A STUDY ON EFFECTIVENESS OF REWARD SYSTEM ON THE MOTIVATIONAL LEVEL OF EMPLOYEES WITH SPECIAL REFERENCE TO DELICT TECHNOLOGY SERVICES PRIVATE LIMITED AT BENGALURU

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Abstract—*Motivation is the internal push that activates and directs behavior. Theory of Motivation is the internal push that activates and directs behavior. Theory of motivation refers to the process of explaining how or why human behavior is powered up and detected. It is among the most crucial categories of research in the area of organizational behavior. Motivating employees starts with the recognition that for people to do their best work, they must be in a system that fosters their basic emotional drives to obtain, bond, comprehend and defend. Money acts as a motivator and money matters to everyone but money cannot be considered the most supreme thing, need for reward and recognition of any change according to the contribution and the outcome. Monetary compensation can only satisfy the employee's greed but not all his needs so it's important for an employer to identify measures to motivate employees through some non-monetary rewards as well. Money is necessary to meet the basic needs of the employees, but the theory of reward is behavioral in nature.*

INTRODUCTION

Reward system is an important tool that management can use to channel employee motivation in desired ways. In other words, reward systems seek to attract people to join the organization to keep them coming to work, and motivate them to perform to high levels. The reward system consists of all organization components – including people processes rules and decision making activities involved in the allocate of compensation and benefits to employees in exchange for their contribution to the organization.

An issue which usually generates a great deal of attention from most managers, administrators and those involved in Human Resources Management is the issue of how to successfully motivate employee. While it is true that aspects like staff recruitment, controlling, managing, leading, and many more are of great importance to the success of an organization, Employee Motivation is generally considered a core element in running a successful business.

STATEMENT OF THE PROBLEM

- The important of motivation is obvious. We need motivation in order to reach our goals. In the fact it is one of the most important and driving factor for us reaching our goals. So When that being it is not hard to imagine, how things would be if there was no such thing as motivation

- Motivation does not have to be positive emotions. Fear can be a very effective motivating factor. Stress is an example of negative motivating ineffective feelings. Most people have a tendency to become narrow sighted when they are stressed, some even get paralyzed or apathy

- The research problem here in this study is associated with the motivation of employees of Atlas enterprise export, there are a variety of factor that can influence a person's level of motivation;

Some of these factors include,

- The level of pay and benefits,

- The perceived fairness of promotion system within a company,

- Leadership and social relationship

- Employee recognition

- Job security

- Career development opportunities

- Quality of the working conditions etc.

OBJECTIVES OF THE STUDY

- To find the Effectiveness of Reward System on the Motivational Level of Employees

- To find out the factors provided by the company that affects motivational level of the workers.

- To find the satisfactions of workers regarding various motivational tools of the company.

- To find the prime motivator for the workers satisfactions.

- To suggest the factors that brings high motivation to the workers.

SCOPE OF THE STUDY:

- The present study aims to find out the level of workers motivation.

- The study explores the views expressed by the respondent about the motivation and providing solutions in an attempt to develop a better system.

- The importance of studying employee motivations is in understanding the satisfaction in the minds of every employee.

- The study helps to know some employee satisfaction, level and some employee's dissatisfaction level.

- The findings of this study help the company to implement the expectations from the employees.

LIMITATIONS OF THE STUDY

- It is difficult to know if all the respondents gave accurate Employee motivation.

- It was difficult to find respondents as they were busy in their schedule and collection of data was very difficult.

- The Employees of the company are not aware of what is motivation means.

- The study is based on only 150 samples.

- The study only based on employs side. It is not covering the workers and staffs.

RESEARCH METHODOLOGY

Research methodology is way to systematically solve the research problem. It is a plan of action for a research project and explains in detail how data are collected for and analyzed. Research methodology may be understood as a science of studying how research is done scientifically. It can cover a wide range of studies from simple description and investigation to the construction of sophisticated experiment.

RESEARCH DESIGN

Research design is purely and simply the framework or plan for the guides the collection and analysis of data.

It is the overall operational pattern or framework of the project that stipulated the information to be collected, from which source and what procedures. A Research design might be described as a series of advance decision that taken together from a specific master plan or the model for the conduct of the investigation. Descriptive research is used in this project.

