

Impact of Reward System on Motivational Level: A Case of Job Sector, Karachi

Sana Fahim, Samreen Lodhi

Jinnah University for Women

Abstract- This study tries to relationship in the middle of prize and worker inspiration furthermore recognizes relationship between representative inspiration Job divisions of Karachi. The study depends on essential information and test Size (N= 190) comprised of male and female workers of distinctive instructive segment and banks. Essential information gathered by organized poll by utilizing kind of diverse methodologies. Two unique theories were produced for the present study and were tried by applying Correlation and regression. Motivation has been treated as a dependent and Job Satisfaction as an independent variable.

The outcomes additionally demonstrated that pay is a critical element for representative inspiration when contrasted with different variables like advancement, employer stability, working condition, thankfulness and different advantages. To be fruitful, associations ought to propel its representatives on iterative premise. One approach to rouse representatives is through fulfilling their needs. This study is planned to discover the effect of persuaded representatives on their occupation fulfillment. Discoveries of the study determine the positive and noteworthy relationship among working conditions, acknowledgment and pay on inspiration. Furthermore spurred workers were observed to be fulfilled by their occupation.

The study's consequences likewise show that, inspiration stays unaffected of both age and the administration's length of the representatives. It might be a result of the way that the components in charge of inspiration and fulfillment appear to be available in the association's workplace. The paper additionally finds the relative significance of distinctive components that add as per the general inclination of workers; Compensation Package rose as the most essential variable, though the Self Actualization seems, by all accounts, to be the slightest imperative element.

I. INTRODUCTION

Human Resource Management has turned into an exceptionally imperative and essential territory for associations in which Motivation is such an element, to the point that applies a main thrust on our activities and work. It is such a dynamic in today's surroundings that expressly makes and incorporates a positive effect on occupation. The present study characterizes about how rewards rely on upon inspiration of workers in Job Sector of Karachi. Inspiration relies on upon certain inherent, and in addition, extraneous elements which in cooperation results in completely dedicated representatives.

1.1 PROBLEM STATEMENT

Pakistan is a creating nation all the money related establishments and banks contribute a great deal in the general

development of the economy. This examination expects to distinguish the effect of prizes on execution and inspiration of representatives in Job Sector.

1.2 SIGNIFICANCE OF THE STUDY

This study will upgrade the current assortment of giving so as to learn bits of knowledge to that how the workplace outline and prize framework is identified with the inspiration and execution. By investigating the relationship in the middle of them and on the premise of which associations can add to their approaches and afterward on the premise of these arrangements new methodologies will be produced that will enhance its execution and achievement

1.3 OBJECTIVES OF THE STUDY

The objective of this study is:

- There is presumably the positive connection between prizes & inspiration of representatives.
- The Rewards are exceedingly centered on additionally the execution of representatives.
- Impetuses, prizes and acknowledgments are the prime components that effect on worker inspiration.
- This Study is an endeavor that spotlights on how impetuses, prizes and acknowledgments sway worker inspiration.

1.4 LIMITATION OF THE STUDY

It experienced the confinement of the time, expense, and reaction rate of the respondents furthermore just the thought of standout segment that is the reason the outcomes can't be summed up.

1.5 SCOPE OF THE STUDY

The Scope of this Study is that it is gotten to be useful inside of an each association. The associations between prizes, inspiration and occupation fulfillment of representatives are deliberately critical to the accomplishment of open and private association.

II. LITERATURE REVIEW

According to (Usman, 2010) HR is the most noteworthy amongst every one of the assets an Organization possesses. Persuaded staff can assist make an association intensely additional worth included and beneficial. The present review is an endeavor to get out the main considerations that support representatives and it tells what is the relationship among prize, gratefulness and inspiration while work inside of an association. The point of the study was to find the effect of prize and

acknowledgment on inspiration and occupation fulfillment. Investigation has demonstrated a cozy relationship between a few measurements of work inspiration and fulfillment. In Pakistani connection the representatives imagine that there is a minor possibility of thankfulness from the manager on making a decent showing. On the other side the intermittently pay additions, stipends, rewards, incidental advantages and different remunerations on general and particular periods keeps their assurance high and makes them more inspired. However the examination is vital in building the relationship in the middle of representatives and superintendent.

