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Study on Impact of Recognition and Reward on Employees' Motivational Factors in Workplace through SEM

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ABSTRACTL: The most important objective of this research investigates examined reward policies that influence employee motivation in manufacturing sector in India. Based on the review of literature the preceding studies confirmed to facilitate organisations used recognition and reward systems to encourage their employees in the workplace. The principle of the research investigates to accomplish a thorough literature review of association between recognition, and reward on employee's motivation on the workforce and to identify the reward recognition of motivational factors. These research studies have lot of contributions to the industry world. A semi-structured discussion was used in addition to descriptive survey technique through the questionnaire as the most important data collection instrument. This research study inferred that there is a important association among employees' rewards, recognition and dimensions of work motivation. The research study revealed that employees' motivation in organisations be certain of the appreciations, stipulation of incentives, recognition and tangible rewards. Herein connection the research investigate recommends that organisations can attain their aim, and goal all the way through motivated employees recognition system and effectual reward. The outcome of their conclusion point out a clear accepting of the connection between achieving business goal, motivating employees and engaging.

Keywords: Reward, Recognition, Motivation, Manufacturing Sector, Workplace

1. INTRODUCTION

In a background of globalization, international joint ventures, from reputable multinational corporations to smaller enterprises and many organizations, seek to exert a pull on international talents (Collings *et al.,* 2007). Human resource is the mainly significant assets between other resources. An organisation, private or public needs efficient and effective human resource, since this reserve operates, develops and generates the additional

possessions of the organisations. But employees be capable of only be efficient and effective when they are appropriately motivated. Motivation is the aspiration to achieve definite fulfill needs [Buford *et al.,* 1995]. These are the enthusiasm to put forth additional exertion for a job, mission (or) a movement. It improves to job satisfaction which eventually reasons enhanced presentation. Consequently, the challenge for together and each organisation is to indemnify that their staff are extremely motivated. Mainly self-actualization is a very important role to work influence and job satisfaction to leaders of academic field (Gopinath, 2021 a).

Workers are currently focused as the most important resource of a company's aggressive benefit. Consequently, the approach employees were treated progressively more identifies whether a workplace will show a profit (or) constant stay alive (Lawler, 1990). Toward make certain those workers are treated moderately, organisations are accepted that they require establishing an evenhanded stability among employee involvement to the workplace and the organisation's role to the employees. To establish this stability and gathering this require is one of the primary reasons, similar findings of Deeprose (1994) illustrated that, to recognize and reward of the workplace. Moreover, concluded that approximately the world in diverse organisations, recognition system and reward are benefited as motivational strategy for employee's activities enhanced. A Particular recognition and rewards are gratitude in the performa of non-monetary supports and monetary profit for certain desirable behaviours (Mark, 2006). Recognition and Reward can be differentiate that compensation reward is intangible (or) tangible incentive rewards obtainable to workplace for some success or accomplishment likewise gift certificates, promotions, monetary bonuses and appreciation flowers. Whereas, gratitude is the people acceptance of a worker's involvement for the organisation such as appreciations, support from superiors and positive feedback.

This manuscript goes to beyond earlier research, which paying attention on either recognition or rewards. It reveals an additional complete and nuanced considerate of how rewards and recognition its impact motivational factors in the workplace and relate to their organization. This research study summarises and analyses these study to perceive the qualities of recognition in addition to reward happening employees' job satisfaction. Gopinath (2020 j) concluded that some self-actualization factors were influenced by a few demographic variables, but at the same time every part of self-actualization factors are not subjective by some demographic variables.

In this look upon, an enormous amount of literatures were exhibited that in the glow of the four most important of motivation theories, likewise Herzberg *et al.,* theory (1959), Maslow's theory (1954 & 1943); Vroom's ERG and Alderfer's theory (1972). Dimensions of Job Satisfaction employees/workers were evaluated by the way of pay; work; Co-workers; Supervision; and Promotion. This research has an obvious well and fair reward and appraisal policy; which makes the employees/workers was extremely saturated(Gopinath, 2016 a).

