

MANAGING PERFORMANCE THROUGH REWARD SYSTEM

¹J.Parthviraj, ²Dr.Murugan Ramu

¹Student, First year, BBA LLB (Hons), saveetha school of law, saveetha university,
Saveetha institute of medical & technical sciences, chennai-77, Tamilnadu, India

²Assistant Professor of Management, Saveetha School of Law, Saveetha University,
Saveetha institute of medical & technical sciences, Chennai -77, Tamilnadu, India

¹parthivi.raj7@gmail.com, ²muruganramu.ssl@saveetha.com

ABSTRACT :

This research paper is tied in with managing performance in an association through reward system . This exploration empowers to comprehend the present needs of an association and its representatives, their low gainful conduct and the way how this conduct could be modified and how to influence their execution to help up to the authoritative needs and requests. Prizes can be a crucial wellspring of inspiration for the representatives however just in the event that it is regulated under right conditions. Other than the fiscal prizes, the contemporary workers want for non money related prizes which might be as better profession openings, abilities advancement and acknowledgment programs. The strongest predictors were found to be company satisfaction, the extent to which one's job takes advantages of talents and abilities, and the extent to which the organization emphasizes doing things right the first time. A work environment conducive to a continuous learning culture was also found to be highly associated with performance management. The examination was brought out through helpful investigation from various articles that base on compensate framework.

KEYWORDS: *Performance, Performance Management, Performance Measurement, Reward system*

INTRODUCTION:

This study looked to distinguish the key indicators of execution Management in an administration association in the all kind of business associations. The most grounded indicators were observed to be organization fulfillment, the degree to which

one's activity takes favorable circumstances of gifts and capacities, and the degree to which the association underlines doing things right the first run through. A workplace helpful for a constant learning society was likewise observed to be exceptionally connected with execution administration.

Today associations are demonstrating a high level of duty towards support of reward hones which are lined up with other HR hones and the objectives of the association for pulling in, holding and rousing workers. Productive reward hones. Consequently, it is a vital spark and may contribute towards the improvement of the profitability of the workers if executed legitimately helps in drawing in result driven experts who can flourish and prevail in execution based conditions.

A viable reward framework ought to be connected with the execution advancement framework, which centers around execution based pay and offers adequate learning openings alongside a solid workplace. Variable pay can assume a pivotal part in boosting the execution of the workers particularly the star entertainers rather than the settled pay bundles. Hardly any such reward practices may take the types of increase sharing, rewards, group based motivating forces, benefit sharing, ESOP's and value based motivator grants.

A proficient administration of reward framework may have a useful impact upon the execution in a few different ways - imparting a feeling of possession among the representatives, may encourage long haul center with ceaseless change, diminishes benefit working expenses, advances cooperation, limits worker disappointment and improved representative enthusiasm for the money related execution of the organization

Review of Literature:

According to [Pinar Crungor](#), reward management systems have major impact on organizations capability to catch, retain and motivate high potential employees and as a result getting the high levels of performance. According to [Sufyan Mehmood](#), The management performance system is a balance between the performance of an employee and the reward he/she gets from achieving the goals of the organization according to its mission. According to [Amin Karami](#), reward management system has a positive and significant effect on employee motivation. According to [Muhammad Ibram](#), management use reward for employee motivation. Employee give their good efforts for achieving goals and good effort depends on rewards. According to [Ibrahim](#)

[A. Musenze](#), the organisations that adopt elements of a combination of monetary and non-monetary rewards perform better than those that do not. According to [Caroline Rowland](#), Espousing the value of learning measuring them accurately and rewarding them with meaningful changes to working life improves organizational effectiveness. According to [Luthans](#), advancements of HR through rewards, monetary incentives, and organizational behaviour modifications has generalised a large volume of debate in the HR and sales performance field. According to [Aguinis](#), monetary rewards- very powerful determination of employee motivation in return increases firms level in performance. According to [Dr. Shine David](#), employee rewards should be given on basis of attendance, target achievement; outstanding performance etc. According to [Peter Rilly](#), high performing organisations manage their reward practices in ways that enable them to predict accurately what innovations are likely to work best and to ensure that what they are doing now delivers the expected results.

