

An Analytical Study on Employee Reward Systems at Hindustan Unilever Limited (HUL)

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Abstract:

This exploration explores the price systems at Hindustan Unilever Limited(HUL) and their impact on hand provocation and performance. By employing statistical tools like Chi-square and correlation analysis on data from 123 repliers, the study assesses satisfaction situations, the translucency of prices, and overall hand comprehensions. The findings punctuate a strong correlation between transparent price systems and hand satisfaction, as well as the significance of experience in shaping comprehensions of enhancement and provocation. Recommendations are made to enhance the being price frame for sustained organizational success.

Keywords price System, Hand provocation, translucency, Hindustan Unilever Limited, Organizational Performance, Hand Satisfaction

Introduction:

In moment's competitive commercial terrain, price systems play a critical part in hand retention and provocation. Hindustan Unilever Limited(HUL), India's leading FMCG company, has enforced colorful price strategies to sustain high performance. This study aims to dissect the effectiveness of these strategies, their translucency, and hand perception of fairness. compass The compass focuses on HUL workers across colorful departments and places. It evaluates the current price system, both financial andnon-monetary, and how these prices affect job satisfaction, provocation, and performance issues.

Scope

The scope focuses on HUL employees across various departments and roles. It evaluates the current reward system, both monetary and non-monetary, and how these rewards affect job satisfaction, motivation, and performance outcomes.

Objectives of the Study

To assess hand station and satisfaction toward the current price system.

* To examine the impact of the price system on provocation and performance.

* To identify crucial factors affecting the effectiveness of the price system.

* To suggest advancements to the current system grounded on hand feedback.

Review of Literature:

Armstrong et al.(2009) emphasize substantiation-grounded price practices. * Lawler et al.(2012) advocate linking performance operation with compensation. * Ayesha Binte Safiullah(2014) identifies both financial andnon-monetary factors in provocation. * Abdifatah Ali(2015) finds a positive link between foreign prices and satisfaction. * Nirma Jayawardena(2020) outlines the balance of natural and foreign prices for retaining workers.

Research Methodology:

Design Descriptive exploration design

* Sample Size 123 workers

* Testing fashion Simple arbitrary slice

* Data Collection Primary(questionnaire) & Secondary(company records, journals)

* Analysis Tools SPSS, Chance system, Chi-square test, Correlation analysis

DATA ANALYSIS AND DATA INTREPRETATION

Pie Chart

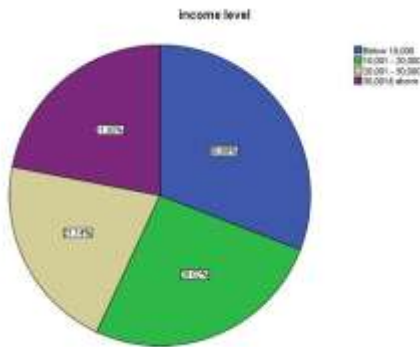


Figure 01 : income level

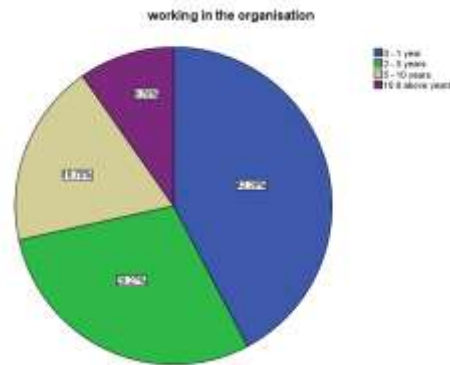


Figure 02 : working in organization

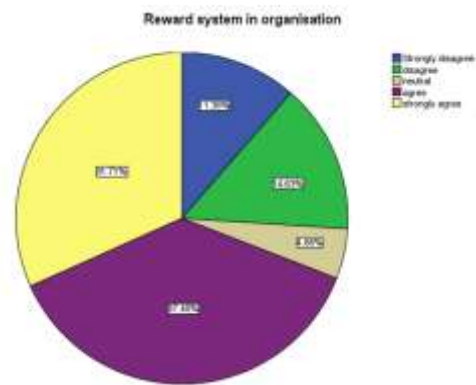


Figure 03: reward system in organization

Findings:

- 70.7% of employees are male; 42.3% are relatively new (<1 year of experience)
- 35% of respondents are very satisfied with the reward system
- Annual reward frequency is the most common
- Transparency and fairness in rewards significantly affect employee satisfaction
- Rewards improve motivation by 25–50% for most employees

Suggestions:

- Increase communication on reward eligibility

- Tailor rewards to meet diverse employee needs (e.g., Gen Z vs. millennials)
- Incorporate more performance-linked incentives
- Use a hybrid approach combining monetary and non-monetary rewards

Conclusion:

HUL’s reward system shows overall effectiveness, with clear links between transparency and employee satisfaction. The study suggests further refinements in reward personalization and performance linkage to enhance employee engagement and productivity.

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