

Employee Recognition

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Abstract- *Employee recognition plays a pivotal role in fostering a positive work environment, enhancing employee morale, and ultimately driving organizational success. This paper presents a comprehensive analysis of Sahyadri Industries' approach to employee recognition, focusing on its strategies, implementation processes, and outcomes. As a prominent player in the industrial sector, Sahyadri Industries has prioritized the acknowledgment and appreciation of its workforce as a cornerstone of its corporate culture.*

Drawing upon a combination of qualitative and quantitative data, this study examines the various mechanisms employed by Sahyadri Industries to recognize and reward employee contributions. These mechanisms encompass both formal recognition programs, such as Employee of the Month awards and performance-based bonuses, as well as informal gestures of appreciation, including personalized thank-you notes and public commendations. The paper evaluates the effectiveness of these initiatives in promoting employee engagement, satisfaction, and loyalty within the organization.

Keywords- Employee recognition, organizational culture, workplace morale, Sahyadri Industries case study, leadership involvement, reward and appreciation systems, employee engagement strategies, performance incentives, human resource management practices.

I. INTRODUCTION

Employee recognition is the acknowledgment of a company's staff for exemplary performance. Essentially, the goal of employee recognition in the workplace is to reinforce particular behaviours, practices, or activities that result in better performance and positive business results.

Employee recognition is a method of support that helps employees know their contributions are recognized and appreciated. Employees want to know how they are doing, and recognizing employees demonstrates what success looks like. Companies recognize employees for going above and beyond, for their achievements, tenure or service, or desired behaviours.

In Introduction you can mention the introduction about your research Employee recognition is a fundamental

aspect of organizational culture, crucial for fostering employee morale, motivation, and overall workplace satisfaction. Within the context of Sahyadri Industries, a leading player in the industrial sector, the implementation of effective employee recognition strategies holds significant importance. This research aims to delve into the intricate dynamics of employee recognition within Sahyadri Industries, examining the strategies, practices, and outcomes associated with acknowledging and appreciating employee contributions. Through a thorough analysis of existing literature, coupled with insights derived from a case study approach, this paper seeks to shed light on the various facets of employee recognition within Sahyadri Industries. By understanding the nuances of employee recognition in this context, organizations can glean valuable insights for optimizing their own employee recognition practices, ultimately fostering a positive work environment and driving organizational success.

II. IDENTIFY, RESEARCH AND COLLECT IDEA

Clearly define the scope of your research by specifying the focus areas within the broader topic of employee recognition. Consider aspects such as types of recognition programs, organizational culture, leadership involvement, employee engagement, and the impact of recognition on organizational performance.

Conduct a thorough literature review to identify existing research, theories, and empirical studies related to employee recognition in the context of organizational behavior and human resource management. Explore scholarly articles, academic journals, books, and reputable sources to gain insights into theoretical frameworks, best practices, and empirical findings.

III. WRITE DOWN YOUR STUDIES AND FINDINGS

Employee recognition is essential for fostering a positive work environment, improving morale, and enhancing employee motivation and engagement.

Effective recognition programs can lead to increased job satisfaction, higher productivity, lower turnover rates, and improved organizational performance.

Various types of recognition initiatives exist, including formal programs (such as employee of the month awards, performance bonuses) and informal gestures (such as verbal praise, thank-you notes)

Leadership involvement and organizational culture play crucial roles in shaping the effectiveness of employee recognition efforts.

Alignment between recognition programs and organizational values and goals is essential for their success.

IV. GET PEER REVIEWED

Utilize academic databases such as PubMed, Google Scholar, PsycINFO, or Web of Science to conduct a search. Use keywords such as "employee recognition," "workplace appreciation," "organizational culture," "industrial sector," and "Sahyadri Industries.

Most academic databases allow you to filter search results by peer-reviewed articles. Ensure this filter is applied to obtain articles that have undergone rigorous peer review.