OBJECTIVES:

1. To study the impact of reward system in managing performance.

HYPOTHESIS:

Null hypothesis: There is no impact of reward system in managing performance.

Alternate hypothesis: There is impact of reward system in managing performance.

MATERIALS AND METHODS:

The data collected for this research paper is from secondary data such as books, journals, magazines etc.

OBSERVATION:

Reward Management is concerned about the definition and usage of methodologies and strategies that plan to remunerate individuals reasonably, impartially and reliably as per their incentive to the association. Reward Management comprises of investigating and controlling representative compensation, remuneration and the greater part of alternate advantages for the workers. According to [Bahaudin G. Mujtaba](#), reward system should be linked with goal- setting, employee

development, competency measures and team performance. Reward administration expects to make and effectively work a reward structure for an association. Reward structure ordinarily comprises of pay arrangement and practices, compensation and finance organization, add up to remunerate, the lowest pay permitted by law, official pay and group compensate.

Reward framework is an imperative instrument that administration can use to direct worker inspiration in wanted ways. As it were, compensate frameworks try to pull in individuals to join the association to keep them coming to work, and propel them to perform to abnormal states. The reward framework comprises of all association segments – including individuals forms standards and basic leadership exercises engaged with the designate of remuneration and advantages to workers in return for their commitment to the association. According to [Paul J Stomich](#), Corporations often find it difficult to carry out their strategies because they have executive compensation system that measure and reward performance. Inspiration is such a factor, to the point that applies a main impetus on our activities and work.

The most grounded indicators were observed to be organization fulfillment, the degree to which one's activity takes points of interest of gifts and capacities, and the degree to which the association accentuates doing things right the first run through. A workplace helpful for a constant learning society was likewise observed to be profoundly connected with execution administration. According to [Wilson Thomas](#), the reward system acts as a tool for testing the capabilities of an employee required for the job and could be a measure of checking the willingness to follow the organizational goals.

The developing need of the administration is to get the maximum capacity out of your work drive by giving them the abilities and by legitimate instructing; inspiration and proper evaluations, and this must be conceivable when the representatives are performing productively and up to the sign of accomplishing the hierarchical objectives and mission. The administration is showing signs of improvement understanding the developing needs of and worker and utilizing diverse methods and strategies, to defeat this hole through the best procedure and that is remunerate framework. According to [Keller R.T.](#), in a study of unionized, incentive paid workers in a manufacturing company, found that when pay has a high perceived probability of being contingent upon good performance. To oversee execution of an individual or a gathering is that the administration ought to have the right stuff to

mentor them in understanding to accomplish the hierarchical objectives and the most ideal route is to give them a bring up in something and it could be a monetary raise or some sort of acknowledgment among others.

Distinctive associations apply diverse procedures as indicated by their particular surroundings, some may get affected by more experienced or old workers and in light of that give a low execution conduct then again at some point the association makes compensate framework so solid that it escapes hand for them to deal with the hierarchical objectives themselves. According to [ARNE L.Kalleberg](#), by far most widely offered explanation age difference in job satisfaction focuses upon characteristics of the job itself. Consequently, the administration execution framework is a harmony between the execution of a worker and the reward he/she gets from accomplishing the objectives of the association as per its main goal.

Companies regularly think that its hard to do their techniques since they have official remuneration framework that measure and reward execution in a way that overlooks or even baffles key reasoning, arranging, and activity. According to [Nasir Karim](#), in order to achieve success, organizations must retain their employees and provide them better advancement opportunities .Specifically, rewards framework once in a while accentuations the long neither run enough, nor are they all around composed with the strategies and destinations of other administration frameworks. By this the essayist says that, there are partnerships that exclusive accentuations upon the reward framework and disregard their key work hence, the vital arrangement of activity gets overlooked so as it influences the long run remunerate framework and hierarchical objectives, goals too.

By a wide margin most generally offered clarification age distinction in work fulfillment tons of the activity itself: more established specialists are more fulfilled than their more youthful partners since they really have "better" or profoundly compensated employments". More experienced employment holders appreciate better occupation remunerates when contrasted with the less experienced which turns into a reason of disappointment and low execution.