This type of research design is undertaken in many circumstances. When the researcher is interested in knowing the characteristics of certain groups such as age, sex, education level, Occupation or income etc. The Objective of such study is to answer the

―Who, What, When, Where, and How‖ of the subject under investigation, so in this project study comes under descriptive research design.

SOURCE OF DATA COLLECTION:

PRIMARY DATA

The data which are collected afresh for the first time and thus happen to be original in character is called primary data, The primary data was collected from the employees motivation through a direct structure questionnaire. A respondent has filled the questionnaire.

SECONDARY DATA

The data which have already been collected and analyzed by someone is called secondary data. The secondary data was used mainly to support primary data. Company profiles, websites, where used.

SAMPLING SIZE AND TECHNIQUE

The first step in developing any sample is clearly defining the set of objectives, technically called the two studied. Here the is the employees motivation.

SAMPLE DESIGN

When population elements are selected for inclusion in the sample based on the case of access. It is called convenience sampling method for the convenience of the researcher

SAMPLING TECHNIQUE

Probability sampling technique has been used for this study. Under probability sampling technique **simple random sampling** is adopted where the samples are selected randomly from the population

SIZE OF SAMPLE

It refers to the number if items to be selected from the constitute a sample. Here 150 employees selected as size of sample.

QUESTIONNAIRE CONSTRUCTION:

In constructing questionnaire, care was taken to investigate the difficulties that the respondent may face while answering them. It was prepared keeping in view the objective of the study. During the constructing care was taken to avoid questions, which may led misinterpretation. The question thus constructed was a structure one so as to collect all the relevant information. The questions were arranged in a logical order/ sensible sequence.

The questionnaire consists of a variety of question presented to the employees for their response. Questions and multiple choice questions were used in constructing the questionnaire.

STATISTISCAL TOOLS USED:

To arrange and interpret the collected data the following statistical tools were used.

- ❖ Percentage Method
- ❖ Chi—square Analysis
- ❖ Weighted Average Method

DATA ANALYSIS AND INTERPRETATION

CHI-SQUARE TEST OF RELATIONSHIP BETWEEN EXPERIENCE OF THE RESPONDENTS AND TYPE OF INCENTIVES PREFERRED BY THE EMPLOYEES

The researcher needs to find out the relationship between experiences of the Respondents and. Type of incentives. For this purpose, data to be analyzed and presented in the calculation with chi-square test.

Ho = There is no significant relationship between experience of the Respondents and type of incentive preferred by the employees

H1 =There is significant relationship between experience of the respondents and type of incentives preferred by the employees.

Particular	Value	Df	Asymp.Sig.(2-sided)
Pearson Chi-Square	6.002	8	.647
Likelihood Ratio	7.309	8	.504
Linear- by linear Association	2.608	1	.106
No. Of Valid cases	150		

- ❖ Calculated Chi-Square value =6.00
- ❖ Degrees of freedom =8
- ❖ Table value =15.51

INTERPRETATION:

Since the calculated value is less than the table value so the null hypothesis is accepted. This illustrates that there is no significant relationship between experience of the respondents and type of incentives preferred by the employees.

CHI –SQUARE TEST OF RELATIONSHIP BETWEEN SALARIES LEVEL OF THE RESPONDENTS AND TYPE OF INCETIVES

The researcher needs find out the relationship between salary level of the Respondents and type of incentives. For this purpose, data are to bo analyzed and presented in the calculation with chi-square test.

H0= There is no significant relationship between salary level of the employees and type of incentives preferred.

H1= There is significant relationship between salary level of the employees and type of incentives preferred.

Particular	Value	Df	Asymp.sig.(2-sided)
Pearson Chi-Square	2.914	4	.5726
Like hood Ratio	3.011	4	.556
Linear-by-linear Association	.433	1	.511
No of Valid Cases	150		

- ❖ Calculated Chi-Square=2.914
- ❖ Degrees of freedom=4 ☐ Table Value=9.49

INTERPRETATION:

Since the calculated value is less than the table value, so the null hypothesis is accepted. This illustrates that there is no significant relationship between salary level of the employees and type of incentives preferred.

CHI-SQUARE TEST OF RELATIONSHIP BETWEEN GOINGS TO

WORK WITH ENJOYMENT AND ENCOURAGING THE EMPLOYEES BY THIER SUPERVISORS

The researcher needs to find out the relationship between going to work with enjoyment and encouraging the employees by their supervisors. for this purpose, data are to be analyzed and presented in the calculation with Chi-Square test.

