**REPORT OF**

**EMPLOYEES’ MOTIVATION ON THE NON-FINANCIAL REWARDS**

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# **ABSTRACT**

In the aim of this report, we will discuss the motivation of employees in the non-financial rewards.in the case of motivation o the employees are the key success of companies. This is basically a contribution part if the employees are work on a company, they distribute a knowledge and help to develop a company. If some employees are best in the same field, they provided rewarded. In this report we used many types of title like contents, introduction, literature review, and research mythology. The research method is of descriptive correlation type. The purpose of the applied method. Stratified sampling method was used to create the sampling frame. Study. Data were analyzed using univariate and multivariate analyses, descriptive and inferential. Statistics. The results show that non-financial reward enforcement levels and employee performanceIncluding high-level and non-financial rewards available at selected financial companies in the Batticaloa District While career development, recognition and success have a significant positive impact on employee performance, responsibility did not have a significant positive effect on the employee's performance. The findings of the study provided few key takeaways for financial company executives and decision makers. Study It has contributed to the knowledge and filling the gaps in the management literature. Findings of previous research, while the study produces important theoretical and practical contributions. Motivation is described as anything that stimulates human action to reach a specific goal. In the banking industry, an organization's success is mostly a result of its workers' dedication. Therefore, both internal and external variables should drive employees to attain company goals. This study looked at motivational variables and the variance in how demographic demographics affected work satisfaction in Sri Lanka's public and private banking sectors. The study's population consisted of the workers of both public and commercial banks in the province of Ova. The analysis used both qualitative and quantitative methods. 30 personnel from the commercial and public banking sectors, representing all grades, were subjected to in-depth interviews. Views of job happiness, compensation, promotions, recognition, and working hours as motivating factors were thoroughly analyzed. The statistical study sample was 250. While the chi-square test and ordinal logistic regression techniques were utilized for the statistical analysis, narration analysis was employed to explore human resource variables and their top motivator. The findings showed that the majority of workers said bankers' job satisfaction was their primary incentive. Age and experience had a significant impact on job satisfaction among public sector employees, whereas the number of dependents, education level, and length to the workplace were significant factors for private sector bankers.

# **CHAPTER 1**

# **INTRODUCTION**

In the report of non-financial organization this is dues to performance of motivational level in the employees we are discuss the motivation reward to employees and work force. Rewards play a vital role in determining important performance on the job and are positively associated with the job. motivation process. The reward are basically two types first is tangible and second is intangible the extrinsic reward is called non-financial rewards. The employees reward many types like paying include, bonus paying, incentive paying, and sharing of profit. Appreciation, coping with new challenges, the employer's caring attitude, appreciation and recognition motivate employees. worker. Therefore, non-financial rewards are those that do not have any monetary value but play an important role. to motivate employees. According to Shore and Shore (1995), employees who can experience and appreciate their work they can also better perceive their jobs, workplaces and the people they work with. Employees asking for their performance to be recognized and offering them appropriate rewards and benefits package It is an effective way not only to achieve organizational goals, but also to maintain relationships with talented people. employees. We explain one type of resources like the type of human resources. This day this reward is very useful to us. The reward system set by the company. It is help to motivate to employees in own filed and this is being to help work. Her salary is separated and this is monetary by nature. Duration previously considered large domain companies; small businesses also started using them as a tool to attract senior employees in a competitive job market increase employee performance. By a significant relationship according to the analysis results observed between financial and non-financial incentives and job satisfaction. employees. When these relationships are compared, as a result, attitudes towards financial matters incentives have a stronger impact on business satisfaction is greater than attitudes towards non-financial incentives. In addition, everything that is valuable and meaningful to human receptive, skilled and skilled employees less likely to be motivated by rewards. are not compatible with their preferences and values. The main reason reward management exists to motivate business organizations. employees in that organization work hard and do their best to achieve goals set by the business typically not just traditional, measurable elements such as salary, valuable wage and benefits as well as more intangible non-cash elements such as scope and application to achieve responsibility, career opportunities, learning and development, intrinsic motivation provided with the work itself and the quality of the work life provided by the organization. The goal of reward programmers, which companies spend a lot of money on, is to encourage, keep, commit, and recruit new employees. In spite of Only a small number of humans receive these incentive practices’ large sums of money. Resource managers can explain and assess whether the benefit is worth it. The methods being used are effective and produce the results that are rewarded. Programmed aim to (Armstrong et al 2010). (2008, 24) Brown attacked the most frequent methods of rewarding employees in organizations: Organizations don't appear to have any hard data to assess or support them praise good behavior. He also came to the conclusion that many businesses practices are in use because they have always existed, because others use them, or because the businesses merely. In the difference of employees and manager it will we very importance to rewards of motivation but it is depended of situation. The workforce of manager to client there are high productivity and range with low compensation in the field of non-financial study of the work. The challenges of the whole company of the many types of technique. Due to the fact that different levels of employees are inspired by various things, this caused difficulties and misconceptions regarding money as a motivator. For instance, depending on how these financial prizes are given out, it is feasible that lower-level employees whose requirements fit within Maslow's hierarchy of needs might be extremely motivated by these awards. Researchers in Sri Lanka have not been as interested in this topic as researchers in other nations, and there is still an empirical deficit in the Sri Lankan context. This study aims to investigate the effect of non-financial Rewards on employee performance in Sri Lankan finance organizations in the Batticaloa District in order to address this research gap. The goal of this study is to determine if non-financial awards have any effect on the performance of employees in Batticaloa District finance organizations. Following is the order of the remaining portions of this empirical work. In part II, the conceptualization model for the study is described. An overview of the research on non-financial incentives and employee performance is included in the earlier work in part III.