Anantha Raj A. Arokiasamy, (2013) study looks at the relationship between pay, inspiration and advancement with occupation fulfillment of scholarly staff in three private universities in Malaysia. Association ought to consider these variables in advancing fulfillment among representatives keeping in mind the end goal to improve authoritative citizenship. The essential target of this study is to recognize the variables that influence work fulfillment of scholastic staff working in private colleges. The present study broadens fascinating understanding into evaluating the restricted assortment of information on employment fulfillment among scholarly staff at private colleges in Malaysia. The objectives of compensation and pay programs in the associations are to pull in and keep qualified representatives, give equivalent pay to equivalent work, remunerate great execution, control work expenses and keep up expense equality with direct contenders. Proficient frameworks are thought to prompt fulfilled representatives who are gainful and focused on the association.

During the study (Amin Karami, 2013) explore that Dissecting the adequacy of prize administration framework on representative execution through the intervening part of worker inspiration was the reason for the present study. Reward administration framework has a positive and huge impact on worker execution (by the vicinity of inspiration as the interceding variable. The discoveries of this study in the above organization demonstrate that there is a positive and critical connection among components of prize administration framework and inspiration and execution. Such positive and critical connection was found among the components of prize administration framework with execution as well.. It is remarkable that the above relations were introduced in the system of a model utilizing basic mathematical statements displaying.

(Malik Muhammad Shafiq, 2011) Tries to build relationship in the middle of prize and worker inspiration furthermore recognize relationship between representative inspiration and worker demographics variables like (sexual orientation, age, and instruction and pay level and employment experience) in keeping money division of Pakistan. Agreeing the outcomes we can say that compensates are straightforwardly relative to representative inspiration and worker inspiration relies on upon prizes. The outcomes additionally demonstrated that compensation is a critical component for representative inspiration when contrasted with different variables like advancement, professional stability, working condition, gratefulness and different advantages. In this Study, each component like employer stability, compensation, working conditions and gratefulness relates with the prizes and worker inspiration of keeping money part of Pakistan. This study builds up that representative inspiration is clarified by a few

variables. In this exploration, it was uncovered that compensates and worker inspiration have positive relationship however there is no relationship between representative inspiration and capability of banks workers, while experience demonstrated the minimum affiliation. Essentially change in prize offer will have same impact of progress in representative work inspiration. After the cautious investigation to focus, the positioned request of motivational variables are, 1. good compensation, 2. Promotions and development in the association 3. Full valuation for work done, 4. Employer stability, 5. Great working conditions, 6. personal reliability to representatives, 7. tactful order, and 8. Thoughtful help with individual issues.

According to (Safiullah, 2014) In the period of globalization associations have understood the significance of their HR and turn out to be progressively intrigued by overseeing representatives in a manner that can improve business execution. To guarantee game changer, individuals who are working for the association ought to be propelled by giving a very much adjusted compensate and advantage framework. The reason for this study is to recognize the relationship between prizes (extraneous and natural) and their effect on worker execution and activities to propel the representatives of Telecommunication industry. The outcome presumes that, with the progression in the vocation way, salary level and age characteristic prizes turn into the fundamental element for the representative inspiration. Nonetheless, associations ought to think about for as a more organized prize framework that considers both characteristic and outward remunerates which thus thrives superior society in the telecom business. The representatives in any association should be continually given with chances to adapting new aptitudes so they don't feel tedious. They ought to be persuaded to utilize the gained abilities on their occupation. The associations need to give testing chances to the representatives. The associations additionally ought to underline on work life parity, and ought to give alternatives to representatives, as strategic scheduling, day administer to their youngsters and so forth. It is critical to connection pay to execution as it is a successful helper when individuals realize what they are going to receive consequently for specific endeavors or accomplishments, and when they feel that what they may get merits having.

Prize and inspiration are depending upon in numerous nations to incite changes in associations. One of the approaches to elevate the inspiration is through compelling prize framework. This study looks to focus the part of prize framework in advancing worker inspiration in the Kenyan microfinance organizations with unique thoughtfulness regarding Faulu Kenya. The study presumed that vocation advancement administration and training/coaching are the best segment of representative inspiration and that a decent workplace is the most essential segment of natural compensate that numerous associations offer to acknowledge workers. The study inferred that self-regard and thankfulness for work likewise inspire representatives. Medicinal guide advantages are the most imperative part of outward advantage influencing representative inspiration and that worker's level of instruction capability, time of working in the association and conveyance of targets influence the advantages given to workers. According to (NYANDEMA, 2014) suggested that remunerate frameworks ought to be in light of sensible and solid models. The prize arrangement practiced ought to be