Prizes turn out to be as an apparatus to expand execution and change practices in disappoints representatives. Workers are the benefits of the firm and they are the hands and brains through which the entire hierarchical process becomes animated. Subsequently, a reasonable reward framework could manufacture work fulfillment and profitable conduct in a worker.execution administration as the "consistent

procedure of recognizing, estimating and building up the execution of people and groups and adjusting execution to the key objectives of the association" (2007, p.2). this definition accentuations upon execution administration that it is a procedure of recognizing the absences of a representative or a gathering and empowering them to comprehend and build up their abilities through better training and execution administration that will lead towards accomplishment of authoritative objectives.

Reward framework in not just about bring up in the pay and rewards, now and again it incorporates both of these motivations, this additionally incorporates honors and acknowledgment, reassignments, advancements and other reward programs.

Reward framework is the need of the association to hold and contract the craving worker to pick up the focused edge in such an aggressive situation. Reward framework inspiring the worker work harder and speedier as contrast with other representative who has no reward framework in their association. Since specialist require motivator to buckles down and impetus design under the reward framework. Reward frameworks coordinate authoritative culture as well as lining up with the procedure of association.

Reward framework ought to be connected with objective setting, representative advancement, competency measures, and group execution. This will decentralized the basic leadership down the chain of importance to engage those playing out the errands. This will convert into better reward frameworks and better resolve among workers. So as to make an aggressive edge, numerous associations are currently accomplishing more with less workers, so it is basic that individuals are compensated for utilizing viable and moral critical thinking and basic leadership abilities". Each association has its own way of life and reward framework. Same reward framework does not exist in another association culture since business procedures are unique and target of associations are likewise extraordinary. Along these lines, associations must know about utilizing reward framework that better fits the association culture to expand the worker execution. Amazon.com is the best case of adjusting reward framework to its business technique.

The reward framework must be identified with the organization's procedure, business condition and culture. Presently the inquiry emerges that how the reward framework does satisfies representative needs and desires? Chiefs of The Company need to enlist the worker who is best fitted in authoritative condition and works additional conventional as contrast with different representatives. What's more, it is

conceivable just through the plan of its reward framework.

The reward framework goes about as an instrument for testing the capacities of a worker required for the activity and could be a measure of checking the ability to take after the authoritative objectives thus makes a chance to choose the correct contender for the activity. Gathered based prizes demonstrates to wind up more powerful than individual and makes companies and collaboration proficient and viable which expands the execution of the association. Motivation paid laborers in an assembling organization, found that when pay has a high saw likelihood of being dependent upon great execution, there is a superior possibility of good execution. This demonstrates less paid specialists while expecting a high pay for execution give really a decent execution. Non-money related measures ought to be presented and reward ought to be offered to representatives so the workers with the goal that execution could be kept up while costs are likewise on hold. Operational performance gets improved because of the effectiveness of reward system.

FINDINGS:

- As a matter of first importance discussing the activity fulfillment as the normal demonstrates that the representatives are not happy with their activity that is the reason they don't perform well and the outcome was clients disappointed. There are numerous explanations for that.
- They are not prepared and furthermore the over weight of work causes disappointment in representatives. So this can be evacuated by offering preparing to representatives and furthermore the activity particular i.e. perfect individual for the correct activity so that over weight from the workers can be expelled.
- Coming towards the second point that is work stopping the normal demonstrates that representatives would prefer not to leave a perpetual activity. That is the reason everybody has demonstrated that they will do work. In the third part everybody is gotten some information about the compensation bundle it is possible that they are fulfilled or not.
- What's more, nearly everybody isn't happy with their activity. Work overburden with a tumultuous routine without preparing is the reason. Associations fulfill their clients by giving additional normal administrations with the assistance of workers to giving them execution based reward. Associations

center around preparing and improvement of a representative that will upgrade the general execution of the association.

