



# Employees perception on the Rewards and Recognition on the Motivation of Employees



## Introduction

Reward system is an important tool that management can use to channel employees motivation in desired ways. In other words, reward system seeks to attract people to join the organization to keep them to coming to work, and motivate them to perform to high level

It aims to encourage and acknowledge superior performance in all areas and job function.

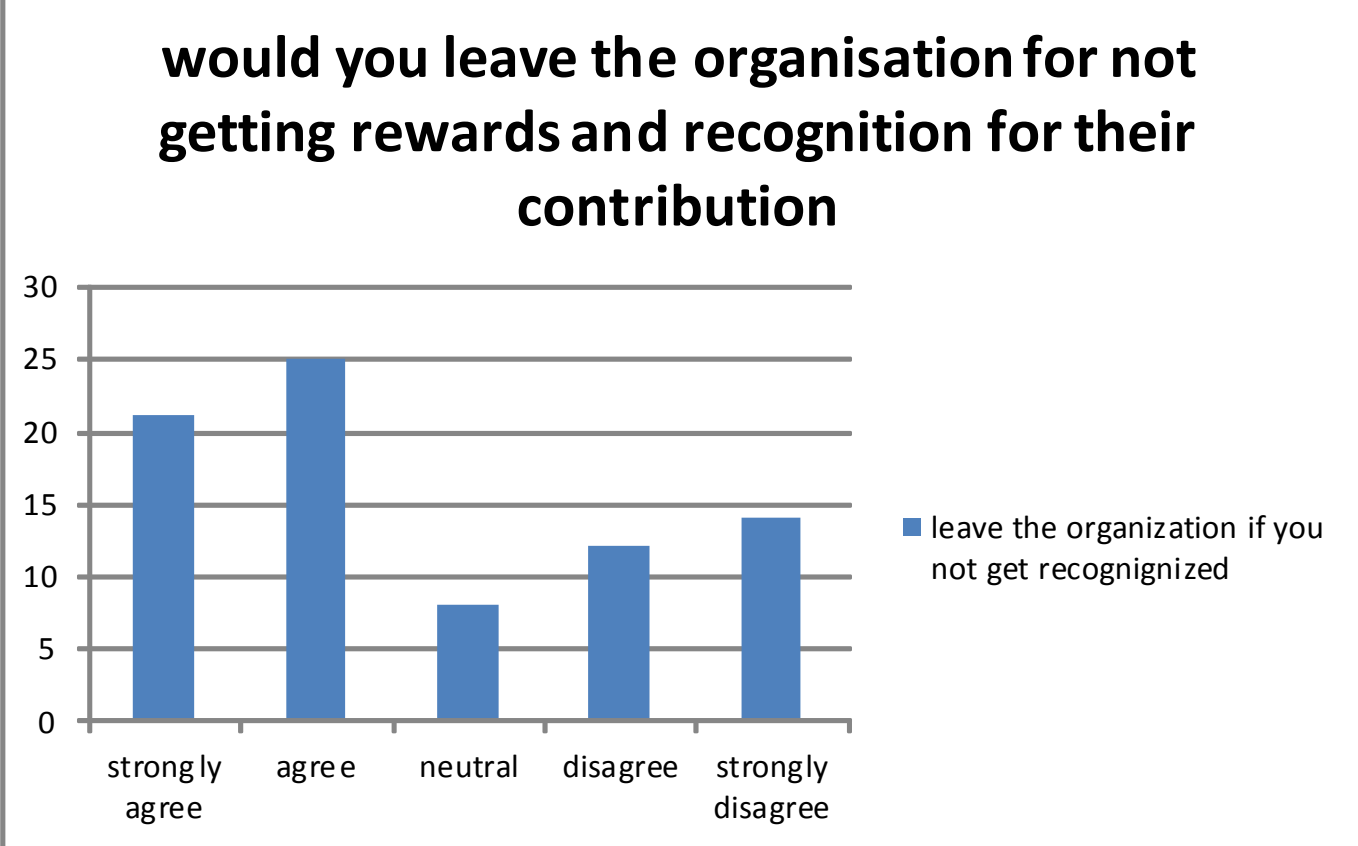
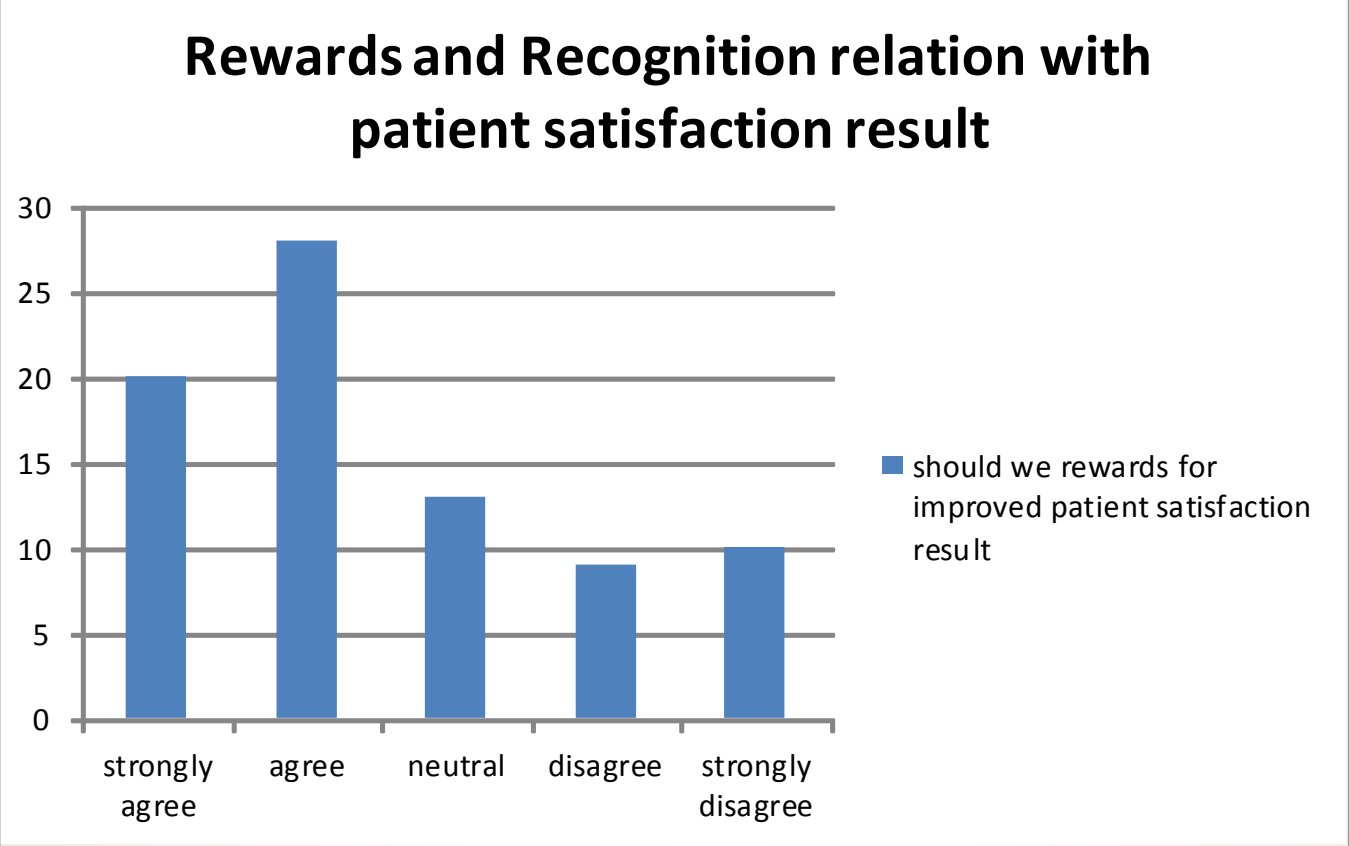
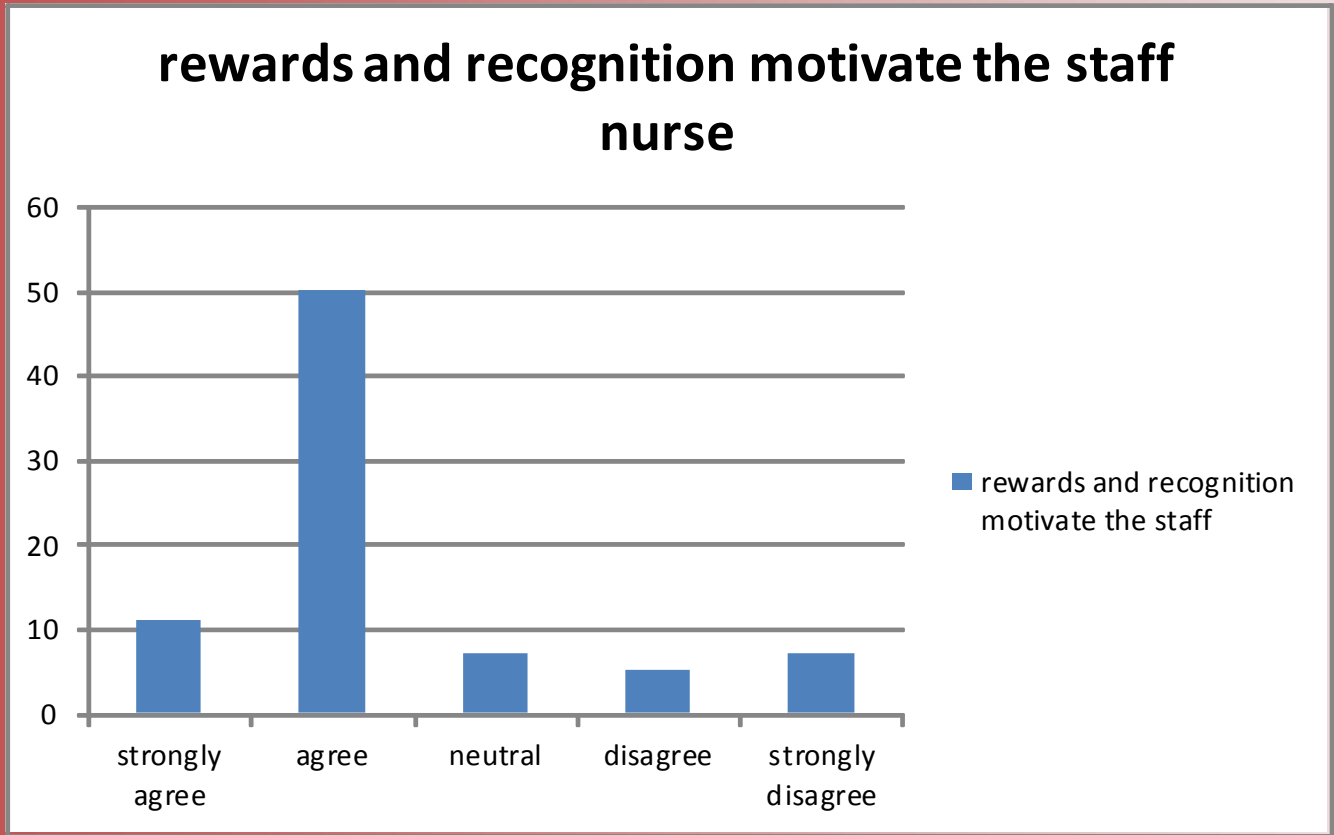
## Objectives

