

IMPACT OF REWARDS AND RECOGNITION ON EMPLOYEE ENGAGEMENT

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ABSTRACT

The main aim of the research was to study the effect on job satisfaction and motivation of compensation and recognition. The special objectives were to examine the connection between awarding, encouragement for jobs and work satisfaction. They were to define the views of the academic staff and the administrators about the awards and the recognition.

The most significant tools in the organizational capital are human resources. It is necessary for organizational development to maintain talented and productive workers in an organization. Motivated workers will increase the productivity and value added of the company. Employee satisfaction mainly concerns the field of employee recognition by the company. This study is intended to identify the key factors that encourage and satisfy employees while working within the organization, and to clarify the relationship between rewards, recognition, job satisfaction and motivation of their employees.

Keywords: recognition, employee, engagement

OBJECTIVES OF THE RESEARCH

1. To determine the impact of rewards on employee engagement and job satisfaction
2. To identify the impact of recognition on employee engagement and job satisfaction
3. To evaluate the impact of other benefits on employee engagement and job satisfaction

1. INTRODUCTION

In general, all well-managed companies perceive the company's human resources as the core cause of work quality and productivity gains. Such an organization does not pursue capital investment, but recognizes workers as a valuable resource of resources and workers as a primary source for the advancement of the company. The degree to which an entity achieves its goals is successful. An efficient organization, within its power, can create a sense of dedication and satisfaction. Factors such as bonuses and benefits are the most important motivational factors for workers. This paper is a proposal on how incentives, rewards and recognitions affect the motivation of the employee's work and satisfaction.

For employee efficiency, a compensation program is critical. The high incentive program would boost employee efficiency.

High output is the basis for lower recompense vice versa. Jobs success also forms part of the management of human resources. For the organizational succession and achievement of the objectives, performance is important.

Rewards are an essential resource in any company to measure employee efficiency. Management uses bonus to empower workers. We can therefore assume that an effective program of incentives attracts new workers and motivates current employees to perform at high levels. Good work of the employee is expected to achieve those objectives. Employees work hard to accomplish goals and successful results are rewarded. In other words, the easiest way to involve workers in their work and company is to claim that good benefits.

The most valuable tools in an company are human capital. Retaining effective and experienced employees in an organization is extremely important for an organization's overall performance. Motivated employees can help to improve the value-added and profitability of an organization.

Employee management has grown from the business to the industrial age, from personal management to the era of human resources management. Enterprises function in a seldom stable climate. This is important to use non-inimitable assets, that is, human capital, to ensure businesses retain their competitive edge. Organizations are met with inspiration and appreciation in an effort to get the best of their workers.

While reward and recognition appear to be normal, the fact that the working environments are complicating and heterogeneous (Eshun&Duah, 2011) makes them complex and painfully difficult. Employees have a variety of expectations,

ambitions and diverse views of what are acceptable incentives and appreciation for productive motivation. It includes an in-depth understanding of individual differences and the expectations of acceptable opportunities and rewards as well as a mix of extrinsic and intrinsic rewards to empower employees and improve employee satisfaction.

There are many things today that we do not know about how people behave, why they behave and what we can do to anticipate and control their behaviour. The underlying knowledge for all these issues is human resources management (HRM) and organizational behavior (OB). It is now important for companies to achieve a lasting competitive edge with people and also address major employee concerns, like managing a diverse job, recognizing employee rights and adapting to new attitudes in their workplace. We have thousands of attitudes, but OB focuses on a very small number of attitudes linked to work. Such tests tap into positive or negative aspects of their working climate by workers. One of the essential aspects of this mentality is the dedication of employees.

Some of the key principles is strengthening interactions with the target market of the company, whether they be consumers, clients, employees and/or other parties involved. A tremendous amount of consideration must be made to understand what is required to engage and inspire individuals on a deep level in an efficient way with any specific application. Rewards are an important part of the engagement puzzle.

Incentive and reward programs can be prove effective in offering ideal motivation.

Rewards have a significant impact on employees, increasing the level of work performance and satisfaction. There have been several experiments to track the effects of prizes in the past. In order to improve employee satisfaction, most businesses adopt a scheme of incentives ensure that worker get involved when they get good recognition and reward by the organization.

