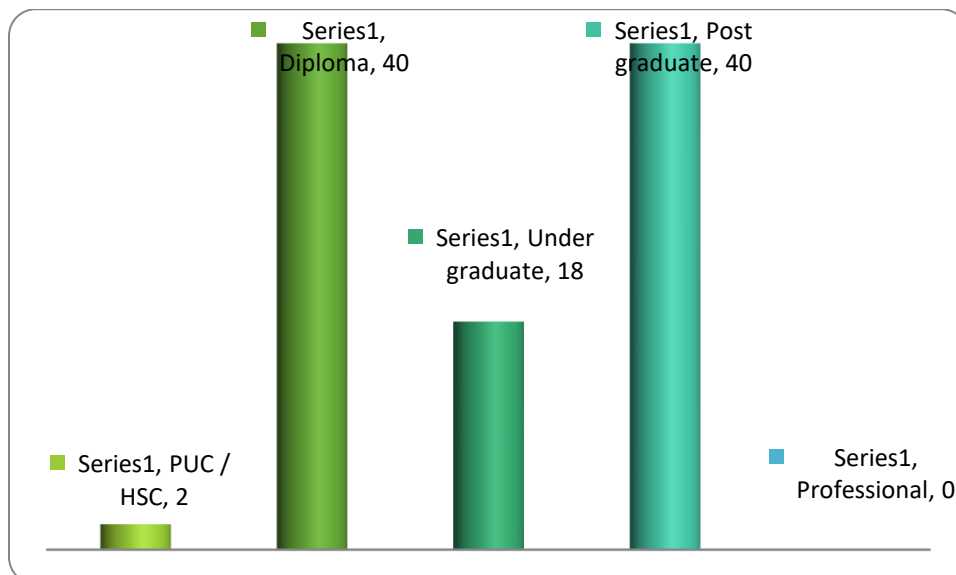
S. No.	AGE	NO OF RESPONDENTS	PERCENTAGE
1	21 – 25 yrs.	6	04
2	26 – 30 yrs.	55	36.67
3	31 – 35 yrs.	59	39.33
4	36 – 40 yrs.	30	20
5	Above 40 yrs.	NIL	NIL
TOTAL		150	100

CHART 4.1.2 AGE GROUP OF THE RESPONDENTS**Inference:**

From the above table it is inferred that, 4% of the respondents are between the age of 21 – 25 yrs., 36.67% of the respondents are between the age of 26 – 30 yrs., 39.33% of the respondents are between the age of 31 – 35 yrs. and 20% of the respondents are between the age of 36 – 40 yrs.

TABLE 4.1.3 EDUCATIONAL QUALIFICATION OF THE RESPONDENTS

S. No.	PARTICULARS	NO OF RESPONDENTS	PERCENTAGE
1	PUC / HSC	03	02
2	Diploma	60	40
3	Under graduate	27	18
4	Post graduate	60	40
5	Professional	NIL	NIL
TOTAL		150	100

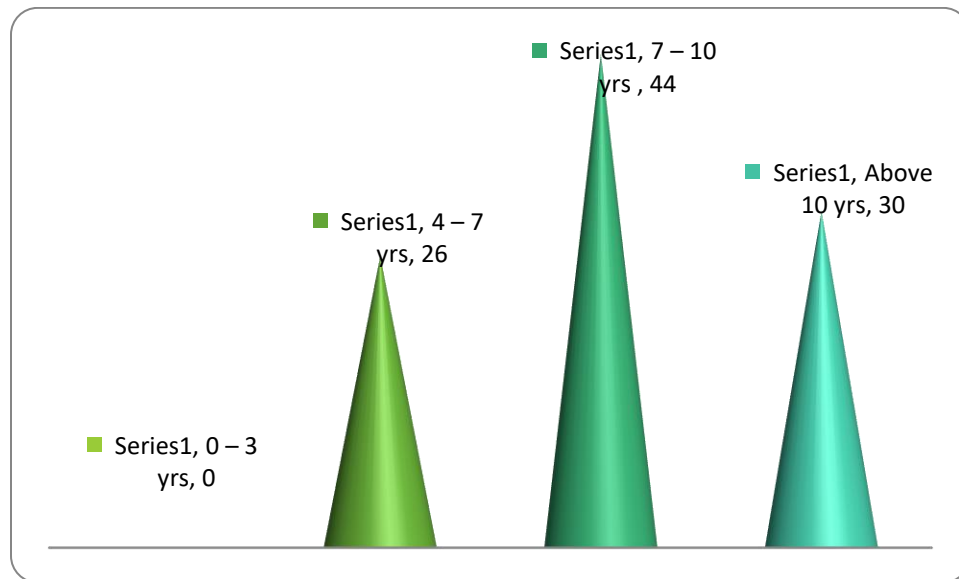
CHART 4.1.3 EDUCATIONAL QUALIFICATION OF THE RESPONDENTS**Inference:**

From the above table it is inferred that, 2% of the respondents are PUC/HSC, 40% of the respondents are Diploma, 18% of the respondents are under-graduate and 40% of the respondents are post-graduate in the organization .

TABLE 4.1.4 YEARS OF EXPERIENCE IN THE ORGANISATION

S. No.	PARTICULARS	NO OF RESPONDENTS	PERCENTAGE
1	0 – 3 yrs.	NIL	NIL
2	4 – 7 yrs.	39	26
3	7 – 10 yrs.	66	44
4	Above 10 yrs.	45	30
TOTAL		150	100

CHART 4.1.4 YEARS OF EXPERIENCE IN THE ORGANISATION



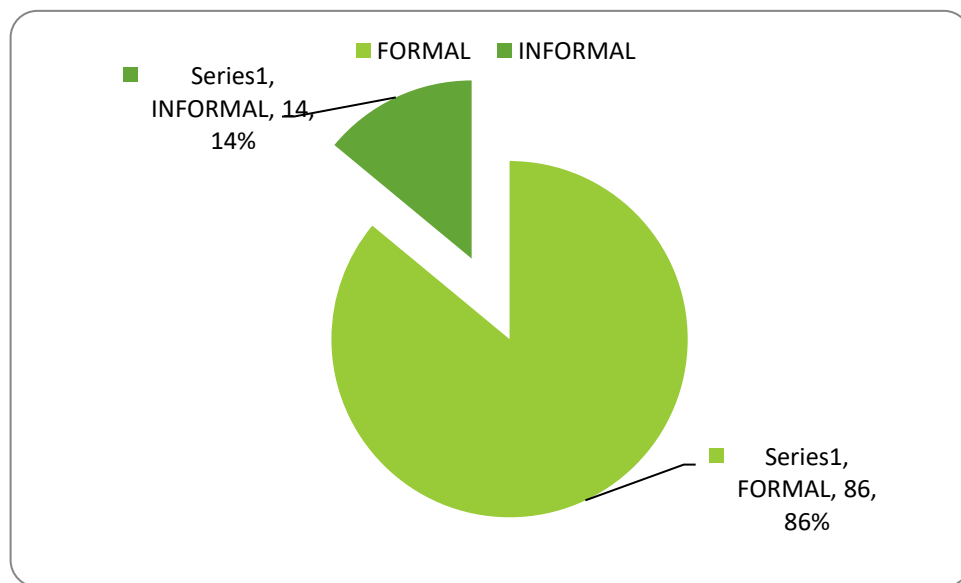
Inference:

From the above table it is inferred that, 26% of the respondents are 4 – 7 yrs. of experience in the organization, 44% of the respondents are 7 – 10 yrs. of experience in the organization and 30% of the respondents are above 10 yrs. of experience in the organization.

TABLE 4.1.5 KIND OF REWARD SYSTEM POLICY IS IMPLEMENTED IN YOUR ORGANISATION

S.No.	PARTICULARS	NO OF RESPONDENTS	PERCENTAGE
1	FORMAL	129	86
2	INFORMAL	21	14
TOTAL		150	100

CHART 4.1.5 KIND OF REWARD & RECOGNITION POLICY IS IMPLEMENTED IN YOUR ORGANISATION



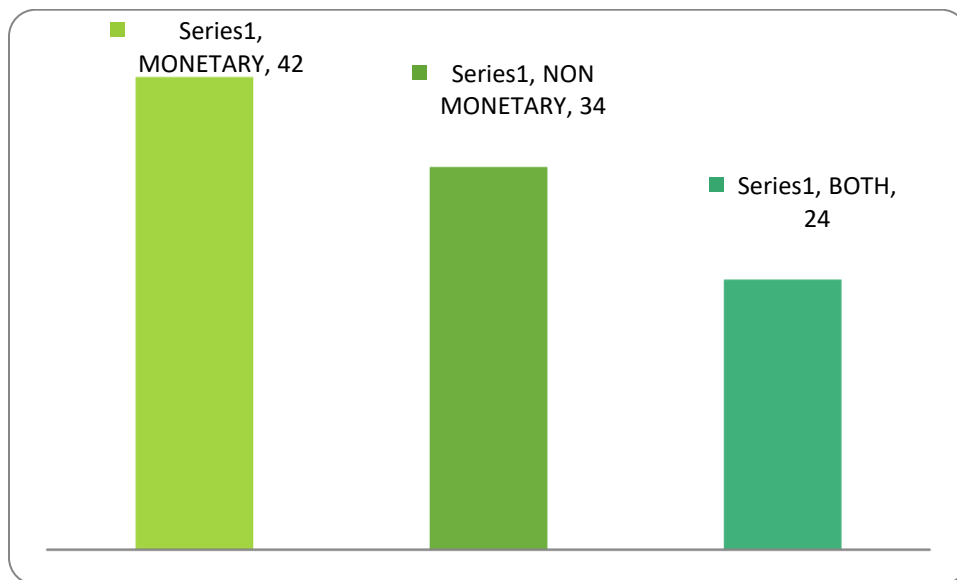
Inference:

From the above table it is inferred that, 86% of the respondents are Formal policy and 14% of the respondents are Informal policy is implemented in your organization

