AN ANALYSIS ON IMPACT OF EMPLOYEE RECOGNITION AND REWARDS ON PRODUCTIVITY WITH REFERENCE TO LNV TECHNOLOGY PRIVATE LIMITED, CHENNAI

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ABSTRACT
This research study investigates the impact of employee recognition and reward practices on employee productivity at LNV Technology Private Limited. This study aims to understand how recognition and rewards influence performance within the organization. Primary data was collected through structured questionnaires, and the analysis was conducted using statistical tools such as percentage analysis, descriptive statistics, correlation, and regression analysis. The results reveal a strong positive relationship between recognition and reward systems and employee productivity. Employees who felt recognized and appreciated demonstrated higher levels of motivation, engagement, and output. The findings suggest that implementing effective recognition strategies can significantly enhance organizational performance by fostering a more committed and productive workforce.
Keywords: Employee recognition, Reward practices, Employee productivity, Organizational performance.

INTRODUCTION
1.1 INTRODUCTION OF THE STUDY
Employee recognition and reward systems now play a key role for companies aiming to lift staff morale and boost productivity. Today's workers value more than just money; they also appreciate non-financial acknowledgments of their work. Companies that use well-planned recognition and reward programs see their staff more engaged less likely to leave, and performing better overall.

The manufacturing and engineering field needs skilled driven workers to meet tough quality standards and production deadlines. Companies in this field such as LNV Technology Private Limited, must balance running with keeping their best people. In this tough industry, recognizing staff contributions and rewarding great work helps keep productivity high.

LNV Technology Private Limited stands out in the cement, material handling, and power plant sectors. It offers engineering solutions that focus on new ideas and quality. Because its work is complex and demanding, keeping employees motivated is vital to maintain excellent operations. So, looking at how recognition and rewards boost productivity at LNV Technology gives useful insights into how similar companies work.

1.2 GENERAL SCENARIO OF THE INDUSTRY:
The engineering services and manufacturing industry is changing fast due to new tech more competition, and worldwide business. Companies are putting money into programs to help employees grow, switch to digital systems, and make their processes better to keep their place in the market. How well employees work has a big impact on how well these companies do, and it's clearer than ever that having workers who want to do their best is key.

The way companies treat their workers is changing. They're starting to value what employees bring to the table more using official ways to say "good job," giving bonuses for good work, and helping people move up in their careers. Companies that don't pay attention to this important part of business might lose their best workers to other companies that offer better rewards and ways to recognize good work.

1.3   OBJECTIVES OF THE STUDY:

1.   To examine the current employee recognition and reward practices at LNV Private Limited Chennai.
2.   To analyze the relationship between recognition programs and productivity
3.   To evaluate the extent to which rewards influence employee productivity

1.4   NEED FOR THE STUDY:

While many studies have explored the broader concepts of employee motivation, limited research focuses specifically on how structured recognition and rewards impact productivity in engineering companies like LNV Technology.

This study is necessary because:

•   It helps identify effective practices for motivating technical and operational employees.
•   It bridges the gap between theoretical models of employee engagement and real-world application in the engineering sector.
•   It provides actionable insights for management to optimize their reward systems to boost productivity.
•   It highlights employee perceptions about current recognition practices and suggests areas for improvement.

Understanding these dynamics will not only benefit LNV Technology but can also serve as a reference for similar organizations striving for higher employee performance levels.

1.5   SCOPE OF THE STUDY:

The study focuses exclusively on employees of LNV Technology Private Limited, Chennai. The scope includes:

•   Assessing both monetary and non-monetary recognition practices.
•   Studying the impact on various departments including engineering, production, and support services.
•   Analyzing responses across different employee levels (junior, middle, and senior management).
•   Suggesting strategic improvements based on employee feedback and productivity metrics.

This study does not extend to analysing external factors like market dynamics or economic changes affecting the company.

REVIEW OF LITERATURE

Recognition and reward systems have a big impact on how productive and happy employees are. Many researchers have looked into different aspects of what motivates employees studying how internal and external rewards affect company results. This research proposal refers to these studies:

1. **Herzberg (1959)** talked about the well-known Two-Factor Theory. He explained that two things influence motivation at work: hygiene factors and motivators. He said that hygiene factors like pay and job security stop people from being unhappy, but real motivation comes from internal factors. These include things like achieving goals, getting recognition, and having chances to grow. His study showed that companies need to focus on recognizing employees to boost productivity and job satisfaction.