## **Intrinsic Motivation of UK banking sector of employees**

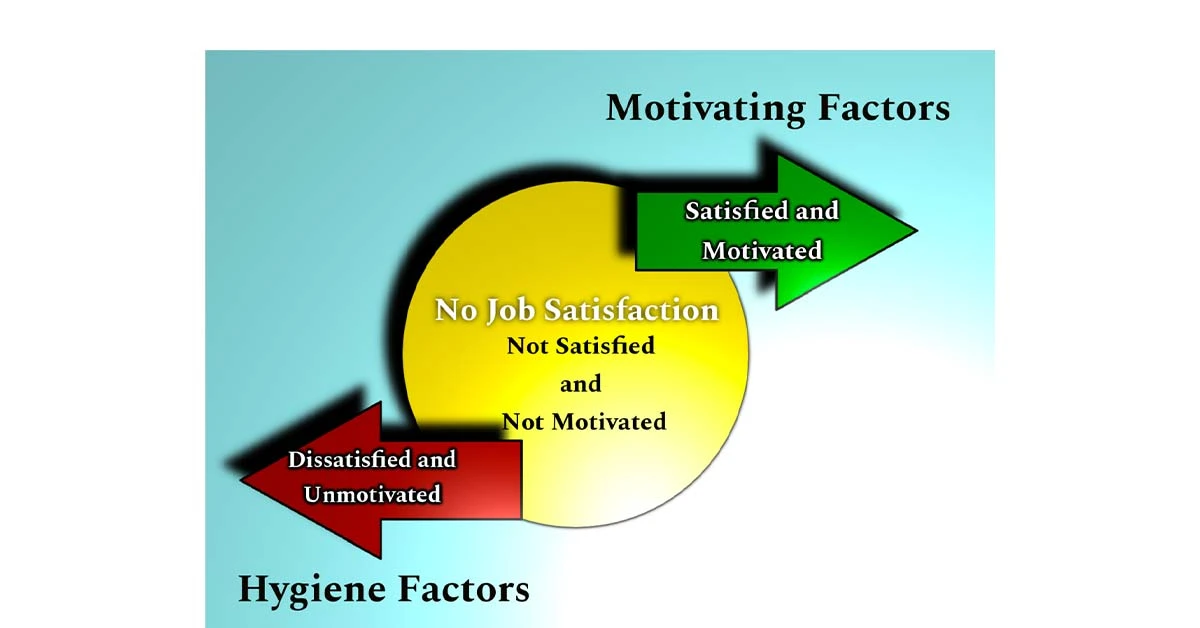
The motivation of intrinsic banking sector is presence of two ways first is performance of persistence and second is behaviors. In the intrinsic motivation is like focus on internal work performance another words intrinsic motivation is like seen about pleasure and satisfaction therefore this is very important for intrinsic motivation. Many types of theories depend upon this condition and perform this task. This has been seen about particular social needs and seen by work culture has been translate into friendship, affection and love. This research assessed how executives in both industries see the impact of intrinsically and extrinsically motivating elements on employee satisfaction by incorporating managers from both government and non - governmental firms. Consequently, it is It's also important to take into account what prior research has shown regarding variations in both the government and industry are motivated. The majority of research done on discussion of both the differences between individual and open drive, both autonomous and controlled External incentive may be more appreciated by workers, according to industries. Compared to those in the public sector, and intrinsic motivating elements are viewed more favorably by public workers than by someone in the corporate companies

## **Theory of Herzberg of two factor**

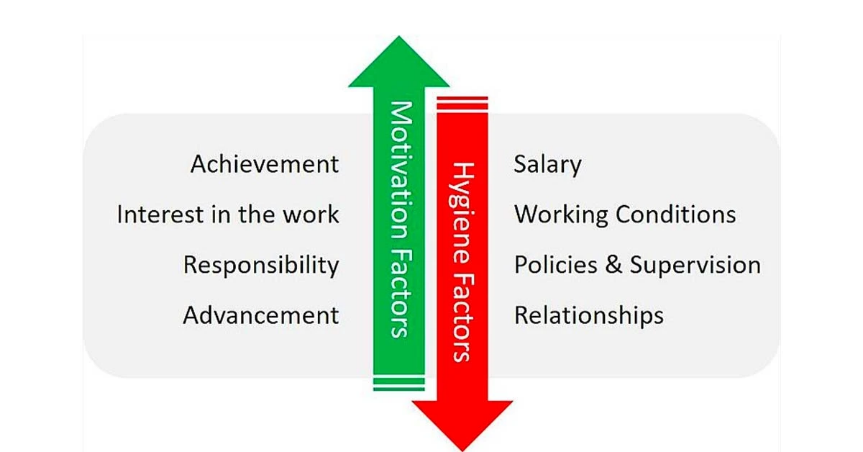
American psychologist Herzberg became one of the most important figures in the field of management studies. The Two-Factor Theory of Motivation was created by him. According to Frederick Herzberg's two-factor theory, there are both positive and negative variables at work. Employee work satisfaction is influenced by a variety of factors, some of which are listed below. He visited several organizations, conducted numerous tests and surveys, and then came up with the hypothesis. Three key elements—employee attitudes, ambition, and career satisfaction the emphasis of the Herzberg Theory.

