

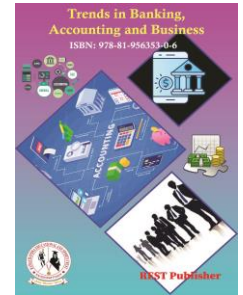


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A Detailed Study of Promotion and Reward Policy on Karthikayani Engineering Industries

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Abstract: This paper explores an overview of a detailed study of promotion and reward policy about hr. practices and culture with special references to Karthikayayini Engineering Industries. Organization is a place where the entire employees are going to work together: Human Resource practices in organization describe about the perception of the employee towards the job and organization Promotion and Reward Policy is very important for the performance of the employees. Therefore, they are very important for the organization too. The purpose of this research is to measure the Effects of Employee Rewards Policy on Organization Performance. A questionnaire was designed to collect the data on the factors related to reward policy like salary, promotion, Indirect Compensation and employee performance. Descriptive analysis also reveals that all the independent variables have positive impact on employee performance. The major limitation of this research is that this study only covers the hospitality sector. Few most Employees are strongly agreed that the rewards were based on the objective criteria in Karthikayayini Engineering Industries. In this study I found Few most Employees are strongly disagreed that favoritism prevails while giving away the rewards. Few most Employees are agreed that the awardees get adequate publicity. The responses obtained indicate that the employees were fairly satisfied with the reward system. Although a small sample was taken in analyses it, very proportion of population was represented by the sample appropriately the questions were designed using basic principles into consideration times, open timeliness. The responses thus obtained were then analyzed to arrive at the conclusion

Keywords: Rewards, Human Resource, Employees, Organization, Performance.

1. INTRODUCTION

Human Resource Management is concerned promotion and reward policy about the people in an organization. The management of man" is a vital and testing work on account of the dynamic idea of the general population. No two individuals/people are same in nature, mental capacities, strategists, opinions and practices; they contrast broadly additionally as a gathering and are liable to numerous differed impacts. Individuals are responsive, they feel, think and act in this way they can't be worked like a machine or moved and adjusted like format in a room design. They in this way require a careful giving by management personnel. HRM is a system that focuses on human resources development on one hand and effective management of people on the other hand so that people will enjoy human dignity in their employment. Personnel management, or say human resource management, is the planning, organizing, directing and controlling of the procurement, development, compensation, integration, maintenance and separation of human resources to the end that individual, organizational and social objectives are accomplished. "Human resource management is a progression of coordinated choices that shape the business relationship; their quality adds to the capacity of the organizations and the employees to accomplish their goals." Human resource management is the process of managing people in organizations in a structured and thorough manner.

Objectives of Human Resource Management

- To act as a liaison between the top management and the employees.
- To arrange and maintain adequate manpower inventory; which, in turn, ensures the smooth working of the organization.
- To offer training as a way of developing skills, enhancing productivity and most importantly, increasing individual and organizational performance to achieve the desired results.
- To devise employee advantages plans for enhancing employee inspiration and group morale and enhancing employer-employee cooperation.

Scope of The Study

- To support the goals of the organisation by aligning the goals of employees with these.
- To ensure that the organisation is able to recruit and retain sufficient number of employees with the right skills.
- To motivate employees.
- To align the risk preferences of managers and employees with those of the organisation.
- To comply with legal regulations.

2. REVIEW OF LITERATURE

1. Komal Khalid Bhatti & Tahir Masood Qureshi, "Impact of Employee Participation Job Satisfaction, Employee Commitment ad Employee Productivity", It is broadly trusted that the representative support may influence worker's activity fulfilment; representative profitability, representative responsibility and they all can make similar favourable position for the association. The fundamental expectation of this examination was to discover relationship among worker interest, work fulfilment, worker profitability and representative responsibility. Expanding worker interest will positively affect worker's activity fulfilment, representative duty and worker efficiency.

2. Dr. R. Anitha, "A study on Job Satisfaction of Paper Mill Employees with special worker is a spine of each association, without representative no work should be possible. So, representative's fulfilment is essential. The principle point of this examination is to dissect the fulfilment level of paper process representatives. The associations do not have the connection amongst labourers and administrators, working conditions. Container, rest room offices, prizes, acknowledgment and advancement approach, remunerate arrangement of the representatives and advancements must be given in view of legitimacy, instructive capability and experience, also, if these variables are given minimal more care, the organization can keep up abnormal state of fulfilment, authoritative responsibility and association. This will thus prompt adequacy and effectiveness in their work which prompts expanded profitability.

3. Sakthivel Rani, Kamalanabhan & Selvarani, " Work/Life Balance Reflections onEmployee Satisfaction".The point of this exploration is to break down the connection between representative fulfilment and work/life balance. The investigation was led on an aggregate of 210 respondents working in IT association. This investigation makes a commitment to join two unmistakable research streams, specifically worker fulfilment, and work/life balance. Discoveries propose that high connection exists between work undertaking and worker fulfilment with a middle person variable specifically work-life adjust.

