

# A Study on The Association of Rewards and Recognition on Employee Motivation at Selected Companies in The Retail Industry With Respect to Bangalore City

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**Abstract-** *In a competitive business climate, more entrepreneurs are looking at improvements in quality while reducing costs. Meanwhile, a strong economy has resulted in a tight job market. So while new entrepreneurial ventures need to get more from their business owners, their entrepreneurs in return are looking for more out of them. Freedom and creativity have proved to be effective factors contributing to motivation to change work habits and key behaviors to benefit a new start-up firm. The term motivation and entrepreneurial success are co-related with each other. We can say that these two terms are a match made in the heaven. Passion, love, freedom, creativity & desire are some terms which justify motivation to work. Motivation helps an entrepreneur to find success in the long run. Gone are those days where people worked only for the financial component, now people look for starting their own business which creates a path for long term sustainability in efforts and help fulfill one's self actualization needs. The study focuses on the influence or association of motivation in determining the success rate of an entrepreneurial venture. In this study exploratory research and descriptive research are used. The primary data will be obtained from the respondents who are entrepreneurs in the retail sector using a well drafted questionnaire which will cover all the parameters required to analyze the various aspects related to the study.*

**Keywords-** Entrepreneurship, start-ups, motivation, employee rewards, employee recognition, employee retention.

## **JEL CODE**

J24

## **I. INTRODUCTION**

As the customer preference has been increased towards private brands customers spending on food and supermarket culture has been the recent trend In the food retails market. There is decline expected on market share of

independent and specialist retailers as there is rapid growth of supermarket and hypermarkets. There are various challenges faced by the retails industry including chain ineffectiveness and threat from unorganized sector. As there is rapid growth of population and online shopping in getting sky high day by day in spite of challenges being there opportunity in the food market retail is huge and there is industry growth potential at large.

There is lot of expectations on private level brand market being at high growth on long terms. These are the brands which are manufactured by food processing unit of small scale and supplied by the small retails supplier comparatively. Private retailers are expected to lose share at the end of decade as there is great recovery expected from European big brands. This will lead the customer retention by the organized food organizations and the market condition is expected to be diverse in near future as there always is threat from new players and domination from big brands in not going to get away that soon. These movements in food retails industry may initiate issues such as unemployment and inflation on global economy. Increasing supermarket shopping culture in expected to have medium impact in short period of time and very high impact in medium long term.

## **II. REVIEW OF LITERATURE**

1. **Smith and Rupp (2003)** expressed that execution is a part of individual inspiration; hierarchical system, and structure and imperviousness to change, is an experimental part relating inspiration in the association.
2. **Likewise, Luthans and Stajkovic (1999)** inferred that headway of HR through prizes, fiscal motivators, and authoritative conduct alteration has produced an extensive volume of verbal confrontation in the human asset and deals execution field.
3. **Orpen (1997)** says better the connection amongst tutors and mentees in the formal coaching program, the more

mentees are spurred to buckle down and focused on their association.

4. **Chenhall (2005). Kunz and Pfaff (2002)** expressed no substantive motivation to fear an undermining impact of extraneous rewards on natural inspiration.
5. **Aguinis et al. (2013)** expressed that money related prizes can be a capable determinant of representative inspiration and accomplishment which, thusly, can progress to vital returns regarding firm-level execution.
6. **Garg and Rastogi (2006)** distinguished the key issues of occupation configuration research and practice to spur workers' execution and inferred that a dynamic administrative learning structure is required to upgrade representatives' execution to address worldwide difficulties.
7. **Vuori and Okkonen (2012)** expressed that inspiration shares information through an intra-authoritative web-based social networking stage which can help the association to achieve its objectives and destinations.
8. **Den and Verburg (2004)** found the effect of high performing work frameworks, likewise called human asset hones, on perceptual measures of firm execution.
9. **Ashmos and Duchon (2000)** perceives that representatives have both a brain and a soul and try to discover importance and reason in their work, and a yearning to be a piece of a group, subsequently making their employments advantageous and persuading them to do at an abnormal state with a view to individual and social improvement.

### III. NEED OF THE STUDY

Most entrepreneurial setups today might need to have their entrepreneurs animated and arranged to work, yet don't understand what truly moves a man. Associations could be more viable if the entrepreneurs have energy for the destiny of the association. There are crucial ought to be met for a man, especially an entrepreneur, to win in the workplace. I will take a gander at changed theories of motivations, how they are critical to the workplace, and how organizations can execute the speculations to ensure happy and awakened entrepreneurs.