Theoretical background

The reward systems have to secure in big company authenticity in regulate for develop into victorious. Consequently, while developing rewards, it ought to communicate reverse to the business organisation tactic in addition to the requirements of employees. Measurement of performance is essential in an organisation. It's a strategic management mechanisms that judge the results of people utilisation, as well as enhancement to the workplace performance.

Furthermore, it develops the queries that if compensation reward policy approach is fulfilled it may comprise a negative (or) a positive situations on a direction of organisation both financially (or) non-financially (San *et al.,* 2012). A wonderful example San *et al.,* (2012) conducted that the research by which outlines how rewards strategy can have an effect on actions of Malaysian Manufacturing Industry. This research study exhibits that conclusion demonstrate the financial events are chosen by the Manufacturing Industry, while it comes to compensation rewards scheme. However, study illustrated that while non-financial rewards were incorporated the business saw a greater enhance in together financial and non-financial conditions of activities. Many Studies conducted with the aim of (Mullins, 2007; Armstrong & Stephens, 2006) note down that sequentially to achieve an improved considerate of motivation, individual have to distinguish among the 2(two) types of motivation, which has been significantly presented in relation to whole rewards: Extrinsic as well as Intrinsic. Gopinath (2020 h) inferred that activities and programs must be structured by academic leaders to improve self-actualization. Policies on assignment of work load ought to be reviewed to give academic leaders better work-life balance to encourage motivate them to be more committed, involvement and satisfied in their work.

Hypothesis development

The focal point of this review of literature repoted to offer insights to the theoretical perspective that has formed the appreciative of motivations substance theories. This is profits with an exhaustively appearance of a total management rewards system and the support of compensation management system can provide to such a process. Certain the spotlight of this study, it is significant to contain a reverberation thoughtful of the implication of recognition and rewards. Reward along with Recognition process is mainly most significant variables to motivate the workers / employees.

Reward and Recognition

Reward is known as wide assemble thought correspond to whatever thing to facilitate an worker may value that an boss is agreeable to recommend in switch over for her (or) his hand-outs (Chiang & Birtch, 2008). The be deficient in rewards determination creates disagreeable surroundings, accordingly moving back workers' hard work and might reason them to pull out commencing their jobs. Intended for these source, reward system be progressively more imperative. The most important objectives of rewards be to focus and preserve employees, to induce human resources to accomplish elevated levels of performance appraisal system, in addition to obtain along with emphasize desired presentation of the employees.

The main factors of human resource development practices are appraisal and reward system, which are mostly concern with people at work and with their association within the organisation. The JDI (job descriptive index) instrument amongst the employees to measure Job Satisfaction. These JDI instrument includes pay, work, co-worker, promotions, and supervision. Workers' Job satisfaction that formulate an encouraging involvement to their relevant employees and might possibly direct to augment the effectiveness of the employees (Gopinath, 2016 b).

According to Deeprose (1994) inferred that "though occurrence of wealth might not be an extremely high-quality motivator, deficiency of it's a burly de-motivator". During accumulation, monetary rewards are important not solitary in requisites of implement value

since a intermediate trade, but also a very substantial wealth of recognising an merit of individual, achievement, symbolizing status and improving self-esteem (Armstrong, 1996). Consequently, organisations supporting the human resource strategy in workplace and which is illustrated can utilize the best financial reward system. Pun *et al.,*(2001) in their studies found that rewards. Managerial commitment and motivation were the mainly important factors; intrinsic rewards and extrinsic rewards, clear corporate mission and continuous improvement were the dominating the sub-factors of Emotional Intelligent implementation. Effective addition practices could bring along manageable employees' satisfaction, excellence improvement, eminence enrichment and productivity enhancement in industrialized. Observations to facilitate for the quantity of time depleted at employment, these obvious persons necessitate in excess of disburse commencing their duty. Therefore, Haider *et al.,* (2015) outlined that non-financial reward system helps organisation be prominent as apex level employers, and also, it objective to increases the commitment of employees.

