

A study on risk and reward of employees with special reference to IT companies in Bangalore

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Abstracts:

Human resource is considered as a strategic asset in any organization because the accomplishment of an organization's objectives largely depends on employees. Therefore, it is important to identify factors which motivate employees for achieving goals. This study has examined the relationship between extrinsic reward, intrinsic reward and employee performance in Electric. Employee rewards are designed to attract and retain skilful workforce with the intention of achieving competitive advantage. In other words, employee rewards become a part of organization's competitive advantage when the organization considers it as an employee performance stimulation factor. In order to accomplish the research objectives, quantitative research design was carried out under the deductive approach. 100 employees were taken as the sample by means of stratified random sampling method and self-designed questionnaire was used as the primary data collection method. The data was analysed using descriptive statistics and inferential statistics. The results revealed that there is a positive relationship between extrinsic reward, intrinsic reward and employee performance

Keywords: Employee Performance, Extrinsic Rewards, Intrinsic Rewards, Reward

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I. Introduction

The current assessment is about danger and prizes of agents in exclusive organizations in top 10 IT associations in Bangalore. It focuses on perceiving association among compensations and delegates execution in private parts in the affiliation. The assessment is basically related with agent's show it give the analysis of the laborers subject to that give prizes in the IT associations. It developing the working strategy and besides the specialist's introduction it will improves the affiliation reputation and similarly as spikes the agents to better execution in future. The affiliation needs to make key prize system for delegates in order to get bolster high ground.

List of top 10 IT companies in Bangalore

- **Dell EMC**
- **Accenture Services Pvt Ltd**
- **IBM India**
- **Honey Technology Solutions Pvt Ltd**
- **Infosys Ltd**
- **Mphasis Ltd**
- **MindTree Ltd**
- **EDgeVerve Systems Ltd**
- **Wipro Ltd**
- **SAP Labs India Pvt Ltd**

Dell EMC: The association was set up in the year 1979. The association is headquartered in Hopkinton. Dell is an association that is locked in with selling data accumulating, information security, logical, dispersed registering and naturalization.

Accenture Services Pvt Ltd: Accenture Services Pvt Ltd was developed in 1989 which is headquartered in Ireland, Dublin. It is an overall directing, capable and the board organization association and is associated with the overview of top IT associations in Bangalore.

IBM India: IBM India is headquartered in Bangalore, India. The association is giving directing, PC hardware similarly as IT organizations. It is basically connected with retail, media transmission and banking zone. IBM India is moreover associated with the summary of top IT associations in India.

Honeywell Technology Solutions Pvt Ltd: Honeywell Technology Solutions Pvt Ltd was set up in the year 1906 and is headquartered in New Jersey, Morris Plains, and United States. The association has been offering

distinctive business things similarly as organizations related to planning and flying advantages, the association in like manner offers prosperity, security and essentialness courses of action.

Mphasis Ltd: The association was set up in 2000 by Jaron Tans and Jerry Rao. Mphasis Ltd is headquartered in Bangalore and is offering various kinds of help that fuse business advising, IT similarly as re-appropriating organizations. Mphasis Ltd is offering application redistributing, establishment similarly as programming the board organizations.

Brain Tree Ltd: Brain Tree Ltd is one of the productive IT guiding and organization association that is headquartered in Bangalore. The association was set up in the year 1999 and is offering the wide extent of organizations including on the web business, compact applications, appropriated processing, automated change, EAI, ERP, and data insightful.

Edge Verve Systems Ltd: Edge Verve Systems Ltd is a helper of the most notable IT association in India, I.e., and Infosys. The association is offering organizations related to the improvement of imaginative programming things and is offering a wide extent of organizations including banking, business applications similarly as large business course of action organizations.

Wipro Ltd: Wipro Ltd was set up by Azim Premji in the year 1945 and is headquartered in Bangalore. The association is related with IT organizations, mechanized procedure and business directing.

SAP Labs India Pvt Ltd: It is additionally remembered for the rundown of top IT organizations as it is offering different administrations that incorporate cloud and information stage, ERP center, system and obtainment, business and client commitment.

II. On Overview Of Literatre:

Top 10 privately owned businesses in India: General society consider private with regards to brilliant organizations administrations and legitimate clients cooperation and administrations. The blog gives the little presentation about top 10 organizations that are Dell EMC, Accenture Services Pvt Ltd, IBM India, Honey Technology Solutions Pvt Ltd, Infosys Ltd, Mphasis Ltd, Mind Tree Ltd, Edge Verve Systems Ltd, Wipro Ltd, SAP Labs India Pvt Ltd. It investigate the data like when was organization set up, home office, year of built up, its capacities and activities.

As indicated by Ifedapo Adeleye, PhD SPHR: Charles Akoroda, Deputy Director of Central Bank of Nigeria (inNovember2009) Reward frameworks have analyzed under extraordinary examination once more, blamed for encouraging the phenomenal disturbance in the worldwide economy over the most recent two years. Specifically, there has been an across the board agreement that frail hazard the board and corporate administration in the territory of remuneration the executives energize indiscreet conduct and extreme risk- taking.

As per Nadja Zabouj and Nicole Antoniades: The reason for the prize framework is to add to the described estimation of an association and to persuade and energize activities that are required for an organization's prosperity. For the specialist, the prize should be superior to different choices, and for the association, the result of the workers activity must be superior to the prize (Nilsson and Ovla, 2013). Since each association is extraordinary, the prize framework ought to be adjusted to the particular association (Wilson, 2003).