1. To concentrate the impacts of money related and non-fiscal advantages given by the association on the representatives execution.
2. To concentrate the impacts of prizes and acknowledgment to representatives inspiration.
3. To have understanding on relationship of prizes and acknowledgment and to help the association to actualize the best reward systems for their workers.
4. To take in the representative's fulfillment and the components that impacts their execution with the

goal that we could recommend the best device to keep the workers exceedingly enthusiastic and guarantee work fulfillment

### IV. IMPORTANCE OF THE STUDY

The Study is wanted to evaluate motivation of specialists in the affiliation .An incredible motivation program approach is fundamental to finish the target of the affiliation. If capable Motivational tasks of specialists are made in this particular relationship and additionally some other affiliation; the affiliations can fulfill the capability similarly to develop a good various leveled culture. Motivation has grouping of effects. These effects may be found as to a man's physical and mental prosperity, benefit, non-participation and turnover. Laborer beguile must be supervised in more than one way.

It offers learning to reinforce future research as for key bearing for affiliations that are both giving and using reward \recognition programs. To be genuinely convincing on in your occupation, you need to understand the cerebrum research of praising others for their incredible work, to apply the norms of specialist affirmation yourself and to encourage others to begin it in their working relationship. Signals of acknowledgment and affirmation are fundamental to an exceptional work put. People should be respected and regarded for their dedication. Everyone feels the need of seen as an individual or individual from a social occasion and to feel a sentiment achievement for work splendidly done or despite for valiant effort. Everyone needs a 'gesture of congratulations' to make them can breathe a sigh of relief.

### V. STATEMENT OF THE PROBLEM

The grouping of this will give bits of information to the theories that have formed the appreciation of motivation, by focusing on the substance hypotheses of motivation. The area proceeds with a through and through presentation of a total prizes organization program and to reinforce that an execution organization process can provide for such a program. Given the convergence of this examination mull over, it is basic to have a sound cognizance of the noteworthiness of prizes and affirmation, as they are every now and again used on the other hand, however the written work demonstrates that there is unique, unmistakable differentiation between these thoughts.

"To perceive the hugeness of 'reward and affirmation' and the way it has impact on agent's motivation and productivity in order to achieve the set destinations of any affiliation"

## VI. OBJECTIVES OF THE STUDY

This study is being carried out with the following objectives in perspective:-

1. To gain insight into current aspects of employee motivation in the organizations.
2. To differentiate between rewards and recognition.
3. To identify how rewards and recognition does contributes in employee motivation.
4. To diagnose problems and shortcomings in current employee reward process and its impact on motivation of employees at work.
5. To recommend the possible solutions for overcoming the shortcomings of rewards system and recognition process in the organizations to achieve optimal employee motivation.

## VII. SCOPE OF THE STUDY

The study will be carried out on the premises of Jubilant Food works Ltd. It will cover the following aspects:-

1. It will help the individuals to understand the true importance of rewards and recognition and the way they get motivated which results the benefits the organization as well as personal life.
2. It will help them in staying motivated at work which will increase the dedication level of the employees.
3. It will also help managers to indentify the best motivational tools to be used to increase the passion and productivity of the man power.
4. The study, thus, analyses the overall status of motivation issues in Jubilant Food works Ltd and attempts to find out the level of motivation prevalent in the organization as well as the employees.
5. This model can subsequently be duplicated in other organizations as well.

## VIII. RESEARCH METHODOLOGY

### SAMPLING

(a) **Sample unit:** Respondents were mostly selected from the Executives and Non Executives of the organization.

(b) **Sample Size:** 
$$X^2 = \frac{(O - E)^2}{E}$$
 Sample size was

dependent upon the availability of employees of the company for filling up of questionnaires and interaction. However, a sample size of a minimum of 100 respondents was ensured.

(c) **Sampling Technique:** Convenient Sampling was used as the Sampling Technique

### (d) Sources of Data:

Accumulation of the information is of essential significance in the examination procedure. Information which is gathered with the end goal of research helps in appropriate investigation which is useful for viable execution of the examination.

(i) **Primary Data:** Essential information is simply the information gathered by the specialist/herself for a particular reason. It comprises of unique data accumulated for particular reason

(ii) **Secondary Data:** This comprises of the data that as of now exists some place, either in some Organizational Records or the Literary Domain etc.

