

Impact of Reward System on
Employee satisfaction
Of
Vision Tex Co.

Internship Report
On
**Impact of Reward System on Employee Satisfaction of
Vision Tex Co.**
(BUS 699: Internship)

An Internship Report Presented to the BRAC Business School in Partial Fulfilment of the
Requirement for the Degree of Masters of Business Administration.

Submitted To

HasanMaksudChowdhury

Assistant Professor
BRAC Business School
BRAC University

Submitted By

SawlineSabnamRafia

Id No:13264014
Major: Human Resource Management
Program: Masters of Business Administration
BRAC Business School

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BRAC UNIVERSITY



Letter of Transmittal

18th December, 2016

Asst. Prof. Hasan Maksud Chowdhury

BRAC Business School

BRAC University

Mohakhali, Dhaka, Bangladesh

Letter of Transmittal

Dear Sir,

It is a great pleasure for me to submit my practicum report on the topic of **“Impact of Reward system on employee satisfaction”** I have prepared this report as a partial fulfillment of the course BUS699 practicum.

I have tried my level best to prepare this report to the required standard. It was certainly a great opportunity for me to write on this paper to actualize my theoretical knowledge in the practicum arena.

I express my heart full gratitude to you to go through this report and make your voluble comments. It would be very kind of you if you please valuate my performance regarding this practicum report.

Sincerely yours

.....

Sawline Sabnam Rafia

ID # 13264014

- **Student Declaration**

I, Sawline Sabnam Rafia, student of Master of Business Administration (MBA), under BRAC Business School (BBS) at BRAC University declaring that this practicum report on the topic of “Impact of Reward system on Employee satisfaction” have only been prepared for the fulfillment of the course of BUS699 Practicum as the partial requirement of the Master of Business Administration (MBA).

I hereby declare that this report has been solely prepared by me and to the best of my knowledge. It contains no materials previously published or written by any other person which have been accepted for the degree at BRAC University or any other educational institution, except the quotations and reference which have been duly acknowledged.

.....

Sawline Sabnam Rafia

Program: MBA

ID # 13264014

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Sawline Sabnam Rafia

EXECUTIVE SUMMARY

Increasingly, organizations are realizing that they have to establish an equitable balance between the employee's contribution to the organization and the organization's contribution to the employee. Establishing this balance is one of the main reasons to reward employees. Organizations that follow a strategic approach to creating this balance focus on the three main components of a reward system, which includes, compensation, reward and recognition. Studies that have been conducted on the topic indicates that the most common problem in organizations today is that they miss the important component of Reward, which is the low-cost, high-return ingredient to a well-balanced reward system. A key focus of recognition is to make employees feel satisfied and valued. Research has proven that employees who get recognized tend to have higher self-esteem, more confidence, more willingness to take on new work and more eagerness to be innovative. The aim of this study is to investigate whether rewards and recognition has an impact on employee motivation. A biographical and Work Motivation Questionnaire was administered to respondents. The results also revealed that staff, and employees from non-white racial backgrounds experienced lower levels of rewards, and motivation. Future research on the latter issues could yield interesting insights into the different factors that motivate employees. My report may not sufficient. I have some limitations such as inaccurate search, insufficient time and the lack of experience.

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Part A

1ORGANIZATIONAL BACKGROUND

1.1Background

VISION TEX CO. founded in January 2006 as a partnership concern with a view to contribute in the field of Textile Labs. At the moment, its whole operation is operated by a group of 10 (Ten) professionals having after sales support & services. **VISION TEX CO** is now one of the leading companies in its field of Textile Labs. **VISION TEX** had two wings: Consumables unit is called **VISION TEX CO.** and machineries unit called **GSM INSTRUMENTS.**

The company has also been steadfast in ensuring that its strategic plans are consistent with the highest standards of corporate behavior. The company abides by a 'Code of Business Principles and the management ensures that it is communicated to, understood and observed by every single employee of **VISION TEX CO & GSM INSTRUMENTS** believes that this reputation is an asset, just as real as its people and brands.

VISION TEX CO. & GSM INSTRUMENTS' supplied products are comparatively better in terms of price and quality and are safe for intended use. Its operations are run in the environmentally sound and sustainable manner, ensuring that the process and products conform to standards set by the authorities.