To assess the employees perception on the rewards and recognition on the motivation of employees

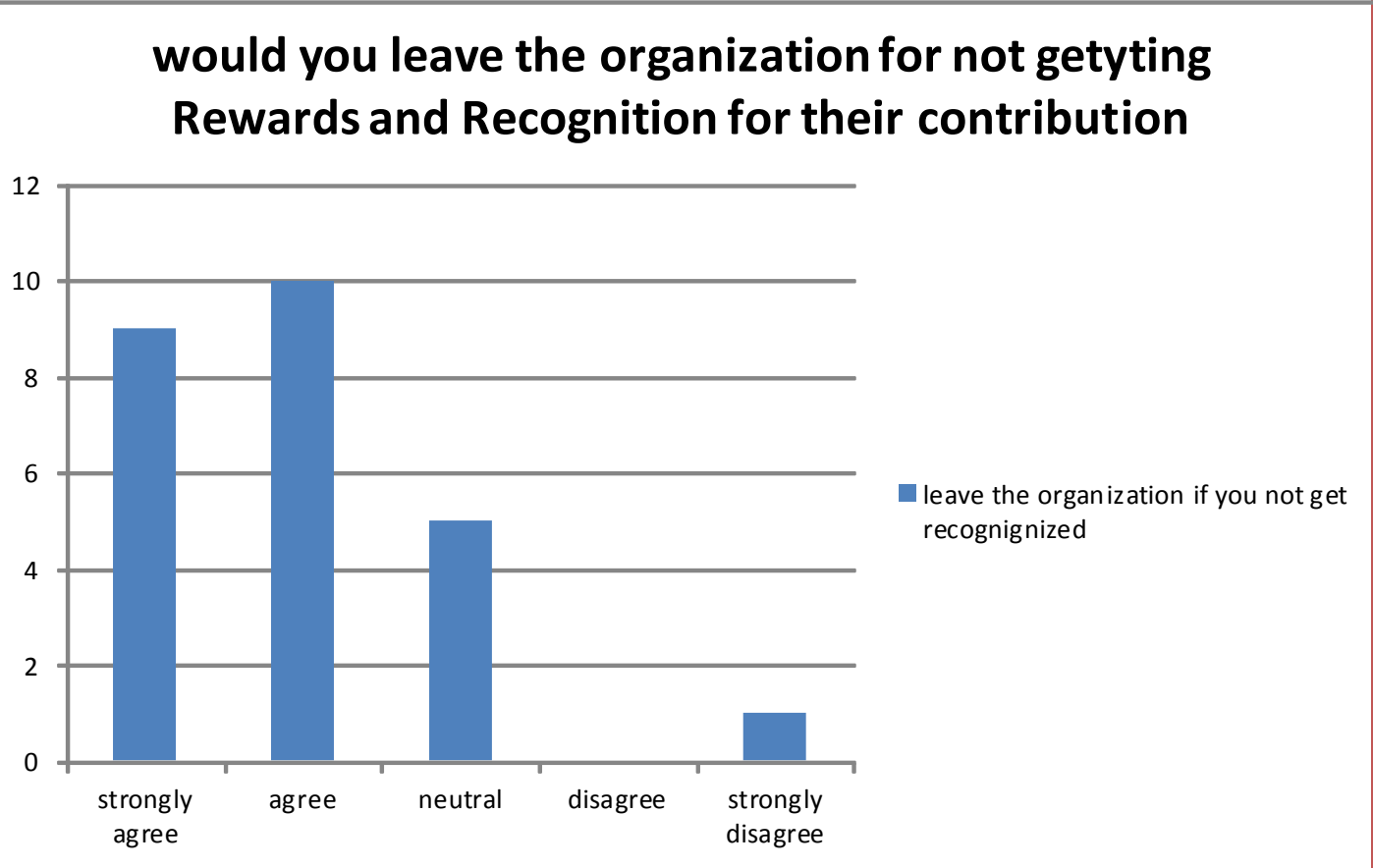
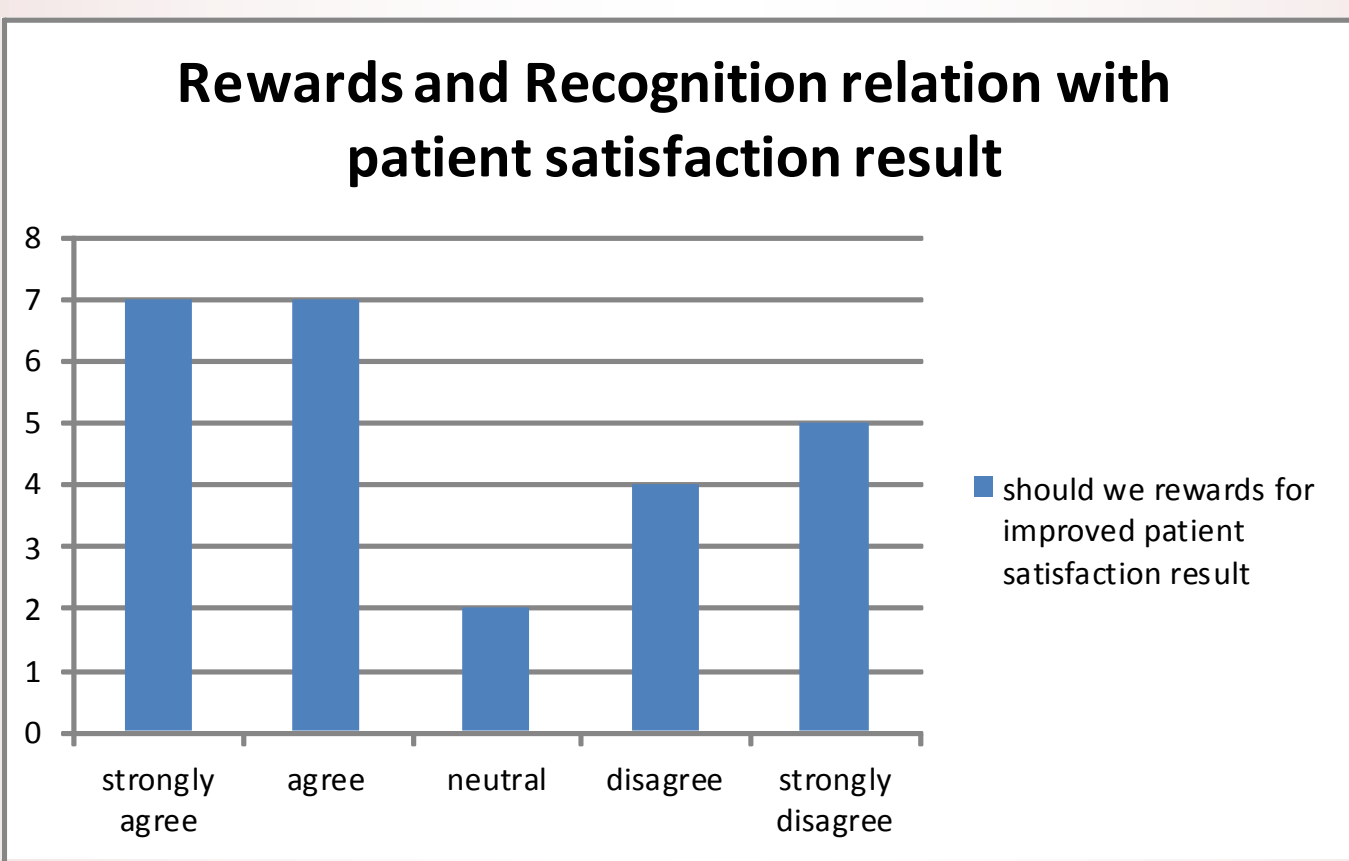
## Research Methodology

