

DECLARATION

Student Declaration

**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**

Supervisor's Declaration

*This dissertation is submitted as a partial fulfillment of the degree of Bachelor of
Business Management in Entrepreneurship and Management*

Faculty of Management

Uva Wellassa University

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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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Abstract

People play fundamental role in establishing and sustaining a firm's success. Human resource seems to be most dynamic factor of an organization. They need considerable attention from the organization's management. Reward system is a big tool for organization to motivate employees. In this context, the objective of this research is 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 6 banks from Badulla urban area and sample was 63 employees. Stratified random sampling method was used to select the sample. Questionnaires were used to collect primary data where as published articles and journals used as secondary data. Questionnaires consist of questions evaluating different fact such as personal information, existing reward system in banks, Intrinsic and extrinsic rewards, job performance and commitment to be ranked. 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 used to indicate relationships and differences in the reward and behavioral outcome of employees. Analysis were done by using Minitab and SPSS statistical software packages Ultimate results conclude that there is a strong positive relationship between rewards and behavioral outcomes (+0.925). The above findings were in line with previous studies and supported with literature. With reference to the study results some valuable suggestions and remedies were provided to equip bank staff and enlighten senior management.

Keywords: Reward system, Behavioural outcomes, Employee performance, and Job commitment.