# A STUDY ON EFFECTIVE REWARD POLICIES WITH SPECIAL REFERENCE TO WOMEN EMPLOYEES PERFORMANCE AT SILVER SPARKAPPAREL LIMITED-II, GOWRIBIDANUR

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**ABSTRACT:** The current study explores outcomes from effective reward policies on women employees' performance and job satisfaction. Using a mixed-methods approach, it combines quantitative and qualitative research methodologies. The findings reveal the correlation between equitable compensation, recognition, and career advancement opportunities with enhanced motivation and commitment. Tailoring reward policies to address women's unique needs and challenges is crucial. The report offers useful suggestions of practice in the final phase organizations to enhance their reward policies, fostering gender exclusivity and supporting women's performance. By acknowledging the unique challenges faced by women and coordinating incentive systems for them aspirations, organizations may generate one more inclusive and high-performing work environment.

**Keywords**: Reward Policies, Women employee performance.

## I. INTRODUCTION:

Reward policies consider the strategies and methods organizations use to attract, motive, and retain their employees by offering various rewards and incentives. Effective reward policies It may help in establishing positive work environment, encourage employee engagement, and increase productivity.

A good reward policy involves designing and implementing a compensation package that align with an organization's business objectives and values. It should consider a wide range of factors such market conditions, employee performance, and individual needs. An effective reward policy also considers amount of rewards quantity or employees, such as bonuses, salary increases, equity, recognition

programs, and other non-monetary rewards like variable working hours, chances to train and development, and work-life balanceinitiatives.

**Reward Policies** :

Effective reward policies are strategies and practices implemented by organizations to fairly compensate and incontinence employees for their contributions and achievements in the workplace, Being capable improve employee engagement, motivation, and satisfaction, and ultimately lead to better business success**.**

**Importance of Effective reward  policies:**

➢       **Attracting and retaining employees**: Companies that offer competitive pay and benefits packages inclined the reel on employees.

➢       **Motivation and performance**: Reward policies can motive women employees to performat their best by offering rewards to accomplish specific performance goals.

➢       **Positive work culture**: It can create a beneficial work culture by promoting teamwork, collaboration, and fairness. Employees being cherished on their contributions  andrecognized.

➢       **Alignment with company goals:** It should be aligned in the business's goals and objectives. When workers receive rewards behaviors or outcomes that supports the company's goals.

➢       **Cost-effective**: While effective reward policies may require an initial investment, they can ultimately save the company money by reducing turnover and improving employee performance and engagement.

**WOMEN EMPLOYEE PERFORMANCE:**

Women employee performance" refers to the evaluation of how well female employees perform in their job roles within an organization. This includes assessing their productivity, efficiency, effectiveness, and contribution towards achieving the organization's goals and objectives.

**II.        LITERATURE  REVIEW**:

**Title: "Sustainable Total Reward Strategies for Talented Employees' Sustainable Performance, Satisfaction, and Motivation (2023), Author: M Elrayah, Y Semlali**
This exploratory research investigates the impact of performance appraisal satisfaction on work attention and turnover intention among state civil servants in Pamekasan districts. Information obtained with

interviews or analyzed using multiple linear regression with SPSS tools. The research discovered the achievement evaluation satisfaction positively impacts job engagement, with work engagement positively affecting turnover intention and performance appraisal satisfaction acting as an investing variable.

**Title:** "**Rewards Management in Organizations: A Retrospective on what Organizations Have Set out and achieved in order to Identify Future Actions,** Volume(2021), **Author: R Marin.**

The current paper's objective is to highlight the idea that the companies should aim to implement an efficient total reward management, in so as it attract, retain, motivate and improvethe performance of its employees. Different types of rewards that could offered to employeesand the evolution over time of employees' preferences for every type will be analyzed.

By analyzing the studies published so far, the paper will present ways in which total rewards management can be effectively used within companies. That will be most appreciated by employees based on cultural, gender and age differentials.