TABLE 4.1.6 THE REWARD SYSTEM IN YOUR ORGANISATION

S.No.	PARTICULARS	NO OF RESPONDENTS	PERCENTAGE
1	MONETARY	63	42
2	NON – MONETARY	51	34
3	BOTH	36	24
TOTAL		150	100

CHART 4.1.6 THE REWARD SYSTEM IN YOUR ORGANISATION



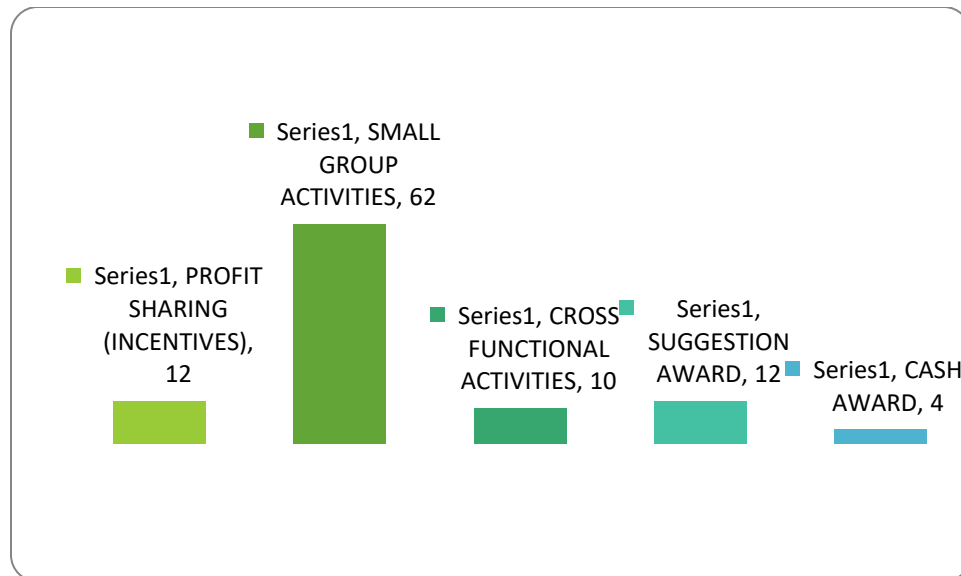
Inference:

From the above table it is inferred that, 42% of the respondents are monetary reward system, 34% of the respondents are Non-monetary reward system and 24% of the respondents are both reward system in the organization.

TABLE 4.1.7 THE VARIOUS MONETARY REWARDS PRACTICED IN YOUR ORGANISATION

S. No.	PARTICULARS	NO OF RESPONDENTS	PERCENTAGE
1	PROFIT SHARING (INCENTIVES)	18	12
2	SMALL GROUP ACTIVITIES	93	62
3	CROSS FUNCTIONAL ACTIVITIES	15	10
4	SUGGESTION AWARD	18	12
5	CASH AWARD	06	04
TOTAL		150	100

CHART 4.1.7 THE VARIOUS MONETARY REWARDS PRACTICED IN YOUR ORGANISATION



Inference:

From the above table it is inferred that, 12% of the respondents are Profit sharing (incentives), 62% of the respondents are Small group activities, 10% of the respondents are Cross functional activities, 12% of the respondents are Suggestion award and 4% of the respondents are Cash award in the organization.

TABLE 4.1.8 THE VARIOUS NON-MONETARY REWARDS PRACTICED IN YOUR ORGANISATION

S. No .	PARTICULARS	NO OF RESPONDENTS	PERCENTAGE
1	FLEXIBLE SHIFTS	30	20
2	TRAINING	105	70
3	PLEASANT WORK ENVIRONMENT	15	10
4	PUBLIC RECOGNITION	NIL	NIL
TOTAL		150	100

CHART 4.1.8 THE VARIOUS NON-MONETARY REWARDS PRACTICED IN YOUR ORGANISATION



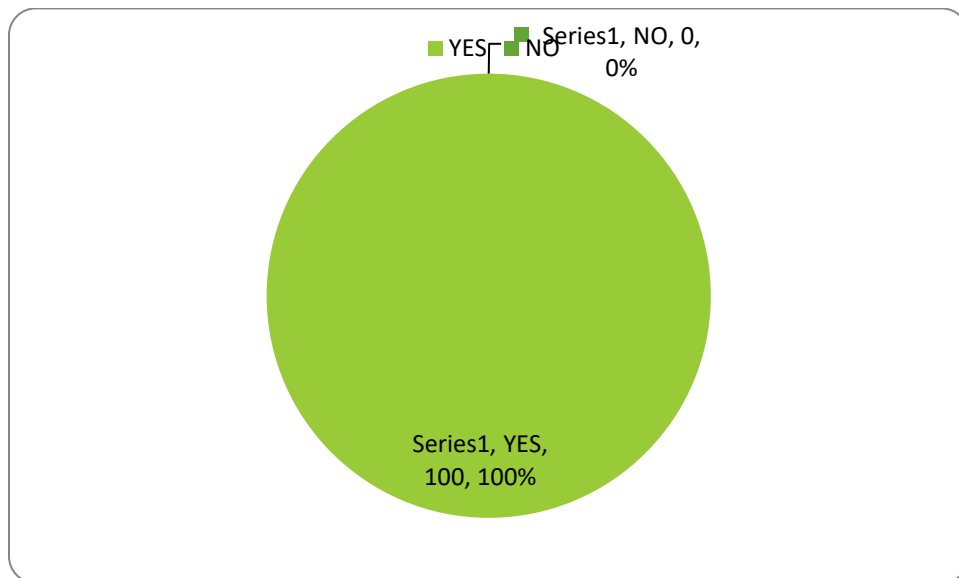
Inference:

From the above table it is inferred that, 20% of the respondents are Flexible shifts, 70% of the respondents are Training and 10% of the respondents are Pleasant work environment in the organization.

TABLE 4.1.9 THE REWARD SYSTEM PRACTICED IN THE ORGANISATION PROPERLY COMMUNICATED TO ALL THE EMPLOYEES IN THE ORGANISATION

S. No.	PARTICULARS	NO OF RESPONDENTS	PERCENTAGE
1	YES	150	100
2	NO	NIL	NIL
TOTAL		150	100

CHART 4.1.9 THE REWARD SYSTEM PRACTICED IN THE ORGANISATION PROPERLY COMMUNICATED TO ALL THE EMPLOYEES IN THE ORGANISATION



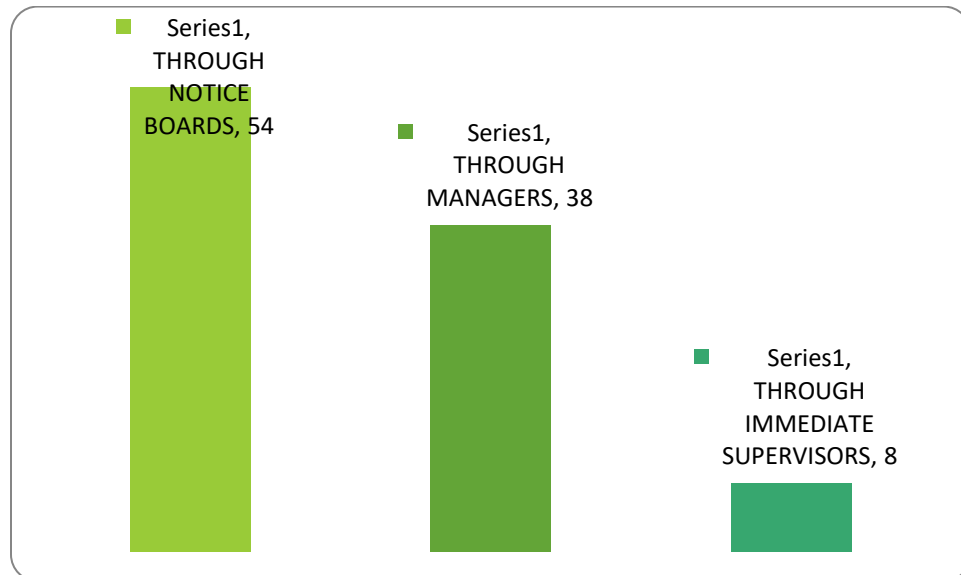
Inference:

From the above table it is inferred that, 100% of the respondents stated Yes towards the reward system practiced in the 24 organization was properly communicated to all the employees in the 24organization

TABLE 4.1.10 IF YES, HOW

S. No.	PARTICULARS	NO OF RESPONDENTS	PERCENTAGE
1	THROUGH NOTICE BOARDS	81	54
2	THROUGH MANAGERS	57	38
3	THROUGH IMMEDIATE SUPERVISORS	12	08
TOTAL		150	100

CHART 4.1.10 IF YES, HOW



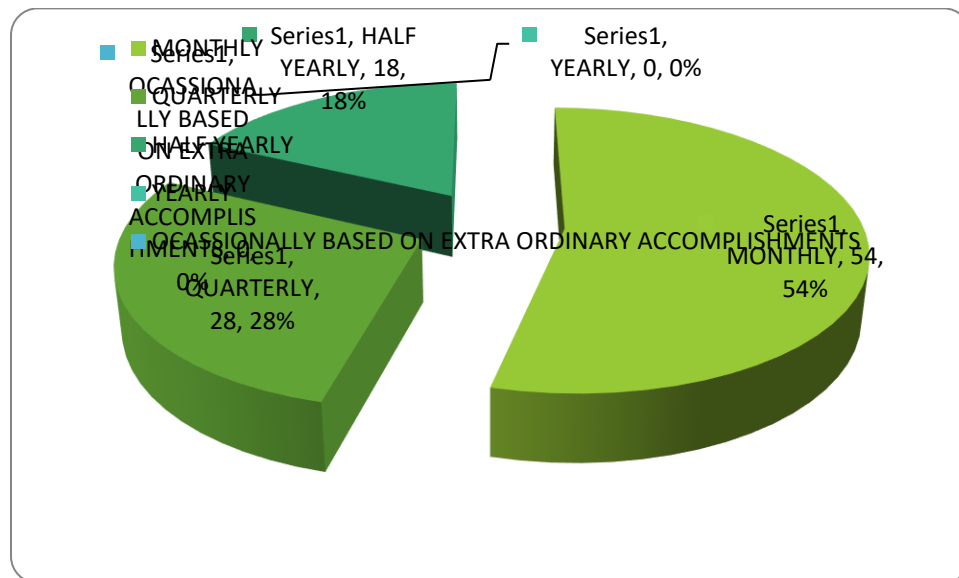
Inference:

From the above table it is inferred that, 54% of the respondents are through notice boards, 38% of the respondents are through managers and 8% of the respondents are through immediate supervisors in the organization.

