Impact of Reward and Recognition on Employee Engagement In Anubav Fabrics At Karur

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ABSTRACT: Reward and recognition play a pivotal role in enhancing employee performance and fostering a positive work environment, leading to increased loyalty towards the organization. This study aims to investigate the opinions on current reward and recognition practices among employees in the garment industry, focusing on Anubav Fabrics at Karur. The research methodology employed a descriptive design to systematically study the impact of reward and recognition on employee engagement. Data were collected through personal interviews and surveys from a census of 150 employees. The findings indicate a growing awareness among employees about reward systems, with a majority expressing interest in working for organizations with well-designed reward and recognition programs. This study provides valuable insights to support management in framing effective reward and recognition strategies to enhance employee job satisfaction and commitment.

Keywords: Reward, Recognition, Employee Engagement.

I. INTRODUCTION

Employee recognition is the acknowledgment of a company's staff for exemplary performance. Employee recognition in the workplace aims to reinforce behaviours that lead to better performance and positive business results. It is a support method that helps employees know their contributions are appreciated. Companies recognize employees for going above and beyond, achievements, tenure, or desired behaviours. Employee recognition is the open acknowledgment and expressed appreciation for their contributions to the organization. It can be a high-five for a job well done, a special shout-out during an all-hands meeting, or a bonus for meeting a monthly goal. Employee recognition boosts morale, motivation, and fosters a positive work culture. It improves retention rates, inspires excellence, and drives performance. Recognizing employees for their hard work is a powerful tool for driving organizational success.

In today's competitive business landscape, employee engagement is a critical differentiator for organizational success. Engaged employees are more motivated, productive, and loyal, leading to a cascade of positive outcomes improved customer satisfaction, increased profitability, and overall organizational effectiveness. Rewards encompass both financial and non-financial incentives that acknowledge employee contributions. Recognition programs publicly appreciate employee achievements and efforts. Both play a significant role in influencing employee morale, commitment, and overall engagement with their work.

II. LITERATURE REVIEW

Presslee (2023) In this study by Presslee explored the impact of team-based recognition programs on employee engagement and effort. The research aimed to understand how recognizing accomplishments at a team level influences employee dedication and work output. The analysis revealed a positive correlation between team-based recognition and both engagement and effort. This suggests that acknowledging team achievements can be a valuable tool for boosting employee morale and motivation.

Quay (2022) In this study Quay is investigated the relationship between various factors and employee engagement. The research examined the influence of job security, performance feedback, employee participation, recognition, and rewards on employee engagement. The study found a positive impact of all these factors on employee engagement. This suggests that companies aiming to foster a more engaged workforce should consider implementing practices that address these key areas. By providing employees with job

security, regular performance feedback, opportunities for participation, and a system of recognition and rewards, companies can create a work environment that motivates employees and encourages them to contribute their best efforts.

STATEMENT OF THE PROBLEM

The problem statement focuses on the impact of recognition on employee motivation, sense of value, and engagement within Anubav Fabrics. As the company grows or undergoes changes, it becomes crucial to ensure employees feel valued and secure in their contributions. Workplace recognition is identified as a key factor in fostering motivation, a sense of accomplishment, and loyalty among employees. However, the extent to which recognition influences productivity and retention remains to be explored.

OBJECTIVES OF THE STUDY
Primary objectives
To investigate the impact of employee reward and recognition programs on employee engagement in Anubav Fabrics at Karur.
Secondary objectives
1.   To examine the types and nature of employee recognition in Anubav Fabrics.
2.   To assess the satisfaction level of employees in Anubav Fabrics.
3.   To provide recommendations to the management of the textile industry to enhance the practice of recognizing employees effectively.

III. RESEARCH METHODOLOGY

The research methodology employed in this study on the impact of rewards and recognition on employee engagement at Anubav Fabrics in Karur is systematic and comprehensive. It follows a descriptive research design, aiming to provide insight into the current scenario and behaviors of

employees. Descriptive research is chosen as it allows for the observation and reporting of what has happened and what is happening. The population under study consists of all 150 employees of Anubav Fabrics in Karur, with the sample size being 150 respondents, focusing solely on employee engagement. Random sampling techniques are utilized to ensure the representation of diverse perspectives within the employee population of Karur. This approach facilitates a thorough examination of the relationship between rewards, recognition, and employee engagement, providing valuable insights for both academia and industry.

METHOD OF COLLECTION
Primary data:
Primary data means data which is fresh collected data. Primary data mainly been collected through personal interviews, surveys etc.

STATISTICAL TOOLS USED
1.   Simple Percentage analysis
2.   Chi-square Analysis
3.   Correlation

SCOPE OF THE STUDY
1.   The scope of the study analysis and evaluate current best practices at the manufacturing industries.
2.   To develop flexible, well-defined options for recognizing and rewarding individuals and teams.
3.   To Develop and recommend an implementation strategy to educate and encourage the practice of rewarding and recognizing employees.
4.   To understand the characteristics of effective recognition in the management as well as co-worker's relations.