Motivation

A vital enlightenment of motivation drive is the competence toward revolutionize activities. The inspiration of Motivation derives that contains solitary act for the reason that human behavior is going to in the direction of various objective. Barling *et al.,* (1987) mentioned views stated that the innermost thought in Herzberg theory is that barely satisfiers stimulate workers for definite attractive manners for reason that the duration of cleanliness variables be diminutive period among these variables might not at all be linked among employment motivation. Slightly, the employees would be implicated sinking negative variables in the work atmosphere. It preserve be accomplished to motivators are acknowledgment through basis intrinsic motivation to the staff and cleanliness are incentive in outline of salary due cause extrinsic motivation. Motivation imposed the employee outcome such as performance, persistence and productivity. Moreover, Gopinath (2020 f) revealed that Self Actualization is recognized as a factor of outcomes of Job satisfaction, organisational commitment and job involvement.

Lawler (2003) concluded that people require both ability and motivation. Extremely motivated employees to accomplish outcome if they don't have the essential skills, attitude also expertise that the organisation expects of them. Likewise, workforce with acquaintance, skills with expertise determination not does healthy if they are uninterested employees. Study furthers says to the majority broadly acknowledged causes are motivated to perform work be entrenched during suspense theory. Gopinath (2020 e) illustrated that augmenting the level of self-actualization of academic leaders their job involvement improved and appreciate the paybacks of job involvement. Gopinath (2016 e) inferred that the results of structural equation modeling explained noteworthy association between Recruitment and Selection process and the job satisfaction factors. Finding that exhibited that Job Satisfaction and Job Involvement are inter correlated to Self-Actualization mutually. Gopinath and Kalpana (2020) confirmed that Job Satisfaction and Job Involvement are the factors of Self-Actualization. Gopinath (2016 c; 2016 d) confirmed that structural equation model reveals positive relationship and highly significant influence of Promotion and Transfer policy and performance management process on job satisfaction factors. Job satisfaction factor includes supervision, co-workers, promotion, pay and work. Gopinath (2016 f; 2016 g) illustrated that impact of Training and development process and industrial relations system on job

satisfaction factors. Similarly Job Satisfaction dimensions of job description index scale have positive impact on the HRD factors of Training and development, Promotion and Transfer policy, Industrial Relations and performance management process of organization. Gopinath (2016 h) has studied the main role of selective Human Resource Development Practices influenced with job satisfaction. Who Illustrated that Training and Development, Promotion & Transfer, Appraisal & Reward, Recruitment and Selection, Performance Management, Compensation Management & Welfare Measure, Managing People, Industrial Relations and Employee Health & Safety were found these factors has considerable influential the job satisfaction. It enhances the employee's morale support.

Gopinath (2020 a) analysed in his paper, self-actualisation variables equability is the most important variable on sustained innovation of Appreciation and job involvement is subsequently majority influence variable of job involvement. The principle of research learn to identify the association linking the job satisfaction, self-actualisation and job involvement also *vice versa*. The findings of the research study, Job Involvement have mediation outcome among self-actualisation and job satisfaction. Gopinath (2020 b) inferred that self-actualisation is very important role to job involvement and concentrate the job satisfaction. Gopinath (2020 c) illustrated that major role of impact to self-actualisation on job satisfaction of academic boss in universities of Tamilnadu. Mainly Humanitarianism, Acceptance, purpose, authenticity, proficient perception of faith, healthy moral intuition, peak experiences, artistic courage, continued novelty of appreciation and equanimity these are the variables used to measure the self-actualisation. Associations of these self-actualisation vaiables along with the job satisfaction dimensions were studied. This research study inferred that positively associated and highly significant relationships among self-actualisation and Job Satisfaction with academic heads in Universities of Tamilnadu. Gopinath (2020 i) deciphered that self-actualisation factors such as, Good moral intuition, equanimity, purpose, humanitarianism and peak experiences. And also concluded that, extensive factors considered as influence on the factors of self-actualisation. Gopinath (2020 d) demonstrated that and Organizational Commitment significantly positive and linear correlation on self-actualisation and confirmed that there is a significance difference between Organizational Commitment and Job Involvement. Job Involvement and self-actualisation are significantly positive and linear correlated with Organizational Commitment.