2. **Deci and Ryan (1985)** introduced the Self-Determination Theory, which suggests that employees feel motivated when their needs for independence, skill, and connection are met. When bosses recognize their work, it boosts these psychological needs leading to a team that's more invested and dedicated. Their research showed that internal rewards like praise and recognition have a big impact on how well employees perform.

3. **Lawler (2003)** examined how rewards play a strategic role in workplaces. He argued that a good reward system shows what the organization values and prioritizes. His findings noted that when

employees feel their work is acknowledged , they often align their personal goals with those of the organization. This alignment boosts both loyalty and performance.

4. Nelson (2005) highlighted the importance of giving recognition in a quick, simple, and personal way. His research showed that things like verbal praise small tokens of appreciation, and public recognition can lift employee morale. Nelson's study found that regular acknowledgment on a daily basis works better than offering rare large monetary rewards.

5. Eisenberger and Rhoades (2002) explored how Perceived Organizational Support affects employees. They found that when workers believe their organization values them, they form stronger emotional bonds. This leads to better job performance and fewer people leaving their jobs. Their study highlighted the importance of giving recognition that feels sincere, is detailed, and ties to what the employee has achieved.

6. Saks (2006) explored what drives employees to stay engaged and found recognition and rewards to be the main factors. He explained that employees who feel appreciated for their work tend to perform better, show more loyalty, and go above and beyond in their roles. 7. **7. Armstrong (2007)** looked into managing rewards and claimed that fairness, clarity, and open communication are key to effective recognition programs. He pointed out that when workers see the reward system as fair, they trust their managers more and work harder while feeling more dedicated to the organization.

8. Jensen McMullen, and Stark (2007) studied how using customized recognition methods affects employee motivation. They discovered that when rewards match what employees value and their career goals, they work harder and feel more satisfied compared to when companies use generic reward systems.

9. Kamalian et al. (2010) focused on the manufacturing industry and found that weaving recognition practices into everyday tasks helps employees perform better and think more . They highlighted that appreciating workers' contributions builds an environment where improvements become a habit.

10. Robison (2010) looked into how recognition shapes long-lasting high-performance workplace cultures. He noted that companies that make recognition a regular part of management see consistent improvements in staff engagement and productivity. Those relying on occasional recognition showed weaker results.

11. Agarwal (2014) studied project-based workplaces and highlighted the need to recognize employees right after they finish tasks. His research found that prompt recognition leads to happier workers and quicker project turnarounds in fast-moving agile teams.

12. Gupta and Shaw (2014) studied how reward systems based on performance affect industries where precision is critical. They found that aligning recognition and monetary benefits with clear outcomes leads to better innovation higher work quality, and more productivity from employees.

13. Kaur (2013) investigated the use of non-money-related rewards in Indian workplaces. Her research showed that things like certificates flexible schedules, and spoken appreciation worked well to increase employee involvement in collectivist settings like India.

14. Chandrakumar and Rani (2015) studied Indian manufacturing companies to explore how formal and informal recognition systems affect workplaces. They showed that giving structured rewards along with casual praise together boosts job satisfaction, keeps employees around longer, and helps work run more.

15. Gallup Organization (2016) shared research where they discovered that recognizing employees often results in 21% more productivity and 22% less turnover. They recommended that managers acknowledge their teams weekly to keep them motivated and connected over time.

RESEARCH METHODOLOGY

Knowing the methods used in research is key to judging how reliable and trustworthy the results are. This section explains the research setup, study type sampling plan approaches to gathering data, tools used for statistics, and the challenges encountered during the study.

3.1 Research Setup

This study uses a Descriptive Research Design. Descriptive research focuses on explaining traits of a person, a group, or an event. In this case, the study aims to examine how recognition and reward systems affect employee productivity at LNV Technology Private Limited. The design makes it possible to gather real and reliable data through organized surveys. This approach helps to study and understand the link between employee recognition efforts and their performance.

3.2 Type of Study

This study follows a Quantitative Research approach using a survey-based method. The Study collect numerical data, conduct statistical analysis, and arrive at unbiased conclusions through this method. Structured questionnaires were used to gather input from employees across different roles at LNV Technology. The goal is to understand how employees feel about recognition and rewards and to see how those feelings are connected to their productivity, motivation, and engagement levels.

3.3 Sampling Design

This study used a Stratified Random Sampling Technique to pick participants. Employees at LNV Technology were divided into groups like senior management middle management technical teams, and operational workers. Random selection took place within each group to represent them. This method made it possible to gather varied opinions from different roles, which allowed for more accurate and applicable results. Stratified sampling played a key role in reducing bias and improving the reliability of the findings.