**TOOLS FOR DATA COLLECTION** The accompanying devices were utilized for accumulation of information.

(a) **Questionnaire:** An organized poll comprising of close-finished inquiries was conveyed to the respondents by and by to get their reactions.

(b) **Observation:** During the course of the study, the various respondents will be observed during the course of performance of their duties and functions with a view to arrive at various conclusions regarding the stated objectives of the study. While working with the company, efforts will be made to observe the behavior of the employees, problems faced by them,

## IX. DATA ANALYSIS

Investigation is a procedure of gathering, reviewing, cleaning, changing and speaking to information which helps in finding valuable data, proposing conclusions and helping on basic leadership. Data will be represented through table and graph and analyzed through percentage method and Chi Square Method.

### (a) PERCENTAGE METHOD

**Percentage** = 
$$\frac{\text{No. Of respondents for each response}}{\text{Total No of Respondents}} \times 100$$

(b) **CHI SQUARE ANALYSIS** Karl Pearson method was used where:-

## X. LIMITATIONS OF THE STUDY

Although all possible efforts will be made to ensure a thorough and accurate research, however the following limitations may affect the overall result:-

1. As the method being employed is a questionnaire survey, there are possibilities of biased answers which may result in certain inaccuracies in the results.
2. Convenient sampling has to be employed since population survey would not be feasible owing to other engagements of the respondents which may restrict their availability for the survey.

**SUBJECT BACK GROUND**

Retailers are discovering quality in center as customers can get to such wide swath of pro Internal that makes worker make a move towards accomplishment of set of targets is known as inspiration. In another word inspiration can be characterized as inherent energy of representative which drives to finish the objective identified with their work. Person's inspiration is affected by different variables, for example, scholarly, social natural and passionate component. Inspiration is difficult to characterize; it's intricate, natural drive constrain which can be impacted by outer elements.

**ENCOURAGING MOTIVATION AT WORK**

Step by step instructions to persuade worker at work is a trap utilized by center chiefs and troughs on the floor including group pioneers. It takes inherently fulfilling extraneously promising elements to make a workplace in which representative is fulfilled and exceptionally energetic towards the work.



Blend of satisfying representative's needs and desire from the work and work put elements is called as worker inspiration. It important for boss to comprehend what is the components of inspiration and what kind of condition motivates the worker.

**FACTORS TO ENCOURAGE MOTIVATION**

Given beneath are a portion of the variables those are available at work put which truly urges the representatives to go past the desires and convey the best.

1. Leadership and management actions that empowers the employees.
2. Regular and transparent communication to the employees.
3. Ensuring employee involvement in decision making and organizational development.
4. Regularly providing recognition to the deserving employee for their best contribution.
5. Industry average benefits and compensation to be provided to the employees.

**DEMOGRAPHIC PROFILE OF RESPONDENTS**

The profile of the respondents is enumerated in the subsequent pares.

**AGE GROUPS:** The respondents can be divided into four age groups which are as follows:-

20 - 25 Years	25 - 30 Years	30 - 40 Years	Above 40 Years
15	35	35	15

**GENDER:** 76 Respondents were males and 24 were females.

**JOB/MANAGERIAL LEVEL:** 58 of the respondents were junior level executives, 37 were medium level executives and 5 were top level executives.

**TOTAL JOB EXPERIENCE:** The respondents had varied levels of overall experience. 25 respondents had less than 2 years of experience, 41 respondents had 2-5 years of experience, 19 respondents had 5-10 years of experience and 15 respondents had more than 10 years of experience

**MARITAL STATUS:** 50 respondents were married and 50 were unmarried.

**LEVEL OF EDUCATION:** 78 respondents were graduates and 22 were post-graduate.

**ANNUAL INCOME:** 05 respondents had an annual income of up to 2.5 lakhs, 8 between 2.5 – 3 lakhs, 12 between 3 – 4 lakhs, 35 between 4 – 5 lakhs and 40 more than 5 lakhs.