**Title: "Effectiveness of Reward system on employee motivation. Year: (2020), Author: Soppy Alexander**

The study explores the connection between performance evaluation systems and employee development, highlighting What it means for valuing employees' development. It proposes companies ought to employee performance evaluation systems to measure employee performance, focusing on targets, achievement, organizational goals, time management, and efficiency. The research, adapted for regression analysis, argues businesses must regularly appraise their employees using these metrics to enhance their development. The above method may lead to improved performance and overall organizational success.

**Title: "Effective Reward Management as a Tool for improving employee performance.Year: 2018, Author: MUOGBO U.S**

A Study of selected zenith bank branches in anagram state Nigeria.In total 180 respondents were chosen out of the zenith bank branches in Anagram state. For the purposes of this research, primary as well as secondary information were utilized. Descriptive survey design & person applied to the area fordata analysis while regression method & A nova They were used for assessment significant variable & independent variable. It also showed s highly A beneficial connection to intrinsic reward & extrinsic reward. Second,that organization should carry out a survey to determine what appeals most towards the staff member inorder to know the type of reward system suitable for them.

**Title: "REMUNERATION REWARD MANAGEMENT SYSTEM OF EMPLOYEE PERFORMANCE.**

**Year: 2018, Authors: S. Martono, Soh. Khoiruddin & Nury Ariani Wulansari**

This research paper explores the effects from assessments of performance on employee job satisfaction and This portion is fairness in the process. The research project employs a quantitative method and distributed questionnaires to employees. Results show a favorable associations with evaluations of performance and work satisfaction, with fairness playing a significant role pleasure with work. Details study's R2 of 82% indicates high explanatory power. The findings suggest that Yemen's ING-Os could improve the fairness and process for performance evaluations, which would lead to increased Job fulfillment plus betterhumanitarian service.

**Objective of the study:**

- To understand the current reward policies with special reference to women employee's performance.

- To Evaluate the reason for low quality women employee's performance.

- To Examine the relationship between reward policies and employee performance.

- To Assess best reward policies to boost the women employee's performance.

**III.      Research Methodology:**

The research explores incentive systems' impact on female employees' performance using a mixed-methods strategy, combining quantitative metrics with qualitative investigation throughsurveys and interviews.

In this method, we adopted the descriptive method and categorized and analyzed the necessary information collected through research primary and secondary sources. The analysis's conclusion will be reached, and suggestions will be made. Answers are gathered using basic selection at random is employed. All told, 126 respondents made up the sample. Questionnaires are The investigation's instrument utilized for the investigation.

**IV.      ANALYSIS:**

Data analysis and interpretation were done using SPSS software.

## CHI – SQUARE ANALYSIS:

| | Value | Df | Asymptotic Significance (2-sided) |
|---|---|---|---|
| Pearson Chi-Square | 22.525[a] | 12 | .032 |
| Likelihood Ratio | 22.590 | 12 | .031 |
| Linear-by-Linear Connection | 5.884 | 1 | .015 |
| N of Valid Cases | 126 | | |

### Interpretation:

The low p-values in the Pearson Chi-Square, Likelihood Ratio, and Linear-by-Linear Association tests, which reveal a possible connection among the analyzed components, show that the data analysis shows substantial connections between variables.

### ANOVA

| Sum of Squares | | | df | Mean Squares | F |
|---|---|---|---|---|---|
| 1. How would you rate the current reward policies in your organization? | BetweenGroups | 9.625 | 3 | 3.208 | 2.4 |
| | Within Groups | 162.033 | 122 | 1.328 | |
| | Total | 171.659 | 125 | | |
| 18. How satisfied are you with the overall effectivenessof the reward policy in increasing employee performance? | BetweenGroups | 21.471 | 3 | 7.157 | 5.0 |
| | Within Groups | 174.569 | 122 | 1.431 | |
| | Total | 196.040 | 125 | | |
| 25. How well does the company involve and | Between Groups | 23.275 | 3 | 7.758 | 4.7 |

| | | | | | |
|---|---|---|---|---|---|
| empower female employees in decision-making processes? | Within Groups | 199.050 | 122 | 1.632 | |
| | Total | 222.325 | 125 | | |
| 34. Are there any existing mentorship orsponsorship programs women employees? | BetweenGroups | 15.204 | 3 | 5.068 | 3.0 |
| | Within Groups | 206.002 | 122 | 1.689 | |
| | Total | 221.206 | 125 | | |

## Interpretation:

Analysis reveals significant variation in reward policies, performance satisfaction, female employee empowerment, and mentorship/sponsorship programs, suggesting potential differences in perceptions across dimensions.

