



YASHOMANTHAN

(A Peer Review Multidisciplinary Research Journal)

**INTERNATIONAL INSTITUTE OF MANAGEMENT
SCIENCE, Chinchwad, Pune.**

in association with

**NATIONAL INSTITUTE OF
PERSONNEL MANAGEMENT**



SPECIAL ISSUE ON

Effect Of Reward & Recognition On Employee Motivation

IMPACT FACTOR : 6.692

Editor

Dr. Shivaji Mundhe

Director, International Institute of Management Science, Chinchwad, Pune



Indexed by



Editorial Board Members	
Mr. Vishwesh Kulkarni	National President - NIPM
Dr. Santosh Vishnu Bhawe	(Fellow Member -NIPM), Director -HR & IR, Bharat Forge Limited, Pune
Dr. Shivaji D.Mundhe	Director, IIMS Chinchwad, Pune
Dr. Vandana Mohanty	Assistant Professor, IIMS Chinchwad, Pune
Dr. Sachin Misal	Assistant Professor, IIMS Chinchwad, Pune
Mr. Pavan Sharma	Chief Librarian, IIMS Chinchwad, Pune
Ms. Lorraine Coelho	Sr. Manager HR, Bharat Forge Ltd, Pune
Mr. Parth Jadhav	Talent Advisor, Kalyani Strategic Management Services, Pune

Board of Reviewers	
Name	Profession
Dr. Santosh V. Bhawe	Director- HR & IR, Bharat Forge Ltd. (Fellow Member NIPM).
Dr. Smita Singh (Dabholkar)	Associate Professor HR & OB, IMT Nagpur (Life Member NIPM - Nagpur Chapter).
Dr. S.R.Chandak	Management Consultant (Life Member NIPM - Pune Chapter).
Dr. Rajesh Jawlekar	General Manager, ER, Endurance Ltd., Aurangabad (Life Member - NIPM Aurangabad Chapter).
Dr. Abhijeet Shah	V.P.- IR & Admin, Bharat Forge Ltd. (Life Member - NIPM - Pune Chapter).
Dr. Subir Bikas Mitra	Executive Director (Law & HR), GAIL (India) Limited (Life Member - NIPM - Delhi Chapter).
Dr. P.R.K. Raju	Director, GIET (Autonomous), Rajahmundry, AP & NC Member, NIPM.
Dr. Shivaji Mundhe	Professor and Director, International Institute of Management Science, Pune.
Dr. Leena Guruprasad	Asst. Professor Dept. of Management Studies and Research Center, B.M.S. College of Engineering, Bengaluru & Life Member NIPM, Kamataka Chapter.
Dr. Vihar Rakhunde	President, HR & Administration-Garware Polyester Ltd (Life Member - NIPM - Aurangabad Chapter)
Dr. C.M. Chitale	Chair Professor, Kirloskar Chair SPPU and Director Skill Development (SPPU) (Life Member - NIPM - Pune Chapter)
Dr. Mrunal Bhardwaj	Professor & Head, P.G., Dept. of Psychology and Research Center, L.V.H. College, Nashik.
Dr. Milind Kulkarni	Director, Executive Coach, Nasik (Life Member - NIPM - Nasik Chapter)
Mr. Sharad Gangal	Ex. Executive Vice President- Thermax Ltd. (Life Member - NIPM - Mumbai Chapter).
Dr. Pradeep Sahu	Hon.Gen. Secretary, NIPM - General Manager (Personnel), SAIL, Rourkela Steels, Rourkela, Orissa, (Life Member - NIPM - Orissa Chapter).
Dr. Sushil Kandalgaonkar	Former Director, IMDR, Pune.
Dr. Nitin Joshi	Associate Professor, Indira Institute of Management, Pune.
Dr. Bhabhatosh Sahu	CEO, Inovasinth Technologies Ltd., Hiranandani Group, Mulgaon, Khopoli, Dist- Raigad.
Dr. Girish Bakshi	Coach / Mentor-HR (Life Member NIPM - Nagpur Chapter)Smruti 2 Vaividhya Nagar, Karvenagar, Opp AJ Classic, Pune.
Dr. Vishwanath Lele	C6, Dhavalgiri Park, Near Natraj Hall, Karvenagar, Pune -52.
Mr. Kuldip Joshi	Management Consultant - Pune (Life Member NIPM - Nagpur Chapter)No. 157, Plot No. 29, Manas Bunglow, DP Road, Pune.
Dr. Swathi. S	Asst. Professor, Yuvaraja College, University of Mysore, Residence 313/S Cheluvarya Swamy Nilaya, 25th Cross, Sankranti Circle, Hebbal 2 Stage, Mysore 570017
Dr. Aruna Deshpande	Professor, University of Mumbai, Alkesh Dinesh Mody Institute for Financial Management & Studies & Development Cell, University of Mumbai.

Effect Of Reward & Recognition On Employee Motivation

Editor

Dr. Shivaji Mundhe

Director, International Institute of Management Science,
Chinchwad, Pune

International Institute of Management Science,

A : S.No.169/1/A, Opp Elpro International,

Near Ramkrishna More Auditorium, Chinchwad, Pune - 411 033

Ph : (020) 27353727/28/29/30 | Mob : +91 7350014526

E : info@iims.ac.in | W : www.iims.ac.in

Copyright

**Effect Of Reward & Recognition On
Employee Motivation**

All rights are reserved by :

International Institute of Management Science,

A : S.No.169/1/A, Opp Elpro International,

Near Ramkrishna More Auditorium, Chinchwad,

Pune - 411 033

P : (020) 27353727/28/29/30 | **W :** www.iims.ac.in

Editor

Dr. Shivaji Mundhe

Director,

International Institute of Management Science,

Chinchwad, Pune

No part of this publication may be reproduced, transmitted, or stored in a retrieval system, in any form or by any means, electronic, mechanical, photocopying, recording or otherwise, without the prior permission of the publisher

Dec 2022

ISSN (Print) : 2347-8039

The moral right of the author has been asserted.