* **There are two factors based on Herzberg theory**

1. Factor of motivating
2. Factor of hygiene



## **Workplace of motivation factor**



## **1.4 We take a example of two motivation factor in Herzberg’s theory**

In research to assure worker happiness, companies have often used Herzberg's two-factor theory. One of the best instances is Ruthankoon and Ogunlana (2003), who conducted research on Herzberg's theory and concluded that several Herzberg motivational variables are applicable in many disciplines within the Thai construction sector. Tesco heavily depends on the components of Frederick Herzberg's two-factor theory to guarantee staff motivation and hygiene happiness. The business considered what contributed to both happiness and discontent.

# **CHAPTER 2**

# **LITERATURE REVIEW**

We will discuss review of this project in the case of new knowledge and new idea in this field. It is a know truth that very few work of scholar works are capable of being finished without citing or borrowing from earlier, related works. The knowledge bank continues to grow as scholars continue to base their concepts on earlier efforts. This is also true in the current study. More business owners are considering cost reductions while improving quality in a competitive business environment. A healthy economy has also led to a competitive employment market. Therefore, even while companies need more from their employees, those same individuals want more in return. Programs for rewarding and recognizing workers are one way to encourage staff to alter their work habits and essential behaviors in order to benefit a corporate organization. Employee incentive systems are plans put in place by a business to recognize achievement and inspire workers on an individual and/or collective level. They may be financial in character or have another cost to the organization, but they are often thought of apart from wages. Previously thought to be the realm of major corporations, small firms have started using them as a tool to attract top candidates in a competitive job market and to boost employee performance. The efficiency of a When there is more structure than previously, a team that is motivated. The rationale behind this is that motivated workers produce more productive for the success of the organization. An employee's level of motivation will increase as He'll do his work more effectively. the enthusiastic the staff is more focused on quality and committed to achieving objectives. Companies can get an advantage against rivals’ companies by encouraging and keeping employees (Golembiewski, 2010) resource, Organization encourages top achievers by offering Systems of financial and non-financial rewards which energies staff and improve satisfaction at work. Financial and unrelated factors Incentives have a significant impact on the employee engagement and are closely connected. into action. The value of financial Even incentives other than money change with age. The non-monetary benefits. Despite the fact that money is the primary motivator, there are other, so-called intrinsic, nonfinancial elements that are equally important. Therefore, it's not only money that improves the staff morale, but non-monetary awards such as career, appreciation, and recognition furthermore increase development possibilities the attitude of the worker. Non-financial incentives, often known as the work itself has inherent perks, and the employment itself includes intangible benefits such are demanding and engaging job duties Available employment and training opportunities for the employees. It is non – financial of review

**2.1 Incentive** – it is defining the majority of leads it is depended on harder of work in employees. According to (Palmer, 2012), incentives are the external pressures and motivating elements that push a person to work harder; they are successful when they make the employee feel satisfied with the institution. In practice, incentives relate to all the practical and moral measures that organizations use to motivate their personnel in a way that increases Increasing production and employee performance are important for gratifying employee desires. It is very useful for workers and it pay out very logical in the range of salary. This is very good for us.

**2.2- Pay of merit -** Merit pay, often known as incentive pay, is a strategy that provides higher-performing employees with increased compensation. Merit pay enables employers to distinguish between high- and low-performing workers and to recognize and reward the former. Because no business wants to lose its top performers, this can help with retention. Base pay and variable compensation are both parts of a salary an adjustable wage can provide incentive for staff to achieve. it can also be referred to as performance-related compensation. the difficulty with subjective values is that they cannot be independently confirmed. As a result, it is really good for employees.

**2.3- Bonus** - It is very important to pay bonus in the employees Bonus pay is the amount of money given to employees by their employers in addition to their base salary. Mike (Kappel, 2018). There have been discussions over why most firms prefer to employ incentives to inspire their staff despite the fact that bonuses come in a variety of formats. Prior to going over the many justifications for why institutions employ bonuses to There is a need to separate how extra advantages are provided in order to motivate employees. I will elaborate (Pink,2009), indicates that there are two ways to meet an employee's needs. In the first place, the dependent satisfiers or what he called "if then satisfiers," which guarantee a straight return if a certain type of behavior is completed or achieved. In other words, "now-that" compensations are also an option. such kinds of range between employees.

**2.4 salary and wages-** It is a very motivation way to major contribution to the salary. It is a put into the money and influence into the status to the eventual of influence or stimulus. It is very important to the temporary pay and permanent pay to employees. Employees are motivated by money, albeit some may be motivated by a contract or an assignment while others may be motivated by an increase in permanent pay. Money is a powerful motivator; hence a person's pay is important. His success inside the company might be significantly influenced by his boss. A worker doesn't just look at his pay He or she views it as the worth his or her employer places on them as employees, expressed as a monetary sum. The amount of the level of gratitude someone experiences can directly affect how well he performs. The likelihood of a worker being motivated and if an employee is content with their pay, they will work harder. It is very important to the level of the impacting to the employees and take to response in the anticipated and grow to via income.