H0=There is no significant relationship between enjoying the work and encouragement given by the supervisors.

H1=There is a significant relationship between enjoying the work and encouragement give by the supervisors.

Particular	Value	Df	Symp.sig.(2- sided)
Pearson Chi-Square	30.201	16	.017
Likelihood Ratio	26.526	16	.047
Linear-by-linear-Association	11.354	1	.001
No of Valid Cases	150		

➢ Calculated Chi-Square value=30.20

➢ Degrees of freedom=16

➢ Table value=26.30

INTERPRETATION:

Since the calculated value is more than the table value, the null hypothesis is rejected. This illustrates that there is a significant relationship between enjoying the work and encouragement given by the supervisor.

FINDINGS

❖ 88 Percent of the respondents are male.

❖ 60 percent of the respondents are belonging to the group of below 25 years.

❖ 64 percent of the respondents are Unmarried.

❖ 60 percent of the respondents have below 5years experience.

❖ 63 percent of the respondents getting Rs.8, 000-Rs.10, 000 salary level.

❖ 56 percent of the respondents are agree with the always they enjoy going to work every day.

❖ 67 percent of the respondents are agree with the current work load is normal.

❖ 68 percent of the respondents are not nominating for best employees award.

❖ 48 percent of the respondents are agree with the superior is always encourage when they are perform a good job.

❖ 64 percent of the respondents are agree with the systematic training is help to improve productivity.

❖ 92 percent of the respondents are agree with they are working in a safe, healthy and comfortable environment.

❖ 56 percent of the respondents are agreeing with both type of financial and non financial incentives are highly motivating.

❖ 61 percent of the respondents are agree with the money is the primary motivator.

❖ 38 percent of the respondents are agree with sometimes the superior encourage to do work indecently.

- ❖ 64 percent of the respondents are satisfied with the keeping by management.
- ❖ 40 percent of the respondents are agree with the supervisor sometimes encourage two way communication.
- ❖ 40 percent of the respondents agree with sometimes the organization using praise of the appreciation to extract work.
- ❖ 62 percent of the respondents are agree with they are really proud to be a member of the organization.

SUGGESTION

- ➢ The organization can select the best performance for every year in which it will make the employee to perform well during the training period and during the wok time.
- ➢ In the organization the manager can encourage the employees to work indigently in which they can do job well and it will be motivating aspects for them.
- ➢ The company can try to give the reasonable periodical increase in salary. It will help to motivate the employees.
- ➢ The company may advise the supervisors to give better influence while they are extracting the work from employees.
- ➢ The companies come forward to develop the canteen facilities provided to the employees get satisfied.
- ➢ The reasonable increase of bonus scheme by the company, it is helpful to the employees get satisfied.
- ➢ The company is can try to maintaining the training level to the employees, it will helpful to increase the productivity higher.
- ➢ The organization may develop the two way communication among the supervisors and the employees.
- ➢ The organization can try to maintaining the level of employees recognition, it will helpful to make an employees feel they are part among the organization.
- ➢ The management may improve the level of supervision under middle & low level management
- ➢ The organization may provide high monetary benefits to the employees.
- ➢ The management tries to encourage members to be a team worker.
- ➢ The management improves the working environment of the employees.

CONCLUSION

The study conducted at ―Effectiveness of Reward System on the Motivational Level of Employees‖ techniques in this organization is well defined and framed in right way. Because of some irregularities and deviations above analysis shows some measures are important to implement for labors.

In this present situation, every organization should provide motivation to the employees. Employee will help to the increase performance standard of an employee as well as concern. In the duration of the project I have a lot of experience.

If our suggestion are considered and initiatives are taken right way then really if will shows the positive impact. It was a very good experience for me to closely watch what was really happening in the real commercial world. It gives me a clear idea about motivation techniques are implemented and how should I equip myself to face the real business situation the four month training at DELICT Technology Services Private Limited, Bangalore.

‖ had taught me many aspect of business. There are various factors that influence motivational factor such as salary, working conditions, training and job satisfaction. Motivation is the Ultimate function of so many individuals, attitudes to gather, it is very complex, complicated and personal experience. It is difficult to determine the relative importance of the factors influencing motivation as the importance varies with time and individuals. The motivation is the continuous

process of the organization has come to conclusion that the employee motivation plays a significant role in modern organization.

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