VISION TEX CO. & GSM INSTRUMENTS, as a business enterprise in the field of Science and Technology. Since its inception the company has been marketing products of some of the leading manufacturers of U.K. USA, Germany, Japan, Thailand and Sweden etc.

- Textiles Testing Instruments and complete Dyeing solution.
- Yarn testing machine & related equipment
- Textiles Testing Consumable Products,
- Scientific and Laboratory Instruments,
- Machines & equipment related with printing

1.2 Agent List

VISION TEX CO.: is the exclusive agent of

SDC ENTERPRISES LIMITED-UK, Manufacturer of Textile testing consumables

Trans Instruments–Singapore, Manufacturer of Scientific Instruments

Testex A German-China joint venture Textile Testing Equipment's Manufacturer

SELLQUICK EUROPE-UK, Supplier of Textile Testing assessing equipment

YC Sci& Tech Printing Co. Ltd.-Manufacturer of Exposure & stretching machines for Denim based company.

Hans Schmidt & Co GmbH(AQUA BOY-TEM-1, DHT-1, Tachometer, Tension meter)

Miele-Germany- Miele washers & dryers

We also very closely work with

MARTOR KG- Germany. (Cutters & blades)

HCL-Asia- We have business with them for brought SafQ&SafGuard

Apart from these companies we sell other items needed for Textiles Labs.

1.3services

We are providing all type of after sales service support to our respective clients.

Also, we are giving the service support for the yearly contact basis to our respective clients.

Conduct Training/demonstration for our client, especially labs people how to use our products effectively for some delicate & complicate machines

Apart from our Principals we have a good sourcing department who assist us with their appropriate assistants to source other products.

VISION TEX CO. & GSM INSTRUMENT LTD also providing the calibration service through our counterpart EssjayTechnomeasure Private Limited India who are An NABL Accredited & ISO 9001 Certified Organization.

1.4Clients

VISION TEX CO. &GSM INSTRUMENTS has been working with more than 1,000 Multinational & local company who has in house Textile labs. We also work with the prominent Textile Labs who are well known internationally & locally.

We visualized the needs for a commitment for quality after sales services to our esteemed clients. We never compromised the quality. To achieve this, we have undertaken extensive training programs with our Principals and over the years have been able to develop an excellent team of Engineers and Technicians who can provide full range of after sales support for all of our marketed products. Our service team is fully capable for prompt diagnosis and providing repair and maintenance facilities at our state-of-the Art service centre. Our service team also providing undertaken on-site maintenance / repair works at the basis request of our clients. We are also, providing AMC (Annual Maintenance Contract).

1.5 Strength

At the moment **VISION TEX CO. & GSM INSTRUMENTS'** operation is run by a motivated team of hundred professionals who are well educated having specialized training in respective areas. Most of our staffs are trained in both home & abroad.

We have two offices at the moment with its separate warehouses where more people can be fitted. One is in Uttara (Corporate) & other one is in Motijheel - (business Centre for all types of machines, equipment, consumables, chemicals etc.)

We also provide training and consultancy services in some areas of our operation.

Our objective is to serve our dear motherland – Bangladesh by providing appropriate assistance technology through our clients. Our main focus has been and will remain – providing total solution of the products to our end user.

Part B

Project Part

2.0INTRODUCTION

Rewards system and job satisfaction of employees nowadays is the problem of every company. It is every company to find good and qualified Human Resources and to organize the work as to achieve the organizational goals, allowing the company to rise to a new level. Effective business is difficult to imagine without the teamwork of professionals, which in turn is impossible without good reward and motivation system. Clearly people employed in the, creativity, diligence and initiative of workers, all those qualities that lead to good business performance and achievement of strategic goals of the organization. Rewards systems are often implemented within organizations as a key management tool that can contribute to a firm's effectiveness by influencing individual behavior and motivating employees at work. Besides, it is also one of the most preferred factors in providing satisfaction to employees. The researcher therefore will try to assess on rewards systems in enhancing job satisfaction. As deliberated above, it is seen that rewards relates to human behavior in regard to performance and productivity of the organization. The researcher tries to establish the relationship between rewards and employees job satisfaction. Job satisfaction is a result of employees' perception of how well their job provides those things that are viewed as important. Job satisfaction is often determined by how well outcomes meet or exceed expectation. For example if organizational participants feel that they are working much harder than others, they will probably have a negative attitude toward their, boss or co-workers. They will be dissatisfied which will lead to poor productivity.