TABLE 4.1.11 FREQUENCY OF EMPLOYEES REWARDED

S. No	PARTICULARS	NO OF RESPONDENTS	PERCENTAGE
1	MONTHLY	81	54
2	QUARTERLY	42	28
3	HALF YEARLY	27	18
4	YEARLY	NIL	NIL
5	OCCASSIONALLY BASED ON EXTRA EXORDINARY ACCOMPLISHMENTS	NIL	NIL
TOTAL		150	100

CHART 4.1.11 FREQUENCY OF EMPLOYEES REWARDED



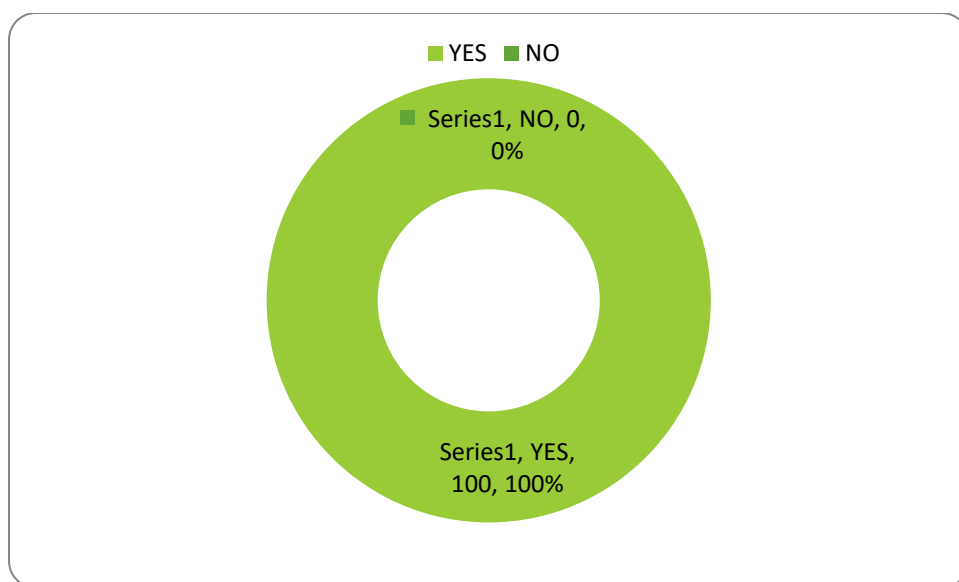
Inference:

From the above table it is inferred that, 54% of the respondents are monthly rewarded, 28% of the respondents are quarterly rewarded and 18% of the respondents are half yearly rewarded in the organization.

TABLE 4.1.12 IS ALL THE EMPLOYEES ELIGIBLE FOR THE REWARD AS PER YOUR ORGANISATION'S POLICY

S. No.	PARTICULARS	NO OF RESPONDENTS	PERCENTAGE
1	YES	150	100
2	NO	NIL	NIL
TOTAL		150	100

CHART 4.1.12 IS ALL THE EMPLOYEES ELIGIBLE FOR THE REWARD AS PER YOUR ORGANISATION'S POLICY



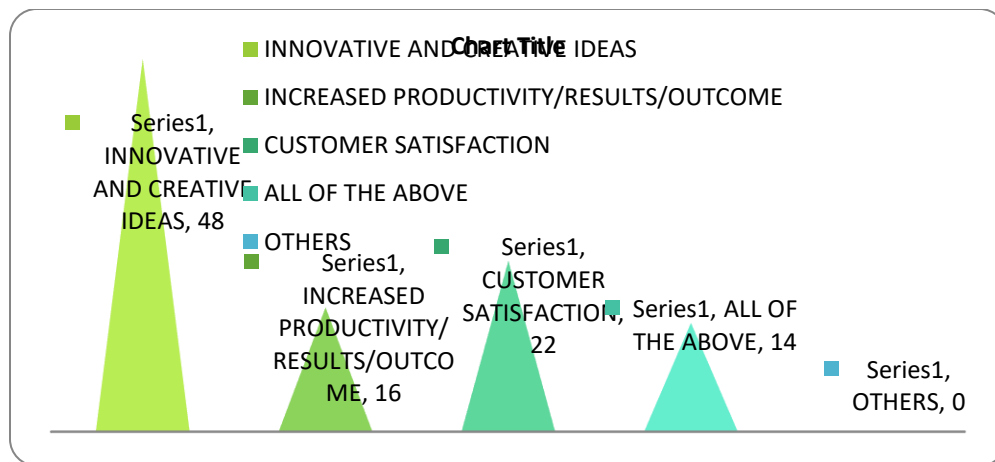
Inference:

From the above table it is inferred that, 100% of the respondents/Employees are eligible for the reward in the organization.

TABLE 4.1.13 EMPLOYEES ARE CONSIDERED FOR REWARD AND RECOGNITION MOSTLY FOR

S. No.	PARTICULARS	NO OF RESPONDENTS	PERCENTAGE
1	INNOVATIVE AND CREATIVE IDEAS	72	48
2	INCREASED PRODUCTIVITY/RESULTS/OUTCOME	24	16
3	CUSTOMER SATISFACTION	33	22
4	ALL OF THE ABOVE	21	14
5	OTHERS	NIL	NIL
TOTAL		150	100

CHART 4.1.13 EMPLOYEES ARE CONSIDERED FOR REWARD AND RECOGNITION MOSTLY FOR



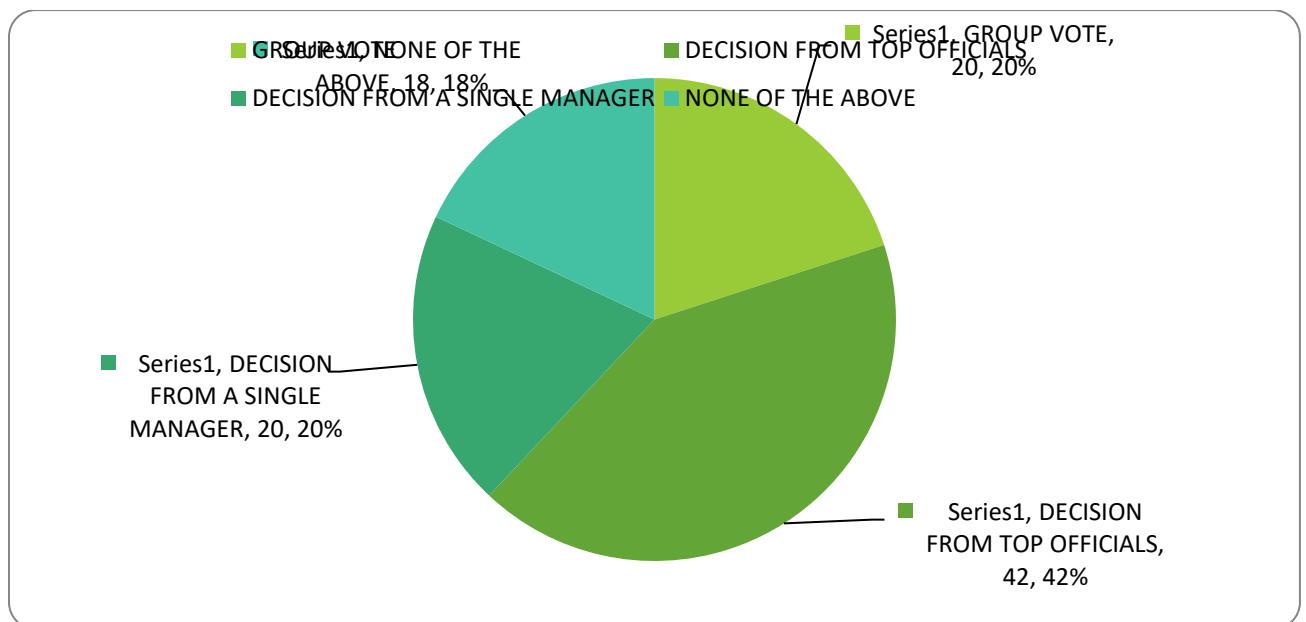
Inference:

From the above table it is inferred that, 48% of the respondents are considered for Innovative and creative ideas, 16% of the respondents are considered for Increased Productivity/Results/Outcome, 22% of the respondents are considered for Customer satisfaction and 14% of the respondents are considered for All of the above in the organization.

TABLE 4.1.14 EMPLOYEE SELECTED FOR A REWARD THROUGH

S. No.	PARTICULARS	NO OF RESPONDENTS	PERCENTAGE
1	GROUP VOTE	30	20
2	DECISION FROM TOP OFFICIALS	63	42
3	DECISION FROM A SINGLE MANAGER	30	20
4	NONE OF THE ABOVE	27	18
TOTAL		150	100

CHART 4.1.14 EMPLOYEE SELECTED FOR A REWARD THROUGH



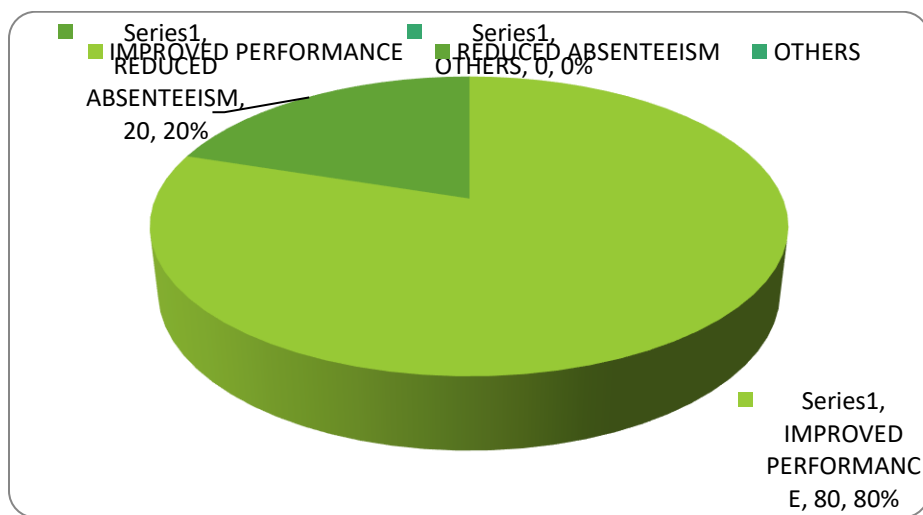
Inference:

From the above table it is inferred that, 20% of the respondents are selected through Group vote, 42% of the respondents are selected through Decision from top officials, 20% of the respondents are selected through Decision from a single manager and 18% of the respondents are selected through None of the above in the organization.

