



THE EFFECT OF INCENTIVES ON EMPLOYEE PERFORMANCE AND RETENTION

A Thesis submitted to Department of Management Sciences
in part fulfillment of the requirement for the MBA degree

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JUNE, 2014

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MBA DEGREE THESIS SUBMISSION FORM
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submit one bound copies of thesis titled:

The Effect of Incentives on Employee Performance
and Retention in the management science department as part of fulfillment of the
MBA degree requirement.

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ACKNOWLEDGEMENTS

First praise and thanks to Allah the Almighty who gave me strength, courage and capability to complete this study. I owe many individuals my endless thanks.

My project advisor Mr. Zeeshan Ali deserves special mention because of his guidance in the study and deep working through the thesis. I would also like to thank many individuals who helped me with this demanding task of filling such large questionnaire.

Specially thanks to all of my class mates and friends who contributed their views and idea to completed this huge task, support me during my study and help to collect primary data. I personally acknowledge the contribution of all of them.

Finally I owe a special debt of gratitude to my parents, whose personality; affection and dedication inspire me to have an achievement of even greater attitude. They have always countered difficulties with courage and endurance and taught me the lesson of consistency and endeavor.

ABSTRACT

Problem Statement

To measure the impact of good incentives and rewards on employees performances and how the employee react against it. How the incentives retain employees in the organization for long time and deliver their performance to make organization in profits.

Scope of the Study

The scope of the research topic is very wide and covers the modern day's problem of organization for employee's productivity and their performance. This research study will also cover the retention of employee's in long term basis. This study would describe the impact of incentives and remunerations reinforcement of employees by the organization.

Research objectives

Research objectives for this thesis report are to identify the factors of employee's motivations and their impact on employee's performance. The cost of incentives and employees productivity analysis and their impact on employee's retention

Employees Motivation

Human behavior is very complex study and to understand by the organization even in the 21st century. Now the organizations are very keen to understand their employee's behavior in workplace to identify their needs. Organization grow fast when employees take part in the development of organization at every single steps and to keep them motivated organization fulfill their needs and wants in order to perform their best and be productive for company.

Final Conclusion

The final conclusion of this research report is incentives has major role in the performance of the employees as an individual bases. It has also deep roots of organization profits and their survivor. Those organization who incest more on employees they grow well over the period of time. Employee's performance is related with their satisfaction with the company. If the employees are satisfied they perform their best with the maximum capabilities in given resources. This satisfaction of employees will further lead to the retention of employees till the age of retirement. Following are the motivational factors that affect on employee's performance and retention in short term and long term bases. Short Term Motivation Factors Money, Career Growth & Future, Job Security, Recognition & Rewards, Attractive salary & packages, Positive working Environment, Fair Appraisal, Skills Training, Gaining Respect from Others, Responsibility & Confidence. Long Term Motivation Factors Retirement Benefits, Medical

Facilities, Profit Sharing, Foreign Tours / Seminars, Supportive Management, Cash Bonus, Promotion and Career Growth, High Salary, Flexible Working Hours, Job Location.

TABLE OF CONTENTS

TABLE OF CONTENTS.....	9
TABLE OF FIGURES	11
CHAPTER 1:.....	12
INTRODUCTION	12
1 Introduction	13
1.1 Chapter Introduction.....	13
1.2 Topic Introduction.....	13
1.3 Problem Statement	15
1.4 Rationality of Study	15
1.5 Significance of Thesis	15
1.6 Scope of the Study	15
1.7 Evaluation of Topic.....	15
1.8 Research Questions.....	16
1.9 Research objectives.....	16
CHAPTER 2:.....	17
RESEARCH METHODOLOGY AND DESIGN	17
2 Research Methodology & Design.....	18
2.1 Introduction	18
2.2 Research Purpose.....	18
2.3 Research interference.....	19
2.4 Research design	Error! Bookmark not defined.
2.5 Respondents of Study	19
2.6 Instruments of Study.....	20
2.7 Sources of data collection	20
2.8 Treatment of Research Data	20
2.9 Limitation of Research Study	20
2.10 Structure of thesis.....	20

CHAPTER 3:.....	22
LITERATURE REVIEW	22
3 Literature review.....	23
3.1 Introduction	23
3.2 Review of Literature.....	23
CHAPTER 4: DATA PRESENTATION AND ANALYSIS	27
4 Data Presentation & Analysis.....	28
4.1 Chapter Introduction.....	28
4.2 Primary Data collection.....	28
4.3 Questionnaire Design & Data collection	28
4.4 Data Gathering	31
4.5 Analysis of Primary Data & Summarize.....	37
CHAPTER 5: SUMMARY OF FINDINGS, CONCLUSION AND RECOMMENDATIONS	71
5 Summary of Research Findings, conclusion & recommendation	72
5.1 Chapter Introduction.....	72
5.2 Summary of Research Findings	72
5.3 Final Conclusion	74
5.4 Final Recommendations.....	76
CHAPTER 6: Bibliography and Appendices.....	77
6 Bibliography and References	78
6.1 Bibliography	78
6.2 Appendices.....	80