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A Study On Effectiveness Of Employees Recognition

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ABSTRACT:

Employee recognition is a vital aspects of human resources management, as it is significantly impacts employee motivation, job satisfaction, and productivity. This study aims to investigate the effectiveness of employee recognition programs in enhancing employee outcomes. Through a combination of primary data collected via surveys and interviews, and secondary data from organizational records, the study investigates how recognition programs are perceived by employees and whether they align with organizational goals. This study employs a descriptive research design. The sample size of 132 has been determined using morgan table. Tools used in this study Mann Whitney, correlation.

Key words: Employee Recognition, Human Resources Management, Employee Motivations, Job Satisfaction, Productivity, Organizational Performance, Employee Engagement.

1.INTRODUCTION

Employee recognition is increasingly acknowledged as a powerful driver of motivation, productivity, and job satisfaction within organizations. In a work environment where attracting and retaining talent is more competitive than ever, recognition programs have become essential tools for reinforcing positive behaviour and building a culture of appreciation. These programs can take many forms ranging from verbal praise and awards to structured incentive systems but their underlying goal remains the same: to make employees feel valued for their contributions.

2. OBJECTIVES OF THE STUDY

- To identify the employee's perception of the existing recognition programs at orange retail finance private limited.
- To assess the impact of worker recognition on the association's reputation and employer branding.
- To evaluate the correlation between employee recognition and employee performance.
- To explore the challenges faced by management in implementing effective employee recognition programs.

3. SCOPE OF THE STUDY

- The study measures the impact of worker boost and engagement.
- The study will assess both short- term and long – term effects of employee recognition programs over a defined period.
- The study helps decrease employee development rate, increase job satisfaction, productivity, and retention.
- The study help's recognition program aligns with the organization's value and leadership style.

4.REVIEW OF LITERATURE

Arunraj, R. I., Murugesan, P., Pandi, V., & Sivasubramanian, S. (2024). Effects of Employee Recognition Programs on Engagement and Retention

This research underscores the positive impact of well-designed recognition programs on employee engagement and retention. The study emphasizes that the effectiveness of these programs hinges on factors like organizational culture and the alignment of recognition methods with employee expectations.

Joseph, N. U. (2023). The Impact of Employee Recognition Programs on Employee Engagement and Motivation: A Case Study of Southwest Airlines

Through a case study of Southwest Airlines, this research demonstrates that structured recognition programs significantly enhance employee motivation and engagement. Employees participating in such programs reported higher job satisfaction and organizational loyalty.

5. RESEARCH METHODOLOGY

The study uses a descriptive research design. A sample size of 132 employees was selected using convenience sampling from a total population of 200. Data collection follows quantitative methods, and since the data is not normally distributed, non-parametric tools were applied for analysis.

6. DATA ANALYSIS AND INTERPERTATION

Table 1:

Categories	Sub categories	No. of respondents	Percentage (%)
Gender	Male	75	57
	Female	57	43
Age	20-24	72	55
	25-29	37	28
	30-35	16	12
	Above-40	7	5
Recognition program	Strongly agree	61	46
	Agree	51	39
	Neutral	16	12
	Disagree	3	2
	Strongly disagree	1	1
Total	All Categories	132	100

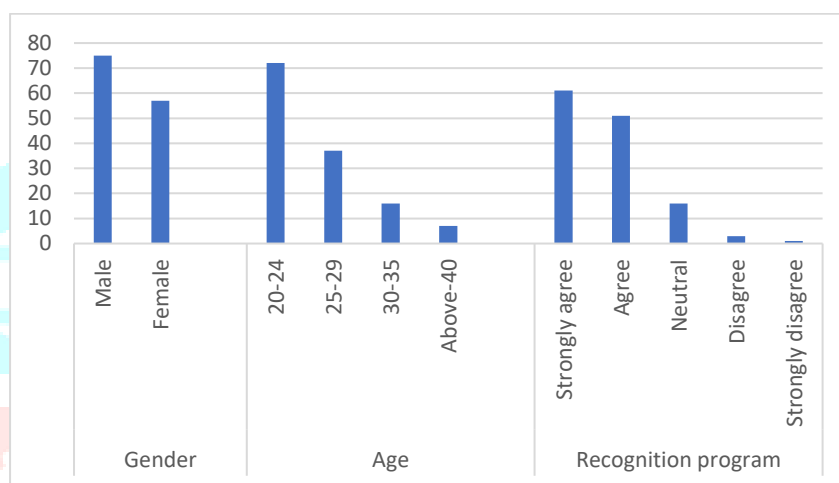
FINDINGS

The most respondents are Male (57%), while 43% are female. The majority of respondents (55%) are aged 20-24, followed by 28% aged 25-29, 12% aged 30-35, and 5% aged above-40. In terms of recognition program 46% of the respondents strongly agree, 39% of the respondents agree, 12% of the respondents neutral, 2% of the respondents disagree, 1% of the respondents strongly disagree.