effectively comprehended by the laborers and ought to consider growing clear strategies and tenets concerning how workers will be paid and the guidelines for accomplishing the principles and prizes ought to be clear to both the administrators and representatives. The study inferred that dominant part of the respondents demonstrated that vocation improvement administration and instructing/tutoring is the best segment of worker inspiration, that great workplace is the most imperative segment of representative inspiration. The study additionally inferred that a decent workplace is the most imperative segment of natural prize influencing worker inspiration and that numerous associations offer inborn prize to acknowledge representatives in type of self-regard and thankfulness for work done and to guarantee there is a positive work space for representatives. The study at last reasoned that in house preparing and improvement is the most essential type of learning open door influencing worker inspiration and that staff association and input, organization society and grant projects are anything but difficult to actualize in the association

(ABOSEDE, 2012) Examines the relationship and causality between repay scheme and job show in the health aspect in Metropolis Suggest, Nigeria. Scrutiny explore organization was adopted and information composed through questionnaires. The think revealed the macrocosm of a constructive relationship between consequence system and employee job execution, most especially where approval reached with the workers' combining on salary and incentives are implemented, That Government does not allow workers' organized in judgment making when formulating employee learn assemblage, That well-managed and implemented payoff case will move an employee to fulfill amended at transform. The quantum of employee's reward/remuneration equal a major determiner of the nation coverall purchase state and thence has a straight impact on some remaining micro efficient variables equal levels of saving, expenditure and investments. In today's highly competitive commerce surroundings, the attainment of elated organizational productivity staleness discern the condition to encourage and incite the employees via the program, commencement move group that calls out the mortal in the employees in damage.

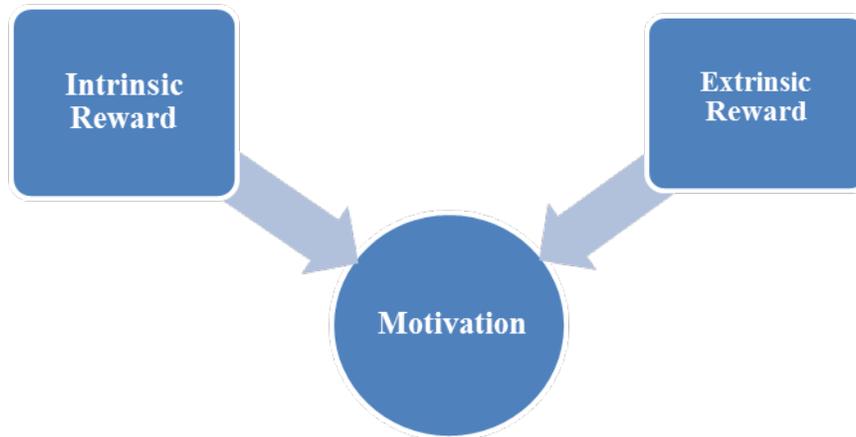
The reason for this paper is to measure the effect of office outline and prize framework on the execution and inspiration of the representatives in banks both open and private segment of Gujrat. Office outline, for example, helping, furniture, clamor, temperature and so forth and both outward and inherent prizes

are influencing the motivational and execution of workers According to the (Farooqi, 2014) study was led in area Gujrat just so risks result may change while moving to other land areas. The outcome permits banks leaders to create methods that can build the inspiration and execution of their representatives which at last results in higher execution of the banks. Banks ought to take after on the inside outline of their workplaces so that their representative's efficiency and inspiration can be expanded. Additionally pay consideration on the prize framework to build execution and inspiration. There is critical relationship between the variables, for example, autonomous and subordinate. It can be said on the premise of above results that at whatever point the representatives are given great remunerate and working conditions there inspiration is expanded and when they are roused their execution is moved forward. There is noteworthy positive relationship between these variables that shows if one variable change it will change the other as well however in same heading. Henceforth it can be reasoned that working conditions and prize have sway on representative's execution and inspiration. The greatest level of execution happens when workers feel that their try is remunerated and repaid totally. Some other effective components on execution incorporate working conditions, the association in the middle of worker and pioneer, procedure of preparing and change opportunities and complete arrangements of firm compensating. Likewise, inspiration, as the aftereffect of remunerating, influences the conduct and execution of representatives specifically. Among every single powerful component on representatives execution, inspiration, the result of compensating is the most imperative and vital component

