

Study on Impact of Recognition and Reward on Employees' Motivational Factors in Workplace through SEM

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ABSTRACT: *The most important objective of this research investigates examined reward policies that influence employee motivation in manufacturing sector in India. Based on the review of literature the preceding studies confirmed to facilitate organisations used recognition and reward systems to encourage their employees in the workplace. The principle of the research investigates to accomplish a thorough literature review of association between recognition, and reward on employee's motivation on the workforce and to identify the reward recognition of motivational factors. These research studies have lot of contributions to the industry world. A semi-structured discussion was used in addition to descriptive survey technique through the questionnaire as the most important data collection instrument. This research study inferred that there is a important association among employees' rewards, recognition and dimensions of work motivation. The research study revealed that employees' motivation in organisations be certain of the appreciations, stipulation of incentives, recognition and tangible rewards. Herein connection the research investigate recommends that organisations can attain their aim, and goal all the way through motivated employees recognition system and effectual reward. The outcome of their conclusion point out a clear accepting of the connection between achieving business goal, motivating employees and engaging.*

Keywords: *Reward, Recognition, Motivation, Manufacturing Sector, Workplace*

1. INTRODUCTION

In a background of globalization, international joint ventures, from reputable multinational corporations to smaller enterprises and many organizations, seek to exert a pull on international talents (Collings *et al.*, 2007). Human resource is the mainly significant assets between other resources. An organisation, private or public needs efficient and effective human resource, since this reserve operates, develops and generates the additional

Job Satisfaction, Organisational Commitment and influence on Work Performance of Academic Leaders in Tamil Nadu Universities through Structural Equation Modeling

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ABSTRACT

Background: In current days significance of employees and their attitude on working place is accomplishment immense attention of researchers. The psychological well being and attitude of academic leaders is considered very much important as they directly influence the minds of young blood. Extensive research has been through to study the impact of work performance, satisfaction and commitment of academicians and academic leaders. And almost all of them are clear about the influence of those things. As work performance, job satisfaction and organisational commitment as essential for organisational development, factors influencing those things are also gaining importance.

Methodology: The researcher used expressive research plan. For collecting the primary data, self-administered scale on organisational commitment, job satisfaction and work performance was used. Totally 248 samples were collected with the help of stratified random sampling method.