

# A Study of Reward and Recognition Policy and its Impact on Employee Productivity with Reference to Dinshaw's Food Dairy Pvt Ltd Nagpur

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**Abstract:** *The main aim of the study was to look at the impact of reward and recognition on job satisfaction and motivation. the particular objectives were to assess the link between reward and work motivation and job satisfaction; to spot educational staff' and administrators' perceptions concerning reward and recognition and to clarify challenges of reward implementation in camera tertiary establishments. from these seven private tertiary institutions were handily and purposively selected. The study discovered that rewards had a positive impact on work motivation however no vital relationship existed between reward and job satisfaction. Challenges facing private tertiary were the shortage of funds, pressure from unions and alternative interest groups, existence of the many qualified individuals for rewards at a specific time let alone educational workers action direct financial rewards. the work satisfaction was supported a most pragmatic & basically disheartened philosophy that man ismotivation by cash alone. That the staff are essentially 'tupid& phlegmatic' & that they might behappy with work if they get higher economic get pleasure from it. however with the passage of your time Motivation implies the temperament to figure or produce. someone could also be proficient and equipped with every kind of skills & skills however may don't have any can to work. Satisfaction, on the opposite hand, implies a positive emotion which can be all unrelated to productivity. equallywithin the literature the terms job perspective and job satisfaction are used interchangeably.*

**Keywords:** Employee productivity, rewards, recognition, job satisfaction

## I. INTRODUCTION

Dinshaw's is the imperative India's biggest personal region dairy & is a marketplace chief in Ice- cream business. Dinshaw's ice- cream is found in thirteen states & its sale is round Rs. 60 crores annually. It become 1st dairy in Central India to have acquired each the ISO 2001 nice warranty certifications. Job Satisfaction can be to mention that it's miles the give up kingdom of feeling. The word 'give up' emphasizes the reality that the sensation is skilled after a project is achieved or an hobby has taken vicinity whether or not it's miles relatively individualistic attempt of writing a ee-e book or a collective undertaking of building a building. These sports can be minute or large. But in all cases, they fulfill a positive want. The feeling can be nice or poor relying upon whether or not want is happy or now no longer & can be a feature of the attempt of the character on one hand & on the opposite the situational possibilities to be had to him. This may be higher understood via way of means of taking instance of a foreman in an engineering industry. He has been assigned the project to finish a unique order via way of means of a positive, deadline. Person might also additionally revel in nice process pleasure due to the fact he has been selected to finish the project. It offers him a unique status & feeling that he has been relied on and given a unique project, he likes such form of rush process and it can get him more wages. The identical can be the reassets of his dissatisfaction if he does now no longer like rush work, has no want for additional wages. Each the sort of variables result in an give up kingdom of feeling , known as pleasure

## II. LITERATURE REVIEW

According to Andrew (2004), dedication of all personnel is primarily based totally on rewards and merchandising. Lawler (2003) argued that prosperity and survival of the groups is decided via the human assets how they may be treated. Most of groups have won the sizeable development through completely complying with their enterprise

approach via a well- balanced praise and merchandising applications for worker. As groups compete for wished competencies and human capital, praise exercise is being followed through groups- public or private, governmental or nongovernmental, profit-making or charitable.

As Bowen (2000) argued, in a global of downsizing that is characterised with doing greater with less, praise and popularity are pivotal elements to boosting morale and growing goodwill among personnel and managers.

Malhotra et al. (2007) outline rewards as ‘all types of economic go back, tangible offerings and advantages a worker gets as a part of an employment relationship’. Employers assume personnel to supply or execute assigned obligations to their pleasure even as personnel additionally assume their employers to guarantee them of ok wages and salaries (rewards) once they dutifully supply what's anticipated of them (E-shun and Duah, 2011).

Reward is some things given or acquired in go back or recompense for service, merit, hardship, etc(dictionary.reference.com- accessed 15/08/11). The Cambridge dictionary described it as “some things given in alternate for appropriate conduct or appropriate paintings”.

Some theorists additionally consult with praise as reimbursement. Mathis and Jackson (2004) are of the view that, reimbursement rewards humans for appearing organizational paintings via pay, incentives and advantages

**2.1 Objectives**

- To understand rewards & recognition policy of Dinshaw’s dairy Pvt. Ltd.
- To analyse rewards & recognition policy and its impact on employee productivity.
- To study various other factors responsible for the increase in productivity .

**2.2 Hypothesis**

HO: There is no Significant relationship between employees rewards and recognition policy on job satisfaction & employee productivity .