1.1 Types of Reward

Rewards can be divided into global and intrinsic. Extrinsic rewards "are a collection of external (tangible) items administrators can give to motivate workers to improve their productivity." These include, for example; income, advantages, flexible schedules, promotion, job duties, status change, praises and reviews, a good boss, an organization, etc. Tangible incentives can be direct or indirect (financial incentives). Direct financial bonus include wages and insurance benefits, commissions, promotions, pay for performance, stock options, and so on, which are paid by an employees. This means that direct financial rewards are the basis salary and variable salary (performance-base pay). The basic salary is a wage or salary that an employee receives and which is usually influenced by external and internal factors. The former include labor market dynamics, exchange prices, pressures from the government etc. Whereas the latter covers aspects such as task appraisal, collective bargaining, employee agreements, etc. Such bonuses are measured on a working time basis and form the basis on which most workers are directly paid.

1.2 Recognition and Its Facts

Employees want not only good pay and benefit but also deserve interest, respect and equal treatment for their efforts. Any timely, informal or formal recognition of the behavior, initiative or outcome of an individual or team that supports the objectives and values of the organization and that typically exceeds ordinary standards is a recognition. Acknowledgement is mainly a symbolic reward, but it may have social, functional or financial meaning. Employees' morale and efficiency can be improved by providing efficient recognition that eventually leads to better organizational results. Recognition systems display employee appreciation. A meaningful and thoughtful workforce appreciation program is about appreciating and respecting the efforts of employees. The acknowledgment may be divided into cash, cash or non-cash and individual or collective, either formally or informally.

The administration of awards also focuses on establishing effective organizational environments, upholding core values and increasing workers' motivation and commitment. In addition, both the financial and the non-financial incentives provide incentive mechanisms. In the form of salary, salaried and bonus, there are direct financial benefits.

There are also indirect financial opportunities, such as life insurance, health insurance, pension programs, sick leave, etc. Finally, the non-financial rewards are that a person receives from the job itself, provide job satisfaction from the psychological and physical atmosphere in which the individual works. In addition, non-financial incentives help to build

understanding, success, transparency and personal development.

EMPLOYEE ENGAGEMENT

Employee Engagement can be described as the level to which an employee feel committed and passionate towards their work and organization. This term is different from employee satisfaction since this term basically concern about how passionate an employee is while employee satisfaction depicts how happy and contented the employees are. It is tied to understand work job in an association and being located and empowered on where it fits in the association reason and target. It basically deal to involved as individual from the group to concentrated on clear objectives and help to build trust and also help to developed new abilities and expressed gratitude toward them for perceived accomplishment.

1.3 Job Satisfaction

Job satisfaction is refers to as a positive state emotional response one experience while doing any job. however, disappointment arises if the aspirations of a individual are drained from the job. What workers expect from their jobs and what they earn in compensation for their work is the key factor in job satisfaction. Job satisfaction is "a strong emotional enjoyment due to the work appraisal of one's experiences."

Reward and recognition help the employee to gain confidence that the company is considering their work which led to the better performance and also to the job satisfaction. First, any employee's

satisfaction with the award is directly linked to what the company expects and what it receives. There is feeling of satisfaction or dissatisfaction as workers equate their actions to a combination of intrinsic and external incentives from their organization, including preparation, work skills and commitment.

It's a complicated method for administrators to get employee satisfaction. It cannot be denied that it is dependent on many similar factors and must be objectively observed by every manager to be able to execute it positively. First, every employee's recognition of the awards is intrinsically related to the standards and the recipes of the organization. Employees feel satisfied or dissatisfied when they compare their inputs such as education, skills and the effort they receive to create a mix of intrinsic and extrinsic rewards from their organizations.

1.4 IMPACT OF REWARDS AND RECONGINITION ON EMPLOYEE ENGAGEMENT

An employee can gain a similar measure of incentives with likewise with your rivals. But with having a place with a solid, fun group; procuring regard; and having open doors for profession development and self-improvement, businesses aren't completely made equivalent.

In reality, improvement is the essential explanation employees join an organization and work according to the needs of the organization. A person's key needs should be met for that person to endure. Money related compensation—as it were, pay and advantages—gives physical security. However, when the essential endurance needs are met, at that point regard,

acknowledgment, reward, and at last, self-satisfaction becomes significant.

