

# A Study of Bonus Payment Process and its Impact on Employee Satisfaction w.r.t. TISSA Technology, Nagpur

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**Abstract:** *In any business scenario, bonuses and Bonus are two essential elements that the employers and the management team need to consider. Bonus and rewards are given to employees who perform exceptionally well and work beyond their limitations. These factors act as a form of motivation for the workers. The employees whose performance is better than other employees receive a bigger bonus or incentive than the others. The 'built-in incentive' for any workers or the employee's demands high performance from the business or the organization. Gifts can be of various types. Performance bonuses are given to employees who perform well in the organization; year-end bonuses are given to employees who worked dedicatedly throughout the year and do not change the organization. These bonuses are given for their loyalty. Bonuses and employee help the organizations or businesses to retain their employees. Gifts will ensure that employees and workers get a feeling of attachment with the company*

**Keywords:** TISSA

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