

STUDY THE EMPLOYEES BEHAVIOUR TOWARDS THEIR APPRECIATION AND RECOGNITION IN AN ORGANISATION

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ABSTRACT

In today's environment, If the employees appreciated or recognized for their work is positive. Appreciation and recognition is the need to the hour besides monetary benefits or non- benefits which is provided to employees. The recognition programs to attract or retain the talented employees or to increase moral or motivate the employees, or to achieve high performance and productivity. It is the specific objective to study the behavioral differences between appreciated and non appreciated employees and other objective to study the satisfaction of employee regarding their appreciation policies. The findings suggest employee's appreciation should also address the individual appreciation such as career growth, development, benefits, team participation. This research paper contain descriptive types and is based on primary data collected through questionnaire to study the employees behaviour towards there appreciation and recognition in an organisation, a sample of 69 respondents were collected through an online questionnaire and get it filled by those employees through online portal, this respondents belong to different company, industries of different region.

KEYWORDS: *Employee Recognition, Management, Rewards, Employee Motivation.*

Introduction

Employee appreciation is one of the key of motivate the employees or achieve the objective .The employee appreciation is a communication tool to reinforce and rewards the most important outcome people create for your business. Impact of recognition and appreciation is positive on employee's performance and behaviour .It helps in retaining or reducing the employee's turnover. So the organization should understand the importance of recantation and appreciation. The goal of employee recognition is to reinforce particular behaviors, practices, or activates that result in better performance and positive organization results. There are the following benefits of employees like:

- Improve employees retention
- Self improvement
- Boost morale
- Employees satisfaction
- Increase the productivity or achieve goal

Effective recognition is an organization with strong, supportive culture that understands the psychology of praising employees for their good work.

Literature Review

Different literature review not only provides the knowledge but also help in analyzing the study area. Motivate us to increase the scope of research along with providing theoretical and practical knowledge. Its comes to employers and employees having satisfaction, recognition and appreciation are important tool for businesses, industry, organisation, and HR professionals in promoting worker motivation and organizational success.

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According to research study of **(Matlala, 2011; Cokins 2009)** – That the organization find out the improve or encourage in feedback process of the performance management system. The recognition program is influence employees, to increase a moral or help to achieve objective. The recognition program a positive impact of an organization culture, it is the motivate the employees or increase the performance or productivity. There are many organization use different tools to meet employees motivate or satisfaction.

According to research study of **(Sia, 2012; Finders &Keepers- Recruiting and Retention Strategies, 2003)** - That the recognition shows confidence in worker forces. It is the critical to tell your workforces you have trust their abilities and skills and share with the other workforce.

According to research study of **(Mussie et al; 2013; Allen and Helms, 2002)** – It is the recognition and appreciation program are motivate the employes or positive impact of an organisation for example: employee recognition can improve productivity and increase satisfaction. That the IT companies globally have been perceived as a high rate of employee turnover.

According to research study of **(Nurul et al,2014; Tham et al;2008;Westlund &Hannon2008)**- It is the study revealed what Canadian employees are looking for in job, getting good pay ,job security and benefits are important package deal. That the Canadian to create a personnel a higher worthy or respect, a feeling of fulfillment and good communication a among co-workers.

According to research study of **(Schultz, 2015)** – According to says that the employees are satisfaction or motivation. Every employee is need or wants as well desiring the best of everything like: competitive salaries, benefits, good work environment, job security, job enhancement, or to clear organization rules or regulation and objective. Some of organisation is spent huge of amount to motivate or encourage the employee or increase the productivity.

According to research study of **(Paul,2016)**- It is the stressed that when employees, are feel appreciated and for their commitments in the work environment , it is the including expanded worker commitment ,low staff turnover, higher customer loyalty appraisals and develop organization . That the more than 80 percent of organization has some type of worker recognition, but same time work satisfaction.