> **Hypothesis-1:** *Reward system & Recognition are positively relationship with motivational factors.*

2. RESEARCH METHODS

Sampling Methods and Procedure

This research study was conducted in the manufacturing industry sector. Respondents were recruited among the Indian manufacturing units particular in Tamilnadu. Although the local context is considered, the Tamil Nadu manufacturing units applies the same general rewards systems. The preliminary vision of the survey method reveals that rationale of the study and advised to employees that contribution was chosen and that responses would be kept confidential.

Total Approximately 350 manufacturing sector staff are arbitrarily chosen and sum of 100 people were returned. Consequently, the react rate is 28.7% intended this research revise which is beneath the estimated acted rate of 50%. Note down, while relatively self-effacing,

the reply rate and concluding sample size are equivalent to that of comparable studies and reveal the complexity of collecting this kind of data (Tharenou, 2015; Yang *et al.,* 2006; Bhaskar-Shrinivas *et al.,* 2005). In addition, findings of abrasion analyses (Goodman & Blum, 1996) indicate that attrition is not predicted through the study factors. This suggests that data slow destruction across time was randomly dispersed. Information for this investigate are collected through questionnaire method. The survey questionnaires contains of two divisions. Primary portion includes socio-demographic dimension and second part includes rewards and recognition and motivational factors. Gopinath (2020 g) demonstrated that the concept of self-actualisation was measured to be the terminology related to motivation, is extends it meaning to self-exploration, self- reflection and self-realisation or. Self-actualisation describes ones feelings concerning her or his value or it are to reflect on oneself as a valuable person. Gopinath (2020 l) outlined that key insights to the existing literature review of self-actualisation and Job Satisfaction dimensions. Finally, inferred to academic leaders' Satisfaction enhanced through their self-actualisation.

Measures and Control Variables

In the questionnaire scales unique English versions were used in this research study. A Five point Likerts' scale ranging from Strongly Agree (SA-5) to Strongly Disagree (SD-1) has used for all substance questionnaire, for which the instrument scale is described below.

The questionnaire includes 25 statements and 6 key factors were used in this study. SPSS and AMOS statistical application software were used to analyse data from questionnaire. Gopinath (2020 k) reviewed that motivation of self-actualisation dimensions have obtained in a five point scale, and the priorities of each of the motivation's dimension have been ranked according to the mean values assigned.

Data Analysis and Hypotheses Testing

Reward Recognition and Motivating Factors

The investors use several criteria for reward recognition and motivating factors. At this point, the purpose of study 25 statements & 6 sub-scales were commonly used and the criterions were taken. The criteria were obtainable in the outline of instruments with five point Likert scale tool to collect opinion from the respondents / employees. The factor analysis has been used to diminish the data composed on 25 statements & 6 sub-scales factors into less significant number of convenient variables by exploring common proportions existing among the factors.

Table. 1. Bartlett's Test and KMO Measure		
KMO Measures of sampling test adequacy		.804
Bartletts' Test (Sphericity)	Chi-Square(Approximate.)	950.262
	Degrees of freedom(Df.)	171
	Significant	.000

Source: Primary data

Table. 2. Bartlett's Test and KMO Measure		
KMO Measures of sampling test adequacy		.823
Bartletts' Test (Sphericity)	Chi-Square(Approximate.)	184.262
	Degrees of freedom(Df.)	10
	Significant	.000

Source: Primary data

Accordance to the Table-1 result shows that outcome outcome of factor analysis, KMO (Kaiser-Meyer-Olkin) measures score value of compensation recognition which represents the sufficiency of the sample dimension was found **(.804 > .05)** denotes that a factor analysis is helpful to current data. These important value for Bartlett's test (Sphericity) is **.000** moreover is less than **.05** which identifies that present subsist significant associations between the factors.