III. METHODOLOGY

The approach that will be used for this study is based on primary data collection using a questionnaire. Sampling technique used is based on probability sampling. The sample size was consisted of 200 Job Sectors of Karachi. These responses were collected from Employees in Job Sectors of Karachi, aging from 18 onwards, but the ethnicity of these people can be from any religion, cast or culture. For these reasons it is appropriate to use a quantitative research approach and descriptive analysis of data is used

3.1 RESEARCH MODEL



3.2 DATA COLLECTION:

Data collected for the research is primary and was gathered by distributing the questionnaire among the individual investors of Karachi. Individual investors include executives, managers, teachers, businessmen, white-collar workers, blue-collar workers, students and even housewives.

People surveyed age from 18 years onwards and irrespective of gender discrimination. Even the ethnicity of these people can be from any religion, cast or culture.

During its development, the questionnaire was tested to ensure that the only a valid sample's responses would be used in the survey. Most questions were check-list questions in which respondents were to choose only one option. Some questions were the likert scale type, to find out how important the Motivation with their working environment is.

3.2. DATA SOURCE:

Information assembled for the exploration is Primary and gathered surprisingly through questionnaire However a little help was taken from the officially existing diaries and books on web for deciding the suitable variables, framing the survey and deciphering the measurable consequences of the testing speculation.

3.2.2 DATA TYPE:

Information sort is Quantitative and all inquiries in the survey are close finished as the principle goal of the study is to figure out if the relationship between variables exists or not?

3.2.3 STATICAL TECHNIQUE:

The information gathered through review was examined by utilizing SPSS. It has been utilized to figure out the relationship between variables.

3.2.4 DISCRIPTIVE ANALYSIS:

It is a first system which is utilized for creating result is expressive measurements. It indicates least, most extreme, standard deviation, mean qualities and skewness of information

3.2 HYPOTHESIS

H₀₁: There is No Relation between Job Satisfaction & Motivation

H_{A1}: There is a Relation between Job Satisfaction & Motivation

H₀₂: There is No Relation between Employee Engagement & Appraisal

H_{A2}: There is a Relation between Employees Engagement & Appraisal

IV. DATA ANALYSIS

Descriptive Statistics

	N	Minimum	Maximum	Mean	Std. Deviation	Skewness	
	Statistic	Statistic	Statistic	Statistic	Statistic	Statistic	Std. Error
Salary Increment	165	1	5	1.44	.799	2.514	.189
Non Financial Incentives	163	1	5	2.83	1.131	.188	.190
Satisfaction with Salary Package	165	1	5	2.88	1.173	.445	.189
Meal Breaks	165	1	5	2.56	1.044	.480	.189
Working Circumstances	164	1	5	2.55	.867	.733	.190
Feel Secured	165	1	5	2.36	.862	.854	.189
Retirement benefits	165	1	5	2.93	1.260	.238	.189
Health advantages are satisfactory	165	1	5	2.70	1.139	.493	.189
Visibility of top management	165	1	5	2.18	.924	.723	.189
Participation of Part of Work	165	1	5	2.25	.831	1.040	.189

Status of Job Position	164	1	5	2.32	.879	1.239	.190
Casual Work Group	165	1	5	2.24	.842	.941	.189
Support of HR	164	1	5	2.66	1.058	.487	.190
Team will of Work	165	1	4	2.38	.829	.306	.189
Activities participation	164	1	5	2.49	1.110	.494	.190
Proper work environment	164	1	4	2.19	.811	.340	.190
Performance management system	164	1	5	2.21	1.032	.545	.190
Improvement of Representative inspiration	164	1	5	2.20	.864	1.054	.190
Absence of Career Management	164	1	5	2.47	1.042	.346	.190
Financial Rewards	165	1	4	1.86	.818	.669	.189
Valid	157						

There were twenty different questions each related from Employee Engagement, Satisfaction, Motivation & others. Data was collected from 190 people and all categories show symmetric data representation

4.1 There is a No Relation between Job Satisfaction & Motivation

Correlations

		Salary Increment	Activities participation
Spearman's rho	Correlation Coefficient	1.000	.183*
	Sig. (2-tailed)	.	.019
	N	165	164
	Correlation Coefficient	.183*	1.000
	Sig. (2-tailed)	.019	.
	N	164	164

*. Correlation is significant at the 0.05 level (2-tailed).

