

Project title:

The impact of reward systems on employee productivity in
the workplace

student preparation

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Graduation Project-2

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introduction

In this ruthless business environment, companies are constantly on the lookout for the magic bullet that gets their employees to work harder – a special perk to motivate people to do their best. An obvious play is to beef up the carrot. This takes the form of incentive offerings – whether cash like bonuses and pay raises, or in-

kind offerings such as a nod of recognition at the company holiday party or a jump on the fast-track to promotion. The underlying idea is simple: get people excited about doing their best work, and make sure what they want is what you want. This line of work, known as incentives research, asks important questions about how different offers alter working hard, by increasing motivation, making people happy at their jobs, and boosting performance. The research has implications for managers and others looking to influence human behavior.

Operational Definition for research variable

Independent Variable: Reward System

Definition: The reward system is an organized plan that an organization implements to influence and motivate its employees. This system could encompass both rewards .with a financial and non-financial nature

:Components

Bonuses, merit increases, commissions, profit sharing and other monetary incentives – financial rewards are often directly tied to performance and tangibly associated .with accomplishing set goals

Non-Financial Rewards: Recognition programmes; awards; acknowledgement; promotion; career development opportunities; sabbaticals; study time; paid leave; career breaks; remote working options; flexible working arrangements; additional holiday entitlement; volunteering schemes; free food; other means of .enhancing a role beyond pure financial reward

Measurement: The adequacy and potency of the reward system will be tested by the use of survey and interview items that ask how many types of rewards (e.g., pay, bonuses, commissions, awards, prizes, special assignments) workers have received, how frequently they receive different rewards, whether and how fairly they feel they are rewarded (e.g., are the pay scales and extra rewards equitable in relation to the work being done) and the ideas they have about how the rewards offered should .influence their own motivation and job satisfaction

Dependent Variable: Employee Productivity

Definition: Employee productivity is a measure of efficiency and effectiveness with which employees carry out their task assignments. It manifests in the volume and ,quality of work accomplished within a given time

:Components

Work Output: The number of tasks or work completed by a worker in a specific period (hours, days, weeks, months), such as number of units produced, projects delivered, .tasks completed

Work Quality: The quality of the work produced, whether it be measured by performance reviews, error rates, .customer satisfaction, quality standards, etc

Efficiency: How fast and correctly employees do their .work; for example, timesheets, meeting deadlines

Organization Goals: How much of the organisation's goals have been achieved by employees through meeting or beating targets and objectives such as sales figures, ?milestones, or other indications of worthwhile output

Measurement: Employee productivity will be tracked through the combined lens of performance metrics from supervisors and workers, and their self-reported outputs, gathered through periodic surveys. The data on the level of productivity and improvement is expected to be .provided by this triangulation of findings

Research Population

The target respondents for this study are employed with mid-sized to large organizations in the corporate sector.

The research should cover a cross-section of all the departments, such as finance, marketing, human resources, operation and IT. This diversity of job roles and departments can help us understand the impact of reward on productivity in the different functions which help run the organisation

number of employees	classifications	sector
8	Top managers	Mahdawiyyat Workforce Analytics
200	stuff	

Research Sample

The sample to be drawn from the research population will be comprised of 200 employees. The sample size was chosen to ensure that the population is well represented while maintaining internal consistency.

sample size	the research sample
385-200	the employee in Mahdawiyyat Workforce Analytics company

Sampling Method & Techniques

This will be done with stratified random sampling, in which we divide the population into homogeneous groups (strata) on the basis of particular criteria. In our case, this could be department, job level and years of service, for example. Proportional random samples are then drawn from each stratum

Stratification: The population will be divided into strata
:based on

Department (e.g., finance, marketing, HR, operations, IT)

Job level (e.g., entry-level, mid-level, senior-level)

Years of service (e.g., less than 1 year, 1-5 years, more
than 5 years)

Random Sampling: Samples will be drawn at random
from each stratum in order to obtain a representative
sample size of participants from each stratum so that each
subgroup is adequately represented in the final sample
which will be designed to reflect different segments within
the organisation.