Table - 3. Factor Analysis and Reliability Analysis results

Variables	Factor Loading	Cronbach's Alpha	Eigen Value	% Variance Explained
Factor 1 - Employee Recognition (ER)		**.765**		
Premium certificate	.793		6.612	34.800
Write-up in the newsletter	.780			
Praise in the meetings	.755			
Nomination for industry or professional award	.663			
Nominations for company awards	.654			
Promotion	.589			
More power in the job	.555			
Factor 2-Immediate Employee Recognition(IER)		**.745**		
Opportunity to undertake training	.832		2.604	11.600
Opportunity to attend conferences	.816			
Personal bonus	.696			
Factor 3 - Monetary Awards (MA)		**.680**		
Restaurant vouchers	.877		2.281	9.372
Movie tickets	.746			

Gift vouchers	.558			
Extra paid leave	.543			
Traveling allowance to visit overseas country	.472			
Factor 4 -Non-Monetary Awards (NMA)		**.762**		
Varying work tasks	.725		1.928	6.884
Extra holidays	.676			
Discounted/free company products	.601			
Factor 5 - Extrinsic Motivation(EM)		**.687**		
Using machinery within the industry affects motivation	.875		1.632	6.587
The match linking lifestyle and overtime hours influence motivation	.842			
The off-day, holiday, comfortable lifestyle and leisure time concern motivation	.477			
Busy time concern motivation	.478			
Factor 6 - Intrinsic Motivation (IM)		**.702**		
The associations with the colleagues influence motivation	.848		1.304	6.112
Dependence requests and responsibility / Authority in the workplace concern motivation	.781			
Contribution in decision-making involve the motivation	.578			

Alternatively, Table-2 result shows that outcome of factor analysis, KMO measure value of motivation variable which focuses the competence of the sample size was exhibited (0.823 > .05) of the consequential value of KMO measure test and Bartlett's test point out that the current data is helpful for factor analysis.

Table -3, the next step in the process is to decide about the number of factors to be derived. The rule of thumb is applied to choose the number of factors for which 'Eigen values' with greater than unity is taken by using Principal Component Analysis method. The Component matrix so formed is further rotated orthogonally using Varimax rotation algorithm which is the standard rotation method (Kaiser, 1958). All the statements are loaded on the six factors. The total variance accounted for, by all the six factors with Eigen value greater than 1 is 34.80 percent and the remaining variance is explained by other variables.

Most of the factors in reward system are used to motivate the employees. Therefore numbers of factors for motivating rewards system are observed that there are 6 key factors by clipping the related variables under it which are motivating for reward system. Planned Employee Recognition, Immediate Employee Recognition, Monetary Awards, Non-monetary Awards, Extrinsic Motivation and Intrinsic Motivation. The factor loadings of the variables in the table-3 Cronbach's Alpha value range from .472 to .877 are acceptable for these research variables (Reward & Recognition and Motivation).

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Hypothesis-1

Regression results table- 4 & table- 5 shows that model summary and ANOVA, to facilitate and accomplish the relationship connecting the Reward & Recognition moreover Motivation, couple of deterioration analyzes were done. The consequences in the model outline table showed that descriptive influence of the systemic model (R-Square) values, 0.132 and 111 correspondingly. This mean value 13.2% variations of the extrinsic-motivation factors was discussed by monetary compensation factors and 11.1% deviation of the intrinsic-motivation factors were denoted by Non-financial reward. Based on F-values of 16.017 with 13.416 in that order also p-values of together **.000**(Significant) exhibits ANOVA table-4 & table-5 determined to discard null hypothesis (Ho) to facilitate resources it is considerably positive to forecast extrinsic variables of motivation surrounded by the sovereign factor of monetary rewards and positive to predict intrinsic motivation factor within the autonomous variable of non-financial rewards. After judgment the model statistically noteworthy, deterioration equation was test done.