TABLE 4.1.15 COMPANY BENEFITED FROM THE REWARDS AND RECOGNITION

S. No.	PARTICULARS	NO OF RESPONDENTS	PERCENTAGE
1	IMPROVED PERFORMANCE	120	80
2	REDUCED ABSENTEEISM	30	20
3	OTHERS	NIL	NIL
TOTAL		150	100

CHART 4.1.15 COMPANY BENEFITED FROM THE REWARDS AND RECOGNITION



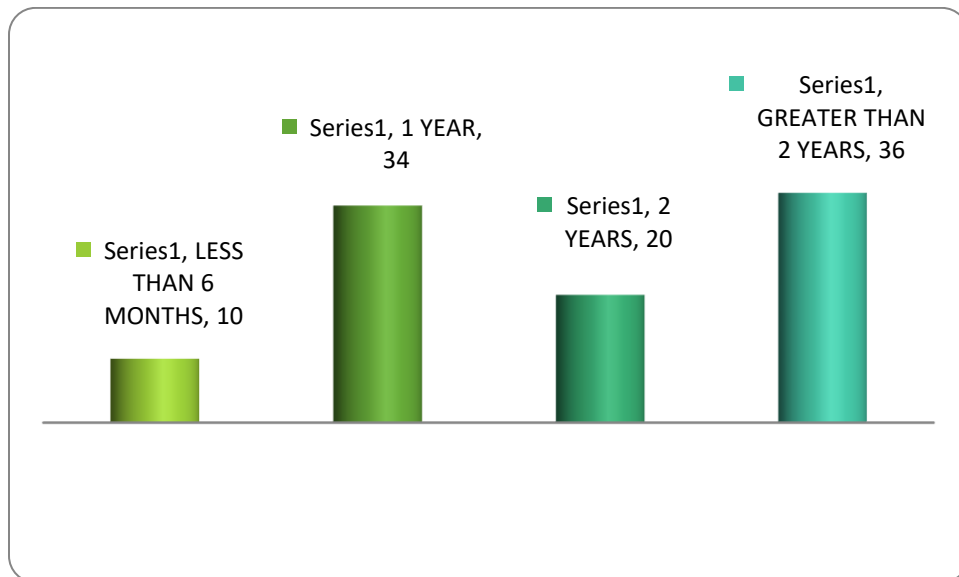
Inference:

From the above table it is inferred that, 80% of the respondents are improved performance and 20% of the respondents are reduced absenteeism in the organization.

TABLE 4.1.16 CURRENT REWARD POLICY

S. No.	PARTICULARS	NO OF RESPONDENTS	PERCENTAGE
1	LESS THAN 6 MONTHS	15	10
2	1 YEAR	51	34
3	2 YEARS	30	20
4	GREATER THAN 2 YEARS	54	36
TOTAL		150	100

CHART 4.1.16 CURRENT REWARD POLICY



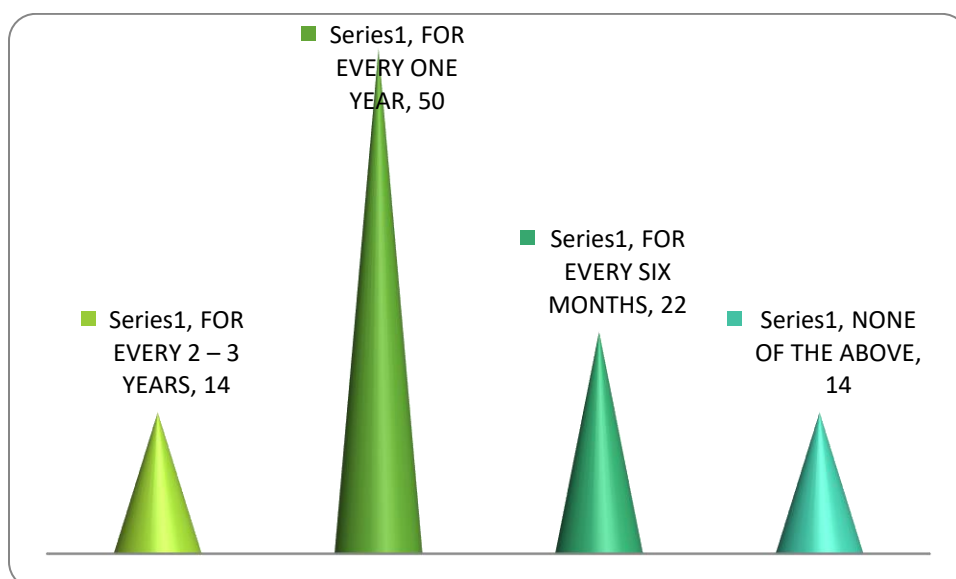
Inference:

From the above table the current reward policy is inferred that, 10% of the respondents are Less than 6 months, 34% of the respondents are 1 year, 20% of the respondents are 2 years and 36% of the respondents are Greater than 2 years in the organization.

TABLE 4.1.17 FREQUENT OF CHANGES IN THE REWARD SYSTEM

S. No.	PARTICULARS	NO OF RESPONDENTS	PERCENTAGE
1	FOR EVERY 2 – 3 YEARS	21	14
2	FOR EVERY ONE YEAR	75	50
3	FOR EVERY SIX MONTHS	33	22
4	NONE OF THE ABOVE	21	14
TOTAL		150	100

CHART 4.1.17 FREQUENT OF CHANGES IN THE REWARD SYSTEM



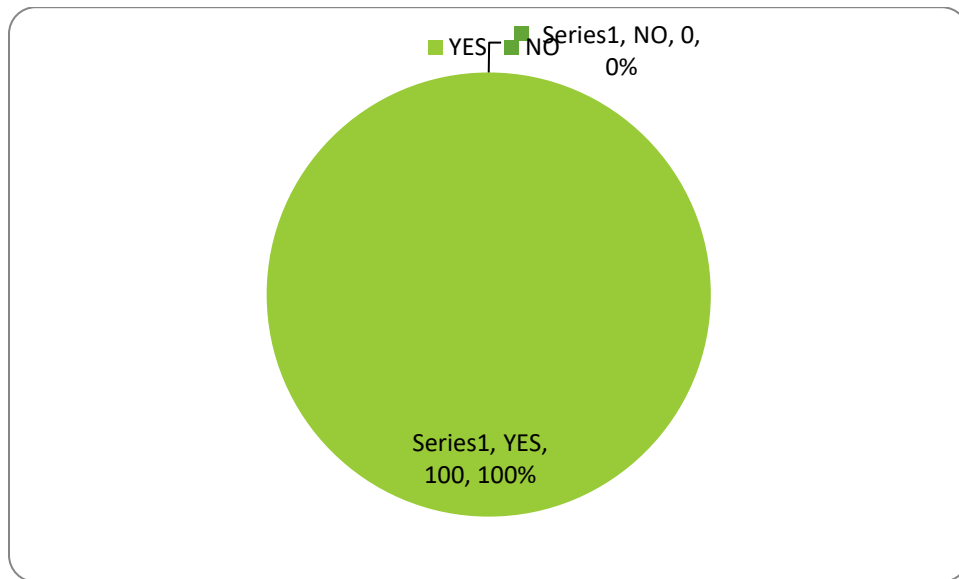
Inference:

From the above table it is inferred that, 14% of the respondents are for every 2 – 3 yrs., 50% of the respondents are for every one year, 22% of the respondents are for six months and 14% of the respondents are none of the above in the organization.

TABLE 4.1.18 EMPLOYEES SUGGESTIONS CONSIDERED WHILE REVIEWING THE REWARD PROGRAM

S. No.	PARTICULARS	NO OF RESPONDENTS	PERCENTAGE
1	YES	150	100
2	NO	NIL	NIL
TOTAL		150	100

CHART 4.1.18 EMPLOYEES SUGGESTIONS CONSIDERED WHILE REVIEWING THE REWARD PROGRAM

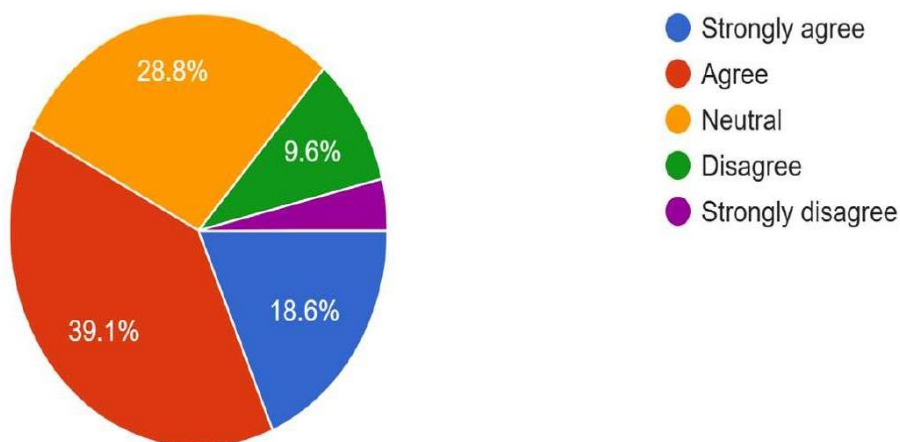


Inference:

From the above table it is inferred that, 100% of the respondent's suggestions are considered while reviewing the reward program in the organization.

TABLE 4.1.19 Do you feel that rewards are handled in the same way for all employees?