2.1Statement of the problem

Rewards have been identified as the most powerful motivators of performance that leads to job satisfaction. In today business climate rewards have become more important than ever for several reasons managers have fewer ways to influence employees and shape their behavior, Poor performance in the engineers is usually a reflection of poor services to the clients. He observed that the persistent labor turnover and delays in meeting targets by the employees. It was felt that a lot of time was wasted by the employees visiting factories and attending more, to personal issues than work.

Lack of job satisfaction has also been evidence by the employee's strike. Employees interviews by media blamed management for what they said was failure to give them avenue of expression their grievances. Based on this scenario may be indicators that research sought to find out the methods/ rewards systems used. The difference is greater between employees at different levels. As the number of departments and levels of organizations increases, it gets harder to set goals that are relevant to these departments must be considered. In addition, it's difficult to design rewards which are cost efficient and valued by all employees. These difficulties arise as individuals' preferences are affected by the promotion policies and as different employee training opportunities are created in different departments and different levels.

2.2 Limitations of the study

The objective of this study is to earn real life practical experience in a textile Lab solution trading house. It requires long time to acquire to the real experience. The lack of available of data is another limitation. Maximum of activity are practical. Just reading the manual is not enough. To earn practical experience, it requires working with those events.

The main limitations are as:

- Time constraint
- Engineers are very busy. Sometimes it seems hard to get their attention.
- Lack of published limited documents.
- Some information is confidential- not open to public.

2.3 LITERATURE REVIEW

Reward is a broad construct that has been said to represent anything that an employee may value that an employer is willing to offer in exchange for his or her contributions. The lack of rewards will create an unpleasant environment, thus diminishing employees' work efforts and

may cause them to withdraw from their jobs. For these reasons, rewards are increasingly important. The main objectives of rewards are to attract and retain employees, to motivate employees to achieve high levels of performance, and to elicit and reinforce desired behavior of the employees. Organizations often use financial rewards to prevent employee dissatisfaction and to motivate employees, although it may not be the best motivator for the long term had stated that “while the presence of money may not be a very good motivator, the absence of it is a strong de-motivator”.

In addition, financial rewards are significant not only in terms of their instrument value as a medium of exchange, but also a highly tangible means of recognizing an individual's worth, improving self-esteem, and symbolizing status and achievement. Therefore, organizations can best utilize financial rewards in supporting organizational human resource strategy. Job satisfaction is central to the work lives of employees and for effective use of personnel within organizations. Employees' job satisfaction can be predicted by employees' evaluation of the work climate, levels of organizational support and the employment situation,. When an employee is satisfied at work, he or she is likely to be more stable, productive and accomplished towards organizational goals. Job satisfaction is defined as an overall affective orientation on the part of individuals toward work roles which they are presently occupying.

Lock of defined job satisfaction as a function of the range of specific satisfactions and dissatisfactions resulting from the appraisal of various dimensions of work that he or she experiences. The appraisal of various dimensions includes the work itself, supervision, pay, promotion policies and co-workers. When employees express their feelings towards their job, whether positive or negative, they are likely to be referring to his or her job satisfaction. Accordingly, job satisfaction implies a subjective and emotional reaction towards different aspects of the job, perceived as an emotional state resulting from the appraisal of one's situation, linked with the characteristics and demands of one's work.

And an extrinsically motivated person will be committed to the extent that he can gain or receive external rewards for his or her job. He further suggested that for an individual to be motivated in a work situation there must be a need, which the individual would have to perceive a possibility of satisfying through some reward. If the reward is intrinsic to the job, such desire or motivation is intrinsic. But, if the reward is described as external to the job, the motivation is described as extrinsic. Good remuneration has been found over the years to be one of the policies the organization can adopt to increase their workers performance and thereby increase the organizations productivity.

Also, with the present global economic trend, most employers of labor have realized the fact that for their organizations to compete favorably, the performance of their employees goes a

long way in determining the to influence workers performance to motivate them began in the 1970s. So many people have carried out researches in this area, some of which are. The performance of workers has become important due to the increasing concern of human resources and personnel experts about the level of output obtained from workers due to poor remuneration.

