

Influence of Recognition and Reward on Employee Commitment and Performance

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CITATION: Kumari, M. Rama; Kumar, D. Pradeep and Reddy, T. Narayana (2015), "Influence of Recognition and Reward on Employee Commitment and Performance", *MERC Global's International Journal of Social Science & Management*, Vol. 2, Issue 4, pp. 266-273.

ARTICLE HISTORY: Submitted: April 18, 2015, Revision received: May 18, 2015, Accepted: May 26, 2015

ARTICLE TYPE: Review paper

ABSTRACT

Employees are the backbones of any organisation. This research study deals with identifying the influence of recognition and reward on employee commitment and performance. Organisation or firm productivity depends on the employee's performance. Effective recognition improves employee performance and retention. Manager's ability to recognise and reward achievement effectively can increase employees' performance and efforts and employees intending to stay in the current organisation. If the employee's problems are addressed properly, then automatically firm productivity will definitely increase. The present study shows that the relationship of elements or variables as job performance of employees with job security, job satisfaction, performance appraisal, reward system, employee turnover, employee commitment, and organisational productivity. With these variables, it is so easy to evaluate and identify the common problems of employees in an organisation. Proper management of employees by providing those rewards, and incentive system and also showing concern with employee work life balance proves to be productive of an organisation. Providing innovative and creative atmosphere in the organisation can increase employee skills and knowledge. With this reason HR department act a very crucial role in many organisations to solve the problems and issues of employees for the purpose of organisational growth and development. Organisational productivity mainly depends on the employee commitment and also this commitment is made stronger when there will be less turnover rate. Managers are applied soft approach to employees to attain the organisational individual and team objectives.

KEYWORDS: Recognition and reward system, Employee turnover, Soft approach, Employee commitment, Employee performance.

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