S. No.	PARTICULARS	NO OF RESPONDENTS	PERCENTAGE
1	Strongly agree	72	18.6
2	Agree	63	39.1
3	Neutral	12	28.8
4	Disagree	03	9.6
5	Strongly disagree	NIL	NIL
TOTAL		150	100

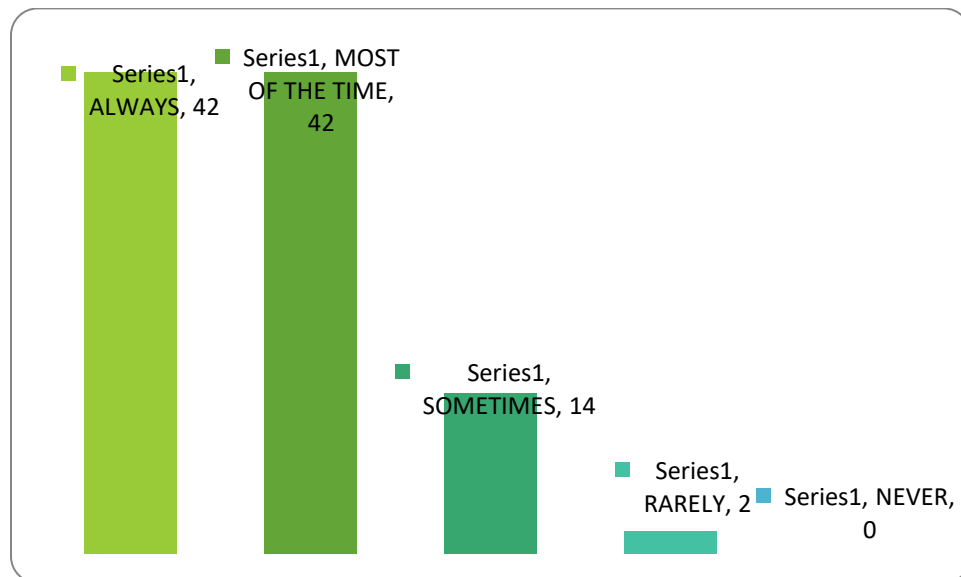


Inference:

From the above table it is inferred that, 18.6% of the respondents have chosen strongly agree, 39.1% of the respondents have chosen agree, 28.8% of the respondents have chosen neutral, 9.6% of the respondents have chosen disagree and 3.8% of the respondents have chosen strongly disagree.

TABL 4.1.20 SUPERVISOR / ORGN. WELCOMES NEW IDEAS FROM YOU

S. No.	PARTICULARS	NO OF RESPONDENTS	PERCENTAGE
1	ALWAYS	63	42
2	MOST OF THE TIME	63	42
3	SOMETIMES	21	14
4	RARELY	03	02
5	NEVER	NIL	NIL
TOTAL		150	100

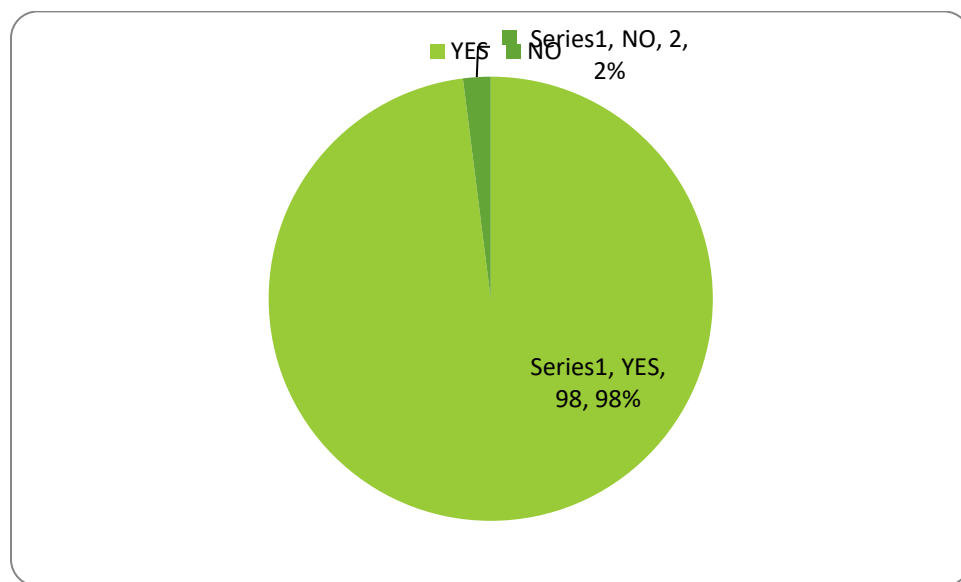
CHART 4.1.20 SUPERVISOR / ORGN. WELCOMES NEW IDEAS FROM YOU**Inference:**

From the above table it is inferred that, 42% of the respondents are always welcomes new ideas, 42% of the respondents are most of the time welcomes new ideas, 14% of the respondents are sometimes welcomes new ideas and 2% of the respondents are rarely welcomes new ideas in the organization.

TABLE 4.1.21 IDEA THAT HELPED YOUR ORGN. IN NEW PRODUCT LINE OR SAVED HUGE MONEY OR CREATED A NEW REVENUE STREAM

S. No.	PARTICULARS	NO OF RESPONDENTS	PERCENTAGE
1	YES	147	98
2	NO	03	02
TOTAL		150	100

CHART 4.1.21 IDEA THAT HELPED YOUR ORGN. IN NEW PRODUCT LINE OR SAVED HUGE MONEY OR CREATED A NEW REVENUE STREAM



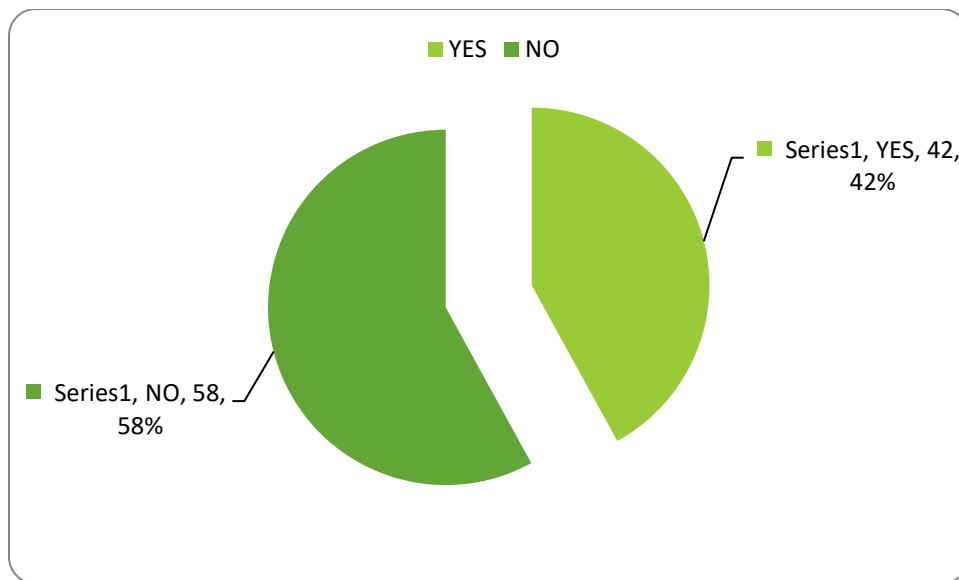
Inference:

From the above table it is inferred that, 98% of the respondents are saved huge money or created revenue stream and 2% of the respondents are not saved huge money or created revenue stream in the organization.

TABLE 4.1.22 RECOGNITION FOR THE IDEAS THAT GOT IMPLEMENTED

S. No.	PARTICULARS	NO OF RESPONDENTS	PERCENTAGE
1	YES	63	42
2	NO	87	58
TOTAL		150	100

CHART 4.1.22 RECOGNITION FOR THE IDEAS THAT GOT IMPLEMENTED



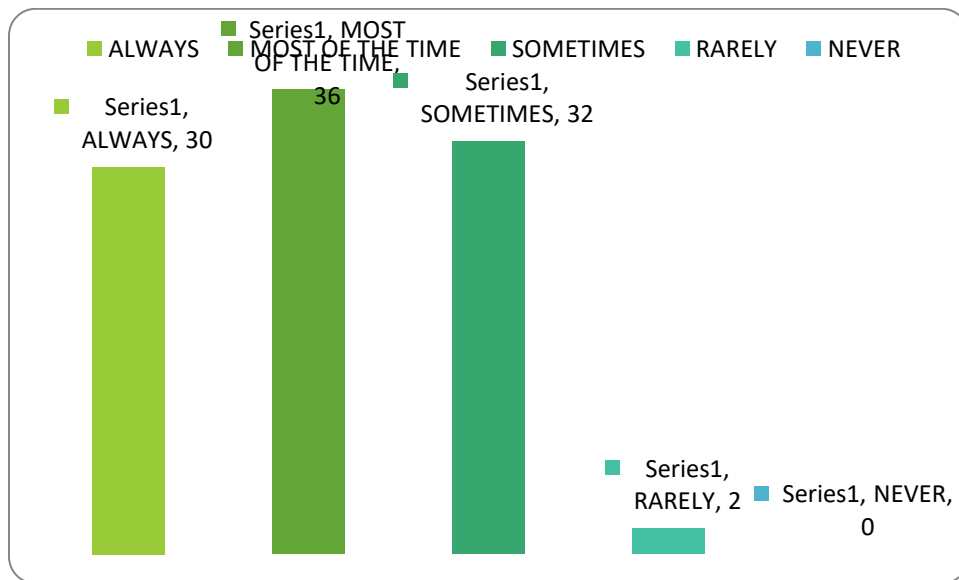
Inference:

From the above table it is inferred that, 42% of the respondents are recognized for the ideas that got implemented and 58% of the respondents are not recognized for the ideas that got implemented in the organization.