V. IMPROVEMENT AS PER REVIEWER COMMENTS

Ensure that the research objectives are clearly articulated in the introduction section. Clearly state the purpose of the study, the research questions being addressed, and the significance of investigating employee recognition within Sahyadri Industries

Expand the literature review section to include a comprehensive review of relevant studies, theories, and empirical findings related to employee recognition, organizational culture, and industrial sector practices. Incorporate recent research to demonstrate the currency and depth of your understanding.

VI. IMPORTANCE OF EMPLOYEE RECOGNITION

Employees who feel praised/valued often go on to achieve beyond expectations.

They are the ones with the highest level of motivation, productivity, and morale.

Recognition builds loyalty in the employees.

Recognition improves employee retention. Employees who feel appreciated are more likely to stay with the organization in the long run.

Employee recognition develops good communication between employer and employees.

Employee recognition strengthens the employee-organization relationship. It develops a sense of ownership in the employees.

VII. OBJECTIVES OF THE STUDY

Primary objectives

Recognition programs are to create a positive work environment, to inspire high performance and to create a culture of recognition where employees feel stimulated and appreciated in Sahyadri Industries Ltd at Perundurai

Secondary objectives

- Recognize and promote positive behaviours that support individual, groups, divisions, and departments in achieving the University's mission, vision, and values.
- To study the Assist in creating a culture of mutual respect, reward, and recognition for employees at all levels.
- To provide timely recognition to employees in a non-monetary award based on the significance of the contribution.
- To improve the employee productivity and quality of work in the organization
- The objective of this workplace approach is to ensure that employees feel committed to their organisation's goals and values and motivated to contribute to organisational success, whilst at the same time enhancing their own sense of wellbeing
- To check the mediating role of perceived organization support between the relationship of rewards and job performance
- To determine the mediating role of perceived organization support between the relationship of recognition and job performance

NEEDS OF THE STUDY

- Employees respond to appreciation expressed through recognition of their good work because it confirms their work is valued by others. When employees and their work are valued, their satisfaction and productivity rises, and they are motivated to maintain or improve their good work.
- Employee recognition is the timely, informal or formal acknowledgement of a person's or team's behaviour, effort or business result that supports the organization's goals and values, and which has clearly been beyond normal expectations. To be fully successful in the workplace at any level, you need to understand the

psychology of praising others for their good work, to apply the principles of employee recognition yourself and to encourage others to initiate it in their working relationships.

- Appreciation is a fundamental human need. Employees respond to appreciation expressed through recognition of their good work because it confirms their work is valued by others. When employees and their work are valued, their satisfaction and productivity rises, and they are motivated to maintain or improve their good work.

SCOPE OF THE STUDY

- The scope of the study analysis and evaluate current best practices at the manufacturing industries.
- To develop flexible, well-defined options for recognizing and rewarding individuals and teams
- To develop a plan that is consistent and easily understood
- To Develop and recommend an implementation strategy to educate and encourage the practice of rewarding and recognizing employees

PERIOD OF THE STUDY

- Period of the study from February 2024 to April 2024

LIMITATIONS OF THE STUDY

- It can become very expensive to recognize employees on a consistent basis.
- The wrong method of employee recognition can destroy whatever motivation a hard worker may have. There's only so many times that a manager can say "thank you" before it begins to feel hollow and meaningless.
- When one team member tends to be recognized more than others on a consistent basis, then employee recognition can cause a divide within a team or organization very quickly.
- They feel like their hard work goes unrecognized while the work of someone else is always in the spotlight and this creates jealousy.

VIII. REVIEW OF LITERATURE

Rizwan Qaiser Danish &, 2014 "Impact of Reward and Recognition on Job Satisfaction and Motivation: Human resources are the most important among all the resources an organization owns. To retain efficient and experienced workforce in an organization is very crucial in overall performance of an organization. The present study is an attempt to find out the major factors that motivate employees

and it tells what is the relationship among reward, recognition and motivation while working within an organization.