## **2.5 Motivation of non-minority reward in positive and negative factor**

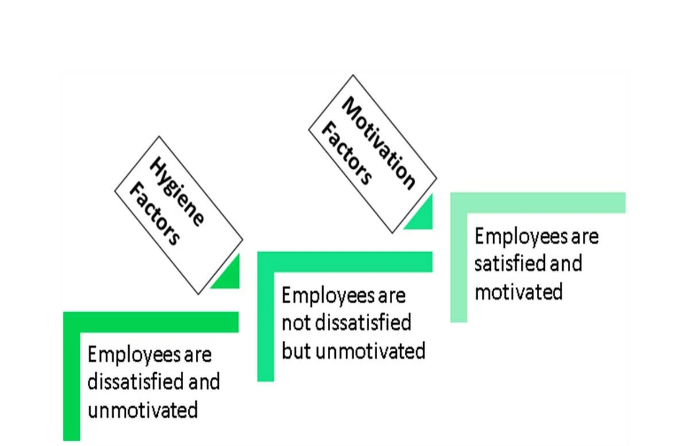
According to Barclays 2021 annual report The act of recognition is the impact of different minority sector the meaning of this sector is that pay high bonus and reward take instant in straight way. .if you have paying the employees include retention and paying good salary and take a good relationship this is the good way employees stay your company they do not go other company. According to research there are 70 percent manager is a good motivator.

* There are 10 ways to take a good rewards of non-minority employees

1. **Working is flexible** – the flexible work is useful for work form home and hours be decrease this is more flexible work and it option has become offering a tech job and content writing types job.
2. **Work in their own project to employees** – in the non – minority reward the standard part is great for standard company. The things is that if the employees is good for there work in own project because this is very useful for employees. When after few years if employees are change the company, they show very deeply through report and presentation. I give you example of google this is one most particular company they are encourage their employees and 30 percent employees are make about his personal project and support their goggle business.
3. **Meeting of one into one** – meeting is important to employee’s reward because meeting show how to improve and grow company profile and help for improve minor things and do hard work. another thing is that performance and good review is very important to company.
4. **More responsibility to rewards of employees** - That still doesn't seem like much of a prize at first. Nevertheless, the correct amount of challenge and responsibility motivates workers.
5. **Certain workers will prefer this award more than others** -. While some workers could be content with the level of accountability and pressure they now have, others might be eager for increased burden or for opportunities to use newly acquired knowledge or expertise
6. **Rewarding them and rewarding out** -. Utilizing digital external connectivity inside businesses is more crucial than ever due to the move to mixed and so more distant employment.
7. This is crucial for reward and recognition as well as for keeping everyone connected and informed. A unified portal for rewards may help with that before offering your organization a home for all of its awards, enabling the staff to see who has sufficient and for.
8. **Employees attend a webinar and workshop to grow his skill** - Allowing your workers to take a week off job to attend lectures or activity that may be helpful to them is a fantastic on pas reward, and many businesses do this as well.
9. **Such specialized days off from business are becoming more prevalent**. Two of the best notable cases was Channels 4's "Wellness Day," during which employees were granted a day off work to concentrate on their wellbeing. Especially for teams that have been preoccupied with collaborating on construction achievements, these activities may be quite fulfilling and advantageous.
10. **What is liked for employees** - It's one thing to discuss how to reward your staff, but why not inquire about their preferences? Should your staff members prefer more days off or a company-sponsored gaming night as a prize? Would they choose a social media post over the chance of working from household? What are their interests and pastimes A personalized incentive that has meaning to the recipient is among the most potent types of motivation? Individualizing your awards may have a significant impact and demonstrate to workers how very much you value them. What else would your staff chose as their top 3 incentives if they all had a low funds?

## **2.6 Understand to apply Herzberg theory of motivation workplace**

There are two ways to apply to Herzberg theory in motivation workplace first is hygiene and motivation.



* There are five ways to implication of two factor motivation workplace

1. **Beginner start** - Generate a checklist of both the jobs that provide workers the least pleasure. To achieve a greater sense of happiness, you must identify areas when productivity can be enhanced and duties may be clarified.
2. **Hearing to them** - Speak with the failing sections. Ask detailed questions regarding challenges, successes, training, awards, and other topics while sitting down with department heads and the relevant personnel. Implement specific measures if employee satisfaction and surveys are low.
3. **Every performance judge** – workers are very important assist to all company.it become liability to all of manager they are right to take a action to any non – performing manager this is high standard to well performing in there employees
4. **Autonomy to give them** - Workers will feel more accomplished if they feel increased accountability for completing tasks. One of the main motivating factors is freedom. Employers must encourage their workers to take responsibility for their job, which will ultimately strengthen the company.
5. **Regular evaluation** - To define a course leading to reaching the stated objective, managers will get the appropriate amount of criticism via one conversations, mentoring sessions, and evaluations. The production, quality, and interactions between employees and their bosses will all enhance with a positive working environment.
6. **Some resource take care** - Offer the chance to soar, to do more, and to push oneself. Nevertheless, it is their duty to make sure employees have the equipment, materials, know-how, and info needed to do the task.

## **CHAPTER 3**

## **RESEARCH METHODOLOGY**

In this chapter we will discuss about research how to use non-financial employees rewards the non – financial is performance of variable study The degree of researcher inference in this study is modest since it did not influence the regular flow of activities and because it was conducted in a natural setting where things and occurrences happen at work. Additionally, because data are gathered in a cross-sectional manner because of the study's consideration of the time horizon from the responses just once. The individual workers in the organization served as the analysis's unit. selected financial institutions in the district of Batticaloa. Consequently, the researcher examined the information gathered from the individual workers at financial institutions. Quantitative methodology is chosen for the study's purpose. The population of the research was defined as all of the employees at certain financial firms in the Batticaloa District. For the purposes of the study, the Batticaloa District's 20 financial businesses were the only ones from whom data could be gathered. Accordingly, 324 workers of certain finance companies made up the study's sample. businesses in the district of Batticaloa. Out of these workers, 150 workers were chosen as the study's sample. by use of stratified random sampling. Only the questionnaire was used to gather the research's data. That is study To determine if the scales used in the questionnaire are reliable, Cronbach's alpha is estimated. Data obtained from the respondents through the questionnaire are examined and used for research. analyzed utilizing both univariate and multivariate methods. Some mythology is discussed about next line.