TABLE 4.1.23 SATISFACTION WITH RECOGNITION/REWARD

S. No.	PARTICULARS	NO OF RESPONDENTS	PERCENTAGE
1	ALWAYS	45	30
2	MOST OF THE TIME	54	36
3	SOMETIMES	48	32
4	RARELY	03	02
5	NEVER	NIL	NIL
TOTAL		150	100

CHART 4.1.23 SATISFACTION WITH RECOGNITION/REWARD



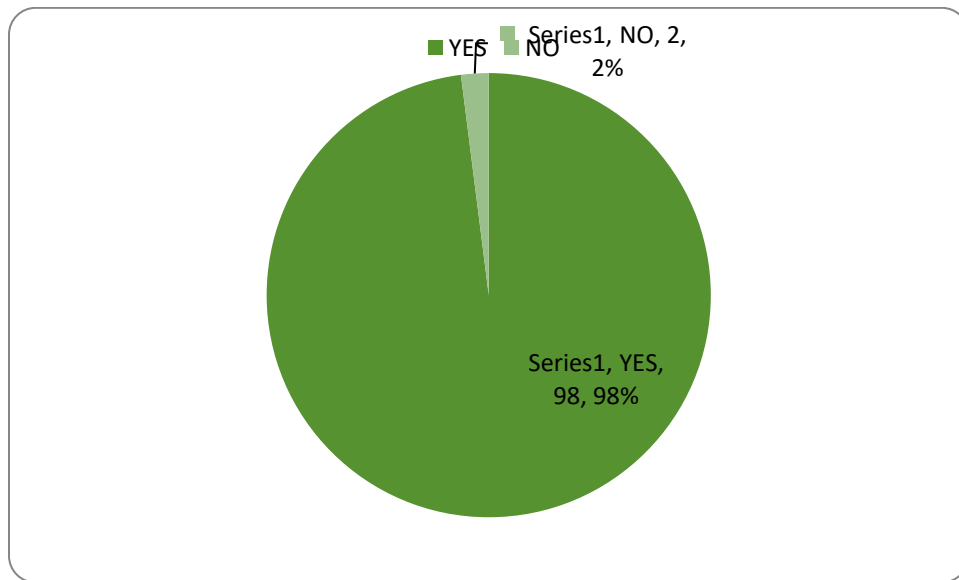
Inference:

From the above table it is inferred that, 30% of the respondents are always satisfied, 36% of the respondents are most of the time satisfied, 32% of the respondents are sometimes satisfied and 2% of the respondents are rarely satisfied in the organization.

TABLE 4.1.24 FINANCIALLY REWARDED FOR THE IDEA

S. No.	PARTICULARS	NO OF RESPONDENTS	PERCENTAGE
1	YES	147	98
2	NO	03	02
TOTAL		150	100

CHART 4.1.24 FINANCIALLY REWARDED FOR THE IDEA

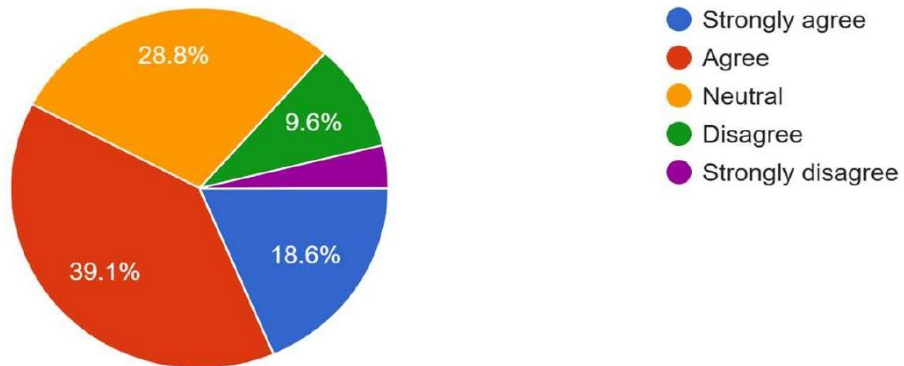


Inference:

From the above table it is inferred that, 98% of the respondents are financially rewarded for the idea and 2% of the respondents are not financially rewarded for the idea in the organization.

TABLE 4.1.25 DO YOU THINK THAT REWARD SYSTEM SHOULD INCLUDE CAREER PLAN BASED ON PERFORMANCE

S. No.	PARTICULARS	NO OF RESPONDENTS	PERCENTAGE
1	Strongly agree	72	18.6
2	Agree	63	39.1
3	Neutral	12	28.8
4	Disagree	03	9.6
5	Strongly disagree	NIL	NIL
TOTAL		150	100



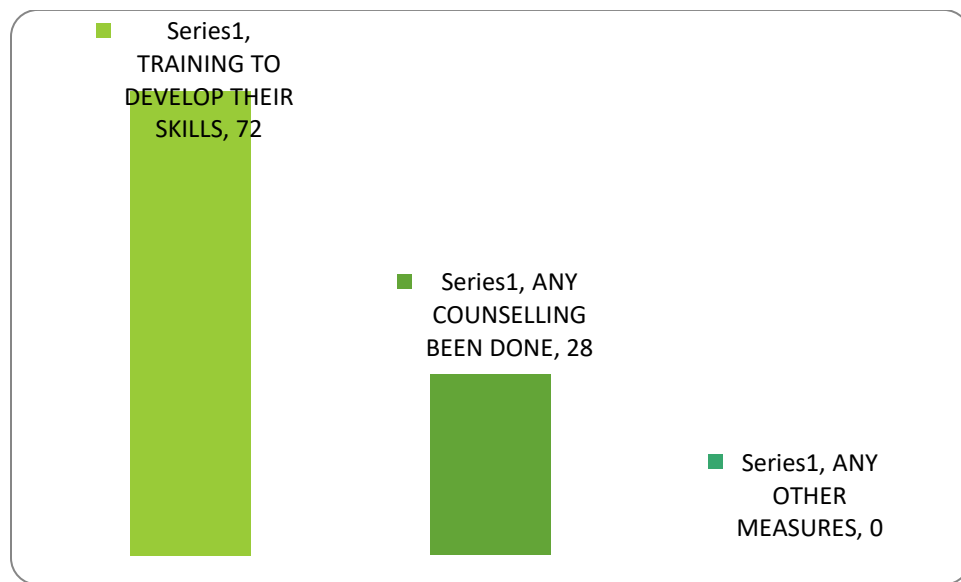
Inference:

From the above table it is inferred that, 18.6% of the respondents have chosen strongly agree, 39.1% of the respondents have chosen agree, 28.8% of the respondents have chosen neutral, 9.6% of the respondents have chosen disagree and 3.8% of the respondents have chosen strongly disagree.

TABL 4.1.26 TREATING OF NON-PERFORMERS IN YOUR ORGANISATION

S. No.	PARTICULARS	NO OF RESPONDENTS	PERCENTAGE
1	TRAINING TO DEVELOP THEIR SKILLS	108	72
2	ANY COUNSELLING BEEN DONE	42	28
3	ANY OTHER MEASURES	NIL	NIL
TOTAL		150	100

CHART 4.1.26 TREATING OF NON-PERFORMERS IN YOUR ORGANISATION



Inference:

From the above table it is inferred that, 72% of the respondents are given training to develop their skills, 28% of the respondents are given any counseling been done to treat non performers in the organization.

4.2. CORRELATION ANALYSIS

- **Null hypothesis (H0):**

There is negative relationship between reward system in the organization and improves employee motivation.

- **Alternate hypothesis (H1):**

There is positive relationship between reward system in the organization and improves employee motivation.

		Reward System	Employee Motivation
Reward System	Pearson Correlation	1	.627**
	Sig. (2-tailed)		.000
	N	150	150
Employee Motivation	Pearson Correlation	.627**	1
	Sig. (2-tailed)	.000	
	N	150	150

$$r = \frac{N\sum XY - \sum X \sum Y}{\sqrt{N\sum X^2 - (\sum X)^2} \sqrt{N\sum Y^2 - (\sum Y)^2}}$$

$$r = .627$$

INFERENCE:

There is positive relationship between reward system in the organization and improves employee motivation.

4.3 ONE-WAY ANOVA ANALYSIS

- **NULL HYPOTHESIS (H_0):** There is no significant relationship between the years of experience in the organization and the employees are considered for reward with the present working condition.
- **ALTERNATIVE HYPOTHESIS (H_1):** There is a significant relationship between the years of experience in the organization and the employees are considered for reward with the present working condition.

Descriptives

RESPONDENTS ACCORDING TO THEIR EXPERIENCE

	N	Mean	Std. Deviation	Std. Error	95% Confidence Interval for		Minimum	Maximum
					Mean			
					Lower Bound	Upper Bound		
Strongly Agree	54	1.00	.000	.000	1.00	1.00	1	1
Agree	63	1.71	.633	.080	1.55	1.87	1	3
Disagree	3	3.00	.000	.000	3.00	3.00	3	3
Total	150	1.43	.631	.058	1.31	1.54	1	3

Test of Homogeneity of Variances

RESPONDENTS ACCORDING TO THEIR
EXPERIENCE

Levene Statistic	df1	df2	Sig.
83.650	2	117	.000

ANOVA

RESPONDENTS ACCORDING TO THEIR EXPERIENCE

	Sum of Squares	df	Mean Square	F	Sig.
Between Groups	22.468	2	11.234	52.877	.000
Within Groups	24.857	117	.212		
Total	47.325	119			

- **Calculated value = 52.877**
- **Tabulated value = 3.09**
- $F = F_{\text{Cal}} > F_{\text{tab}} \quad F=52.877 > 3.09$
- Hence, the Alternate hypothesis [H1] is accepted.

Inference:

The calculated value of F is greater than the tabulated value. Hence, we reject the null hypothesis and conclude that there is no significance difference between the years of experience in the organization and the employees are considered for reward with the present working condition.

CHAPTER 5

FINDINGS, SUGGESTIONS AND CONCLUSION

5.1. Findings of the Study

1. 100% of the respondents are Male and female in the organization.
2. 4% of the respondents are between the age of 21 – 25 yrs., 36.67% of the respondents are between the age of 26 – 30 yrs., 39.33% of the respondents are between the age of 31 – 35 yrs. and 20% of the respondents are between the age of 36 – 40 yrs.
3. 2% of the respondents are PUC/HSC, 40% of the respondents are Diploma, 18% of the respondents are under graduate and 40% of the respondents are Post graduate in the organization.
4. 26% of the respondents are 4 – 7 yrs. in the organization, 44% of the respondents are 7 – 10 yrs. in the organization and 30% of the respondents are above 10 yrs. in the organization.
5. 86% of the respondents are Formal policy and 14% of the respondents are Informal policy is implemented in your organization.
6. 42% of the respondents are monetary reward system, 34% of the respondents are Non-monetary reward system and 24% of the respondents are both reward system in the organization.
7. 12% of the respondents are Profit sharing (incentives), 62% of the respondents are Small group activities, 10% of the respondents are Cross functional activities, 12% of the respondents are Suggestion award and 4% of the respondents are Cash award in the organization.
8. 20% of the respondents are Flexible shifts, 70% of the respondents are Training and 10% of the respondents are Pleasant work environment in the organization.
9. 100% of the respondents are said yes in the organization.
10. 54% of the respondents are through notice boards, 38% of the respondents are through managers and 8% of the respondents are through immediate supervisors in the organization.