Table. 4. ANOVA, Model Summary and Coefficient value						
Summary Model	**Model type**	**R--value**	**R--Square**	**Adjusted R--Square**	**Standard (Error)**	**Durbin Watson**
	1	.421[a]	.232	.212	.565	2.028
ANOVA	**Model type**	**Sum. of Squares**	**Degree of freedom(Df.)**	**Mean Square value**	**F- value**	**Significant**
Regression	1	4.465	2	3.365	15.017	.000[a]
Residual		23.715	105	0.316		
Total		28.18	107			
d. Dependent Variable: Extrinsic Motivation; c. predictors (Constant): Financial Rewards						

Table. 4(a). Co-efficients[a]					
Summary Model	**Un-standardized Co-efficients**		**Standardized Co-efficients**	**t--value**	**Significant**
	B-value	**Standard (Error)**	**Beta-value**		
(Constant)	2.14	0.247		7.648	.000
Financial-Rewards	.467	.164	.364	4.002	.000
(b). Dependent Variable : Extrinsic Motivation					

Co-efficient table-4(a) expressions of the p-value of 0.00, Extrinsic factor was exhibits by Financial-Reward factors. The result of structural equation model value : Extrinsic variables = 2.14 + .467 ** *Financial Rewards.*

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Table. 5. ANOVA, Model Summary and Coefficient value						
Summary Model	**Model value**	**R--value**	**R--Square**	**Adjusted R--Square**	**Standard Error**	**Durbin Watson**
	1	.384[a]	.211	.203	.632	2.107
ANOVA	**Model value**	**Sum. of Squares**	**Degree of freedom(Df.)**	**Mean Square value**	**F- value**	**Significant**
Regression	1	4.8	2	3.9	12.516	.000[a]
Residual		31.208	107	.383		
Total		36.008	109			
d. Dependent Variable : Intrinsic Motivation ; c. predictors (Constant) : Non-Financial Rewards						

Table. 5(a). Co-efficients[a]				
Summary Model	**Un-standardized Co-efficient**		**Standardized Co-efficient**	**t-value**	**Significant**
	B-value	**Standard (Error)**	**Beta-value**		
(Constant)	2.193	.278		6.815	.000
Financial-Rewards	.462	.223	.434	3.863	.000
(b). Dependent Variable : Intrinsic Motivation					

Co-efficient table-5(a) gives supplementary current according to the p-value of 0.00, Intrinsic variable was exhibits by Non-Financial Reward variables. Consequently, the outcome of the model : Intrinsic variables = 2.193 + .462 ** *Non-Financial Rewards.*

Path Model findings through SEM (Structural Equation Modeling)

Foundation of CFA, research study have enhanced the structural equation modeling by bearing in mind subsequent arrange latent factors too, i.e. intrinsic motivation, extrinsic motivation, non-financial rewards and financial rewards and employee gratitude along through first order latent variables. However, researchers with the aim of investigation the hypothesis, consequently, information are examined by AMOS as obtainable Fig.-1.

Bollen and Long (1993) illustrated that exhibit model have been recognised when important with χ^2 =733.504; p-value = 0.000 and degrees of freedom (df) value = 86. The relative value χ^2 is (i.e.: MCMIN / df.) 2.727 and contained to Wheaton *et al.,* (1977), stipulation this index value is below value is 5, it's proved a logical model fit. Furthermore, GFI value is .875 which is close to value to 1, where a value of 1 denotes a PFI value. Likewise, NFI value is .906, which ought to Bentler and Bonett (1980) minimum value is .9. The CFI value should be closer to 1, and in this case, the value of CFI value is .910. At last, absolute fit(RMSEA)

model index value is .059, where the value of .08 (or) less value is adequate and lower value .05 created a unique model. Table. 6. depicts that all the values are in range, excluding three (3) items which were deleted for the reason that of lower factor loadings and auxiliary analysis was performed. The values of all constructs indicated good acceptance validity, constancy and accuracy of the measurement model.