Career improvement turns out to be significantly incredible when it is joined with rewards—for example at the point when you add budgetary awards to the act of perceiving people or groups dependent on their presentation. A money reward is a one-time motivation. Conversely, being perceived among your friends and individual associates for going the additional mile and contributing definitively to the organization is an enduring accomplishment—and as we've seen, when our central needs are met, we as a whole need to have any kind of effect in our lives and additionally on the planet. That is the reason acknowledgment is such a ground-breaking inspiration. Titles, for example, "worker of the month" and "top entertainer" offer satisfaction to individuals who are as of now energetic about your crucial, they can be key achievements that have a significant effect when the individual applies for a particular job or advancement. It's consistently incredible to offer acknowledgment to workers who please your clients, yet another approach to give acknowledgment is a "credit" program.

2. LITERATURE REVIEW

"While the availability of money might not be a very powerful motivation, the lack of money is a clear motivator," said Deeprose (2014). Furthermore, not only in terms of their instrumental importance, but also as a way of acknowledging the worth of the person, growing self-esteem and symbolizing success and achievement, are important financial incentives.

Ali & Ahmad (2009) examined that "recognition and compensation" and "success" are in positive terms. They suggested that if workers are compensated and respected, their performance would improve considerably.

Mishra and Dixit (2013) state that financial and non-financial incentives in an education compensation program have a strong correlation with employee performance. Thanks to the positive correlation between bonuses and success the happiness of employees often increases. Employment satisfaction leads to success and performance during the work. The efficiency is also connected together, the efforts of employees are increased and a feeling of joy and satisfaction is brought about (Kaliski, 2007). Rewards for the good work and satisfaction of the work investigated in Boehm and Lyubomirsky's research study (2010). Intrinsic and intrinsic advantages decide happiness at work.

Lawler (2003) argued that two factors decide how desirable a reward is. The first determines the amount of reward and the second determines the age of weight a person gives for a certain reward.

Malhotra et al, (2007), describe "a bonus as part of an employment contract, as all types of financial return, services and benefits that an employee earns." Employers expect employees to perform or complete tasks to their satisfactory satisfaction, while employees expect their employers to provide them with ample (reward) compensation after they have done their job properly.

There are other ways to reward employees, according to Dewhurst (2010), which do not focus on financial compensation alone.

Some of these include the praise for employees' ability to acquire important projects or tasks from their managers, and even leadership. Many leadership studies have found that supervisor incentive power is positively related to employee success, efficiency, happiness, sales and corporate citizenry behavior. Business revenue and citizenship actions.

La Belle (2005), numerous workers have specific incentive needs. Some workers feel that cash is enough to meet their needs and some people want vehicles, houses and some like holidays and some like non-material benefits. Some people want to obtain money.

Dartey-Baah (2010) argues that employees supervisors and colleagues whose opinions are appreciated by employees recognize their contributions by crediting them to where their credit is located. He claimed that appreciation is one of the most common explanations why workers are especially happy and unsatisfied. Therefore, organizations make use of non-financial rewards in the form of ways to recognize and enhance employers' behaviors by using non-monetary methods (Long and Shields 2010). Many empirical investigations confirm that the effect of social recognition on employee performance is significant (Stajkovic and Luthans, 2003).

According to Danish and Usman (2010), it is important to recognize the encouragement and gratitude of workers to be committed.

Barton (2002) notes that recognition is the most important factor in Fortune's best companies that discriminates between companies. Thus, workers are closely involved in their organisation, and after

proper incentives and appreciation in their work, their employment may become the key source of fulfillment in their lives. When their needs (intrinsic and alien) are fulfilled, workers are completely empowered. The level of employee satisfaction rises when workers are remembered, luded and compensated unexpectedly.

3. CONCEPTUAL MODEL

Here, we show the conceptual framework for impact of reward and recognition on employment engagement.



Career development

It refers to set of initiatives which are prepare to match with the skills , abilities and career goals of an employee keeping in mind the present needs and future perspectives. It basically emphasizes on the opportunities coming in the future and has long term goals.

Increase productivity

The productivity of the employee can be increased by encouraging healthy work environment, giving applauses, promoting flexible working hours and should invest in the happiness of the employee which led to high productivity.

Employee advocacy-

It is basically known as the promotion of an organization by its staff members. A

business may ask employee to effectively promote the association, regularly through digital media or offline channels. as a component of their occupations. In any case, the most convincing worker promotion comprises of openly offer interchanges with respect to the workforce.