ANOVA^a

Model	Sum of Squares	df	Mean Square	F	Sig.
1 Regression	6.767	1	6.767	11.229	.001 ^b
Residual	97.623	162	.603		
Total	104.390	163			

a. Dependent Variable: Salary Increment

b. Predictors: (Constant), Activities participation

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	.983	.149		6.589	.000
	Activities participation	.183	.055	.255	3.351	.001

a. Dependent Variable: Salary Increment

ANALYSIS #1

According to the table significance level is 0.19 & .001. Which is less than 0.05 which shows that Null Hypothesis is rejected? Therefore there is a Positive Relation between Job Satisfaction & Motivation, Coefficient is .183. The Spearman applies because the Skewness is greater.

There is a relationship in the middle of inspiration and occupation fulfillment, which is the main of any association's presence. Finding of the table demonstrate that there is

exceptionally huge and positive relationship between worker fulfillment and inspiration. A decent pay and intriguing work are keys to higher inspiration. The principle target of prize framework is to pull in hold superior representatives, get most extreme workers execution and fulfill lawful standard, positive connection between's prize framework and representative inspiration exit and portrayed that viable prize framework is critical for any association on the grounds that compelling prizes can help to accomplish the business goals by drawing in and

holding viable workers. Compelling prizes and inspiration build representative profitability

4.2 There is No relationship between Employee engagement & Appraisal

Correlations

		Performance management system	Financial Rewards
Performance management system	Pearson Correlation	1	.278**
	Sig. (2-tailed)		.000
	N	164	164
Financial Rewards	Pearson Correlation	.278**	1
	Sig. (2-tailed)	.000	
	N	164	165

** . Correlation is significant at the 0.01 level (2-tailed).

ANOVA

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	13.396	1	13.396	13.552	.000 ^a
	Residual	160.135	162	.988		
	Total	173.530	163			

- a. Predictors: (Constant), Financial Rewards
- b. Dependent Variable: Performance management system

Coefficients

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	1.562	.193		8.084	.000
	Financial Rewards	.351	.095	.278	3.681	.000

- a. Dependent Variable: Performance management system

ANALYSIS #2

According to the table significance level is 0.00 & .000. This is less than 0.05 which shows that Null Hypothesis is rejected. Therefore there is a Positive Relation between Employee engagement & Appraisal. Coefficient is .351. The Pearson applies.

The Employee engagement is the level of duty and association a representative has towards their association and its qualities. A drew in representative is mindful of business connection, and works with partners to enhance execution inside of the occupation for the association's advantage. It is an inspirational state of mind held by the representatives towards the association and its qualities. Representative engagement is characterized as a positive passionate association with a worker's work for those examinations is very essential.

V. CONCLUSION

The study's point was to investigate the effect of prize and acknowledgment on inspiration and employment fulfillment. Investigation has demonstrated a cozy relationship between a few measurements of work inspiration and fulfillment yet acknowledgment alongside work itself and working methodology have indicated low mean qualities and unimportant relationship. In Pakistani connection the representatives imagine that there is a

minor possibility of gratefulness from the supervisor on benefiting a vocation. These inadequacies can be worked out if the bosses persuade their youngsters with legitimate acknowledgment and thankfulness even through minor things like asking their family issues. Worker's investment in the choice making procedure will made them more gallant and excited towards working in the association. On the other side the intermittently pay augmentations, recompenses, rewards, incidental advantages and different remunerations on normal and particular periods keeps their confidence high and makes them more propelled. There are sure impediments or requirements to the study's generalizability, for instance, thought of swelling rate and unemployment rate. However the exploration is vital in building the relationship in the middle of workers and boss.

The study analyzed the impact of pay, advancement and incidental advantages on the level of employment fulfillment. The consequences of this study demonstrate that there is a critical affiliation exists between pay, advancement and incidental advantages on employment fulfillment. The objectives of pay and compensation programs in the associations are to pull in and keep qualified representatives, give equivalent pay to equivalent work, remunerate great execution, control work expenses and keep up expense equality with direct contenders. Proficient frameworks are thought to prompt fulfilled workers who are gainful and focused on the association.

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AUTHORS

First Author – Sana Fahim, Jinnah University for Women
Second Author – Samreen Lodhi, Jinnah University for Women