Table 6. Reliability, Convergent and Discriminant Validity						
	CR	AVE	IM	EM	NMA	MA	ER
IM	0.865	0.605	0.778				
EM	0.925	0.762	0.833	0.873			
NMA	0.877	0.643	0.781	0.745	0.802		
MA	0.795	0.714	0.768	0.716	0.786	0.784	
ER	0.814	0.627	0.698	0.701	0.757	0.743	0.720

Confirmatory Factor Analysis exposed to facilitate all the objects had important loadings hooked on the vital factors benefited in this study. In addition, Structural Equation Modeling exhibited that model absorbed from improved nation was dependable and has cumulative validity in the background of emerging nation like India.
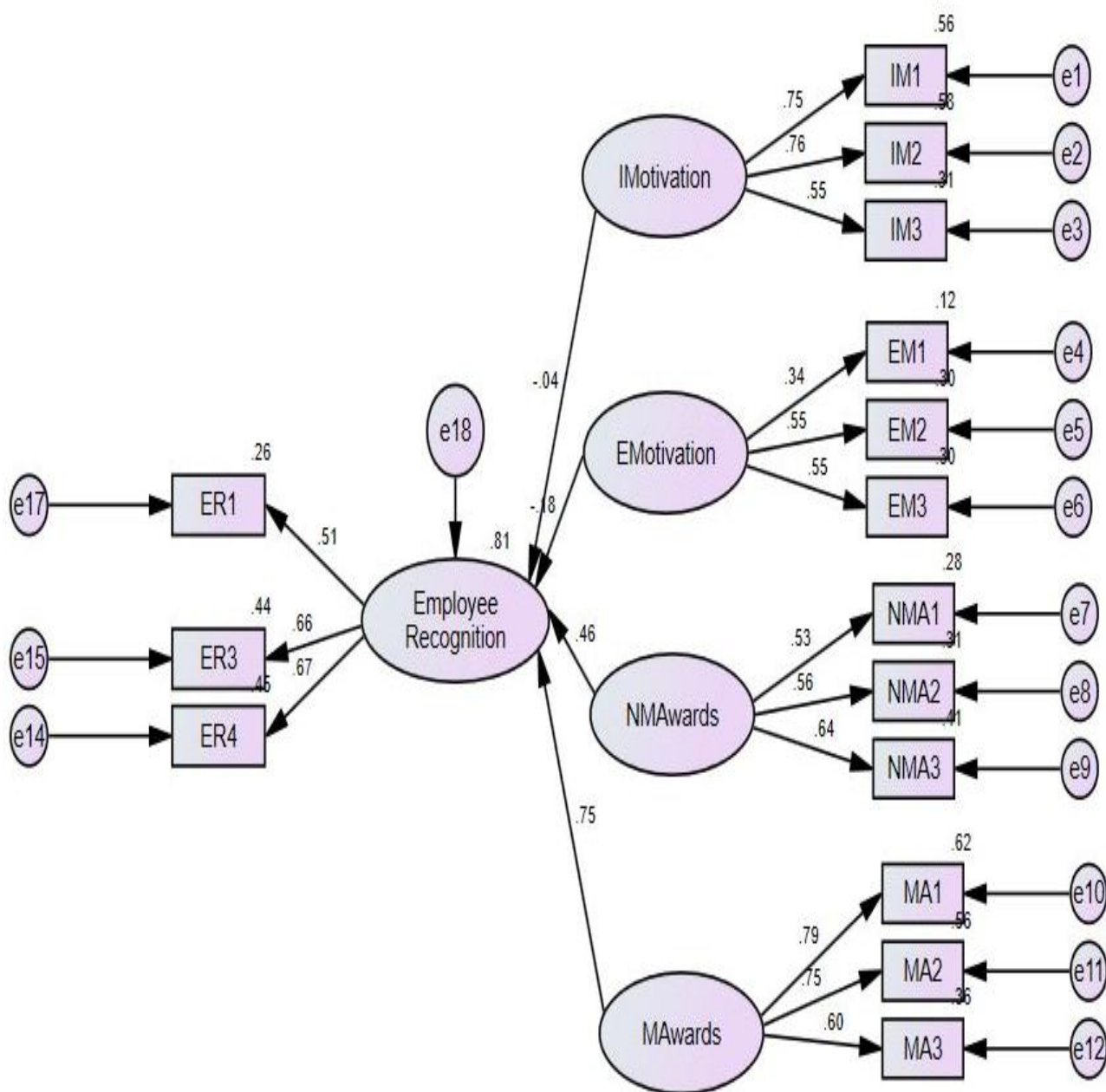
Fig.1.Path Model findings through Structural Equation Modeling