Motivation

It can be defined as the internal and external factors or power which raises the energy and desire of the employees which to get committed and interested towards their and always be passionate to achieve the target set by the company.

4. DISCUSSION

Employee engagement is an important predictor of positive organizational performance which shows clearly that employer-employee relationship is two-way compared to the above three structures: job satisfaction, employee commitment and the behavior of the organizational people engaged workers are emotionally committed and extremely optimistic about their employer's performance, reaching beyond a mile of the collective employment agreement.

The engagement of employees can be calculated by seeing how inspired they are in their jobs. Employees are more driven if they have something that makes them more happy at work and motivated if the organization shows its own love for its workers by giving its workers what they will receive and offers the employees more than they would receive if possible.

Reward and recognition are critical for workers and businesses because employees are not motivated with better incentives and

recognition and if these things are missing it lead to the poor running of the business. This study is similar to the outcome of some past studies done. Hence, it could be expected that it will cause employees to work more closely towards the sense that they are more compensated and appreciated for their position. Human resources every day are perceived to be an organization's most valuable tool for gaining competitive advantages in industry. One of the organization's problems is to recruit and retain the right workers. In this research, the relationship between the performance and job satisfaction of the employee has been examined and calculated.

5. CONCLUSION

The study thus concludes that appreciation and reward if enhanced could have a positive impact on motivation for work and job satisfaction. The benefits package thus plays an important role in maximizing employee satisfaction. While the motivation and satisfaction related to many fields of employment, the average growth potential wages, salaries, other benefits, bonus and awards suggest that these are factors which are less driven by employees. This means that the company employees must be checked to inspire and retain the workers through their compensation and appreciation plan systems.

The research has found that there is a positive connection between compensation and motivation, but not a positive connection between reward and job satisfaction, which confirms that other aspects, such as the satisfaction of other people, organization, and personal differences, are facts of job satisfaction

apart from reward (intrinsic, extrinsic and social) Workers demanding tangible benefits, difficulties were reflected in the implementation of the recognition .In addition, the lower employees are presented who are not satisfied with their financial rewards.

If financial incentives are smaller than expected, they can be a source of work dissatisfaction, but their salaries do not affect satisfaction when people are satisfied. Non-financial motivation, such as appreciation, accomplishment and personal growth, has been demonstrated that are powerful incentives, which can be used in principle not only for short term results but also for long-term development and growth. The focus of the lower stage on interpersonal relations and working environment is mainly on their level of satisfaction.

Employees and managers therefore believe that their confidence and prospects in the company will be rewarded in the near future. And the current scheme of incentives serves the needs of the company from this point of view, because it is able to recruit well-qualified employees based on opportunities and not so much on bonus.

Although this rewards scheme does not reflect the overall strategy of the company that aims at putting itself at the top of the market (and that means also leading the payroll), it appears to be successful for the management, not at the bottom. It's a matter of expectations, really. The lower level of expectations are not met by the particular scheme of incentives, while the top management clearly built the program to meet their own expectations. The premium scheme is therefore successful at the higher

level but not at the lower level in the organization.

This assumption is also linked to the previous observation that the lower staff level is not pleased with what they obtain while the higher level answers the same question.

The compensation of every company, organization, institution, school is more important and more beneficial to the work of employees. It is a natural process that human success is driven and rewarding to reward it. Better performance than lack of incentive. It is a natural process.

6. RECOMMENDATIONS AND FURTHER RESEARCH

The recommendations are mentioned:

- In order to determine what employer really appreciates (particularly in terms of rewarding policies), before enforcing any policy on workers, demographic attitude surveys should be performed.
- Formulation and execution of policies, particular in employee rewards and appreciation in order to reduce perceptions of nepotism, or favoritism, should be clear and properly communicated. If employee have common ideal to those of an organization, such as equality and fairness, the chances of retaining rewards and recognition are higher.
- The company should keep workers working hard by providing a fair salary and recognition. The higher the company's compensation and

recognition, the higher the engagement of employees. The company and its own staff have a strong relationship.

- Bonus and recognition can discourage an interesting workforce from contributing and remaining with the company. The workforce is dedicated.
- The employee will also improve his ability to function. The organization and its workers will benefit greatly from a successful partnership.