

A Study on Women Employees Performance through Monetary Incentives in Tirunelveli City

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Abstract: *The purpose of this study identifies the importance to understand monetary incentives, what are the reasons for introducing financial rewards in the business market, monetary rewards, and how beneficial for the employee based on Tirunelveli city. The objective of the study focus they are of how changes became in the business market through the system of monetary incentive process, literature review area in this paper elaborates on an important aspect of the process of monetary incentive policy to improve employee in Tirunelveli city.*

Keywords: Monetary rewards, women employee, motivated

I. INTRODUCTION

Due to their limited access to higher education, women were effectively kept out of high status, well-paying professions. In most nations, women's entry into higher-level professions like law and medicine has been delayed because they are not allowed into universities and are not eligible to receive degrees. Financial incentives or awards for the achievement of female employees played a critical part in inspiring workers in a cutthroat work climate. According to the economic research, utilizing financial incentives is a highly frequent technique to improve employee performance inside an organization or corporation. Due to a number of factors, financial rewards are crucial to improving employee performance. This study paper analyses properly monetary incentives, and the importance of monetary incentives to enhance performance in a competitive business environment.

1.1 Objectives

- To Study the earnings & benefits of female employees for each sector in Tirunelveli city
- To Study the problems encountered and job satisfaction level o women workers in such sectors namely Garments & textile sector, Unorganised sectors- Construction workers, Domestic workers, Beedi workers in Tirunelveli city.
- To Suggest appropriate policies and strategies for improving the economic and working condition of women workers in these unorganised sectors in Tirunelveli city to analyse the justifiable pay.

II. REVIEW OF LITERATURE

Qader, A. N. (2021) conducted a research to investigate the effect of non-monetary incentives & work environment on employee's job satisfaction. The results indicated that there is a positive significant relationship between the study's two independent variables (non-monitory incentives, and the work environment), it also reveal that non-monetary incentives are positively correlated with job satisfaction of employees.

Redmond and McGuinness (2019) Reported a compromise between high pay and other employment requirements. Wage levels are strongly correlated with personal preferences, proximity to home, and job stability. More women than men prefer to work in the public sector, which offers lower pay than the private sector because women tend to emphasize these variables more than men do. According to the authors, this may help to explain some of the gender pay disparity that exists today.

Lechner et al. (2018) pointed out the gender gap in work values. Women valued social relationships and job security higher than men, and were less concerned with wage levels and financial rewards.

III. METHODOLOGY

- **Primary data:** Primary data was collected from the respondents through systematically prepared questionnaire through structured interview methods.
- **Secondary data:** The main source of information for secondary data was collected from the old records and the websites, books, journals, newspapers etc.

IV. ANALYSIS AND INTERPRETATION:

AGE	NO.OF RESPONDENTS	PERCENTAGE
Below25	25	40.98
26-35	15	24.59
35-50	11	18.03
Above 50	10	16.39
TOTAL	61	100
MEMBERSHIP IN INSTITUTION	NO. OF RESPONDNETS	PERCENTAGE
Post office	18	29.50
Welfare association	22	36.06
Commercial Banks	11	18.03
Others	10	16.39
TOTAL	61	100
TYPE OF FAMILY	NO. OF RESPONDENTS	PERCENTAGE
Nuclear	33	54.09
Joint	28	45.90
TOTAL	61	100
EDUCATION	NO. OF RESPONDENT	PERCENTAGE
Below X	14	22.95
XII	20	32.78
Degree	17	27.86
PG	10	16.39
TOTAL	61	100

V. INTERPRETATION:

According to age wise calculation , 40.98% respondents in below 25 years , 24.59% respondents in age of 25 to 35 years, 18.03% respondents are in age of 36-50 years and 16.39% respondents are in age of above 50 years . And In family wise calculation , 54.09% respondents are in nuclear family and 45.90% are in joint family . On Membership in institution wise calculation 29.50% respondents are in Post office , 36.06% respondents are in Welfare association , 18.03% respondents are in commercial banks and 16. 39% respondents are in Others . And In Education level 22.95% respondents are in below X th , 32.78% respondents are in XII th , 27.86% respondents are in Degree and 16.39% respondents are in PG

Chi Square Analysis:

Comparing the age and Members in institution of the respondents Of women entrepreneurs.

	Below 25	26-35	36-50	Above 50	Total
Post office	9	4	3	2	18
Welfare association	7	6	5	4	22
Commercial banks	5	3	2	1	11
Others	4	2	1	3	10
Total	25	15	11	10	61

Chi-Square Test Result:

O	E	(O-E)	(O-E) ²	(O-E) ² /E
9	7.377	1.623	2.634	0.357
4	4.426	-0.426	0.181	0.040
3	3.246	-2.46	0.060	0.018
2	2.950	-0.95	0.903	0.306
7	9.016	-2.016	4.064	0.450
6	5.409	0.591	0.349	0.065
5	3.967	1.033	1.067	0.268
4	3.606	0.394	0.155	0.043
5	4.508	0.492	0.242	0.054
3	2.704	0.296	0.088	0.033
2	1.983	0.017	2.89	1.457
1	1.803	-0.803	0.645	0.358
4	4.098	-0.098	0.009	0.002
2	2.459	-0.459	0.210	0.085
1	1.803	-0.803	0.644	0.357
3	1.639	1.361	1.852	1.129
TOTAL				5.022

Degree of value(V) = (R-1) (C-1)

= (4-1) (4-1)

V = 6

INFERENCE: Since the calculated value is 5.022 is less than the table value of 12.59. Therefore the hypothesis is accepted. There is no significant relationship between Age and Gadgets.

V. FINDINGS

- Majority of the respondents are from below 25 age group with 40.98% Majority of the respondents are belong to the age group of 25-35 with 24.59% Majority of the respondents are belongs to the age group of 36-50 with 18.03% Majority of the respondents are from the age group of above 50 with 16.39% Majority of the respondents are belongs to the nuclear family are 54.09% Majority of the respondents are belongs to the joint family are 45.90%
- Majority of the respondents in education level is below X with 22.95% Majority of the respondents in education level of XII with 32.78% Majority of the respondents in education level with degree was 27.86%
- Majority of the respondents in education level with PG was 16.39%

- Majority of the respondents are in membership in institution of post office was 29.50% Majority of the respondents are in membership in institution of welfare association was 36.06% Majority of the respondents are in membership in institution of commercial banks was 18.03% Majority of the respondents are in membership in institution of others was 16.39%.
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VI. SUGGESTIONS

The female workers need more incentives in every sector. But in the current scenario most of the companies were not giving their incentives to their employees in a proper way. If they have received their incentives from the company based on their performance, the employees are also interested in working and motivated by such incentives provided by the companies, and this will motivate the other employees to work even more harder

VII. CONCLUSION

This paper's analysis of employee financial incentive policies, the significance of the financial reward system, and the obligation of the incentive system to improve employee performance are presented with a technical approach and a practical example. This entire essay is a thematic identification of the employee financial incentive process. The summary of this study topic makes the primary goal and significance of the specific monetary incentive process system clear. The researcher notifies all accurate data and information about the beneficial aspects of the financial incentive method based on data, tables, and graphs. In order to improve employee performance in a cutthroat business environment, this research report concluded by stressing the significance of comprehending financial rewards.

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