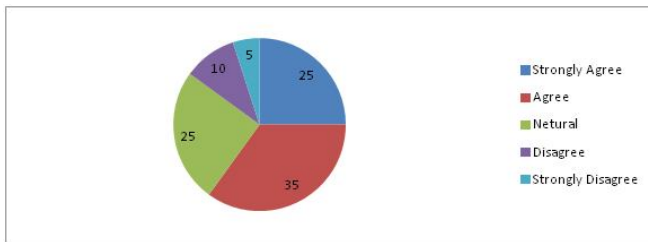
**DATA ANALYSIS AND INTERPRETATION**

*Q1. “Employees working in the organization for more than 3 years are highly satisfied with the rewards and recognition offered by the organization” Rate the statement.*

- a. Strongly agree
- b. agree
- c. neutral
- d. disagree
- e. strongly disagree

**TABLE 1: TABLE SHOWING THE EXPERIENCE IN THE ORGANIZATION AND LEVEL OF MOTIVATION**

Serial No	Particulars	No of Respondents	Percentage
1	Strongly Agree	25	25
2	Agree	35	35
3	Neutral	25	25
4	Disagree	10	10
5	Strongly Disagree	5	5
	<b>Total</b>	<b>100</b>	<b>100</b>



**GRAPH 1: GRAPH REPRESENTING THE EXPERIENCE IN THE ORGANIZATION AND LEVEL OF MOTIVATION**

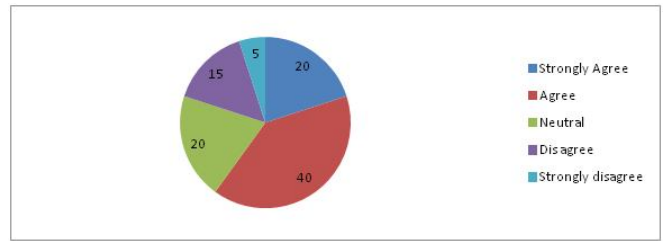
The Above graph and table shows that 25 % of the employees strongly agree that employee who have got experience of more than 3 years experience are highly satisfied with the rewards and recognition programs offered by the company. 35% employees agree that they are satisfied, 25% of the employees are not pretty sure about results, 10% of the employees feel that people working for more than 3 years are not satisfied and 5% employees are totally against the statement.

*Q2. Rate the statement “top management is interested in motivating the employees”?*

- a. strongly agree
- b. agree
- c. natural
- d. disagree
- e. strongly disagree

**TABLE 2: TABLE SHOWING THE INTEREST OF TOP MANAGEMENT ON EMPLOYEE MOTIVATION**

Serial No	Particulars	No of respondents	Percentage
1	Strongly Agree	20	20
2	Agree	40	40
3	Neutral	20	20
4	Disagree	15	15
5	strongly Disagree	5	5
	<b>Total</b>	<b>100</b>	<b>100</b>



**GRAPH 2: GRAPH REPRESENTING THE INTEREST OF TOP MANAGEMENT ON EMPLOYEE MOTIVATION**

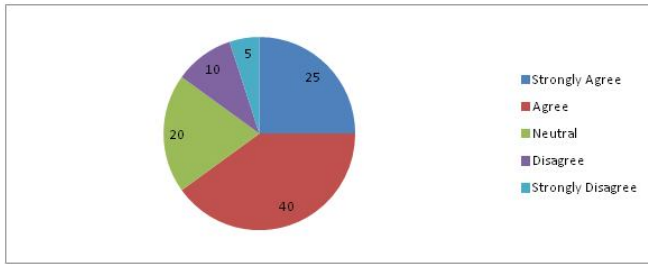
The above diagram and table demonstrates that 20 % of the representatives Strongly imagines that top administration is occupied with propelling workers , 40 % worker trusts that top administration is keen on rousing the workers , 20% of the representatives are nonpartisan they are not almost certain climate beat administration is keen on persuading the workers or not , 15% of the workers feel that top administration is not intrigued on spurring them and 5% representatives emphatically trust that the top administration is not intrigued on inspiring representatives by any means.

*Q3. Rate the statement “Managers empowers employee to make the decision”?*

- a. Strongly agree
- b. agree
- c. neutral
- d. disagree
- e. strongly disagree

**TABLE 3: TABLE SHOWING THE MANAGERS EMPOWERS THE EMPLOYEE TO MAKE DECISION**

Serial No	Particulars	No of Respondents	Percentage
1	Strongly Agree	25	25
2	Agree	40	40
3	Neutral	20	20
4	Disagree	10	10
5	Strongly Disagree	5	5
	<b>Total</b>	<b>100</b>	<b>100</b>