Ali Usman 2014 Recognition has influence to employee engagement at the main aim of this study is to analyze the satisfaction level of employees. The organizations lack the relationship between workers and supervisors, working conditions, Canteen, rest room facilities, rewards, recognition and promotion policy, reward system of the employees and promotions must be given based on merit, educational qualification and experience, and if these factors are given little more care, the company can maintain high level of satisfaction, organizational commitment and involvement. This will in turn lead to effectiveness and efficiency in their work which leads to increased productivity.

Brun and Dugas, 2015 ERPs are formal managerial initiatives designed to reward employees for organizationally sanctioned behaviours, achievements and attitudes and, as such, are a phenomenon of legitimate critical interest. While varying in both form and their discursive framing, these programmes share a conception of needful subjects whose desire for respect and self-esteem can be appropriated in order to produce loyal and conscientious employees by offering largely symbolic rewards for organizationally championed behaviours and achievements. Indeed, from much derided employee of the month awards, to thank you emails and even celebratory events and parties, employee recognition has become big business, with scores of organizations offering everything from large-scale company award ceremonies, to integrated online recognition systems that operate across both workplace and personal social media platforms.

Honneth's (2014) ,ERPs to a critique based on the same principles that effectively underpin such programmes, namely the existence of desiring subjects, and an anticipation of those social relations that are a prerequisite for recognition. This is articulated through own formulation of inter subjective recognition as a necessary condition for human growth and social progress. In doing so, it explores what happens when ERPs, formulated and implemented as an empirical practice, are evaluated against the yardstick of their own legitimating concepts and how they effectively undermine the conditions necessary for their own organizational realization.

(Fisher, 2015) Organisations that have implemented informal recognition programmes have witnessed many valuable benefits with respect to both the hard and the soft side of the business, and one of the most tangible benefits mentioned by organisations related to employee morale. Given the current workplace issues such as mergers and acquisitions, downsizing, and retrenchments, the resultant effect is that

many employees feel distraught and even pessimistic about their futures and careers. It has been found that using informal recognition can reduce this pessimism, which hinders performance and productivity.

(Saunderson, 2016) The main purpose of this research was to investigate the role that intrinsic and extrinsic rewards play in motivating employees. This study in assessment of this problem adopted an explanatory research design using quantitative methodology and a survey strategy carried out among employees at a medical devices company in South Africa in order to assess these. The research had the following three essential objectives: to ascertain whether employees value rewards as motivation factors, to establish the extent to which employees are satisfied with current reward systems, and to identify which rewards (extrinsic or intrinsic) employees consider most beneficial. Based on the research conducted by examining employee perceptions towards the reward systems of the given Medical Devices organization and the work motivation of the employees, Employees at the company value rewards as a motivator, and would increase their efforts in order to gain rewards. All the respondents felt that they were ready to increase their work effort in order to receive

IX. RESEARCH METHODOLOGY

INTRODUCTION

Research Methodology is a systematic way to solve a research problem; it includes various steps that are generally adopted by a researcher in studying the problem along with the logic behind them.

RESEARCH DESIGN

“A Research Design is the arrangement of conditions for collection and analysis of data in a manner that aims to combine relevance to the research purpose with the economy in procedure”. The research design adopted for the studies is descriptive design. The researcher has to describe the present situation in order to know the behaviour of the consumers. Hence descriptive research study is used. Descriptive research can only report what has happened and what is happening.

X. SUMMARY OF FINDINGS SUGGESTIONS AND CONCLUSION

FINDINGS

- Majority 48.3% of the respondents age are 30-35 years.
- Majority 81% of the respondents are male.