Research Methodology

Objective of the study

- To determine the possibilities of improvement in existing employees appreciation policies, if required.
- To study the satisfaction of employees regarding their appreciation policies.
- To study the importance of appreciation policies for employee.
- To study the behavioral differences between appreciated and non appreciated employees.

Sample Size

A sample of 69 respondents was taken under consideration.

Sources of Data Collection

For this research, both primary and secondary sources of collection were used .In Primary source Questionnaire via social app like WhatsApp while ,the secondary method book, journals, published research paper etc. Online questionnaire were sent to employees, families and known people.

Tools Analysis

Questionnaire was formed with the help of Goggle forms and the response were analyzed with the help of SPSS Software.

Data Analysis

The following Analytical tools are undertaken for research study in order to state the opinion of various respondents regarding the employee's behaviour there appreciation and recognition in an organisation. And their positive impact of employees performance or increase productivity of organization and further formulating result derived out of it form various statistical techniques such as:

- Mean ,Median, Mode, Standard Deviation, Correlation, Regression Analysis

Descriptive Statistics (Frequencies-(Mean, Median, Mode, Standard Deviation)

		Statistics			
		Does your company have any policy for employee appreciation ?	Dose employee appreciation program improve the interpersonal relation between peers, subordinates & manager ?	Dose employee appreciation help in building positive attitudes & confidence among employee ?	Dose motivation & employee appreciation interrelated to each other?
N	Valid	69	69	69	69
	Missing	0	0	0	0
Mean			2.19	1.80	1.93
Median			2.00	1.00	2.00
Mode			1	1	1
Std. Deviation			1.179	.901	.960

Correlation**Table 1**

		Correlations			
		Do you agree that employee appreciation is a tool to increase productivity ?	What are the ways of the employee to show appreciation for its employee ?	Do you believe that there is an opportunity for individual career growth and development within the company ?	Do you take the benefits of policy for employee appreciation ?
Do you agree that employee appreciation is a tool to increase productivity ?	Pearson Correlation	1	.350**	.170	.331**
	Sig. (2-tailed)		.003	.162	.006
	N	69	69	69	69
What are the ways of the employee to show appreciation for its employee ?	Pearson Correlation	.350**	1	.178	.221
	Sig. (2-tailed)	.003		.144	.067
	N	69	69	69	69
Do you believe that there is an opportunity for individual career growth and development within the company ?	Pearson Correlation	.170	.178	1	.444**
	Sig. (2-tailed)	.162	.144		.000
	N	69	69	69	69
Do you take the benefits of policy for employee appreciation ?	Pearson Correlation	.331**	.221	.444**	1
	Sig. (2-tailed)	.006	.067	.000	
	N	69	69	69	69

** . Correlation is significant at the 0.01 level (2-tailed).
* . Correlation is significant at the 0.05 level (2-tailed).

Inferences

- The correlation between employee appreciations is a tool to increase productivity and employee to show appreciation for its employee, is .350 exits a relationship between Moderate Degree of correlation.
- The correlation between employees is an opportunity for individual career growth and development and takes the benefits of policy for employee appreciation, is .444 exits relationships between Moderate Degree of correlation.
- The correlation between employee appreciations is a tool to increase productivity and take the benefits of policy for employee appreciation, is .221 exits relationships between low level positive correlations.
- The correlation between take the benefits of policy for employee appreciation and appreciation is a tool to increase productivity, .331 exits relationship between Moderate Degree of correlation.