**GRAPH 3: GRAPH REPRESENTING THE MANAGERS EMPOWERS THE EMPLOYEE TO MAKE DECISION**

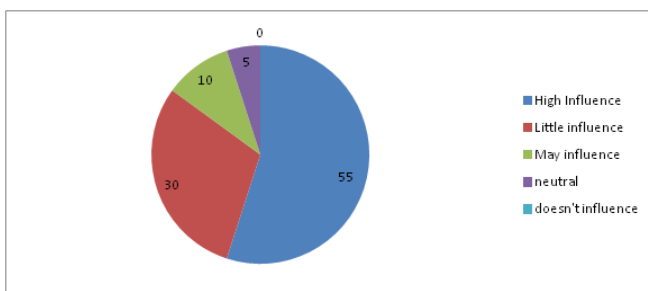
The above graph and table shows that 25 % of the employees strongly agree that they are empowered to take decision in the organization , 40 % employees agrees that they are empowered to make decision at their work , 20 % Employee are neutral that means these employees feel that organization neither empowers nor restrict them at their work place , 10% of the employees disagree that they are empowered at the organization and 5% employees are highly disagree to them empowerment given by their managers that means they are not empowered to make decision at their work place.

**Q4. Do you think incentives and other benefits will influence your performance?**

- a. high influence b. little influence c. may influence d. neutral e. doesn't influence

**TABLE 4: TABLE SHOWING THE INFLUENCE ON EMPLOYEE PERFORMANCE**

Serial No	Particulars	No of Respondents	Percentage
1	High influence	55	55
2	little influence	30	30
3	May influence	10	10
4	Neutral	5	5
5	Doesn't influence	0	0
	<b>Total</b>	<b>100</b>	<b>100</b>



**GRAPH 4: GRAPH REPRESENTING THE INFLUENCE ON EMPLOYEE PERFORMANCE**

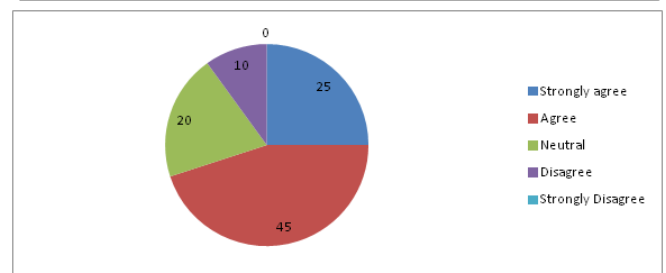
The above graph and table shows that 55 % of the employees agree that their performance is highly influenced by the incentives and other benefits that they get in the organization , 30 % employees believe that incentives and other rewards make little impact in their performance at their work place, 10% of the employees are not pretty sure whether the incentives and other benefits given makes any impact to their performance ,5 % Employee are neutral that indicates that their Performance at the organization neither has positive nor negative impact in regards to the incentives and rewards that they get in the organization and there are 0% employees who say's that the incentives and other benefits doesn't make any impact in their performance at all.

**Q5. Rate the statement "company offers rewards based on performance"?**

- a. strongly agree b. agree c. disagree d. disagree e. strongly disagree

**TABLE 5: TABLE SHOWING THE REWARDS BASED ON PERFORMANCE**

Serial No	Particulars	No of Respondents	Percentage
1	Strongly Agree	25	25
2	Agree	45	45
3	Neutral	20	20
4	Disagree	10	10
5	Strongly Disagree	0	0
	<b>Total</b>	<b>100</b>	<b>100</b>



**GRAPH 5: GRAPH REPRESENTING THE REWARDS BASED ON PERFORMANCE**

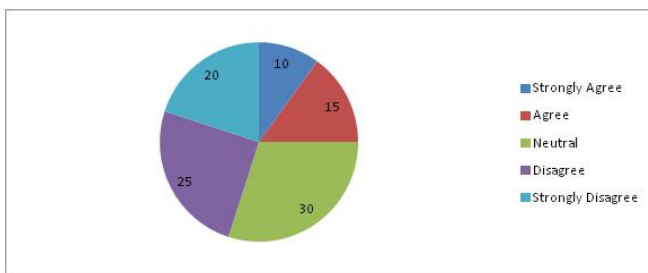
The above graph and table shows that 25 % of the employees Strongly feel that they get reward based on their performance at their work place, 45% employees agree that they have been rewarded based on their performance in the organization, 20% of the employees feel that they are neither rewarded based on performance nor punished, 10 % of the employees feel that they not recognized and no reward has

been given to them at their work place to motivate them on doing best at their job.