11. 54% of the respondents are monthly rewarded, 28% of the respondents are Quarterly rewarded and 18% of the respondents are Half yearly rewarded in the organization.
12. 100% of the respondents/Employees are eligible for the reward in the organization.
13. From the above table it is inferred that, 34% of the respondents are considered Spot award, 42% of the respondents are considered Appreciation letters signed by president, 18% of the respondents are considered Appreciation from MD, Chairman and 6% of the respondents are considered Appreciating individual in forums in the organization.
14. 20% of the respondents are selected through Group vote, 42% of the respondents are selected through Decision from top officials, 20% of the respondents are selected through Decision from a single manager and 18% of the respondents are selected through None of the above in the organization.
15. 80% of the respondents are improved performance and 20% of the respondents are Reduced absenteeism in the organization.
16. Towards the current reward policy it is found that, 10% of the respondents are Less than 6 months, 34% of the respondents are 1 year, 20% of the respondents are 2 years and 36% of the respondents are Greater than 2 years in the organization.
17. 14% of the respondents are for every 2 – 3 yrs., 50% of the respondents are for every one year, 22% of the respondents are for six months and 14% of the respondents are none of the above in the organization.
18. 100% of the respondent's suggestions are considered while reviewing the reward program in the organization.
19. From the above table it is inferred that, 18.6% of the respondents have chosen strongly agree, 39.1% of the respondents have chosen agree, 28.8% of the respondents have chosen neutral, 9.6% of the respondents have chosen disagree and 3.8% of the respondents have chosen strongly disagree.
20. 48% of the respondents are Review job of the employee, 42% of the respondents are Transfer of department, 8% of the respondents are Demotion and 2% of the respondents are Pay/Salary cut in the organization.
21. 98% of the respondents are saved huge money or created revenue stream and 2% of the respondents are not saved huge money or created revenue stream in the organization.

22. 42% of the respondents are recognized for the ideas that got implemented and 58% of the respondents are not recognized for the ideas that got implemented in the organization.
23. 30% of the respondents are always satisfied, 36% of the respondents are most of the time satisfied, 32% of the respondents are sometimes satisfied and 2% of the respondents are rarely satisfied in the organization.
24. 98% of the respondents are financially rewarded for the idea and 2% of the respondents are not financially rewarded for the idea in the organization.
25. From the above table it is inferred that, 18.6% of the respondents have chosen strongly agree, 39.1% of the respondents have chosen agree, 28.8% of the respondents have chosen neutral, 9.6% of the respondents have chosen disagree and 3.8% of the respondents have chosen strongly disagree.
26. From the above table it is inferred that, 72% of the respondents are given training to develop their skills, 28% of the respondents are given any counseling been done to treat non performers in the organization.

5.2. Suggestions & Recommendations

The recommendations that the researcher has gathered from the result of this research are:

- Rewards are rewarded to individual or teams based on their performance. An organization has to critically analyses whether investing their time and money on evaluating the performance of a particular team or individual is worthwhile.

- The primary intention of rewards is to recognize an employee's effort and to reward his effort. An organization has to make sure that an employee has been rewarded at the right time for his effort, which causes a greater positive impact on employees and motivates them to work towards betterment.

- The reward system schemes shall be updated for every six months to one year based on the upcoming future trends.

- The bonus and the reward amount should be increased for the benefit of the organization and the employees.

- The employees can be given coupon for the entertainment with the family on the holiday times. Example: Movie tickets, Theme park tickets, etc.

- Organization can arrange a picnic to the employees so that there should be a good relationships between supervisors and the sub-ordinates.

5.3. Conclusion

This research has provided an insight into the factor that impact reward systems on employee performance at **A study on the impact of reward system on employee performance in wingsser solution** . The model used in this study allowed for an analysis of the independent variables. Moreover, the use of the correlation analysis was particularly useful to determine the overall fit of the model.

The present research has sought to assess occupational health and safety reward schemes. However, it appears that there is very little evidence to make any judgement regarding the “effectiveness” or otherwise of reward schemes. While some of the schemes have stated that they were evaluated they were unwilling to provide detailed information on the evaluation process or allow the researchers the documentation. Additionally, the sample size of reward schemes in the area of occupational health and safety is limited, and restricts the generalizations that can be made. The goals of the schemes are clearly an issue, and they appear to focus on giving ‘gongs’ rather than providing a process in which organisations can engage to reinforce and promote good practice. The main findings from the present research are consistent with those of Parr (2004) who conducted research on six workplace award schemes within the UK, and found that the schemes were operating with a lack of resources, that there was a lack of monitoring and evaluation and a lack of evidence of effectiveness. As with the present research the “benefits” from these schemes were purely anecdotal . To recapitulate, the study states that salaries, bonus, commission and working conditions have a positive relationship with performance of employees in business process outsourcing. Thus there is a positive relationship between rewards and employee performance . The purpose of rewards is to motivate employees thereby increasing the result of the organization

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ANNEXURE I – QUESTIONNAIRE

A STUDY ON THE IMPACT OF REWARD SYSTEM ON EMPLOYEE PERFORMANCE IN WINGSSER SOLUTION

1.Name of the Respondent: _____

2.Gender:

- ☐ Male
- ☐ Female

3.Age:

- ☐ 21 – 25 yrs.
- ☐ 26- 30 yrs.
- ☐ 31 – 35yrs
- ☐ 36 – 40 yrs.
- ☐ > 40 yrs.

4.Education:

- ☐ PUC/ HSC
- ☐ Diploma
- ☐ Undergraduate
- ☐ Post graduate
- ☐ Professional

5.Nature of Work:

- ☐ Manufacturing
- ☐ Services

6. Number of years of experience in this organization:

- ☐ 0-3 yrs.
- ☐ 4-7 yrs.
- ☐ 7-10 yrs.
- ☐ > 10 yrs.

7. What kind of Reward System is implemented in your organization?

- ☐ Formal
- ☐ Informal

8.The Reward system in your organization

- ☐ Monetary
- ☐ Non-monetary
- ☐ Both

9.What are the various Monetary Rewards practiced in your organization?

- ☐ Profit sharing (incentives)
- ☐ Small Group Activities
- ☐ Cross Functional Activities
- ☐ Suggestion Award
- ☐ Cash Award

10.What are the various Non - Monetary Rewards practiced in your organization?

- ☐ Flexible shifts
- ☐ Training
- ☐ Pleasant work environment
- ☐ Public recognition

11.Is the Reward system practiced in the organization properly communicated to all the employees in the organization

- ☐ Yes
- ☐ No

12.If yes, how?

- ☐ Through notice boards
- ☐ Through managers
- ☐ Through immediate supervisors

13. How often are the employees rewarded?

- ☐ Monthly
- ☐ Quarterly
- ☐ Half yearly
- ☐ Yearly
- ☐ Occasionally based on extra ordinary accomplishments.

14. Are all the employees eligible for the Reward as per your organization's policy?

- ☐ Yes
- ☐ No

15. In your organization employees are considered for Reward and Recognition mostly for

- ☐ Innovative and Creative Ideas
- ☐ Increased productivity/results/outcome
- ☐ Customer Satisfaction
- ☐ All of the above
- ☐ Others

16. How is an employee selected for a reward? Is it through?

Group Vote

- ☐ Decision from Top Officials
- ☐ Decision from a single Manager
- ☐ None of the Above

17. How is the company benefited from the rewards and recognition?

- ☐ Improved Performance
- ☐ Reduced Absenteeism
- ☐ Others

18.How old is the current Reward Policy?

- ☐ Less than 6 months
- ☐ 1 year
- ☐ 2 years
- ☐ Greater than 2 years

19.How frequently do you bring changes in the Reward system practiced in the organization?

- ☐ For every 2-3 years
- ☐ For every one year
- ☐ For every six months
- ☐ None of the above

20.Are the employee's suggestions considered while reviewing the Reward program?

- ☐ Yes
- ☐ No

. 21 Do you think your supervisor/organisation welcomes new ideas from you?

- ☐ Always
- ☐ Most of the time
- ☐ Sometimes
- ☐ Rarely
- ☐ Never

22. Have you ever come up with an idea that helped your organization in new product line or saved huge money or created a new revenue stream?

- ☐ Yes
- ☐ No

23. Were you ever been recognized for the Idea/ideas that got implemented?

- ☐ Yes
- ☐ No

24.Does the reward bring positive impact of employee performance?

- ☐ 1.Strongly disagree
- ☐ 2.Disagree
- ☐ 3.Neutral
- ☐ 4.Agree
- ☐ 5.Strongly agree

25. The reward system facilitates the implementation of strategy by attracting the right kind of people.

- ☐ 1.Strongly disagree
- ☐ 2.Disagree
- ☐ 3.Neutral
- ☐ 4.Agree
- ☐ 5.Strongly agree

26. TREATING OF NON – PERFORMANCE IN YOUR ORGANIZATION

- ☐ Training To Develop Their Skills
- ☐ Any Counselling Been Done
- ☐ Any Other Measures

ANNEXURE II – RESEARCH ARTICLE

A STUDY ON THE IMPACT OF REWARD SYSTEM ON EMPLOYEE PERFORMANCE IN WINGSSER SOLUTION

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ABSTRACT

The title of the project “A Study impact of reward system on employee performance in wingsser solution”. It is solely to examine and to find out the level of Rewards system on the employee performance in the organization. Also the study aims to identify the Rewards system on employee performance which has been recognized as good or best practiced in the organization. Further, the study focused to examine how these schemes work, their scope (number of participants, industry sectors, subject areas, etc.), and the recognition that is achieved; For the study, the researcher has made use of both primary and secondary data. Primary data was collected through a well-defined questionnaire. The sample size for the study is 150.