## **3.1 Discussion of researcher methodology-:**

**a- Promotion of job in the organization**

This is the real time According to good organizations always try to structure the work in a way that matches the nature of the work with the nature of the employee and makes the work as exciting and fun as possible. The majority of the respondent have seemed to share the view, which suggests that laborer’s value the challenge they do. When employees like their jobs, it inspires them to work harder.

**b- Non – financial incentive of given acknowledgement**

The money is motivational factor of all employees who taking a job and try to maintain the structure. it is more useful he idea that money is not a motivating factor; although higher wages may increase commitment to production, this effect is said to be transient. Instead, commitment and involvement should come from other motivating factors, such as the chance for personal development, a challenging job, and, more recently, the chance to participate in decision-making. This suggests that in order to achieve the desired results, additional non-financial incentive programmed should be offered to employees.

**C – Security of job**

This is major part of this mythology in the field of the professional in the case of motivational factor. Increased pay may enhance commitment to production, but this impact is said to be transient. Instead, commitment and engagement should come from other motivating elements, such as the chance for personal development, a challenging work, and, more recently, chances to participate in decision-making. This suggests that in order to achieve the desired results, additional non-financial incentive programmed should be offered to employees.

**D – growth and promotion –**

growtIn order to fulfil the interpretivism philosophy, which states that an employee is motivated to exert a lot of effort because once he/she believes that effort will lead to a good performance evaluation, followed by organization r, an institution must use promotional offers as a main tool when trying to motivate its staff members because employees believe that advertisements are a powerful thing that influences them and should be given when they are due and promotion.

**E – incentive of promotion**

As suggested by (Abraham Maslow's, 1946) hierarchy of wants, which includes a person's desire for affection, possessions, acceptance, and friendship, the outcome shows that individuals need each other's assistance. When employees get along well with one another, it improves performance and makes them feel at ease talking to one another and asking for assistance when they need it.

**F – provided me bonus our organization-**

Reward is defined as what employees receive in exchange for their services to the organization by Aim and Werther (1996). It's possible for this reward to take the shape of a salary, a job, bonuses, or even other incentives. When the incentive system is administered well, it aids in attaining the corporate goals of the firm and helps to keep and retain a productive staff.

**G - Rewards**

The study's findings, which showed that leave benefits are among the most powerful motivators, are supported by the literature. The leave benefit is what employees receive in return for their efforts to the organization, according to (William and Werther, 1996). It's possible for this reward to take the shape of a salary, a promotion, bonuses, or other incentives.

When the leave benefit system is administered well, it aids in the accomplishment of the organization's business goals and helps to keep and retain a productive workforce.

**I - Analysis**

Data were gathered using a single data collecting method, a questionnaire interview. a face-to-face interview conducted using a questionnaire given to the respondents.

Utilizing forms and questionnaires, the respondents' replies were recorded. In order to clean up the data, it was first input in a Microsoft Access data entry screen and then exported to Excel. After that, the final corrected data was sent to SPSS 20.0 for analysis.

**j- Design of research**

Although employing questionnaires as the primary source of data collection is an effective technique to gather information, it is important to exercise caution. A questionnaire's primary goal is to offer answers to the research questions, and because they are only used once, they must be carefully implemented.

**I-Data of collection**

The information was gathered utilizing a face-to-face semi-structured interview with the human resources manager of business x and a self-administered online questionnaire distributed to the firm x's office staff, comprising the following divisions: management, supply chain, buying, sales, marketing, human resources, information technology, finance, human resources, and sales. A responder has worked there for an average of 14 years. Most of the employees were educated at a university or a polytechnic. There were 43 participants in the sample, of whom 42,86% were men and 57,14% were women. The blue-collar employees of organization x were excluded from the sample size because there had been significant temporary layoffs during the previous six months, which was viewed as a danger to the research's validity. Company X told the office staff one day before the questionnaire was sent out, and this is seen as a threat to the legitimacy, that office personnel will be included in the temporary layoffs.

**j- Validity and realization**

Reliability and validity of a research will determine the credibility of the research findings. Reliability refers to the replicate research results conducted in different times i.e., whether the results of the research will be same after certain period of time (deductive approach). When inductive approach is used the reliability refers to the subjectivity i.e., whether another researcher will find the similar results on different times. Subject bias, subject error, observer error, or observer bias all pose risks to dependability. When the questionnaire was developed, these dangers were addressed. The questionnaire was made to prevent subject bias in order to lessen subject bias. This point and anonymity were stressed to the responders. External validity, also known as generalizability, relates to whether or not the study conclusions may be applied to other organizations or to the entire population outside of the research.

**K – Final thought**

To sum up, you shouldn't and don't have to rely just on money to inspire and keep your personnel. Financial incentives might come out as transactional and dishonest if they are not given in the right manner and at the right time. That's not to say they don't have a place in your employee incentive programmed, but it all comes down to thinking creatively and selecting the best "thank you" based on the recipient and the situation. Money isn't the only thing that motivates individuals in the job for a large number of people, especially millennials and members of Generation Z. They seek an experience, daily fulfilment and challenge, possibilities for advancement, and a sense of purpose and belonging, all of which come from a society that values appreciation and acknowledgment.