4. Padmakumar Ram, Swapna Bhargavi & Gantasala V. Prabhakar, "Work Environment Service Climate, and Customer Satisfaction The fundamental goal of this exploratory examination was to inspect the connections among benefit atmosphere, worker work fulfilment, representative commitment, and consumer loyalty. An aggregate of 369 usable polls were investigated and the discoveries show that workplace impacts benefit atmosphere, which thus impacts worker work fulfilment, representative commitment, and consumer loyalty.

3. RESEARCH METHODOLOGY

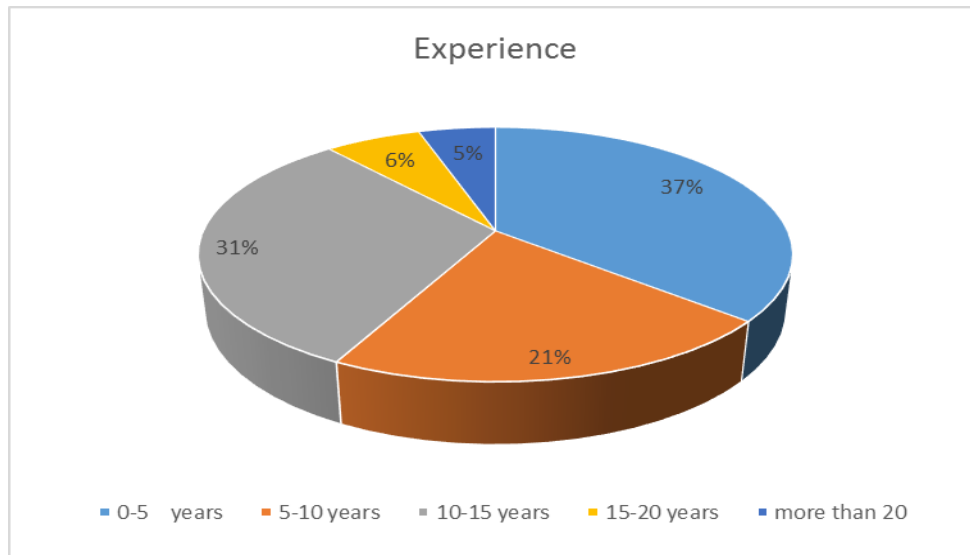
The research design which I used in this study is descriptive research design. Questionnaire was used as a source in order to collect the primary data, where a structured questionnaire was circulated to the respondents. And statistical tool is used to analysis the data.

Percentage Analysis

TABLE 1. Work experience of the respondents

Particulars	No. of Respondents	Percentage
0-5 years	29	36.25
5-10 years	17	21.25
10-15 years	25	31.25
15-20 years	5	6.25
more than 20	4	5
Total	80	100

CHART



Interpretation

The above chart shows 37% of the respondents are having 0-5 work experience, 31% of the respondents are having 10-15 work experience, 21% of the respondents are having 5-10 work experience, 6% of the respondents are having 15-20 work experience and 5% of the respondents are having more than 20 work experience. Thus, majority of the respondents are having 0-5 work experience.

TABLE 2. Job satisfaction of the respondents

Particulars	No. of Respondents	Percentage
Highly Satisfied	10	12.5
Satisfied	30	37.5
Neutral	28	35
Dissatisfied	7	8.75
Highly Dissatisfied	5	6.25
Total	80	100

CHART



Interpretation

The above chart shows 38% of the respondents are satisfied in their job, 35% of the respondents are choosing neutral in their job, 12% of the respondents are highly satisfied in their job, 9% of the respondents are dissatisfied in their job, 6% of the respondents are choosing highly dissatisfied in their job. Thus, majority of the respondents are satisfied in their job.

Findings

- All most Employees are agreed that they were aware of the basic criteria on which rewards were based
- Few most Employees are strongly agreed that the rewards were based on the objective criteria in Karthikayayini Engineering Industry.
- Few most Employees are strongly disagreed that favoritism prevails while giving away the rewards.
- Few most Employees are agreed that the awardees get adequate publicity Some most
- Employees are agreed that good performance is recognized and appreciated by top management.
- Some most Employees are agreed that seniors shared the credit of good work with their subordinates.

Suggestions

- It is clear from the finding of the survey that most of the employees are aware about and satisfied with policies regarding Promotion and Reward offered by the company.
- However, it was understood that actual reward provided to them are not up to level of performance of some of the employee.
- Apart from the survey conducted with various employees, I have had discussion with them regarding the survey subject.
- Further, such reward system may affect performance of the employee in a positive manner.
- When I interact with employees, I come to know that the reward is common for all but company have to give reward on the performance basis.

4. CONCLUSION

The resumes obtained indicate that the employees were fairly satisfied with the reward system of Karthikayayini engineering industry. Although a small sample size was taken analyst, every proportion of population was represented by the sample appropriately. The questions were designed using basic principles into consideration i.e., fairness, openness timeliness etc. The responses thus obtained were then analyzed to arrive at the conclusion The responses obtained in the two extremes were very less. Every question was responded by the employees avoiding the two extremes of strongly agree & disagree this can be justified by the fact as explained above in the limitations that the employees were hesitant and head as if some confidential information was being extracted from them or that it indicates that employees were fairly satisfied with the management regarding the various and system schemes

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