Published by:

International Institute of Management Science,

A : S.No.169/1/A, Opp Elpro International,

Near Ramkrishna More Auditorium, Chinchwad, Pune - 411 033

Ph : (020) 27353727/28/29/30 | Mob : +91 7350014526

E : info@iims.ac.in | **W :** www.iims.ac.in

Disclaimer: The opinions expressed in this research compendium are those of the authors of respective research article. They do not purport to reflect the opinions or views of National Institute of Personnel Management (NIPM) its members/committees / editor(s) of this compendium and hence NIPM disclaims any or all related liabilities. If you have any comments/views, please communicate directly with the author(s) at mail addresses provided with respective research article.

CONTENT

Sr. No.	Title	Page No.
1	Effect of R&R on Employee Motivation Mr Shatul Gupta	1
2	A Report on Case Study of Productivity Linked Incentive Scheme. Dr Milind Kulkarni	4
3	360 degree acceptability - an effective tool for enhancing employee motivation Dr. N. R. Unnikrishna Kartha	13
4	Implications of Effective Reward and Recognition leading to Distinctive Employee Motivation Mr. Sushilkumar Warkar, Mr. Parth Jadhav	16
5	Reward & Recognition is the key to motivate the talent in the world of digital era Mr. Siddhesh S. Jadhav, Mr. Shreyas Kirpekar	21
6	What Motivates Employees ? Dr. B. Jagadish, Prof. Y.S. Siddegowda	25
7	Reward and Recognition of Teachers; Tool for True-blue Commitment Dr. M.A.Lahori	31
8	The Mediating role of Salary Satisfaction between Reward and Recognition and Employee Engagement: An Empirical Study. Mr Kaustubh Mundaye, Dr Vandana Mohanty, Dr Shivaji Mundhe	36
9	Role of Reward & Recognition in Talent Retention and Motivation Dr. Abhijeet Shah, Mr. Nirvikar Hingane	45

CONTENT

Sr. No.	Title	Page No.
10	Significance of Reward & Recognition in Increasing Morale and Motivation of the Employees Mr. Jeetendra Kamtikar, Mr. Jitendra Zope	50
11	Does Reward Strategy Motivate the Employees? Prof. Dr. Venugopal Janaswamy	55
12	Effect of Reward & Recognition on Employee Motivation with specific reference to GAIL (India) Limited Dr. RS Velmurugan, Ms. Taroo	67
13	Factors Influencing Employee Motivation and its Linkage to Business Sustainability Dr. Subramanya Manjunath	75
14	Challenges faced by employees and employer in driving Rewards and Recognition Programmes Mr. Nikhil Jadhav, Mr. Gaurav Patil	87
15	A Study Of Effect Of Reward & Recognition On Employee Retention Insugar Industries Of Western Maharashtra Dr. Shashikant G .Kurbetti , Dr. Snehal Maheshkar	94
16	Revisiting Organizational Reward and Recognition Influenced by Pandemic: A Gender-based Assessment Dr. Rabinarayan Patnaik, Dr. Sukanta Kumar Baral	101
17	Importance Of Rewards And Recognition- Study On Job Satisfaction, Retention, Opportunities, Self-esteem & Branding (JROSB) Ms. Saloni Choudhary, Ms. Shivani Bhatnagar	108
18	Effect of Reward & Recognition On Employee Motivation Mr. Ashish Waghe, Ms. Sajeeya Mulani, Ms. Pratiksha Dambe	117

CONTENT

Sr. No.	Title	Page No.
19	Role of Reward and Recognition on Employee Motivation Mr. Jayakara Shetty, Ms. Komal Patil	127
20	Reimagining Reward System For Generation Z Ms. Priyanka Panday	134
21	Effect Of Appraisal - Reward & Recognition – A Study At A Coffee Curing Company Dr. Vasanthi Reena Williams , Ms. Panchami K C	137
22	Performance Management, Rewards, Recognition & Commitment Dr. B S Patil, Ms. M R Suji Raga Priya	145
23	A Study On Validating Ariely's Laws On Organizational Motivation Dr. M Ramakrishnan	154
24	Role of Reward in Job Satisfaction and Motivating Employees' Performance Dr. Subhadeep Chakraborty, Prof. (Dr.) Pranjal Bezborah	160
25	Effect Of Reward & Recognition On Employee Motivation Mr. Ranajit Sarkar	164
26	The Effect Of Rewards And Recognition On Employee Motivation Dr.Swathi.S	174
27	Redesigning the Rewards and Recognition Program: A Scientific Approach Prof. Aboli Mande, Ms.Shruti Pillay	178

CONTENT

Sr. No.	Title	Page No.
28	Overview of Reward and Recognition Policy in Selected Companies Ms. Shaila Digambar Dhende	189
29	Effect Of Reward And Recognition On Employee Motivation Dr. S. V. Bhave, Ms. Lorraine Coelho	196
30	A Study Of Awareness On Key Social Security Provisions - For Sales Representatives At Multi-brand Stores. Mr. Shantam Sharma, Dr. T.K. Mandal	206
31	Impact of Friendly Compensation Benefits & Schemes for Employee Retention of IT Employees Dr. Venu Priya Pothuri, Dr. L Madan Mohan	218
32	Employee Retention & Motivation: The Maslow's Hierarchy of Needs Perspective Dr. R Belinda	224
33	Effect of Reward & Recognition on Employee Motivation Ms Mrigashikha Mitra Banerjee, Dr. Subir Bikas Mitra	230