**Q6. “Lack of motivation impacts in overall productivity of employees” Rate the statement. a. strongly agree b. agree c. disagree d. natural e. strongly disagree**

**TABLE 6: TABLE SHOWING THE IMPACT IN OVERALL PRODUCTIVITY OF EMPLOYEES**

Serial No	Particulars	No of Respondents	Percentage
1	Strongly Agree	10	10
2	Agree	15	15
3	Neutral	30	30
4	Disagree	25	25
5	Strongly Disagree	20	20
	<b>Total</b>	<b>100</b>	<b>100</b>



**GRAPH 6: GRAPH REPRESENTING IMPACT IN OVERALL PRODUCTIVITY OF EMPLOYEE**

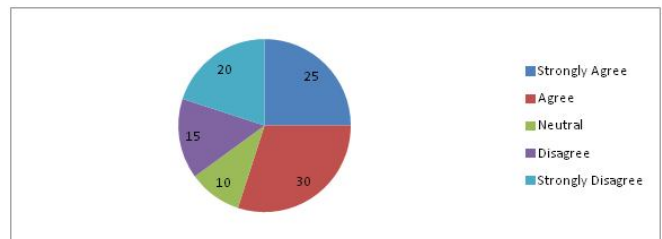
The above graph and table shows that 10 % of the employees strongly feel that lack of motivation makes impact on overall productivity of the employees. 15 % of the employees agree that productivity is based on the motivation tools used by the management. 30 % don't give exact conclusion on the statement 25 % feels that motivation is not only the factor that impacts overall productivity and 20% feel that there are some other tools which plays major part in the productivity of employees.

**Q7. Rate the statement “monetary rewards motivate the employee most”?**

**a. strongly agree b. agree c. disagree d. natural e. strongly disagree**

**TABLE 7: TABLE SHOWING THE IMPACT OF MONETARY REWARDS ON EMPLOYEE MOTIVATION**

Serial No	Particulars	No of Respondents	Percentage
1	Strongly Agree	25	25
2	Agree	30	30
3	Neutral	10	10
4	Disagree	15	15
5	Strongly Disagree	20	20
	<b>Total</b>	<b>100</b>	<b>100</b>



**GRAPH 7: GRAPH REPRESENTING THE IMPACT OF MONETARY REWARDS ON EMPLOYEE MOTIVATION**

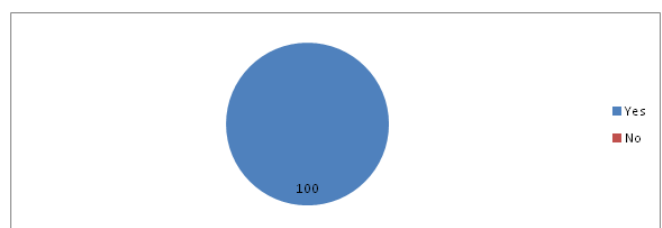
The above graph and chart shows that 25 % of the employees strongly feel that monetary rewards is the key for employee performance, 30% employees agree that monetary rewards plays vital role in the motivation level of employees, 10% of the employees feel neutral about the statement, 15 % of the employees say monetary rewards doesn't always increase employee motivation and 20 % of the employees say that monetary rewards will never increase the employee motivation and dedication.

**Q8. Do you think rewards and recognition makes huge impact on level employee motivation?**

**a. Yes b. No**

**TABLE 8: TABLE SHOWING THE IMPACT OF REWARDS AND RECOGNITION ON EMPLOYEE MOTIVATION**

Serial No	Particulars	No of Respondents	Percentage
1	Yes	100	100
2	No	0	0
	<b>Total</b>	<b>100</b>	<b>100</b>





**GRAPH 8: GRAPH REPRESENTING THE IMPACT OF REWARDS AND RECOGNITION ON EMPLOYEE MOTIVATION**

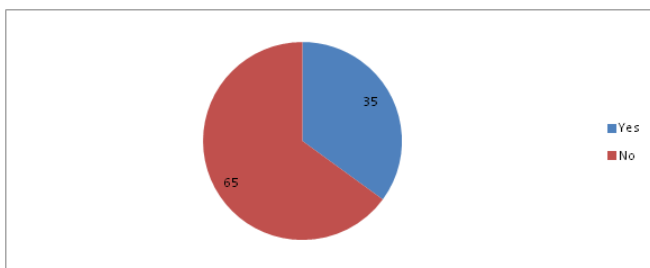
The above Table and Graph shows that 100 % of the employees feel that Rewards and Recognition makes impact on level of employee motivation.