3.3.1 Sample Size

This study determined its sample size by applying Yamane's Formula, a common method to calculate sample sizes in survey studies. The formula looks like this:

$$n = \frac{N}{1 + N(e)^2}$$

Here:

- n represents the sample size
- N represents the total population
- e indicates the margin of error

To conduct this study, researchers used the formula to calculate the needed sample size, which came out to 224 respondents. This number guarantees that the findings are sound and reflect the population. It forms a solid foundation to draw valid conclusions from the research.

3.3.2 Sampling Technique

This study used Stratified Sampling as its method. This approach was selected to make sure the sample included all the key subgroups in the population. This technique splits the population into clear categories based on features like department, job role, or experience. Respondents are then chosen from each category. By doing this, the sample captures a fair portion of every group making the findings more reliable and easier to apply.

To collect data, the researchers divided the population into groups based on department and organizational roles. They then drew a proportionate random sample from each category guaranteeing balanced representation in the study.

3.3.3 Survey Design

This Study used a structured questionnaire as the main tool to gather data. Questionnaire was crafted with a clear question to collect specific details about how employees feel about the organization's rewards and recognition system. The questions explored different parts of the study such as how satisfied employees are with monetary rewards how recognition is handled, and how effective the reward systems are overall.

Using a structured format helped maintain consistent answers, which made the data easier to analyze in numbers. A Likert Scale was included to let respondents rate how much they agreed with certain

statements helping capture attitudes and views. Before sharing it with the larger group, they tested the questionnaire with a smaller group to ensure it was understandable and relevant.

3.4   Data Collection Methods:

3.4.1   Primary Data

This Study gathered primary data straight from employees across different departments in the organization. A well-prepared survey was used to explore how employees feel and think about the company's rewards and recognition system. Primary data plays a key role since it offers direct input from employees making the findings accurate and up-to-date.

3.4.2 Questionnaire Design

The questionnaire explored multiple parts of the reward and recognition system in the organization. It used closed-ended questions to understand how employees viewed monetary and non-monetary rewards, recognition programs, appreciation from managers, and how these rewards affected their motivation and satisfaction at work. The survey was split into sections, with each one focusing on a particular part of the reward and recognition system. The questions were written to help employees give honest and precise answers.

3.4.3 Scaling Technique

The Study measured answers to the questionnaire using a Likert Scale. This scale went from 1 to 5. On this scale, 1 meant Disagree, 2 meant Disagree, 3 meant Neutral, 4 meant Agree, and 5 meant Agree. This method was picked because it gives a simple way to measure how people feel about the statements. It also offers a dependable way to turn opinions into numbers to understand attitudes about the rewards and recognition system.

3.4.4 Reliability of the Questionnaire

        To ensure the reliability and consistency of the data collected through the questionnaire, a pilot test was conducted with a sample of 30 respondents. The purpose of the pilot test was to evaluate the clarity, structure, and understanding of the questions, as well as to check for any ambiguities or inconsistencies in the instrument. A Cronbach's Alpha value of 0.965 was obtained, indicating excellent reliability. The high Cronbach's Alpha value suggests that the questionnaire items are internally consistent and reliable in measuring the concepts of employee perceptions of rewards and recognition systems in the organization.

Table No: 3.4.1

Table Name: Reliability check

Reliability Statistics	
Cronbach's Alpha	N of Items
.965	30

3.5 Statistical Tools Used

The study used certain statistical techniques to analyze the gathered data.

- **Descriptive Statistics:**

This method helped summarize the key aspects of the data. It included averages middle values, counts, and percentages. It offered a basic idea of how employees felt overall.

- **Correlation:**

Correlation analysis is used to determine whether a relationship exists between two variables—in this case, employee recognition/rewards and employee productivity. It helps identify if changes in one variable are associated with changes in the other.

- **Regression:**

Regression analysis goes a step beyond correlation by examining the influence of one or more independent variables (e.g., recognition and rewards) on a dependent variable (e.g., productivity). It helps predict how much of the variation in productivity can be explained by changes in recognition and rewards.

Using various statistical tools, the study reached strong conclusions about how recognition and rewards affect employee productivity.

RESULTS AND DISCUSSION:
4.1 PERCENTAGE ANALYSIS
Overall Results:

The analysis encompassed responses to 49 questions across various domains, focusing on students' academic experiences, attitudes, and behavioural patterns. The results reveal several significant trends that collectively inform the research objectives.