This attitude is also a social concern and is very important to identify problems that are obtained in industrial settings due to non-chalet attitudes of managers to manage their workers by rewarding them well to maximize their productivity. All efforts must be geared towards developing workers interest in their job so as to make them happy in giving their best to their work, this will ensure industrial harmony. In view of this, this study attempts to identify the influence that rewards have on workers performance in order to address problems arising from motivational approaches in organizational settings. For some reasons most organizations use rewards external to the job in influencing their workers.

2.4GENERAL OBJECTIVE

To establish the relationship between rewards system and job satisfaction

OBJECTIVES

- ✓ To identify relationship between employees benefits and job satisfaction
- ✓ To determine the impact of rewards on motivation
- ✓ To establish how employee recognition has influence job satisfaction in the organization
- ✓ To establish the effects of pay structures on the employee towards job satisfaction
- ✓ To establish the effects of promotion policies towards job satisfaction

3.1 Rewards systems

This is policies that provide guidelines on approaches to managing rewards. They are practices that provide financial and non-financial rewards and processes concerned with evaluating the relative size of jobs and assessing individuals' performance (performance Management)

Motivation

It's a reason for doing something and is concerned with factors that influence people to behave in a certain way.

Intrinsic Rewards

These are rewards that do not involve any direct payments and often arise from the work itself; for example, achievement, autonomy, recognition, scope to use and develop skills, training career development opportunities and high quality leadership.

3.2 Theoretical Orientation

An employee reward system consist of an organization integrated policies processes and practices for rewarding its employees in accordance with their contribution skills, competence and their market worth. It is developed within the framework of the organization reward philosophy, strategies and policies and contains arrangements in their form of processes, practices, structures and procedures which will provide and maintain appropriate types and levels of pay benefits and other forms of rewards. Armstrong (1999), acknowledgements that the reward systems consist of financial rewards (fixed and variable pay) and employee benefits which together comprise total remuneration. The system also incorporates non-financial rewards (recognition, praise, achievements, responsibility and personal growth)

3.3 Theories of reward systems

Expectancy Theory

Many employees do not understand how extrinsic rewards are tied to performance. Managers must clarify exactly what extrinsic rewards are available and how they are allocated. In this theory, the force to perform is defined as expectancy time instrumentally time valence. It proposed three determinants motivations to rewards are this are: they belief that performance will result in reward. Employees are motivated when thy belief performance will lead to desired rewards. The employee considers whether performance is instrumental in achieving rewards: the valence of rewards. Valence refers to an individual preference for rewards he believes will result from performing well a manager who provide rewards that have low valence are not highly preferred is not likely to see that rewards bring significant improvement in performance.

Equity theory

According to Dueling (2006) equity theory concerns the perception of (cognitive process) how they are being treated. Equity theory is based on the assessment process workers use to evaluate the fairness of justice of organizational outcomes and adjustments process used to maintain perception of fairness.

It focuses on the fair distribution of outcomes across employees in order to encourage high level of job satisfaction. It is known as distributive justice. This theory is concerned with fairness of procedures used to make decisions about distributions of outcomes. Procedural decisions pertain to how the levels of performance are evaluated, how disputes are handled and how outcomes such as pay rises are distributed across employees.

Reinforcement Theory

This theory states that behavior is a function of its consequences. Behaviors which are followed by positive consequences are rarely occurred. Positive reinforcement occurs when rewards, such as recognized good performance, occurs after a desired behavior occurs. Evenly highly valued

rewards lose their motivating potential unless they are given at the correct time. If creativity is desired behavior, it should be rewarded when it is displayed.

Two-Factor theory

This theory is based on need satisfaction and on motivational effect of those satisfiers and dissatisfies conditions. It was found that the accounts of good periods most frequently concerned the content of job, particularly achievement, recognition, advancement, autonomy, and the work itself.

Conceptualization

This Proposal will study use conceptual framework to explain the various relations among the factor that have been identified as important to uncover the problem. The aim of this research is to study the achievement of job satisfaction. Some of the factors perceived to have great influenced are: pay structures, employees' benefits rewards policies and Employees training in the organization.