Regressin Analysis**Table 2**

Model Summary						
Model	R	R Square	Adjusted R Square		Std. Error of the Estimate	
1	.350 ^a	.123	.110		.639	
a. Predictors: (Constant), What are the ways of the employee to show appreciation for its employee?						
ANOVA ^a						
Model		Sum of Squares	Df	Mean Square	F	Sig.
1	Regression	3.831	1	3.831	9.371	.003 ^b
	Residual	27.387	67	.409		
	Total	31.217	68			
a. Dependent Variable: Do you agree that employee appreciation is a tool to increase productivity?						
b. Predictors: (Constant), What are the ways of the employee to show appreciation for its employee?						
Coefficients ^a						
Model		Unstandardized Coefficients		Standardized Coefficients	T	Sig.
		B	Std. Error	Beta		
1	(Constant)	.939	.205		4.574	.000
	What are the ways of the employee to show appreciation for its employee?	.214	.070	.350	3.061	.003
a. Dependent Variable: Do you agree that employee appreciation is a tool to increase productivity?						

Inference

Correlation results between indicate that there is relationship between employees behaviour towards there appreciation and recognition in an organisation. That the appreciation and recognition help to increase performance and satisfaction of an employess or increase productivity. In help minimizing the faults in operation(sig= 0.000 r= 0.350). R is the multiple correlation coefficients, between the predicated values of Dependent Variable and independent variable adjusted Rsquear .123of the variance independent avariable which means 12.3percent of the change in the dependent variable Santander error of the estimated is .639 compared with the mean of the 'predicted value' of the dependent variable

Equation; Do you agree that employee appreciation is a tool to increase productivity =.939+.214

Table 3

Model Summary						
Model	R	R Square	Adjusted R Square		Std. Error of the Estimate	
1	.444 ^a	.198	.186		.320	
a. Predictors: (Constant), Do you take the benefits of policy for employee appreciation?						
ANOVA ^a						
Model		Sum of Squares	Df	Mean Square	F	Sig.
1	Regression	1.689	1	1.689	16.496	.000 ^b
	Residual	6.861	67	.102		
	Total	8.551	68			
a. Dependent Variable: Do you believe that there is an opportunity for individual career growth and development within the company?						
b. Predictors: (Constant), Do you take the benefits of policy for employee appreciation?						
Coefficients ^a						
Model		Unstandardized Coefficients		Standardized Coefficients	T	Sig.
		B	Std. Error	Beta		
1	(Constant)	.700	.116		6.036	.000
	Do you take the benefits of policy for employee appreciation?	.323	.080	.444	4.062	.000
a. Dependent Variable: Do you believe that there is an opportunity for individual career growth and development within the company?						

Inference

Correlation results between indicate that there is relationship between employees behaviour towards there appreciation and recognition in an organisation. That the appreciation and recognition help to increase performance and satisfaction of employees or increase productivity. In help minimizing the faults in operation (sig= 0.000 r= 0.444). R is the multiple correlation coefficients, between the predicated values of Dependent Variable and independent variable adjusted Rsquare .198 of the variance independent variable which means 19.8 percent of the change in the dependent variable stander error of the estimated is .320 compared with the mean of the 'predicted value' of the dependent variable.

Equation: Do you believe that there is an opportunity for individual career growth and development within the company =.700+323

Findings of the Study

- Appreciation policy is very important for retaining the employees.
- Employee appreciation policies are help for attracting the new talent.
- It helps to identify the image of the company
- It helps for building the competitive environment in the company.
- These policies are help for achieving the goals of the company either proper utilization of resources.
- These types of appreciation policies are create a healthy environment in the company.
- Company should create feedback programme time to time.

Conclusion

- Employee appreciation program is helpful and beneficial for employee and it really builds a positive productive workplace.
- Employee appreciation is a better way to show that company cares for them and there is no requirement of any special occasion to appreciate an employee.
- Among all types of employee appreciation the appreciation given according to the situation is best.
- 70-80% say that Employee appreciation programme improves the interpersonal relation between peers, subordinates and management to a large extent

Suggestions

- HR should prepare a format of evaluation and it should be circulated to all departments so that a base can be given to all departments on the basis of which an employee can be evaluated.
- Employee appreciation program should also address the individual appreciations such as career growth, development, benefits, team participation.
- If in any organization employee appreciation policies are not been followed then HR manager should take personnel responsibility to convince the organization to follow such program.

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