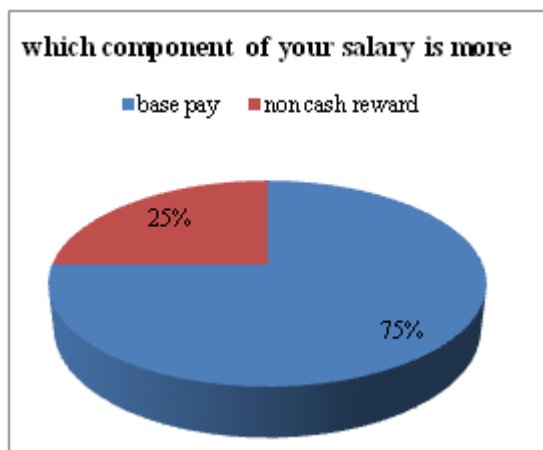


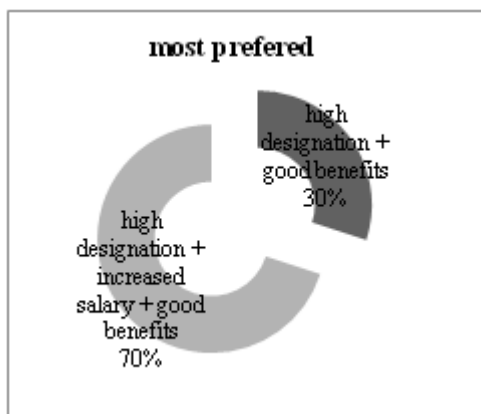
10. Which component of your salary is more?

To this I got an answer which made me analyzed that in today's world majority of people are working to earn good because 75 people out of 100 said that their base pay is more which means that they were looking for jobs which can pay more since they have high value for money and this proves that they are highly motivated through monetary rewards, whereas only 25 people said that their non cash rewards were more which means that these people don't show much of importance to money rather they look for growth and other benefits that they are being paid on job.



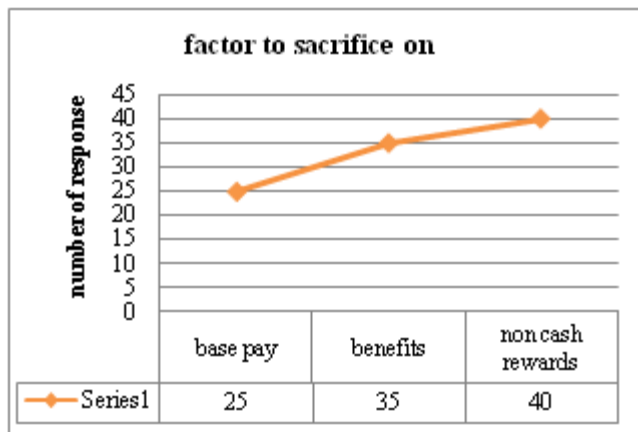
11. What would you prefer most while you are promoted?

On getting promoted, 30 out of 100 said that they want better designation and good benefits whereas 70 people exist in my target who says they want better designation, good benefits as well as high salary to have a proper and a better fit in the market.



12. In case your salary package is changed, which component would you sacrifice on?

If ever the salary package is changed for an employee for any specific reason, 40 people said that they can sacrifice over their non financial reward, to them it matters not if they are not given better ambience, a healthy network, a consistent and performing team etc, they can sacrifice over all this but not money. Whereas 35 people said they can sacrifice over benefits that they are being given and only 25 people said that if ever any changes are made they can sacrifice over their base pay.



5. Methodology

The methodology that I have opted in my survey is primary data; I have collected data by questioning 100 people within the CBM premises, from Jinnah University and on net. Now on the basis of the data that I have collected I will conduct a following analysis:

H0: 90% employees are motivated through monetary reward
 H1: 90% employees are not motivated through monetary reward:

- The Significance level is 5% and
- The Confidence Interval is 95%

This is my main hypothesis which I have analyzed by making relationships setting other hypothesis.

1. Motivation and Income Group

Overall Case Processing Summary

	Cases					
	Valid		Missing		Total	
	N	Percent	N	Percent	N	Percent
Motivation for Salary * Which factor drives you more?	100	100.0%	0	.0%	100	100.0%

Motivation for Salary * Which factor drives you more? Cross tabulation

Count		Which factor drives you more?		
		Financial Reward	Non-Financial Reward	Total
Motivation for Salary	No	6	35	41
	Yes	29	30	59
Total		35	65	100

Chi-Square Tests

	Value	Df	Asymp. Sig. (2-sided)	Exact Sig. (2-sided)	Exact Sig. (1-sided)
Pearson Chi-Square	12.669 ^a	1	.000		
Continuity Correction ^b	11.198	1	.001		
Likelihood Ratio	13.577	1	.000		
Fisher's Exact Test				.001	.000
Linear-by-Linear Association	12.543	1	.000		
N of Valid Cases	100				
a. 0 cells (.0%) have expected count less than 5. The minimum expected count is 14.35.					
b. Computed only for a 2x2 table					

Symmetric Measures

		Value	Asymp. Std. Error ^a	Approx. T ^b	Approx. Sig.
Interval by Interval	Pearson's R	-.356	.086	-3.771	.000 ^c
Ordinal by Ordinal	Spearman Correlation	-.356	.086	-3.771	.000 ^c
N of Valid Cases		100			
a. Not assuming the null hypothesis.					
b. Using the asymptotic standard error assuming the null hypothesis.					
c. Based on normal approximation.					