3.4 Pay Type

A pay defines the different levels of pay for jobs or groups of jobs by reference of their relative internal value as determine by job evaluation to external relatives as established by market rate surveys and sometimes, to negotiated rates of jobs. Pay types are the kind of compensation or rewards to employees upon exercising their responsibilities as employees of a certain entity. The vary in the way they are used and comprise among others the contingent pay that consists of payments related to individual performance, contribution, competence or skill to team or organization performance. This type of pay can be awarded in two ways as a consolidated increase to the basic rate of pay, or as cash lump sum (variable Pay) (Armstrong, 2003:676)

3.5 Promotion as factor of Job satisfaction

These were described as the chances for advancement to higher hierarchy in an organization Locker (1976) offers that employees seek fair promotions policies and practices. Promotions provide opportunities for personal growth more responsibilities and increased social status. Individual who perceive that promotions therefore are a likely to experience satisfaction from their jobs Nzuve (2007) define promotions as a change of assignment from a job at a lower level to another at a higher level within the organization. He sees promotions as proving an employee with an increase in pay and improved status. Promotion has been found to affect employee performance according to the reviewed literature. However, for promotion to be effective in improving job satisfaction it must be seen as fair based on meritocracy

Benefits

Employees benefits are elements of remuneration given in addition to the various forms of cash pay. They also include items such as annual holidays, pension sick leave insurance cover company cars. It deals with the level of reward taking into account, market stance that is internal rates of pay and compare with market rates: achieving equal pay, the approach to total reward; transparency of rewards that is the publication of information on reward structures and processes of employees.

3.6 Employee recognition on Job Satisfaction

Rewards systems consist of both incentive and precognitive programs. Incentives refer to the financial inducements that organization offer employees in exchange for contribution to sales figures quality and customer service. It is important to note that incentives are distinct for pay and remuneration practices (salary or Wages) Recognition refers to the identifications of a job well done hence representing anon-financial means of appreciation and encouraging an employee contributions satisfied customers.

Lanchance (2000) noted that rewards that bind an employee to an institution have more to do with the way employee is treated than any particular pay scheme she suggests that while people may come to work for the pay they stay at work for many other reasons managers need to acknowledge and manage those other rewarding conditions an overall strategic to rewards.

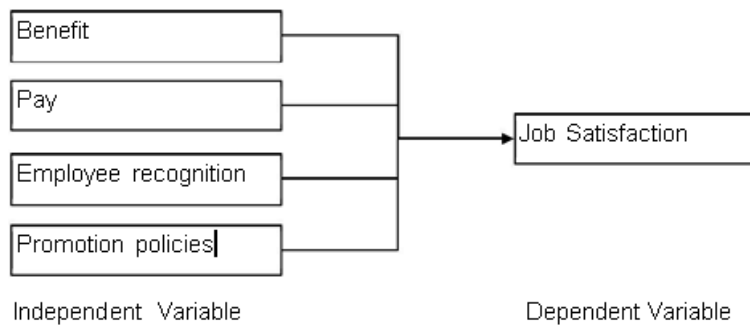


Figure: Conceptual Framework

3.7 The total reward system

Total reward describes a reward strategy that brings components such as learning and development together with aspects of the work environment, into the benefits package. In the total reward system both tangible and intangible rewards are considered valuable. Tangible rewards arise from transactions between the employer and employee and include rewards such as pay, personal bonuses and other benefits. Intangible rewards have to do with learning, development and work experience. Examples of these types of rewards are opportunity to develop, recognition from the employer and colleagues, personal achievement and social life. The aim of total reward is to maximize the positive impact that a wide range of rewards can have on motivation, job engagement and organizational commitments. The components of the total reward can be described as in the following figure