## **3.2 financial rewards of employee’s motivation**

The rewards is depend on positive impact of employees motivation. It is begin about develop in employability this is help about increase in good rewards and secure the job. More important is that we explain to basic example for banking sector employees the banking sector employees is depend on independent variable and dependent variable employees is working on a banking sector only for own requirements.

## **3.3 factor of hygiene**

The expensive standard of rent and occasionally adverse economic circumstances affect Ghanaian employees, just like everybody else, by making it harder for them to make ends meet. Consequently, it is not unexpected that pay and salary-related concerns dominate the majority of labor negotiations brought before Ghana's National Laboure Council (NLC). The NLC recently resolved a nurse-related labor dispute over pay. Due to pay problems, teachers at public tertiary education sector in Georgia occasionally thrown aside their weapons. Finance has become a significant problem in the labor front due to the sometimes-difficult economic conditions and the demands placed on employees by culture (including relatives). The idea also that Ghanaian employee feels disgruntled when comparable salary is not provided could be proven incorrect.

## **CHAPTER 4**

## **EXPERIMENTAL AND RESULT**

The result of researcher and output of employee’s reward are generated. In the case of good result. the descriptive of statics of value of non- financial reward is found from 0.880 and alpha of total amount employees value are depended in own performance 0.992 we can create a table of this result.

## **4.1 The table of descriptive Statics**

|  |  |  |  |
| --- | --- | --- | --- |
| Measure and variability | X of mean | Standard deviation | Value of alpha |
| Financial rewards | 3.11 | 0.43 | 0.880 |
| Acknowledge | 3.09 | 0.45 |  |
| Achievement | 3.07 | 0.48 |  |
| Performance of employees | 3.15 | 0.52 | 0.990 |
| Performance of tasks | 3.21 | 0.58 |  |
| Performance of contextual | 3.24 | 0.62 |  |

The non-financial of rewards will we taken in the career advancement of acknowledgement in the range between 3.4<x<5.2 (3.11;sd=3.09;x=3.07,rd=3.15; y = 3.24 in this level of non – financial optimization of reward in financial companies to district were high level of performance as well as mean value that make this the value of performance in terms of contextual part it is range between measurement of employees in terms of performance in large number of several performance ad exit the part of companies. It is the large number of multiple techniques in the useful and analyze the variable path that make dependent in a single variable and independent variable. It is possible to single number of positive and their non-financial rewards. It is r square of career development and recognition by 45.34% in several years.

The value of regression in the equation of z = 1.343+0.342 the relationship between the employees and acknowledgement and the performance of constant career is zero. The constant static is their increased by single unit factor. This is positive attribute

Z = 1.456+0.456y1+0.643y2

Y1 advancement of career

Y2 = acknowledgment

Y3 = fulfillment

This equation is majority in the value of z = 1.456 + 0.456 + 0.643 It is the relationship between the carrier and the constant static filed. We can explain make on another table It is independent variable in the highest mean value and the lowest mean value.

## **4.2 We take another table of non-financial rewards**

* Analysis the result of correlation motivation of employees to the company.

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Rewards of non- financial rewards | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 |
| Motivation of employees | 2 | .345 | .323 | .543 | .543 | .533 | .423 | .323 | .456 |
| Utilization of ability |  | 2 | .355 | .245 | .342 | .253 | .525 | .235 | .532 |
| Advancement of goal |  |  | 2 | .565 | .563 | .232 | .234 | .425 | .526 |
| Creativity |  |  |  | 2 |  | .525 | .265 | .252 | .235 |
| Open to work |  |  |  |  | 2 | .545 | .234 | .535 | .652 |
| Performance of recognition |  |  |  |  |  | 2 | .533 | .532 | .253 |
| Service and security |  |  |  |  |  |  | 2 | .235 | .252 |
| Channel of communication |  |  |  |  |  |  |  | 2 | .753 |
| Environment to work |  |  |  |  |  |  |  |  | 2 |

Significant of the tolerance the level of 0.03

Motivation of employees 2

Utilization of ability 3

Creativity 4

Open to work 5

Performance of work 6

Service and security 7

Channel of communication 8

Environment to work 9

## **4.3 We understand about all result**

* According to the research, non-financial awards & motivation of employees are positively correlated.
* Job performance is significantly impacted by non-monetary benefits.
* The Effect of Incentive Compensation on Employee Motivation (31-39) Page 38 Number 1 of Volume 5 of Asian Accounting and Auditing Advancement is from 2015.
* The majority of employees desire the freedom to work independently and express their creativity within their company.
* The most crucial element of intrinsic rewards that influences employee motivation is a positive work atmosphere.
* Employees have to be given opportunities for professional progression by their employer. Workers agreed that their employment is not entirely secure.
* It gives their operations an unfavorable spin.
* An experience high connection is crucial for retaining employees.
* It is anticipated that employers will acknowledge an employee for their excellent work.

Financial rewards of worker motivation

The table of 2 it is very importance o financial rewards is good motivation. It is benefit of study and importance of value. The good working environment is mostly good to difference of mean and standard deviation. Most important education qualification is most important for employees.

## **4.4 The regression of result**

The r is the value of table in the correlation of r coefficient that like percentage of 5 %. The r is squared to determine the variation of dependent variable. The range o indication in 98 %. the whole range of benefits offered to workers are thought to be thorough and more Furthermore, the rewards offered are appropriate. for the workers. Considering the responses, To this specific question in the survey, it is possible It might be claimed that the staff members are content with the awards' significance, given that the bulk of the dispersion of the answers was varied. NRA should not give up their financial independence awards since these were seen as the greatest incentives that are pertinent to the workers. One thing to keep in mind is that in NRA, the non-financial Rewards have been shown to be just as significant as financial benefits This memo contains useful consequences for the institution, particularly when during the period of economic slump, when funding for rewards are limited.