3. DISCUSSIONS, CONCLUSION AND IMPLICATIONS

Based on the results and findings of linking with Recognition and Reward System and employees of motivation be analyzed and investigated. In this study the employees of M/s. Saint-Gobainin Chennai formed the sample size. The respondent of the employee fees was under the expected charge as only 100 staff responded the instrument questionnaire. Moreover, testing of reliability and factor analysis exhibited the sufficiency respondents sample. Results of the outcome, reliability and factor analysis were suitable through the

quantity of the objects and the sample. Gopinath *et al.,* (2021) concluded that the Motivation role serves as vital variances and increases the associations between employees and management.

Based on stipulations findings exhibited of the statistical tests, the primary assumption of hypothesis accepted throughout the regression study. Scrutiny to the conclusion, it's found to Reward system & Recognition contain optimistic belongings on Motivation variables. Through the outcome of the statistical model test, this found that Extrinsic factor is described by the factors of Intrinsic Motivation and financial-Rewards are illustrated by the factors of Non-financial-rewards. Factor analysis is identified 6 key factors by clipping the related variables under it which are motivating for reward system. Planned Employee Recognition, Immediate Employee Recognition, Monetary Awards, Non-monetary Awards, Extrinsic Motivation and Intrinsic Motivation are the 6 key factors of motivating reward system. Solitary of the most excellent strategies to produce an efficient reward method in the organisation. Present research studies obtain a enhanced indulgent, accepting, perceptive and thoughtful for employer concerning various compensation reward tool in regulate to staffs' Motivation factors. Gopinath (2021 b) inferred that self-actualisation factors were a imperative contributor to job involvements and organisational commitment and influencing with the job satisfaction.

Findings exhibited conclude analogous among the outcome of this research studied; intrinsic variables of motivation is declined exaggerated by the monetary reward compensation. It has a positive effects financial and non-financial rewards and motivation.

The research investigated has shown that employer can occupy dissimilar methodologies to stimulate employees, but facilitate important that managers maintain in intellect that diverse techniques would contain a motivational factors and impact on employee roles. To obtain optimum results through motivational factors, the employer has to realise and recognize issues, which expect reward and recognition of every individual's exclusive values, attitude and practices. Outcomes of SEM, it statistically fit structural model was improved on the root of CFA. The analysis reveals that presently a strongly constructive relationship among Intrinsic Motivation, Extrinsic Motivation, Non-Monetary Awards, Monetary Awards, Employee Recognition and Immediate Employee Recognition and *vice versa.* The partially effect of financial-rewards and non-financial-rewards on Extrinsic motivation & Intrinsic motivation. The financial-rewards are mostly effect on extrinsic motivation comparatively non- financial rewards. This happen because of the employees mostly benefited from the financial rewards. It was also significant effect on non-financial-rewards to the employees in workplace. Hence, if financial and non-financial rewards system and recognition obtainable to employees were to be changed, then there would be equivalent motivational changes.

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