

## RELATIONSHIP BETWEEN ORGANIZATIONAL REWARD SYSTEM AND EMPLOYEE WORKING EFFICIENCY

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### ABSTRACT

*The purpose of this paper is to identify the relationship between rewards and employee working efficiency among operational level supervisors and non-managerial level workers in Sri Lankan garment sector. The sample consists of 100 employees including operational level supervisors and non-managerial level workers in Sri Lankan leading garment company. Therefore, the researchers used questionnaires to collect primary data to identify present condition of the company reward system and employee working efficiency. Therefore, those questions were related to financial and non-financial rewards and employee working efficiency. Co-efficient of correlation was used to identify degree of linear relationship between rewards and employee working efficiency. This study found that there is a significant positive relationship between rewards and employee working efficiency. Many organizations believe that rewards influence to employee working efficiency. Therefore, apparel industries also have given their attention to reward system to increase employee efficiency through employee satisfaction. Further, non-financial rewards have given more contribution to determine employee working efficiency than financial rewards.*

**Keywords:** *Employee working efficiency, Financial rewards, Non-financial rewards*

### 1. INTRODUCTION

Employee working efficiency is very important to any business organization because it is influenced to employee performance significantly. Two kinds of rewards such as financial rewards and non financial rewards are paid for employees. Those reward types are given a direct contribution to employee motivation. There is a relationship between financial incentives and employee performance.

When increasing payments, quantity of work is automatically increase, but not its quality (Mason & Watts, New York). There are so many kinds of non financial rewards such as praise, desirable job assignments, greater autonomy and lower likelihoods of lay off (Bishop, 1989). Shepherd and DeTienne (2005) found that potential financial reward provides motivation for individuals with little prior knowledge of customer problems to identify opportunities.