*Q9. Is the recognition best tool to increase the employee productivity?*

- a. Yes
- b. No

**TABLE 9: TABLE SHOWING THE RECOGNITION AS BEST TOOL TO INCREASE THE EMPLOYEE PRODUCTIVITY**

Serial No	Particulars	No of Respondents	Percentage
1	Yes	35	35
2	No	65	65
	<b>Total</b>	<b>100</b>	<b>100</b>



**GRAPH 9: GRAPH REPRESENTING THE RECOGNITION AS BEST TOOL TO INCREASE THE EMPLOYEE PRODUCTIVITY**

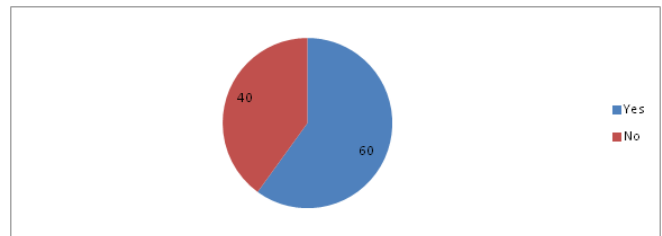
The above Table and Graph shows that 35% of the employees believe that recognition is the best tool to increase employee motivation and rest 65% says that recognition is not the best tool to increase the motivation level of employees in the organization.

*Q10. Does your organization rewards the employees for providing best ideas for continued improvement process of the organization?*

- a. Yes
- b. No

**TABLE 10: TABLE SHOWING THE REWARDS FOR THE BEST CONTRIBUTION**

Serial No	Particulars	No of Respondents	Percentage
1	Yes	60	60
2	No	40	40
	<b>Total</b>	<b>100</b>	<b>100</b>



**GRAPH 10: GRAPH REPRESENTING THE REWARDS FOR THE BEST CONTRIBUTION**

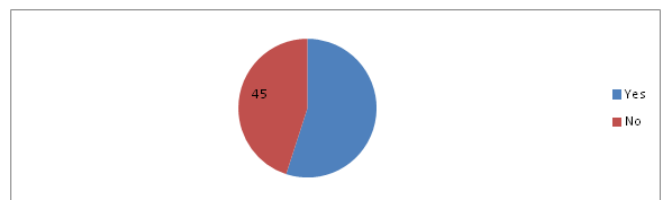
The above Table and Graph shows that 60% of the employees believe that the organization reward the employees for their best idea towards continuous development process of the organization and 40 % says that organization doesn't give any sort of rewards to the employees for their ideas for continuous improvement process.

*Q11. Is the rewards and recognition best tool to motivate the employees?*

- a. Yes
- b. No

**TABLE 11: TABLE SHOWING THE REWARD AND RECOGNITION AS A MOTIVATION TOOL**

Serial No	Particulars	No of Respondents	Percentage
1	Yes	55	55
2	No	45	45
	<b>Total</b>	<b>100</b>	<b>100</b>



**GRAPH 11: GRAPH REPRESENTING THE REWARD AND RECOGNITION AS A MOTIVATION TOOL**

The above Table and Graph shows that 55% of the employees say that rewards and recognition is the best tool to motivate employees in the organization and 45 % says that there are other tools to increase the motivation level of employees and rewards and recognition is not the best at it.