INFERENCE

- It is inferred that the majority of the respondents are male.
- It is inferred that the majority of the respondents are age with 20-24.
- It is inferred that the majority of the respondents are 46% strongly agree.

Figure1:



6.2 STATISTICAL TOOLS

CORRELATIONS:

NULL HYPOTHESIS (H₀): There is no significant relationship between employee perception, employee branding, employee performance, and management decision.

ALTERNATIVE HYPOTHESIS (H₁): There is a significant relationship between employee perception, employee branding, employee performance, and management decision.

Correlations

		Employee perception	Employee branding	Employee performance	Management decision
Employee perception	Pearson Correlation	1	.762**	.731**	.691**
	Sig. (2-tailed)		.000	.000	.000
	N	132	132	132	132
Employee branding	Pearson Correlation	.762**	1	.735**	.771**
	Sig. (2-tailed)	.000		.000	.000
	N	132	132	132	132
Employee performance	Pearson Correlation	.731**	.735**	1	.798**
	Sig. (2-tailed)	.000	.000		.000
	N	132	132	132	132
Management decision	Pearson Correlation	.691**	.771**	.798**	1
	Sig. (2-tailed)	.000	.000	.000	
	N	132	132	132	132

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

INFERENCE:

The study shows a significant positive correlation between employee perception, branding, performance, and management decision. Hence, the null hypothesis is rejected, confirming that these factors are strongly related.

MANN-WHITNEY

NULL HYPOTHESIS (H₀): There is no significant difference in employee recognition between the two motivation groups.

ALTERNATIVE HYPOTHESIS (H₁): There is a significant difference in employee recognition between the two motivation groups.

Ranks

	Motivation	N	Mean Rank	Sum of Ranks
Employee recognition	1	6	5.67	34.00
	2	4	5.25	21.00
	Total	10		

Test Statistics

	Employee recognition
Mann-Whitney U	11.000
Wilcoxon W	21.000
Z	-.218
Asymp. Sig. (2-tailed)	.828
Exact Sig. [2*(1-tailed Sig.)]	.914 ^a

a. Not corrected for ties.

b. Grouping Variable: motivation

INFERENCE:

Since the p-value is 0.828, which is greater than 0.05, we fail to reject the null hypothesis. This means there is no significant difference in employee recognition between the two motivation groups.

7. SUMMARY OF FINDINGS

- It is inferred that the majority of the respondents are male.
- It is inferred that the majority of the respondents are age with 20-24.
- It is inferred that the majority of the respondents are 46% strongly agree.
- The study shows a significant positive correlation between employee perception, branding, performance, and management decision. Hence, the null hypothesis is rejected, confirming that these factors are strongly related.
- Since the p-value is 0.828, which is greater than 0.05, we fail to reject the null hypothesis. This means there is no significant difference in employee recognition between the two motivation groups.

8. SUGGESTIONS

Based on the study, it is recommended that the organization enhance timely and consistent employee recognition, ensure inclusivity across departments, and address bias. Managerial training is crucial, as many respondents cited it as a barrier to effective recognition. Clear communication of recognition criteria and better financial planning are also needed. Additionally, addressing workload and time constraints for managers can improve consistency. Strengthening the recognition culture will boost employee satisfaction, engagement, and performance.

9. CONCLUSION

The study of employee recognition practices highlights its critical role in enhancing workforce motivation, job satisfaction, and overall organizational performance. The findings underscore that effective recognition whether monetary or non-monetary, formal or informal contributes significantly to employee engagement, retention, and productivity. A culture that consistently acknowledges individual and team contributions fosters a positive work environment where employees feel valued and empowered. The study also emphasizes the importance of aligning recognition strategies with organizational values and employee preferences to maximize impact.

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