SUGGESTIONS:

- Involve all employees in the development, implementation and revision of rewards programs.
- Ensure that employees view the rewards as worth the effort
- Set reasonable and transparent performance standards for rewards
- Always link rewards to performance
- Provide rewards immediately after the employee achieves the desired behavior
- Make rewards an integral part of the company's strategy

CONCLUSION:

It can be concluded that any association's execution framework should mull over the level of the administration, which straightforwardly influences by worker benefits arrangement and the supportability of the administration. The discoveries of this paper demonstrated that the most workers were disappointed with the motivation design; Most of the respondents were likewise not happy with the wellbeing guidelines of the associations.

From examine consider it investigated that motivating force designs are a decent method for bringing execution and faithfulness for worker. Workers of administrations segments that studied for look into demonstrate a solid readiness of propelling motivating force gets ready for the elite.

REFERENCES :

1. Bahaudin G. Mujtaba, Coaching and Performance management : developing and inspiring leaders, pp.261, para 2.
2. Paul J Stonich, using reward in implimenting strategy 1981, strategic management journal, vol.2, Pg. 345.
3. Wilson, Thomas, 1999, Shaping a high performance culture through HR and reward system design at amazon.com, pp.4, para 2.
4. Keller, R.T. , & Szilagyi, A.D. (1976,dec) Employee reaction to leader reward behaviour.19.no.4,pp.619-627.
- 5.ARNE L. Kalleberg, Karyn A. Loscocco ; Aging, Values and rewards, 1983, pg.79

para.6,vol.48.

6. Muhammad Ibrar, Owais Khan, The impact of Reward on Employee performance, International Letters of social and humanistic sciences, ISSN: 2300-2697, Vol.52, pp. 95-103.

7. Ibrahim A. Musenze, Reward Management and Organisational Performance, IJIRD, Vol.2, issue 8, Pg 90-96.

8. Zunnoorain Khan, Nasir Karim, Role of Performance based reward system in improving employee's productivity and job satisfaction, CURJ, Vol. 04, Article 06

9. Caroline Rowland, Roger Hall (2014), Management learning, performance and reward, Journal of Management Development, Vol 33, issue 4, pp. 342-356

10. Luthans. F. & stjokovic, A.D. (1999) Reinforce for performance : The need to go beyond pay and even rewards. The academy of management executive, 13(2), 49-57.

11. Aguinis, H., Joo, H. & Gottfredson, R.K. (2013). What monetary rewards can and cannot do ; How to show employees the money. Business horizons, 56(2), 241-249.

12. Dr. Shine David, Swati Rajput, Reward Management System, IJCEM, Vol. 2, issue 2, pg 1-15.

13. Amin Karami, Analyzing the effectiveness of reward management system on employee, IJARBSS, Vol.3, no.9, pg.1-12.

14. Muhammad Ibram, Owais Khan, The impact of research on employee performance, ILSHS, Vol.52, pg.95-103.

15. Helene L. Candill, An historical perspective of reward systems : lessons learned from the scientific management era, IJHRS, (2014), Vol. 4, No. 4, pp.127

16. Peter Reilly, Duncan Brown, Michael Armstrong - Increasing the effectiveness of reward management, IES, (2009), PP.3

17. Teh Boon Heng, The reward strategy and performance measurement, IJBHT, Vol.2, no.1, 2012,pp-1.

18. Richard S. Allen, The role of the reward system for a total quality management based strategy, JDCM. Vol. 14, issue 2, pp. 110-131.

19. Sufyan Mehmood Managing Performance through reward system, (IOSR-JHSS), (2013), Vol. 15, issue 2, pp.64-67.

20. Pinar Crungor, The relationship between reward management system and employee performance with the mediating role of motivation, PSBS, (2011), pp. 1510-1520.

21.Dr.Lakshmi T and Rajeshkumar S2018 "In Vitro Evaluation of Anticariogenic

Activity of Acacia Catechu against Selected Microbes”, International Research Journal of Multidisciplinary Science & Technology, Vol3,Issue3,Pp20-25. 22.Trishala 22.A , Lakshmi T and Rajeshkumar S,2018“ Physicochemical profile of Acacia catechu bark extract –An In vitro study”, International Research Journal of Multidisciplinary Science & Technology, Vol.3 , Issue 4, Pp.26-30.

