

# IMPACT OF REWARDS AND RECOGNITION OF EMPLOYEES IN SUPERMARKET OF MANNARGUDI

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## ABSTRACT

*The main objective of this research was to determine the impact of rewards and recognition of employees. The sample was collected from 67 employees. Convenience sampling technique was used in this research. The tool used to analyse the data were mean value and anova. After collecting the data from the employee the result indicated that there is significant relationship between rewards and recognition of employees.*

**KEYWORDS:** Rewards, Recognition, Employee performance, Motivation.

## 1. INTRODUCTION:

A reward system is a very important to motivate employees. It helps to increase the employee performance. The effective reward system attract new employees and it helps to motivate the existing employees to get more rewards. This research is based on to check the impact of rewards and recognition of employees in super market in Mannargudi.

## 2. LITERATURE REVIEW:

**Rizwan Qaiser Danish & Ali Usman (2010)**, stated that there is a minor chance of appreciation from the boss on doing a good job. Employee's participation in the decision making process will made them more courageous and enthusiastic towards working in organization.

**Vera Akafo & Peter Agyekum Voateng (2015)**, explained that there is a positive relationship between reward and work motivation but no positive relationship existed between reward and job satisfaction.

**Sajuyigbe, Olaoye Bosede & Adeyemi (2013)**, stated that there is a significant effect between reward dimension and employees performance. Reward dimension have significant effect on employees performance.

**Usha Priya & Shakthi Eshwar (2014)**, explained that the degree of rewards, motivation

and job satisfaction of employees has a strong relationship in the public sector and private sector commercial banks in Chennai.

**Vijayakumar & Subha (2013)**, stated that reward plan plays vital role in enhancing the value delivered to the employees.

## 2.1 OBJECTIVE:

To determine the impact of rewards and recognition of employees in supermarket.

## 3. RESEARCH METHODOLOGY:

- Total population: 90
- Sample size: 67
- Sampling technique: Convenience sampling technique.
- The primary data was collected by using a structured questionnaire.
- The secondary data are collected from annual reports, journals, search engines and books.
- Data analysis tool was ANOVA.

## 4. HYPOTHESIS:

**H0:** There is no significant relationship between rewards and recognition of employees.

**H1:** There is significant relationship between rewards and recognition of employees.

#### 4.1. DATA ANALYSIS

**TABLE 4.1.1: MEAN VALUE FOR THE FOLLOWING FACTORS:**

VARIABLES	SD	DA	N	A	SA	MEAN
Work environment	4	14	20	11	18	3.37
Improve performance	3	12	27	18	7	3.21
Verbal rewards	3	8	22	25	9	3.43
Fear of losing rewards	2	8	22	23	12	3.52
Rewards are not financial	2	6	17	24	18	3.75
Strong relationship	2	4	14	24	23	3.93
Worker contribution	0	7	28	17	15	3.6
Influence work motivation	4	11	23	18	11	3.31
High performance	1	10	20	20	16	3.6
Importance in current times	2	3	20	17	25	3.9

The table 4.1.1, the result indicated that there is strong relationship between reward and performance with the highest mean value of 3.93.

**TABLE 4.1.2: ANOVA TABLE**

Source of variation	SS	df	MS	F	P-value	F crit
Between Groups	4.54747	9	5.0527	6.098	0	2.124
Within Groups	3314	40	82.85			
Total	3314	49				

The table 4.1.2, the result indicated that there is significant relationship between rewards and recognition of employees. The calculated value of F was 6.098 which is greater than the table value of 2.124 and the P value was 0 which is less than 0.05. Therefore, we concluded that accept the alternate hypothesis (H1) and reject the null hypothesis (H0).

#### 5. CONCLUSION:

The rewards and recognition plays an important role to motivate the employees. The reward system is more important of any business for the employee's performance. Rewards must boost employee's motivation to perform their job better and enhance satisfaction with their jobs. Hence the research has proven that there is significant relationship between rewards and recognition of employees.

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