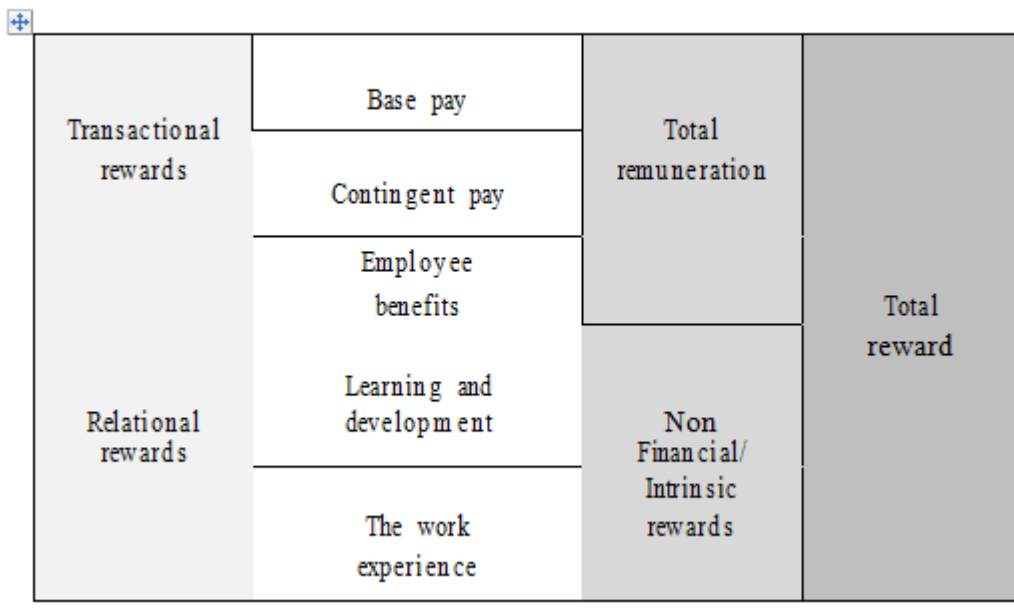


Figure: components of total reward

The purpose of total reward is to create a cluster where all the different reward processes are connected, complementary and mutually reinforcing each other. In order to achieve internal consistency, the total reward strategies are horizontally integrated with human resource activities and vertically integrated with business strategies.

Enhancing the employment relationship – total reward appeals more to employees due to the fact that it makes the maximum use of relational as well as transactional rewards. Enhancing cost-effectiveness – because total reward communicates effectively the value of the whole reward package, it minimizes the undervaluing of the true costs of the packages.

Flexibility to meet individual needs – due to the variety of rewards, the total reward is able to answer the individual needs of the employees and hence bind them more strongly to the organization. Winning the war for talent – because relational reward processes are more difficult to replace than individual pay practices, total reward gives the organization the ability to attract and retain talented employees by differentiating their recruitment process and hence becoming “a great place to work.”

Reward System	Extrinsic reward	1	Wages & salary	Salary scale	Questionnaire
		2	Bonus	BDT	Questionnaire
		3	Commission	BDT	Questionnaire
	Intrinsic reward	4	Status	Increase or decrease.	Questionnaire
		5	Promotion	No. of promotion with in a period	Questionnaire
		6	Opportunities to Completion	High or low	Questionnaire
		7	Responsibility	High or low	Questionnaire
		8	Meaning full work	High or low	Questionnaire
		9	Work Kind Condition	High or low	Questionnaire
Employee motivation.	1	Higher performance consistency achieved.	Increase or decrease	Questionnaire	
	2	Co – operation.	High or low	Questionnaire	

	3	Willing-ness of responsibility	High or low	Questionnaire
	4	Challenging work	High or low	Questionnaire
	5	Growth in job.	Increase or decrease.	Questionnaire

3.8 Statistical Techniques

For this research several techniques were used such as samples, percentage analysis, correlation analysis, means analysis and diagrams.

A) Percentage analysis

It is used to make the relationship between hypotheses and samples; percentage analysis is used to indicate the relative size of proportion of items rather than Absolut size.

Example: Sample size 100

Motivated employee 70- 70%' Demotivated employee 30- 30%

B) Regression Analysis

In order to find out the nature of relationship between two variables factor analysis is carried out. The line regression explained the pattern of variation of depending variables in relation to values the independent variable. In this research to find what relationship exists between reward system and employee motivation, the regression is applied.

This could be explained though the following equation.

$$Y = a + bx$$

a = Point cutting a cross axis Y, that is value of Y when x = 0

b = Slanting of the regression line

c) Correlation analysis

This analysis measure the relationship between two data that are sealed to be independent of the unit of measurement. The value of the co-related rations calculated through the following formula.

$$r = \frac{\sum xy - \frac{\sum x \sum y}{n}}{\sqrt{\left[\sum x^2 - \frac{(\sum x)^2}{n} \right] \left[\sum y^2 - \frac{(\sum y)^2}{n} \right]}}$$

n Number of data points

$\sum x$ - Sum of the employee's perspective innovation and learning perspective and internal business perspective.

$\sum y$ - Sum of the performance.

r- Correlation ratio

d) Means Analysis

This analysis measures the average level of reward and employee motivation for each branch.

$$X = \frac{\sum x}{n}$$

$\sum x$ = Sum of the employee perspective innovation and learning perspective and internal business

n = Number of data points.

