

Empirical Study of Employee Rewards System and Its Impact on Behavioral Outcomes of Employees with Special Reference to Private Commercial Banks in Badulla Urban Area

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Employees play a fundamental role in establishing and sustaining a firm's success. They need considerable attention from the organization's management. Reward system is a big tool for organization to motivate employees. In this context, this study try to identify the relationship exists between the reward system and behavioral outcomes of employees in terms of employee performance and job commitment. The population used for this study consisted of six banks from Badulla urban area. Using stratified random sampling technique, 63 employees were selected. Both descriptive and inferential statistical techniques were used. With respect to the inferential techniques, Pearson's product movement correlation, regression analysis, analysis of variance were done by using Minitab and SPSS statistical software packages to indicate relationships and differences in the reward and behavioral outcome of employees. Ultimate results conclude that there is a strong positive relationship between rewards and behavioral outcomes. Reward system was measured in terms of intrinsic and extrinsic rewards. Intrinsic reward is highly correlated with employees' behavior than extrinsic reward. The regression analysis between rewards and behavioral outcomes results the adjusted Co efficient of determination (R^2) as 0.853 and model is explained 85.3% variation in behavioral outcomes.

Key words: Reward system, Intrinsic Reward, Extrinsic Reward, Behavioural outcomes, Employee performance, Job commitment