Educational Qualifications * Managers/supervisor Cross tabulation

Count		Managers/supervisor				Total
		Not Important	Somewhat Important	Very Important	Not Sure	
Educational Qualifications	SSLC	14	0	0	0	14
	Diploma	4	32	0	0	36
	Degree	0	17	28	0	45
	Post Graduate	0	0	29	8	37
	Above PG	0	0	0	18	18
Total		18	49	57	26	150

Symmetric Measures

	Value
Measure of Agreement Kappa	.a
N of Valid Cases	150

a. Kappa statistics cannot be computed. They require a symmetric 2-way table in which the values of the first variable match the values of the second variable.

5.   To follow recognition program best practices to the human resource development.

IV. DATA ANALYSIS AND INTERPRETATION

CHI-SQUARE ANALYSIS

Null hypothesis

H_O: There is no significance between the Educational Qualification and supervisor/organization welcomes new ideas from you.

Alternative hypothesis

H_1: There is significance between the Educational Qualification and supervisor/organization welcomes new ideas from you.

ideas from employees. These results indicate that there is a statistically significant association between Educational Qualification and how much supervisors/organizations welcome new ideas from employees.

Case Processing Summary

	Cases					
	Valid		Missing		Total	
	N	Percent	N	Percent	N	Percent
Educational Qualifications * Managers/supervisor	150	100.0%	0	.0%	150	100.0%

Correlations

		you find meaningful in being recognized for the work accomplishments and/or contributions	agree with our company's/department's recognition program
you find meaningful in being recognized for the work accomplishments and/or contributions	Pearson Correlation	1	.860**
	Sig. (2-tailed)		<.001
	N	150	150
agree with our company's/department's recognition program	Pearson Correlation	.860**	1
	Sig. (2-tailed)	<.001	
	N	150	150

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

RESULT: Based on the significant p-values in both the Pearson Chi-Square and Likelihood Ratio tests, we reject the null hypothesis (H0) and accept the alternative hypothesis (H1). Therefore, there is significance between Educational Qualification and how much supervisors/organizations welcome new

CORRELATION

The table shows that the relationship between being recognized for the work accomplishments and/or contributions and agree with our company's/department's recognition program.

RESULT: The strong positive correlation of r = 0.860 indicates that there is a very strong relationship between finding it meaningful to be recognized for work accomplishments and/or contributions and agreeing with the company's or department's recognition program. Essentially, employees who find it meaningful to be recognized for their work accomplishments and contributions are very likely to agree with their company's or department's recognition program, and vice versa. This suggests that employees who value recognition are more likely to appreciate and endorse the recognition programs implemented by their organization. It also implies that a well-designed recognition program that aligns with employees' values and preferences is likely to be positively received and supported by the workforce.

FINDINGS

1.   The findings of the study reveal several significant insights regarding the demographics and preferences of employees at Anubav Fabrics in Karur. The majority of respondents fall within the age group of 25-30 years, with a higher representation of male employees. Married individuals constitute the majority among respondents.A significant proportion of respondents hold a degree as their highest educational qualification and have work experience ranging from 0-5 years.

2.   In terms of income, most respondents earn above Rs. 15,000. Regarding communication of recognition within the organization, the majority prefer inconsistent communication and favor recognition from their immediate supervisors. Consistency in job performance is appreciated by respondents, with personal notes or cards being the preferred mode of recognition. Private recognition and one-on-one interactions with managers are also favoured methods of acknowledgment.

3.   Additionally, respondents highly value the ease of redeeming awards within the recognition program. The study also indicates a preference for individualized recognition and features such as supervisor encouragement of new ideas. Moreover, a significant proportion of respondents express satisfaction with the level of recognition and rewards received, particularly regarding formal recognition for special projects or achievements. Overall, the findings shed light on employee preferences and perceptions regarding recognition programs, offering valuable insights for organizational management.

LIMITATIONS OF THE STUDY

1.   As the respondents were busy with their work, it was difficult for the researcher to meet the respondents and gain information fully.
2.   The study was limited to a short period in 3 months.
3.   The data depends totally on the respondent's view, which may be biased.
4.   In this study the sample size is 150.

SUGGESTIONS

The study's suggestions focus on enhancing employee motivation and engagement through strategic approaches to rewards and recognition. Firstly, implementing a performance-based reward system can incentivize employees to excel and achieve specific goals. Secondly, fostering a culture of recognition within the organization, through regular acknowledgment programs, can create a positive work environment. Thirdly, personalizing rewards and recognition to cater to individual preferences can enhance their effectiveness. Lastly, regular monitoring and review of motivational initiatives are recommended to ensure their ongoing relevance and impact. These suggestions aim to empower organizations in effectively leveraging rewards and recognition to drive employee performance and satisfaction.

V. CONCLUSION

In conclusion, employee recognition emerges as a pivotal factor in driving employee engagement and performance within organizations. When employees feel valued and appreciated for their contributions, their productivity naturally increases. Conversely, a lack of recognition can lead to dissatisfaction, decreased productivity, and ultimately, higher attrition rates. Particularly in the rapidly evolving textile sector, where employees face heightened stress due to industry dynamics, it becomes imperative for employers to adopt innovative approaches to recognize and appreciate their workforce. This study underscores the necessity of recognizing textile employees for their efforts, highlighting its significance not only for individual growth but also for the overall success of the organization. By prioritizing employee recognition, textile companies can foster a culture of appreciation, enhance employee satisfaction, and ultimately contribute to the sustained growth and prosperity of both employees and the organization as a whole.

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