- Study design  
Cross-sectional Descriptive study
- Sample size-105  
(Staff nurse 80, doctors 25)
- Study area  
Fortis Escort hospital, Jaipur
- Tools  
Questionnaire: likert scale
- Data  
Primary data

## Findings of Data (Staff Nurse)



## Findings of Data (Doctors)



## Limitations

- Sample size was limited
- Employees were not able to give proper time due to their busy schedule and time constraints
- Scope was limited

## Conclusion

- After the completion of research report named “employees perception on the Rewards and Recognition on the motivation of employees”
- That rewards and recognition play an important role in motivating employees where majority of employees agree to it.
  - The organization must continue with their current policy and could add up more programmes to the current policy
  - HOD’s should get involved while recognizing employees.
  - Recognition of work, honest feed-back and money are considered as the most motivating factors

## Recommendations

- Human resources are the most important assets of every organisation. Acquiring and retaining these resources is one of the major challenges faced by many organization. However there is some problem that's should be taken care.
- Organization should create opportunities for employee’s growth and development in that way the employee’s turnover will reduce.
  - Organisation should create a good appreciation culture or broaden the reward and recognition activities other than nursing staff.
  - Cross- border job opportunities should be selected on the basis of their performance talents for further development
  - To create appreciation culture mailers can be sent by HOD to appreciate even a small task.