As indicated by Tamara Bekefi, Marc J. Epstein and Kristi Yuthas: Hazard examined, the motor driving business, is imperative to organizations looking for showcase achievement. Dangers are, notwithstanding, regularly thought of just as perils, regardless of the way that they can introduce huge chances and opportunities for authoritative development and new upper hand prompting short-and long haul benefit. Truth be told, hazard and opportunity are a duality—like different sides to a similar coin.

As indicated by kristo Nikolov Boris Urban (Published: 12 June 2013): The creator studied conjoint investigation. It invigorates genuine circumstances where it presents and tests different situations as far as mixes of traits and levels of force that impact choices to partake in CE.

Objectives of the study

- To identify the relationship between rewards and employee performance.
- To assess the effectiveness of existing reward system
- To make suitable recommendation to make current reward system more effective.

Scope of the study

- Study is confined to Dell EMC, Accenture Services Pvt Ltd, IBM India, Honey Technology Solutions Pvt Ltd, Infosys Ltd, Mphasis Ltd, Mind Tree Ltd, Edge Verve Systems Ltd, Wipro Ltd, SAP Labs India Pvt Ltd just in Bangalore
- Study of hazard and rewards is constrained to workers as it were

NEEDS FOR THE STUDY

This study focused on identifying relationship between rewards and employee performance in a private sector organization. There are many empirical studies have been conducted researches on reward system and employee performance. Based on their findings they concluded that reward system helps to increase employee performance by enhancing employee skills, knowledge and abilities in order to achieve organizational objectives. As mentioned earlier, many researchers have identified that employee rewards directly attach to employee performance. On the other hand if organization fails to reward employees, it will directly affect to decrease employee performance. As empirical studies divulge that an efficient reward system can be a good motivator but an inefficient reward system can lead to demotivate the employees in terms of low productivity, internal conflicts, absenteeism, high turnover, lack of commitment and loyalty, lateness and felling grievances. Therefore organization needs to develop strategic reward system for employees in order to retain competent employees which result to obtain sustainable competitive advantage.

DATA AND METHODOLOGIES:

The test examination relies upon associations recorded in Prague stock exchange. At the present time there are 15 associations in Prague stock exchange and 12 of them are associated with this examination. Six years yearly association reports have been aggregated in order to investigate the association between complete peril the board and companions' display. The data used in this examination are expelled from the spending synopses and notes of the associations from 2009 to 2014. Moreover, feature data of the associations are furthermore included. Associations with divided records have been dismissed from the assessment.

EMPERICAL RESULTS:

		@2Gender	
		MALE	FEMALE
@7 To which managerial level do you belong	ENTRY LEVEL	6	17
	JUNIOR LEVEL	5	27
	MIDDLE LEVEL	17	24
	SENIOR MANGEMENT LEVEL	4	3
Total		32	71

Hypothesis

Ho= There is no significant managerial level on gender.

H1= There is a significant managerial level on gender.

Chi-Square Tests

	Value	Df	Asymp. Sig. (2-sided)
Pearson Chi-Square	8.121 ^a	3	.044
Likelihood Ratio	8.309	3	.040
Linear-by-Linear Association	4.624	1	.032

N of Valid Cases	103		
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Interpretation:

According to the above table, the P-Value for 0.044 which is less than critical value 0.05, so reject and accept the alternative hypothesis, as that there is significant relationship between gender to managerial ability.

Symmetric Measures

		Value	Approx. Sig.
Nominal by Nominal	Phi	.281	.044
	Cramer's V	.281	.044
N of Valid Cases		103	

Interpretation:

For this table is integrated that there is a low degree positive correlation while comparing two variable that is managerial level on gender.

TABLE 2

Crosstab

Count

		@3Age				Total
		20-25	25-30	30-40	40 AND ABOVE	
@7Towhichmanagerialleveldoyoubelong	ENTRY LEVEL	11	8	4	0	23
	JUNIOR LEVEL	7	14	10	1	32
	MIDDLE LEVEL	12	17	11	1	41
	SENIOR MANAGEMENT LEVEL	2	3	1	1	7
Total		32	42	26	3	103

Hypothesis

Ho= There is no significant relation between the managerial level and age.

H1= There is a relation between the managerial level and age.

Chi-Square Tests

	Value	Df	Asymp. Sig. (2-sided)

Pearson Chi-Square	8.499 ^a	9	.485
Likelihood Ratio	7.563	9	.579
Linear-by-Linear Association	1.776	1	.183
N of Valid Cases	103		

a. 7 cells (43.8%) have expected count less than 5. The minimum expected count is .20.

Interpretation:

According to the above table, the P-Value for 0.485 which is less than critical value 0.05, so reject and accept the alternative hypothesis, as that there is significant relationship between age to managerial ability.

Symmetric Measures

		Value	Approx. Sig.
Nominal by Nominal	Phi	.287	.485
	Cramer's V	.166	.485
N of Valid Cases		103	

Interpretation:

For this table is integrated that there is a low degree positive correlation while comparing two variable that is managerial level on age.

III. Conclusion:

The examination researches the connection between all out hazard the executives and friends execution. The aftereffect of relapse examination appears there is a positive and huge connection between all out hazard the board and friend’s execution. Henceforth, the main speculations which expressed as execution and all out hazard the executives have significant and positive relationship ought to be acknowledged. Conventional way to deal with hazard the executives is profoundly focused on guarded side. The cautious methodology showed by constraining the idea and practice of hazard the executives just in shielding the organization from down turn or perils. Organizations need to see hazard the executives from guarded methodology, yet additionally as a key triumphs factor for maintainability of income and improvement in generally speaking execution of the business. The subsequent theory is likewise worthy as the outcome shows positive result in execution in the organizations which have higher interest in scholarly capital.

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