KEYWORDS:

REWARD SYSTEM, EMPLOYEE PERFORMANCE

INTRODUCTION

A reward system is important for the employee performance. As employee performance will be more effective to high reward system. That how to be high performance is base high reward vice versa. Job performance is also part of human resources management. Performance is an important for the organization succession and achieving the goals. There is so much changing occurring in the school education in the world every school has much relay on employee's good performance. Rewards are considered an important tool to check the employee's performance in every organization. Management use rewards for employees' motivations. So we can say that effective reward system attracts new employees for organization and motivate

existing employees to perform high levels. Employee's good work is necessary to achieve the specific goals. Employees give their good efforts for achieving goals and good effort depends on rewards. In other words we can say that good rewards are most important way to engage the employees with their work and with their organization

OBJECTIVES OF STUDY

PRIMARY OBJECTIVE:

- To study on the impact of reward system on employee performance in wingsser solution

SECONDARY OBJECTIVES:

- To study the various reward system followed by the Wingsser solution
- To study the factors influencing of employee's performance at wingsser solution.
- To offer recommendations on how reward system can be improved for employee performance

REVIEW OF LITERATURE

- ❖ Ibrar, M., & Khan, O. (2015). The impact of reward on employee performance (a case study of Malakand Private School). *International letters of social and humanistic sciences*, 52, 95-103.

The aim of this study is to investigate how to employee performance impact on reward in private school. The study also aims to show how to employee improve the performance has in reward system. Design/methodology/approach: Questionnaire is used as instrument and 100 questionnaires were used to check the respondent's opinion Findings: descriptive analysis, correlation and multiple regression tests were applied for data analysis. Conclusion: study concludes that there is positive relationship between rewards (extrinsic and intrinsic) and employee's job performance. Most of the organizations implement rewards system to increase the job performance and job satisfaction. Originality/value: By reviewing the different finding that the reward and employee performance.

- ❖ Murphy, B. (2015). *The impact of reward systems on employee performance* (Doctoral dissertation, Dublin Business School).

This research paper focuses on the effects of reward systems on employee performance in the modern work environment and how satisfaction with rewards can lead to higher performance and better job satisfaction. Based on a critical review of published literature, it is clear how important the right combination of rewards is to the performance of an organization. Employees should always be aware of the relationship between their level of performance and how they are rewarded for that performance.

Methodology

Research methodology is mainly needed for the purpose of framing the research process and the designs and tools that are to be used for the project purpose. To achieve objectives of the study, a concrete research strategy is chosen - to collect and analyze data in order to derive meaningful results.

Research Design

A Research Design is the plan that specifies the objectives of the study, method to be adopted in the data collection, tools in data analysis and hypothesis to be framed. A research design is the framework or plans for the study that guide the collection of analysis of data. It some sort of a blue print will ensure that a study will be relevant to the problem.

This methodology was adopted to meet the objective of the study by collecting primary and secondary data. The analysis of data leads to certain conclusion.

Sources of Data

Primary data

The primary data related to the topic “**A Study on the impact of reward system on employee performance in wingsser solution, Chennai**” were collected directly from the employees through the questionnaire which has been chosen as the tool for the collection of data.

Questionnaire Development

The questions were arranged in a logical sequence order. The questionnaire consists of a variety of questions presented to the employees for the response. Dichotomous questions, multiple choice questions, rating scale questions were used in constructing questionnaire.

Sample Size

It refers to the number of items to be selected from the universe to constitute as a sample. In these study 150 employees of Wingsser Solutions; CHENNAI was selected as size of sample.

Period Of Study

January 2023-March 2023 (3 months)

Hypothesis

- ❖ H0-There is no effect of reward system on employees' performances in wingsser solution
- ❖ H1-There is effect of reward system on employees' performances in wingsser solution
- ❖ DEPENDENT VARIABLE- Demographic factors in the question
- ❖ INDEPENDENT VARIABLE- Other variables like Motivation, , Financial, Communication .

DATA ANALYSIS AND INTERPRETATION

PERCENTAGE ANALYSIS

THE VARIOUS MONETARY REWARDS PRACTICED IN YOUR ORGANISATION

S. No.	PARTICULARS	NO OF RESPONDENTS	PERCENTAGE
1	PROFIT SHARING (INCENTIVES)	18	12
2	SMALL GROUP ACTIVITIES	93	62
3	CROSS FUNCTIONAL ACTIVITIES	15	10
4	SUGGESTION AWARD	18	12
5	CASH AWARD	06	04
TOTAL		150	100

Inference:

From the above table it is inferred that, 12% of the respondents are Profit sharing (incentives), 62% of the respondents are Small group activities, 10% of the respondents are Cross functional activities, 12% of the respondents are Suggestion award and 4% of the respondents are Cash award in the organization.

EMPLOYEES ARE CONSIDERED FOR REWARD AND RECOGNITION MOSTLY FOR

S. No.	PARTICULARS	NO OF RESPONDENTS	PERCENTAGE
1	INNOVATIVE AND CREATIVE IDEAS	72	48
2	INCREASED PRODUCTIVITY/RESULTS/OUTCOME	24	16
3	CUSTOMER SATISFACTION	33	22
4	ALL OF THE ABOVE	21	14
5	OTHERS	NIL	NIL
TOTAL		150	100

Inference:

From the above table it is inferred that, 48% of the respondents are considered for Innovative and creative ideas, 16% of the respondents are considered for Increased Productivity/Results/Outcome, 22% of the respondents are considered for Customer satisfaction and 14% of the respondents are considered for All of the above in the organization.

CORRELATION ANALYSIS

- **Null hypothesis (H0):**

There is negative relationship between reward system in the organization and improves employee motivation.

- **Alternate hypothesis (H1):**

There is positive relationship between reward system in the organization and improves employee motivation.

		Reward System	Employee Motivation
Reward System	Pearson Correlation	1	.627**
	Sig. (2-tailed)		.000
	N	150	150
Employee Motivation	Pearson Correlation	.627**	1
	Sig. (2-tailed)	.000	
	N	150	150

$$r = \frac{N\sum XY - \sum X \sum Y}{\sqrt{N\sum X^2 - (\sum X)^2} \sqrt{N\sum Y^2 - (\sum Y)^2}}$$

$$r = .627$$

INFERENCE:

There is positive relationship between reward system in the organization and improves employee motivation.

ONE-WAY ANOVA ANALYSIS

- **NULL HYPOTHESIS (H_0):** There is no significant relationship between the years of experience in the organization and the employees are considered for reward with the present working condition.
- **ALTERNATIVE HYPOTHESIS (H_1):** There is a significant relationship between the years of experience in the organization and the employees are considered for reward with the present working condition.

Descriptives

RESPONDENTS ACCORDING TO THEIR EXPERIENCE

	N	Mean	Std. Deviation	Std. Error	95% Confidence Interval for Mean		Minimum	Maximum
					Lower Bound	Upper Bound		
Strongly Agree	54	1.00	.000	.000	1.00	1.00	1	1
Agree	63	1.71	.633	.080	1.55	1.87	1	3
Disagree	3	3.00	.000	.000	3.00	3.00	3	3
Total	150	1.43	.631	.058	1.31	1.54	1	3

Test of Homogeneity of Variances

RESPONDENTS ACCORDING TO THEIR EXPERIENCE

Levene Statistic	df1	df2	Sig.
83.650	2	117	.000

ANOVA

RESPONDENTS ACCORDING TO THEIR EXPERIENCE

	Sum of Squares	df	Mean Square	F	Sig.
Between Groups	22.468	2	11.234	52.877	.000
Within Groups	24.857	117	.212		
Total	47.325	119			

- **Calculated value = 52.877**
- **Tabulated value = 3.09**
- $F = F_{\text{Cal}} > F_{\text{tab}} \quad F=52.877 > 3.09$
- Hence, the Alternate hypothesis [H1] is accepted.

Inference:

The calculated value of F is greater than the tabulated value. Hence, we reject the null hypothesis and conclude that there is no significance difference between the years of experience in the organization and the employees are considered for reward with the present working condition.

FINDINGS OF THE STUDY

1. 100% of the respondents are Male and female in the organization.
2. 4% of the respondents are between the age of 21 – 25 yrs., 36.67% of the respondents are between the age of 26 – 30 yrs., 39.33% of the respondents are between the age of 31 – 35 yrs. and 20% of the respondents are between the age of 36 – 40 yrs.
3. 2% of the respondents are PUC/HSC, 40% of the respondents are Diploma, 18% of the respondents are under graduate and 40% of the respondents are Post graduate in the organization.
4. 26% of the respondents are 4 – 7 yrs. in the organization, 44% of the respondents are 7 – 10 yrs. in the organization and 30% of the respondents are above 10 yrs. in the organization.
5. 86% of the respondents are Formal policy and 14% of the respondents are Informal policy is implemented in your organization.
6. 42% of the respondents are monetary reward system, 34% of the respondents are Non-monetary reward system and 24% of the respondents are both reward system in the organization.
7. 12% of the respondents are Profit sharing (incentives), 62% of the respondents are Small group activities, 10% of the respondents are Cross functional activities, 12% of the respondents are Suggestion award and 4% of the respondents are Cash award in the organization.

8. 20% of the respondents are Flexible shifts, 70% of the respondents are Training and 10% of the respondents are Pleasant work environment in the organization.

Conclusion

This research has provided an insight into the factor that impact reward systems on employee performance at **A study on the impact of reward system on employee performance in wingsser solution**. The model used in this study allowed for an analysis of the independent variables. Moreover, the use of the correlation analysis was particularly useful to determine the overall fit of the model.

The present research has sought to assess occupational health and safety reward schemes. However, it appears that there is very little evidence to make any judgement regarding the “effectiveness” or otherwise of reward schemes. While some of the schemes have stated that they were evaluated they were unwilling to provide detailed information on the evaluation process or allow the researchers the documentation. Additionally, the sample size of reward schemes in the area of occupational health and safety is limited, and restricts the generalizations that can be made.

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