## T-Test

## Paired Sample Test

| | Paired Differences | | | | | | | Significance | |
|---|---|---|---|---|---|---|---|---|---|
| | | | | 95% Confidence Interval of the Difference | | | | | |
| | Mean | Std. Deviation | Std. Error Mean | Lower | Upper | t | df | One-Sided P | Two-Sided p |
| Pair 1 1. How would you rate the current | .03175 | 1.53850 | .13706 | -.23951 | .30301 | .232 | 125 | .409 | .81 |

| reward policies in your organization? - 5. Do youthink the current reward policies inyour organization motivate women employees to perform better? | | | | | | | | |
|---|---|---|---|---|---|---|---|---|
| | | | | | | | | |

| | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|
| air2 15. Do you believe that the rewardpolicies in your organization has a beneficial influence foroverall employees engagement and satisfaction? - 18. Your level of satisfaction regards theoverall effectiveness of the rewardpolicy in increasing employee performance? | .16667 | 1.58367 | .14108 | -.44589 | .11256 | -1.181 | 125 | .120 | .240 |
| Pair 3 24. How the company faster a sense | .07143 | 1.47610 | .13150 | -.18883 | .33169 | .543 | 125 | .294 | .588 |

| | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|
| of community and support among femaleemployees? -27. How welldoes the company promote a Culture ofcontinuous learning and development for female employees? | | | | | | | | | |
| Pair 34. Are there 4 any existing mentorship or sponsorship programs women employees? - 38. Are theyany specificretention challenges for women in your organization? | .25397 | 1.55402 | .13844 | -.02003 | .52796 | 1.834 | 125 | .034 | .069 |

**Introduction:**

This study points to possible areas for improvement in urging gender diversity and exclusivity by showing a significant link between the views of staff of incentive policies, motivation, engagement, and development chances for women in the organization.

## V.      Limitation:

The primary limitation because of the inquiry it may not correctly taking account of the wide varietyof social and cultural elements that might interact with effective reward structures and their effects on the performance of female employees.

## VI.      Findings:

➢      A considerable percentage of female employees (75.4%) are either uninformed of these chancesor are neither aware nor unaware.

➢      The majority of respondents (71.4%) were divided on the matter of whether or not female workers have access to training and development opportunities.

➢      According in evaluate on measures made to ensure equal pay and benefits for female employees, 67.5% perceive them to be acceptable .

➢      The majority of respondents (67.5%) either have very little knowledge of or are unaware of women's access to flexible work schedules.

➢      According to the majority of respondents (62.7%), there are currently no mentorship or sponsorship programmer specifically for female employees

## VII.      Suggestion:

➢      Increase the focus on creating targeted incentives and awards that cater specifically to the needs and preferences of female employees.

➢      Improve and enhance the organization's incentive programmed to better acquire and value the contributions of women employees.

➢      Research for measures to increase female employees' acceptance of and participation onincentive programmed.

➢      Examine and enhance our understanding of the acceptability and effectiveness of current reward systems in retaining female employees.

➢      In particular, focus on recognize and rewarding female employees' contributions to individual performance.

## VIII.  Conclusion:

This study provides significant illumination on how female employees view and interact with reward programmers, and how effective they are. Although overall satisfaction percentages are outstanding It has some elements can could be performed better. The company can improve employee engagement, performance, and retention by designing incentives and recognition programmed that appeal to the unique needs of women employees. For companies to create an inclusive Giving a pleasant workplace to all employees, problems related to gender must be recognized and a supportive workplace culture must be promoted. The study's recommendations must be implemented in practise in order to secure the organization's ongoing success and to establish a work environment that empowers and encourages female employees. Organizations could develop a vibrant ecosystem that values The significance of successful compensation strategies in raising female employees' productivity and their effects on gender equality in the workplace will be emphasized.

## IX.  Reference:

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