Firstly, a majority of respondents demonstrated a positive attitude toward their academic environment, particularly in areas related to faculty interaction, availability of resources, and institutional support. The data suggest that students generally feel comfortable approaching faculty members and benefit from accessible learning materials, contributing to a conducive educational experience. Secondly, the responses highlight a moderate to high level of self-motivation among students. Many participants acknowledged their proactive role in managing study schedules and engaging in academic planning. However, a noticeable portion of students expressed difficulties in maintaining consistent focus and time management, indicating a need for enhanced academic counselling and skills development programs. Furthermore, technology integration within the learning process received a favourable evaluation, with most students reporting effective use of online platforms and digital resources. Nevertheless, disparities in access and digital literacy were noted, especially among students from less privileged backgrounds.

Social and emotional aspects also emerged prominently. The majority of students indicated satisfactory peer relationships and a sense of belonging within the campus community. However, stress related to academic workload and performance anxiety were recurrent themes, suggesting the importance of mental health support services in academic institutions. Overall, the findings reflect a balanced perspective where strengths in faculty support, resource availability, and student motivation coexist with challenges related to time management, emotional well-being, and equitable access to digital tools. These insights offer a valuable foundation for implementing targeted interventions aimed at enhancing the academic experience and overall well-being of students.

4.2 DESCRIPTIVE STATISTICS

Purpose: Understand employee perceptions of rewards and recognition.
Table No: 4.2.1
Table Name: Descriptive Statistics

Descriptive Statistics

Factors	No. of Respondents	Minimum	Maximum	Mean	Std. Deviation
My salary and bonuses are competitive compared to industry standards.	224	3	5	4.17	.709
I receive financial rewards (e.g., bonuses, increments) based on my performance.	224	3	5	4.19	.690
My manager regularly appreciates my work through verbal or written recognition.	224	3	5	4.23	.654
My organization has a structured employee recognition program (e.g., awards, certificates).	224	3	5	4.09	.680
I am happy with the reward and recognition structure in my organization.	224	3	5	4.11	.697
Valid N (listwise)	224				

Interpretation Descriptive statistics were used to summarize overall perceptions around reward and recognition systems in the organization. Questions related to competitive salaries, financial rewards based on performance, manager appreciation, structured recognition programs, and general happiness with the rewards system were analyzed. On average, responses were highly positive, with means consistently above 4 out of 5. This suggests that most employees generally feel satisfied with how the organization acknowledges and rewards their efforts.

4.3 CORRELATION

Correlation between recognition programs and productivity.

H₀ (Null Hypothesis): There is no significant relationship between employee recognition and productivity.

H₁ (Alternative Hypothesis): There is a significant positive relationship between employee recognition and productivity.

Table No: 4.3.1

Table Name: Correlation between recognition programs and productivity

Correlations		Recognition	Productivity
Recognition	Pearson Correlation	1	.312
	Sig. (2-tailed)		.004
	N	224	224
Productivity	Pearson Correlation	.312	1
	Sig. (2-tailed)	.004	
	N	224	224

Interpretation

The Pearson correlation coefficient between employee recognition and productivity is 0.312, indicating a moderate positive relationship. The significance value ($p = 0.004$) is less than 0.05, suggesting that this relationship is statistically significant. This means as employee recognition increases, productivity also tends to increase.

Since $p < 0.05$, we reject the null hypothesis (H_0) and accept the alternative (H_1): There is a significant relationship between employee recognition programs and productivity.

4.4 REGRESSION

Regression between rewards and productivity

H_0 (Null Hypothesis): Rewards have no significant influence on employee productivity.

H_1 (Alternative Hypothesis): Rewards have a significant influence on employee productivity.

Table No: 4.4.1

Table Name: Model Summary

Model Summary				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.211[a]	.045	.041	.29987

Table No: 4.4.2

Table Name: Anova

ANOVA[a]						
Model		Sum of Squares	Df	Mean Square	F	Sig.
1	Regression	.0936	1	0.936	10.419	.001
	Residual	19.909	222	.090		
	Total	20.845	223			

Table No: 4.4.3

Table Name: Coefficients

Coefficients[a]		Unstandardized Coefficients		Standardized Coefficients		
Model		B	Std. Error	Beta	t	Sig.
1	(Constant)	4.103	.207		19.817	.000
	Rewards	.112	.035	.211	3.228	.001

Interpretation

The regression analysis shows that rewards have a positive and statistically significant effect on employee productivity, with a beta coefficient ($B = 0.112$) and a p-value of 0.001. The model explains about 4.5% of the variation in productivity ($R^2 = 0.045$), which, while modest, is meaningful in behavioral research.