H1: There is Significant relationship between employees rewards and recognition policy on job satisfaction & employee productivity

**III. RESEARCH METHODOLOGY**

The design of the sample is as follows:

Population 1000

Sampling Technique: Simple Random Sampling Method

Sample Size: The sample size chosen for this study is scheduled with 100 employees.

**IV. DATA ANALYSIS AND INTERPRETATION**

**Table 1: AGES OF THE WORKING WOMEN OF THE DINSHAW'S FOOD DAIRY**

AGE	FREQUENCY	PERCENTAGE
BELOW30	40	40
31-40	30	30
41-50	20	20
ABOVE51	10	10
TOTAL	100	100

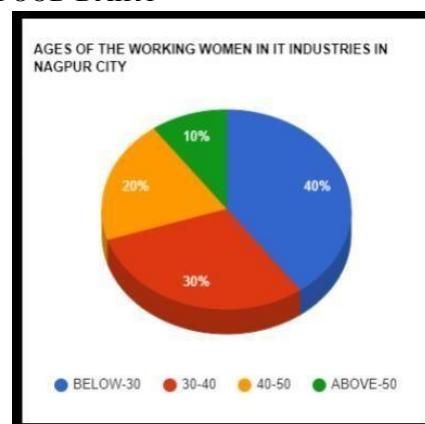


Fig.1

INTERPRETATION: From the above data analysis we can infer that a majority of 40% of the respondents are below the age of 30 years, 30% of the respondents are between the age of 30-40 years, 20% of them are between the age of 40-50 years and 10% of the respondents are above 50 years.

**TABLE 2: MARITAL STATUS OF THE WORKING EMPLOYEE IN DINSHWAS FOOD DAIRY NAGPUR CITY.**

MARITAL STATUS	FREQUENCY	PERCENTAGE
MARRIED	40	40
UNMARRIED	60	60
TOTAL	100	100

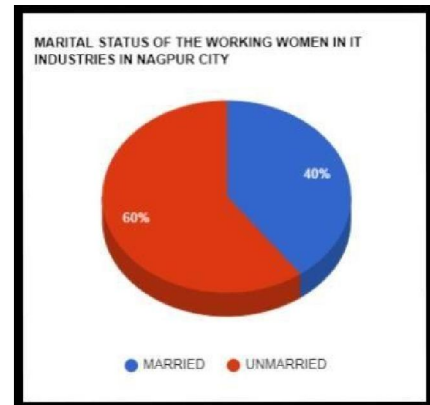


Fig.2

INTERPRETATION: From the above data analysis we can infer that a majority of 60% of the respondent are unmarried and remaining 40% of the are married

**TABLE 3: EXPERIENCE OF WORKING EMPLOYEE IN DINSHAW'S FOOD NAGPUR.**

EXPERIENCE	FREQUENCY	PERCENTAGE
BELOW 2 YEARS	10	10
2-6 YEARS	30	30
6-8 YEARS	40	40
8-10 YEARS	10	10
ABOVE 10 YEARS	10	10
TOTAL	100	100

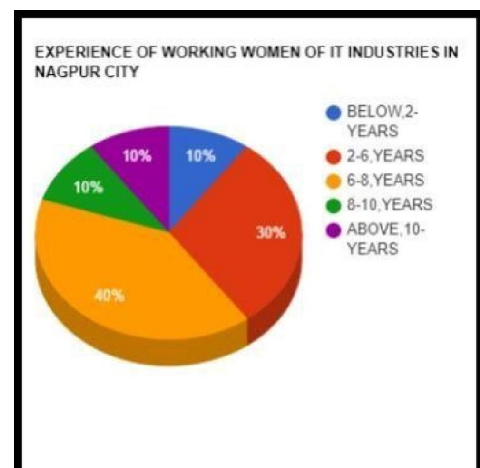


Fig.3

INTERPRETATION: From the above data analysis , we can infer that the 10% of the respondents have experience below 2 years , 30% of respondents have 2-6 years, 40% have 6-8 , 10% have 8-10 and 10% have 10 years and above experiences.

### V. CONCLUSION

From the above data analysis we can infer that a majority of 40% of the respondents are below the age of 30 years , 30% of the respondents are between the age of 30-40 years , 20% of them are between the age of 40-50 years and 10 % of the respondents are above 50 years.

Majority of 60% of the respondent are unmarried and remaining 40% of the are married, 10% of the respondents have experience below 2 years, 30% of respondents have 2-6 years, 40% have 6-8, 10% have 8- 10 and 10% have 10 years and above Experiences.

Hence, the null Hypothesis  $H_0$ ---There is no Significant relationship between employees rewards and recognition policy on job satisfaction & employee productivity is rejected. &  $H_1$ ---There is Significant relationship between employees rewards and recognition policy on job satisfaction & employee productivity is accepted.

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