## FINDINGS

1. 25 % of the employees strongly agree that employee who have got experience of more than 3 years experience are highly satisfied with the rewards and recognition programs offered by the company. 35% employees agree that they are satisfied, 25% of the employees are not pretty sure about results, 10% of the employees feel that people working for more than 3 years are not satisfied and 5% employees are totally against the statement.
2. 20 % of the workers Strongly imagines that top administration is occupied with rousing representatives , 40 % representative trusts that top administration is keen on inspiring the workers , 20% of the representatives are impartial they are not almost certain climate beat administration is occupied with propelling the representatives or not , 15% of the workers feel that top administration is not intrigued on spurring them and 5% representatives emphatically trust that the top administration is not intrigued on persuading representatives by any stretch of the imagination.
3. 30 % of the employees strongly agree that they are highly motivated by non-monetary rewards it impacts on their morale, 25% employees feel that they are motivated by the non-monetary rewards, 25% of the employees are not sure about what exactly do increase the employee morale , 10% employee feel that non-monetary rewards doesn't increase on their morale and 10% employees feel that monetary rewards is what makes impact in the employee morale.
4. 15 % of the employees are highly satisfied with the reward and recognition program at the organization , 35 % employees are satisfied by the rewards and recognition provided by the organization , 30 % Employee are neutral that means these employees are neither satisfied nor dissatisfied by the provision of rewards and recognition program offered by the organization , 15% of the employees are dissatisfied with the rewards and recognition program offered by the organization and 5% employees are highly dissatisfied by the company's rewards and recognition program.
5. 25 % of the employees strongly agree that they are empowered to take decision in the organization , 40 % employees agrees that they are empowered to make decision at their work , 20 % Employee are neutral that means these employees feel that organization neither empowers nor restrict them at their work place , 10% of the employees disagree that they are empowered at the organization and 5% employees are highly disagree to them empowerment given by their managers that means they are not empowered to make decision at their work place.
6. 25 % of the employees Strongly feel that they get reward based on their performance at their work place, 45% employees agree that they have been rewarded based on their performance in the organization, 20% of the employees feel that they are neither rewarded based on performance nor punished , 10 % of the employees feel that they not recognized and no reward has been given to them at their work place to motivate them on doing best at their job.
7. 10 % of the employees strongly feel that lack of motivation makes impact on overall productivity of the employees. 15 % of the employees agree that productivity is based on the motivation tools used by the management. 30 % don't give exact conclusion on the statement 25 % feels that motivation is not only the factor that impacts overall productivity and 20% feel that there are some other tools which plays major part in the productivity of employees.
8. 100 % of the employees feel that Rewards and Recognition makes impact on level of employee motivation.
9. 60% of the employees believe that the organization reward the employees for their best idea towards continuous development process of the organization and 40 % says that organization doesn't give any sort of rewards to the employees for their ideas for continuous improvement process.
10. 55% of the employees say that their supervisors recognize and praise the employee in public and 45 % says that the same has not been done by the supervisor.

## SUGGESTIONS

1. Enhance correspondence. Line administrators can enhance inspiration by ensuring they converse with their workers face to face and not depend entirely on email. Putting aside time every day to chat with representatives can enable workers to feel more included.
2. Start a representative shareholder program. On the off chance that your organization is exchanged on the New York Stock Exchange, you can enable representatives to feel they are a piece of the organization by enabling them to claim some portion of the organization. Allow workers to purchase partakes in the organization at rebate costs or give them partakes in a confined offer program, which allots certain offers particularly for buy by representatives.
3. Increment obligation. Representatives who are given greater obligation will feel a more prominent proprietorship in the business and will be more spurred to

work harder to make the business succeed. Ensure your representatives have the chance to assume liability for ventures. Offer workers preparing chances to enhance their aptitudes.

4. Organization an adaptable work routine. A few representatives may like to work hours that suit their way of life or family circumstance. By offering alternatives for adaptable working, for example, work sharing, working from home and strategic scheduling, you can enhance representative inspiration and hold representatives who require a vocation that is not really 9 to 5.
5. Reward great work. Laborers at Nucor Steel, which has plants all through the United States, including two inside a couple of hours drive from Houston, are paid, to a limited extent, in light of the nature of their work. Laborers can procure a reward in view of the yield of their work day, and rewards are paid out every week.

## XI. CONCLUSION

Programs that helps engaging employees' family to the organization companies needs to improve the following aspects to assist the employee being highly motivated at their work place. Focus more on family engagement program and extrinsic rewards; however, needs to take regular measures to update their policies to address the issues related to employee motivation of the employees working in the company. The existence of sound, flexible and employee friendly policies in the organization will help in attracting good talent as well as in retention of existing employees of the organization. Providing employees with facilities that helps their family would increase the employee's loyalty towards the organization. Although, the management of the company has a major responsibility towards taking suitable steps towards assisting their employees in improving their level of motivation however, the employees can also take the following steps to improve their level of motivation: Work as a team for combined results. Should follow the right mechanisms to track their performance on daily basis so that they can achieve the given target on time. Policies related Rewards and recognition should not be rigid. The policies and the management should be flexible since all employees do not have the same problems or requirements. By instituting sound and employee friendly policies, the productivity and morale of the employees would improve to a great extent. The management of company should utilize this feedback and act on it.

## XII. SCOPE FOR FURTHER RESEARCH

The other areas for further research can include, work dynamics. Opportunities for success and its impact on motivation, gender equality issues in corporate, monetary

benefits as a source of motivation, recreational facilities and its impact on employee motivation levels, superior subordinate relationship influencing the level of employee motivation.

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