3.9 RESULTS AND DISCUSSIONS

1) Analysis-correlation, regression, F-Test, and T-Test

Extrinsic rewards and employee motivation

Table:1

Indicator	Value
Regression	$Y = 16.45x + 1.34$
Correlation	0.7280
R – square	0.53
F – value	96.24
T – value	8.634

The regression equation shows the positive relationship between the extrinsic rewards and Employee Motivation. That is, when the extrinsic reward is made on the basis of Employee point of view, Employee Motivation will increase by 16.45. The correlation between extrinsic rewards and Employee Motivation is 0.7280, which shows the positive relationship between the two variables.

According to the R-square, 53% of Employee Motivation is accepted by Reward. According to the F value, it is greater than the table value. So it expresses that there is a relationship between the two variables. According to the t-test, the calculated value is 8.634, which is greater than the critical value 1.6663. This shows it proved the positive relationship between the two variables and it was significant at 5% of significance level.

Intrinsic rewards vs. employee motivation

Table:2

Indicator	Value
Regression	$Y = 18.57x + 1.32$
Correlation	0.5831
R – square	0.34

F – value	92.36
T – value	7.632

R-square, 34% of Employee Motivation is accepted by Reward. According to the F-value it is greater than table value. So it expresses that there is a relationship between the two variables. According to the t-test, the calculated value is 7.632, which is greater than the critical value 1.6663. Show it proved the positive relationship between the two variables and it was significance at 5% of significance level.

Rewards Vs. employee motivation

Table:3

Indicator	
Regression	$Y = 6.52x + 0.88$
Correlation	0.7550
R – square	0.57
F – value	90.36
T – value	8.063

The regression equation shows the positive relationship between the rewards and Employee Motivation That is when the reward is made on the basic of Employee point of view; Employee Motivation will increased by 6.52.The correlation between rewards and Employee Motivation is 0.7550, which shows the positive relationship between the two variables. According to the R-square, 57% of Employee Motivation is accepted by Reward. According to the F-value it is greater than table value. So it expresses that there is a relationship between the two variables. According to the t-test, the calculated value is 8.063, which is greater than the critical value 1.6663. Show it proved the positive relationship between the two variables and it was significance at 5% of significance level

Further based on the correlation co-efficient measurement between those variables

There is positive relationship between the rewards and Employee Motivation of the staffs of this company that is (+0.7550) and that is between the intrinsic reward system and the Motivation also positive that is (+0.5831). Extrinsic reward system and Motivation (0.7280) Therefore, as a whole, there is a considerable positive relationship between the total reward system and the Employee motivation of the Employee.

3.11 Findings

In this Study, every element relates with the rewards of the employees of Vision Tex.analyzed. Further, Higher performance consistency achieved, Cooperation, Willingness of responsibility, Challenging work, Growth in job, are found to be the determining factors that influence employee's performance. Rewards:-Regarding the rewards, comparatively 80% of employees only are favorable to reward system. The following aspects can be viewed for the favorable reward system,

- Provide favorable leave to the staff

- Provide medical facilities

- Provide favorable or attractive facilities than competitive other lab solutions.

3.12 Recommendation

The organization must be careful in the following factors to increase the Employee motivation of the Employees by redesigning the reward system.

- ✓ Work environment Society of this company must try to create supportive, pleasant full working environment internally, in order to satisfy the staff and work with efficiency.
- ✓ Employees should be trained according to the present content of the environment.
- ✓ The facilities to be provided to the employees in order to enhance their Employee motivation, job abilities.
- ✓ This company can fill up the commitment among employees by rewards and achieve both individual and Organizational objectives.

3.13 Conclusions

The findings suggest that job satisfaction in the company is moderate. Employees understood that the value of the benefit they receive but they were not competitive enough with similar organization employees did not fully participate in reward development and initiative. These findings suggest that there was need for engineers to look into aspect of employee benefit, employee involvement in reward development. The other aspect of remuneration decision should be put in place mechanism that would address this factor to improve job satisfaction The organization also should have essential communication strategy on progress report of rewards policies either by coming up with a policy and given employees written handbooks of reward policies, both monetary and non-monetary satisfaction are as important in job satisfaction. The rewarding system should be in place and the policies to be formulated and implemented.

Based on the findings the following recommendations were considered employees form critical part of the organization, such that job satisfaction is greatly affected by the current reward system. Management should ensure that reward system is effective enough and competitive to influence

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