

ABSTRACT

Rewards are a major motivational tool which is used by organizations to try and enhance the performance of the employees. The purpose of these tools is to create a strong element of the internal organizational strength and in turn a market based competency that roots from the value that the employees contribute. With this dissertation, the purpose is to create a relationship among the rewards and the performance of the employee with a more in-depth insight into how the reward types are connected with the performance of the employees through focusing on their motivation level as well as their turnover in the organization. With employees that remain in the organization for longer periods, a more specialized skill set develops that can be highly beneficial for the organization. Similarly, motivated employees are more likely to stay with the organization and hence the results are favorable. The study focused on the banking sector with the focus on the reward types which are given out to the employees and the performance enhancement which is witnessed eventually. The focal point was to see what organizational mixes are effective in the banking sector. Through using 200 samples in two banking organizations, the results were achieved which provided the results for the hypotheses testing.

TABLE OF CONTENTS

1	Chapter: Introduction	1
1.1	Background	1
1.2	Problem Statement	2
1.3	Objectives of the Study	3
1.4	Research Questions	4
1.5	Rationale of the Study	4
1.6	Operational Definition.....	5
1.7	Chapter Conclusion	7
2	Chapter: Literature Review.....	8
2.1	Introduction to the Chapter	8
2.2	Compensation and Benefits.....	8
2.3	Organizational Reward Strategy	9
2.3.1	Monetary Rewards	10
2.3.2	Non-Monetary Rewards.....	10
2.4	Individual Employee Performance.....	10
2.4.1	Employee Motivation.....	11
2.5	Hypotheses	12
2.6	Theoretical Framework	13
2.7	Chapter Conclusion	14
3	Chapter: Methodology.....	15

3.1	Research Type and Approach	15
3.2	Sampling Technique.....	16
3.3	Locale of the Research	16
3.4	Data Collection Instruments.....	17
3.4.1	Questionnaires.....	17
3.5	Analysis of Data.....	18
3.6	Reliability and Validity	18
3.7	Data Collection Procedure	19
3.8	Summary	19
4	Chapter 5: Results and Discussion	20
4.1	Chapter Introduction	20
4.2	Research Findings	20
4.3	Scale Reliability	23
4.4	Descriptive Analysis	23
4.5	Correlation.....	25
4.6	Model Fitness – Regression	26
4.7	Chapter Conclusion	27
5	Chapter: Conclusion and Recommendations.....	28
5.1	Chapter Introduction	28
5.2	Research Results	28
5.3	Limitations of the Research.....	29
5.4	Future Study Areas.....	30
5.5	Conclusions	31
5.6	Recommendations	32
5.7	Chapter Conclusion	33

6 Bibliography	34
Appendix A	37
Appendix B	40