Ho: Motivation depends on Income Level

H1: Motivation donot depend on income Level

Analysis

Since t Pearson value and p fisher value associated with Chi-square is less than 0.05, hence we fail to reject Ho and agree on the point that motivation is dependent on income level. Higher the income, higher the motivation level will be.

2. Reward and Income Group

Case Processing Summary

	Cases					
	Valid		Missing		Total	
	N	Percent	N	Percent	N	Percent
Income Group * Which factor drives you more?	100	100.0%	0	.0%	100	100.0%

Income Group * Which factor drives you more? Cross tabulation

Count		Which factor drives you more?		
		Financial Reward	Non-Financial Reward	Total
Income Group	Less than PKR 30,000	9	1	10
	30,000 to 40,000	37	23	60
	40,000 to 50,000	9	11	20
	More than 50,000	2	8	10
Total		35	65	100

Chi-Square Tests

	Value	Df	Asymp. Sig. (2-sided)
Pearson Chi-Square	4.908 ^a	3	.179
Likelihood Ratio	5.573	3	.134
Linear-by-Linear Association	.161	1	.689
N of Valid Cases	100		
a. 2 cells (25.0%) have expected count less than 5. The minimum expected count is 3.50.			

Symmetric Measures

		Value	Asymp. Std. Error ^a	Approx. T ^b	Approx. Sig.
Interval by Interval	Pearson's R	-.040	.092	-.399	.691 ^c
Ordinal by Ordinal	Spearman Correlation	-.070	.094	-.696	.488 ^c
N of Valid Cases		100			
a. Not assuming the null hypothesis.					
b. Using the asymptotic standard error assuming the null hypothesis.					
c. Based on normal approximation.					

Ho: High income group need financial rewards

H1: High income group need non-financial rewards

Analysis

Since the pearson value is greater than 0.05 (0.0691), therefore we reject Ho and conclude that high income group require non financial rewards such as recognition, growth, job security etc

3. Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.195 ^a	.038	.028	.487
a. Predictors: (Constant), Motivation Factor while Working in an Organization				
b. Dependent Variable: Motivation for Salary				

Analysis

3.8% people prefer salary where as 96.2% looks other factors too + base pay

4. ANOVA

		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	.924	1	.924	3.892	.051 ^a
	Residual	23.266	98	.237		
	Total	24.190	99			
a. Predictors: (Constant), Motivation Factor while Working in an Organization						
b. Dependent Variable: Motivation for Salary						

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	95.0% Confidence Interval for B	
		B	Std. Error	Beta			Lower Bound	Upper Bound
1	(Constant)	.794	.114		6.948	.000	.567	1.021
	Motivation Factor while Working in an Organization	-.087	.044	-.195	-1.973	.051	-.174	.001

a. Dependent Variable: Motivation for Salary

Motivation= B1 + B2x (factors for working in an organization)

Motivation= 0.794 -0.087x (factors for working in an organization)

Analysis

According to this test, it shows that keeping all the factors constant, for salary motivation is not dependent on money only. Yes for people who are earning up to Rs40000, for them it's true that money is the direct motivator. However for people beyond this income group they want something extra something more likes status, autonomy, job security, recognition, growth, trips, dinners which plays a vital role in adding up their motivation level. If salary increases by 1 unit, but if employees are not satisfied than motivation for working decreases by 0.087 units.

6. Conclusion

The importance of reward in the day-to-day performance of employees' duties cannot be over emphasized, especially when it comes to being rewarded for a job done. It is a well-known fact that human performance of any sort is improved by increasing motivation. From this study it can be easily inferred that employee reward package matters a lot and should be a concern of both the employers and employees. The results obtained from the hypotheses showed that employees place great value on the different rewards given to them by their employers. Hence, when these rewards are not given, workers tend to express their displeasure through poor performance and non-commitment to their job. It's also seen that the motivation through financial reward declines when the income group increases. As through my research its witnessed that those who earn upto Rs.40,000 they are highly motivated through financial rewards and they prefer these rewards but as the income group increases to Rs.50,000 and more people want financial rewards in addition to it they are motivated when they are given autonomy, growth, status, recognition, trips to exciting places of the world etc. At this stage for them high pay or bonus is not a motivator it becomes a part of their need, when they have it, its okay but when they don't have it, it will dissatisfy them as its said in the 2 factor theory of Herzberg.

Many organisations are transforming themselves, flattening hierarchies, empowering workers and basing processes on

teams rather than individual performance. Reward and recognition systems are an important part of the change that is necessary for such transformation to be effective. A thorough rethinking and restructuring of reward and recognition practices which are aligned with new organisational goals and culture will give companies the focused energy they will need to succeed in challenging times. Those companies that use relevant compensation and rewards as strategic resource tools will be able to realise the tremendous potential of their employees, working together. This requires the reorganisation of incentive programs to encourage new employee behaviours aimed at achieving team and organisational goals. The types of teams operating and the stage of teamwork will dictate the incentives to be used to achieve worthwhile team and organisational goals. These rewards and recognition programs must also fit in with the culture and values that the organisation wishes to develop.

The study concludes that there is a direct relationship between employee's performance and organisations reward system. In case of low salary group, it is more important to develop such a reward system which has more emphasis on extrinsic reward. Similarly, high income group could be more motivated through intrinsic reward. Well defined job description leads to high performance rating in the organisation. Employees' recognition techniques are good way to motivate employees.

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