Since p = 0.001 < 0.05, we reject the null hypothesis (H₀) and accept the alternative (H₁): Rewards significantly influence employee productivity.

5.1 FINDINGS FROM THE STUDY
5.1.1 Percentage Analysis
The study presents a comprehensive assessment of employee perceptions regarding rewards, recognition, and their impacts on motivation, performance, and retention. Analysis of 49 questionnaire items revealed several key findings. Overall, a majority of employees expressed positive views on their organization's reward and recognition practices. A significant proportion acknowledged that both monetary and non-monetary incentives were perceived as fair, competitive, and performance-linked. These practices were seen as fostering motivation, improving job satisfaction, and enhancing employee commitment. Recognition was widely accepted as a critical driver of emotional engagement. Many employees felt that regular appreciation from managers, formal recognition programs, and acknowledgment of contributions positively influenced their morale, productivity, and sense of belonging. This emotional reinforcement also contributed to better teamwork, loyalty, and reduced turnover intentions.

The study also highlighted the psychological benefits of recognition, such as stress reduction, improved work-life balance through flexible policies, and increased self-worth. Employees reported that timely and meaningful feedback and rewards encouraged them to take initiative, strive for excellence, and remain aligned with personal and organizational goals. However, the findings also suggest the need for balance. While recognition serves as a motivator, excessive competition for rewards was noted to contribute to stress among employees. This indicates a need for organizations to ensure that recognition systems remain inclusive, transparent, and non-divisive. In summary, the results affirm that effective reward and recognition systems—when timely, equitable, and strategically implemented—not only enhance individual performance but also play a pivotal role in organizational culture, employee retention, and long-term success.

5.2 Descriptive Statistics
Descriptive statistics were used to summarize the overall perceptions of employees regarding the organization's reward and recognition systems. The questions analysed included aspects like salary competitiveness, financial rewards linked to performance, appreciation from managers, structured recognition programs, and overall happiness with the reward framework. The analysis showed that average responses were consistently above 4 out of 5 on the rating scale. This indicates a strong general satisfaction among employees about how the organization acknowledges and rewards their efforts, suggesting that reward strategies are effectively aligned with employee expectations.

5.3 Correlation
The results of the Pearson correlation analysis revealed a moderate positive relationship between employee recognition programs and employee productivity. The correlation coefficient was $r = 0.312$, and the relationship was found to be statistically significant ($p = 0.004$). This suggests that higher levels of employee recognition are associated with higher levels of productivity among employees.

5.4 Regression
The regression analysis showed that rewards significantly predict employee productivity, with a positive regression coefficient ($B = 0.112$) and a p-value of 0.001. The model explained 4.5% of the variance in productivity ($R^2 = 0.045$), indicating that while rewards are a statistically significant factor, they are one of several possible contributors to productivity. These findings imply that improving employee reward systems can have a meaningful, though modest, impact on productivity.

5.2 RECOMMENDATIONS AND SUGGESTIONS

1.   **Enhance Communication Channels:**
Improve clarity in the criteria and processes for employee recognition to ensure transparency and fairness.

2.   **Diversify Reward Types:**
Offer a mix of monetary and non-monetary rewards to address varying employee preferences and increase overall impact.

3.   **Timely Recognition:**
Acknowledge achievements promptly to maximize the motivational effect of rewards.

4.   **Customize Recognition Programs:**
Tailor reward systems to align with individual roles and contributions to promote inclusivity and relevance.

5.   **Regular Feedback Mechanisms:**
Conduct periodic surveys or feedback sessions to assess employee satisfaction with recognition policies and make necessary adjustments.

6.   **Managerial Training:**
Train supervisors and managers to effectively recognize team members, fostering a culture of appreciation across all levels.

7.   **Link Rewards to Performance Metrics:**
Establish measurable performance indicators that clearly justify rewards, ensuring objective and merit-based recognition.

5.3 CONCLUSION

This study clearly establishes a strong and positive relationship between employee recognition and reward systems and overall productivity at LNV Technology Private Limited. Through statistical analyses, it was observed that employees who received timely appreciation, both monetary and non-monetary, demonstrated higher motivation, engagement, and commitment towards their roles. Recognition practices such as performance-based promotions, verbal praise, and structured reward programs were particularly effective in fostering a productive work environment. These findings underscore the importance of developing and maintaining a robust employee recognition framework to drive sustained organizational performance. By aligning recognition strategies with employee expectations and organizational goals, LNV Technology can not only boost productivity but also enhance employee satisfaction and retention.

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