Independent Variables (cost-effectiveness)

The questionnaire was adapted from yazeed (2013)
independent variable, cost-effectiveness, scored against
the three dimensions: cost reduction, flexibility and
quality, as a whole, 15 items of the dependent variable. In
which, the cost reduction dimension, 5 elements and the
flexibility dimension, 5 elements ,quality dimension, 5

elements . Scale type: Likert scale. Five levels: Strongly agree, agree, neutral, disagree, strongly disagree.

source	Number of items	Dimension	Variable
yazeed	15	Cost Reduction	cost-effectiveness
	5	Flexibility	
	5	Quality	
	25	Overall	

Dependent Variables (project success)

The researcher has used the khalid (2024) questionnaire .to measure the independent variable (project success)

The independent variable, this is one dimension, one for the whole of the variable is 16 project's items For the instrument type which is the Likert scale () Strongly agree Agree Neutral Disagree Strongly disagree

source	Number of items	Dimension	Variable
khalid	16	project success	project success

:Primary Data

Primary data is that which you collect from the source, often in the form of a survey, interview, or direct observation: reg comp studying reward syst w brit ed .indus, ex gen prod

:Surveys/Questionnaires

Designing surveys to capture perceptions of employees on different kind of reward systems (monetary, non-monetary, intrinsic) and their effect on motivation and .productivity

:Example Questions

How effective do you think monetary rewards are in
?increasing your motivation at work

Rate your satisfaction with the recognition and praise you
.receive for your contributions

:Interviews/Focus Groups

I conducted interviews with workers, managers and HR
pros to learn what workers really think about how reward
.systems shape their productivity

:Example Topics

Please describe a situation in which you were
substantially motivated to increase your level of
productivity due to receiving an award or other form of
.recognition

What types of rewards do you believe would most
effectively enhance team performance

:Secondary Data

Data are classified as secondary when they have already
been collected and published by other sources. With
respect to researching reward schemes and productivity,
we used

:Literature Review

Conducting a literature review of academic journals,
books and articles that discuss theoretical frameworks on
how reward systems affect employee productivity,
empirical studies, and case examples

:Example Topics

Meta-analyses of studies comparing the effectiveness of
different reward systems

Case studies of organizations that have successfully
implemented reward systems to enhance productivity

:Organizational Data

Analyse internal reports, performance metrics and financial data from those companies that implemented the .different reward systems

:Example Analysis

Measuring productivity metrics (eg, output per employee, ratio of successful to unsuccessful projects) in those with a different reward strategy – eg, comparing departments with a piece-rate vs hourly wage system, or .one month to another on the same reward system

:Integration of Data

Quantitative Analysis: Statistical methods of analysing survey responses or organisational data to measure the differences between reward systems to demonstrate whether they have a causal impact on productivity measures (such as timely completion within budget or .output levels)

Tools such as Qualitative Insights tease out themes and narratives from interviews or case studies to see how these systems work to help – or hinder – employee .performance and behaviour

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Methods of Data Collection

Surveys/questionnaires: Quantitative and qualitative employee opinion regarding key reward systems and the .outcomes of organisational productivity

Quantitative Analysis: Evaluate quantitative data that include sales footage, production rates, quality metrics, .turnover rates, and so forth

Qualitative Interviews: speak with employees about perks, as well as with managers to learn more about how reward systems impact motivation, engagement and productivity

conclusion

The main goal of this study is to offer insights, into the impact of reward systems on employees productivity. By grasping how different rewards can shape employee actions businesses can create incentive schemes that boost productivity, motivation and overall job satisfaction. The results will add to the understanding of employee motivation. Provide useful suggestions, for managers and HR professionals looking to build and execute successful reward programs