## **4.5 Discussion of overall result**

* **Retention of employees -** As was already said, non-financial variables like job recognition and empowerment help employees feel like they belong and have value, which raises levels of happiness. If all employees feel satisfied, there will be reduced employee turnover since they will want to stay and succeed with their organization.
* **Good team work -** Some approaches, like job redesign, rely on moving and rotating individuals across the company so they may share skills and knowledge. More collaboration and positive interpersonal interactions will follow from this. Additionally, it will lessen the number of conflicts and problems among personnel.
* **Bersanding image is improved to employer -** Employer branding describes the standing of the business as a place to work. The firm would be able to effortlessly recruit and retain the brightest brains in the sector by raising motivation levels.

## **4.6 Discussion result of data analysis**

In general, the study showed that, contrary to what model anticipated, feedback and incentive each have an impact on just few of the empowerment's characteristics. For instance, the maximum amount of input under both incentive schemes is connected to much higher levels of perceived influence on profitability. Higher amounts of performance appraisal are not substantially associated with perceived task competence or self-determination, in contrast to what was predicted. Additionally, contrary to what model suggests, on those incentives do not have a positive relationship with any of the three elements of empowerment. Performance-based awards had a strong but unfavorable effect on self and yet no significant link with perceived profitability impact. In addition, after accounting for actual results, success incentives are adversely correlated with task identity competence.

## **4.7 The model of measurement**

Using confirmatory factor analysis with EQS, the pre- and post-questionnaire items were evaluated for convergent and discriminant validity (Otero, 2004: 117). Due to poor intended consistency with other theorized scale items or a lack of discriminant validity as demonstrated by high cross loadings on many factors, a number of items were deleted. Appendix contains the final sets of items used to measure each component. Each item was substantially associated with other items supposed to assess the same component and not with other items, which suggested convergent and discriminant validity when the correlation matrix of all included items was examined. The items in Appendix B were subjected to a confirmatory factor analysis.

