



CERTIFICATE

This is to certify the project work entitled

**“A STUDY ON REWARDS AND RECOGNITION
SYSTEMS OF EMPLOYEES”**

is done by

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As a part of their Curriculum in the Department of Commerce

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ANNEXURE - 1

DECLARATION

I here by declare that the project entitled “ **A STUDY ON REWARDS AND RECOGNITION SYSTEMS OF EMPLOYEES**” is an original work done by me and has been submitted to the Department of Commerce Osmania University, Hyderabad in partial fulfillment for the award of the Degree of Bachelor of Commerce (Computer Applications).

This report has not been submitted anywhere else for award of any other degree or diploma or certificate.

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ABSTRACT

The primary objective of the research study was to investigate the impact of rewards on employee performance on the example of Norma Ltd in Iisalmi, Finland. There were three specific goals for the research: to assess the existing rewards in the company, evaluate the most preferred types of rewards for employees of all levels and make recommendations to the management of Norma on possible improvements for the reward system.

The research combined both qualitative and quantitative data collection. The quantitative data was gathered with a specifically created online questionnaire with 91 respondents and a series of individual interviews for the managerial level employees with 8 respondents. The information was analyzed with the help of SPSS software. The researcher conducted frequency analysis, correlation analysis and regression analysis. Additionally, the data gathered through individual interviews was analyzed and interpreted using manual thematic technique.

The practical part of the study indicated that dependent and independent variables of the research were strongly and positively correlated with each other as the statistical result was close to 0.678 which is close to 1. Moreover, according to the individual interviews it was concluded that only the combination of extrinsic and intrinsic rewards ensures increase and maximization in overall employees' performance.

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5 CONCLUSION AND RECOMMENDATIONS

5.1 Conclusion, Findings and Recommendations

The main objective of the research was to investigate the impact of rewards on the performance of employee on the example of Normet Ltd based in Iisalmi, Finland. To get better and reliable output the researcher firstly reviewed various literature sources on the research topic, then developed the deeper understanding of the topic on the basis of scholars' perspectives.

Next, the researcher collected data from the employees to test the theory studied in the first step. For this purpose, there was a specifically created online questionnaire with 91 respondent and a series of individual interviews in which 8 employees of managerial level participated.

The literature review showed that intrinsic rewards like delegation, empowerment and appreciation along with extrinsic rewards like salary, promotion and bonus have significant influence on employees' performance and job satisfaction. As Dewhurst, Guthridge, and Mohr (2009), stated – employee performance is highly depended on the level of job satisfaction.

According to Armstrong (2011), employee performance is the direct reflection of employee commitment and loyalty to the company which contributes at its most to the organisation's overall goals and objectives.

After completing the analysis of primary data, the researcher concluded that there are two main types of performance acknowledgement in Normet which are cash rewards and monthly salary raise. Moreover, managers highlighted that rewards are given on the basis of employee performance and there is a strong interdependence between rewards and employees overall performance.

from the analysed information it could be derived that motivation of employees is a key priority in the company and various methods of motivation are used to increase and retain motivational level for the company to benefit from high performance and grow competitive advantage in the industry.

Further, it is stated that...
performance. Among various rewards...