- Majority 70.7% of the respondents are married.
- Majority 26.7% of the respondents qualification are degree.
- Majority 60.3% of the respondents experience are 0-5 years.
- Majority 28.4% of the respondents income are Rs.20,000-Rs.25000.
- Majority 30.2% of the respondents are satisfied in prefer to be recognized for your accomplishments in our organization.
- Majority 26.7% of the respondents are satisfied in our supervisor/organization welcomes new ideas.
- Majority 29.3% of the respondents are neutral in recognized for the idea/ideas that got implemented.
- Majority 35.3% of the respondents are neutral in think about recognition for an award in the organisation.
- Majority 27.6% of the respondents are satisfied, neutral in appreciate being recognized for by our manager or supervisor.
- Majority 25.9% of the respondents are highly satisfied in recognition for our achievements and hard work.
- Majority 32.8% of the respondents are neutral in employee recognition programs available for offering peer-to-peer recognition.
- Majority 31.9% of the respondents are satisfied in employee recognition is fairly and evenly distributed within our organization.
- Majority 31.9% of the respondents are neutral in our employee recognition reward program is directly connected to employee performance.
- Majority 25% of the respondents are satisfied in our employee recognition incentives are effective in motivating our employees.
- Majority 28.4% of the respondents are neutral and disagree in believe that recognition should be tied to specific achievements or should it be more spontaneous.
- Majority 31.9% of the respondents are agree in recognition has on teamwork and collaboration within the organization.
- Majority 25% of the respondents are agree in organization can better celebrate team achievements.
- Majority 28.4% of the respondents are neutral in think remote work impacts employee recognition and appreciation.
- Majority 39.7% of the respondents are neutral in work accomplishments being recognized by our manager.

SUGGESTIONS

Many different things motivate people, and that which motivates one person may not necessarily motivate another. Thus companies should take into account the interests

of all the employees. The recognition program should meet the needs of the employees in the department or complement the kind(s) of job behaviours and performance the department wants to recognize and reward. If the above mentioned suggestion hinders the budget, innovative ways of low-cost recognition programmes can be organised. This can be,

1. Post on 'recognition board', bulletin board, newsletters, and website.
2. Half of fame- pictures of employees.
3. Submitting article to intranet for agency viewing
4. Submitting article to local/ regional/national newspaper regarding employees achievement
5. Scrapbook with pictures of achievements throughout the year.
6. Senior manager attending a staff meeting when employees are recognized for their achievements.

All levels of managers should be trained on the art of making all the employees feel comfortable in the working environment which does not result in emotional conflicts between performers and non-performers. It can be done by,

1. Providing employees an understanding on how they can impact the organizations goals and drive the business to success.
2. Discussing the approach for managing and rewarding both individual and team performance.
3. Explaining how the program works and employee can receive recognition.
4. Learning ways to motivate and inspire others.
5. Learning the firm to communicate needs, expectations, and goals clearly.

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XI. CONCLUSION

Most of the employees demand monetary benefit in rewards and recognition, organizations should adopt more financial incentives for rewarding the employees.

There are countless ways to put employee recognition in the workplace into action; however, it all begins with company culture. A winning employee recognition program starts with

having a company culture that advocates appreciation for top performers. This can be the foundation for solid staff engagement, continuous employee development, and retention strategy for the future.

It is evident from the study that a variety of factors influence employee motivation and satisfaction. It was also significant to discover that there is a direct and positive relationship between rewards and recognition and job satisfaction and motivation. Hence, if rewards and recognition offered to employees were to be alerted, then there would be a corresponding change in work motivation and satisfaction. The direct translation of this could be that the better the rewards and recognition, the higher the levels of motivation and satisfaction, and possibly therefore, the greater levels of performance and productivity. In the event of major inconsistencies, especially for emotional conflicts between performers and non-performers, the organization should make an effort to re-assess and rectify this situation. In the event that the organization does not re-assess the situation. It could have a resultant negative impact on job performance and productivity as well as on the retention of minorities. In accordance with Maslow's hierarchy of needs, the lower level of needs, which impacts motivation can be satisfied.

The findings alluded to the fact that employees with no awards tended to be less motivated. Given the fact that the organization and thus the business unit is in a state of transformation, employees in this category may want to quit the organization. This places the business unit under pressure to retain these employees. The business unit could benefit from implementing a retention strategy, which in itself has a strong focus on recognition. As mentioned previously, reward and recognition if improved could have a positive effect on motivation and satisfaction. The research indicates that recognition includes acknowledgement and performance feedback. Managers in the business unit could thus use the performance management system to provide regular acknowledgement and feedback.

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