# **CONCLUSION**

The purpose of this study was to determine whether quasi awards had any impact on the productivity of employees at particular financial institutions in the Batticaloa Region. The study's findings indicate that career progression, accomplishment, and acknowledgment have a considerable favorable impact on employees' productivity in certain Finance institutions in the district of Batticaloa. These findings encourage efforts to close this gap in the empirical studies taking into account non-monetary compensation that forecasts an employee's success. Finally, the conceptual the study's implications include bridging knowledge gaps in the management literature and by supporting the results of earlier studies, while the study also generates significant conceptual and operational donations. Additionally, this study's findings have numerous significant consequences for managers and decision-makers. makers of chosen Despite possible connections to accounting-related factors like performance feedback, relatively little behavioral accounting research has focused on the psychological concept of empowering. The domains of managements have seen the most study to date. The findings of this prior research imply that performance appraisal and incentive systems, two essential components of a firm's control system, can have a considerable impact on service employee engagement, job motivation, and performance. The current study adds to this body of research by exploring the effects of two possible incentive structures and three distinct forms of feedback on the different facets of empowerment. By concentrating on employees who have gotten relatively less research attention, the study adds to the depth of this literature. The finance components of the Spritzer (2006) model are expanded upon and further explored in this section. The second management-related component of the balanced scorecard method that has received very little research is how comments and rewards improve employees' views of empowerment. However, the findings demonstrate that several facets of empowerment are impacted by feedback and rewards. Financial feedback specifically has a big and favorable influence on perceived impact, but results awards have minor and unfavorable impacts on self-determination and perceived competence. Furthermore, only greater potential effect levels were linked to higher motivation. The result is that businesses should carefully assess the strategies they use to try to boost non-management employees' sentiments of autonomy. Many managers make the error of relying solely on financial incentives to drive their staff while ignoring other factors that could be just as crucial. Similar to this, some people take things too far and use exclusively intrinsic incentive techniques. The non-financial features of the company are important to the employees and are seen as essential to their wellbeing. But at the end of the day, they want to make money and get paid appropriately for the effort they put in. Therefore, in order to maximize the degree of employee happiness, you should provide your company with the proper mix of financial as well as non-motivators. Salary, a worthwhile job, and a nice work environment are the benefits that have the most impact on worker engagement. The existence of both money and non-financial benefits is what motivates employees the most, according to the depth of understanding at this time. Companies cannot, in reality, disregard the varied requirements that workers have. It is unexpected that job stability came in last on the list of concerns for the workers. Considering that the workers at company X are currently living close together, it's possible that this is related to the interim layoffs they received. As a consequence, the ranking results were likely impacted, and job stability was seen as the most compelling alternative. Overall, it can be said that employee productivity is affected by both monetary and non-monetary benefits. What effects incentives have on One's motivation may be strengthened or undermined by it. It is thought that the company x has done a good job of rewarding its workers because none of the Employees perceived themselves as completely unmotivated. Regarding this case study Considering the company's core benefits, it may be said that utilization is having a good effect on employee motivation. Our study's main goal was to pinpoint the most important reward component that could affect the job satisfaction of bankers in Sri Lanka's Southern Province. The results drawn from the analysis and the data gathered are as follows. In comparison to non-financial rewards like recognition, raises, and empowering, monetary gains like bonuses, salary levels, and pension plans have a higher average value. However, there isn't a significant difference in the mean values. Satisfaction's median value is likewise high. Job happiness and financial benefits have a positive correlation, but the link between job satisfaction and non-financial rewards is modest. Monetary Incentives are in a stronger position than Non-Financial Rewards when comparing average scores and correlations. This study aims to comprehend the level of staff preparedness for Bank Kalsel's digitization plans. In the end, it is clear that the Bank Kalsel team has high intentions to leverage the digitization work being done there. Because Bank Kalsel personnel may be encouraged to continue participating in a system via the desire to utilize them. Employees' abilities to use websites and programmers to execute tasks for work might also be tested. Intention to use in this study also allows for the observation of the workers' level of interest in their performance reviews, relationship between work, and real - time information updates made available through Bank Kalsel's application and website. Digitization has the potential to indirectly streamline corporate operations and evaluate staff effectiveness at Bank Kalsel. Workers at Banco Kalsel will vary from their typical work patterns and processes as a result of the deployment of digitalization. Additionally, it is believed that the Bank Kalsel will become significantly more efficient as a result of its digitization. This is possible because less opposition to change will be present when work procedures are altered to allow greater efficiency. A fresh experience serves as a catalyst for excitement. Additionally, this study aims to enhance TAM construction in some way. To do this, a mediator is included in addition to the two major variables of TAM. The discovery of this extra role is anticipated to serve as a springboard for the future growth of TAM building. To do this, a mediator is included in addition to the two major variables of TAM. The discovery of this extra job is anticipated to serve as a stepping stone in the growth of TAM construction in the future Bank Kalsel staff members. Employees at Bank Kalsel will vary from their typical work patterns and processes as a result of the deployment of digitalization. Additionally, it is believed that the Bank Kalsel will become significantly more efficient as a result of its digitization. This is possible because less opposition to change will be present when work procedures are altered to allow greater efficiency. A fresh experience serves as a catalyst for excitement. Additionally, this study aims to enhance TAM construction in some way. To do this, a mediator is included in addition to the two major variables of TAM. The discovery of this extra role is anticipated to serve as a springboard for the future growth of TAM building. The research findings demonstrated that lower-level employees, in particular, gave non-monetary benefits top priority. These findings conflict with the popular beliefs but are consistent with Herzberg's two component theory of motivation by Nelson (2004), which indicates that 78% of employees answered that it was very or extremely essential to be acknowledged by their bosses when they accomplish outstanding job. For instance, in a well renowned research, Gupta and her colleagues reviewed 39 studies carried out over four decades and discovered that no matter how interesting or monotonous their occupations are in laboratories and the actual reality, people are motivated by money. Subordinate choose flexible working hours, performance bonuses, and acknowledgment in particular as the top three motivating benefits, according to the results. This shows managers that renumeration alone, as may be the situation in many organizations, will not motivate employees as much as monetary awards given one at a time along with non-monetary rewards. In this sense, it is crucial to pay attention to Glasscock & Grams' warning that remuneration must not be confused with quasi benefits like recognition (Daft and Marci, 2007). These two contend that financial incentives are rarely given out and are impersonal in nature, focused on achieving the company's short-term goals, depending on the corporate budget of the company. As a result, businesses should think about balancing the financial. Managers might try to use a variety of motivational philosophies in the office. Herzberg's two-factor approach, however, is still used by the majority of modern, prosperous organizations. Organizations may develop a productive and engaged workforce by enhancing both motivational and hygienic aspects. If senior level management appropriately applies the principle, it can increase worker concentration, raise productivity, and lower attrition. The Herzberg Two Factor Theory examines how various aspects of happiness and discontent affect employee motivation. You may significantly increase employee motivation by taking the time to get to know your staff and by introducing a few policy modifications. The results seem to have been able to present the internal motivating variables have a substantial role in how well organization performs on the job at COGEBANQUE Ltd. The study's findings lead to the conclusion that now the loan originator and its employees' attention must be paid to the importance of the cashiers' reward system. The finding showed that personnel highly value the various awards offered to them by their coworkers. The study came to the conclusion that COGEBANQUE uses intrinsically motivated techniques, such as work design, staffing levels, & professional growth, to improve the quality of work.

# **RECOMMENDATION**

Your leadership of COGEBAQUE ltd should focus on and engage in intrinsic motivation since it has a favorable impact on employee work performance, according to the general suggestions depending on the outcomes., scientific results and ongoing participation of organizational partners and management will assist in determining the optimal solutions and steps to maintain and improve employee performances. According to the study, it's critical to have a thorough and ambitious strategy. Knowing organizational productivity is essential for enhancing workers' performance. performance. Because the survey indicates that COGEBANQUE employees believed that money is an important motivator for job satisfaction and the majority of them used the supply of currency as either a score board whereby they evaluated the value that organization must have positioned on their amenities, the organization needs to rethink its reasoning framework. Our research advises organizations to maintain the non-financial rules in place as little more than a expense method of maintaining a hard working personnel, but is also incorporate financial incentives that must be closely related to the remuneration scheme. This same survey advises executives to even provide the inspirational structures that do need to be decided for instituting succession management policies, performance-based pay processes, and in particular learning a skillset in designed to affect, as well as delegating responsibilities and ownership to staff members although the procedure is being carried out. Banking institutions must ensure that all such precious employees participate in the firm's instructional methods thru tutors. It may go further than simply conversing policy and protocols; instead, its institution must nurture a sense of common purpose whilst also fully integrating employs further into society but also values of the business as a whole.