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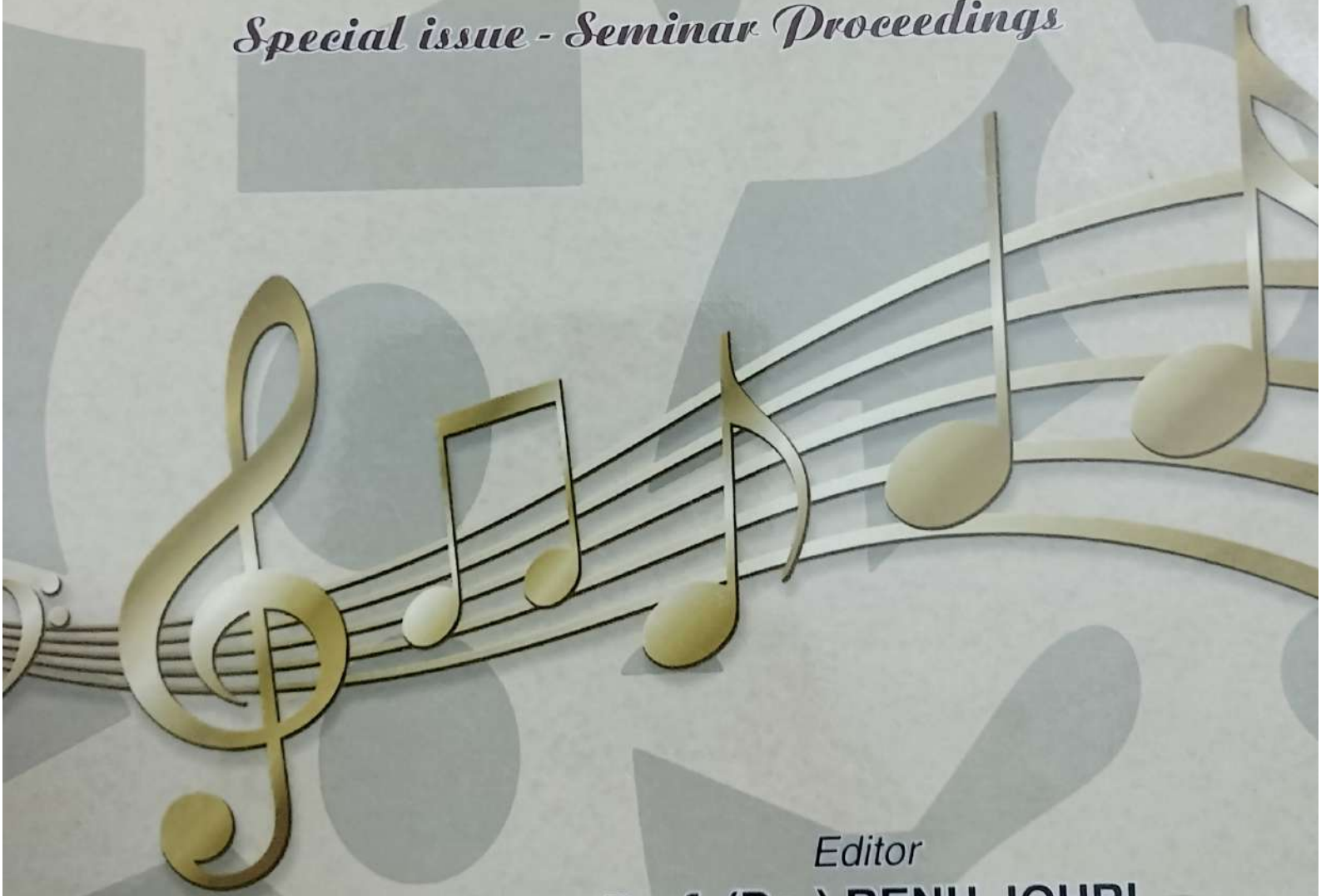
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## A Study on Enhancing Employee Performance Through Incentives – Educational institutions

Dr R Parvathi\*, Lokeshwari D V† & B Rammya‡

**Abstract**—Workers play a pivotal part in achieving an association's pretensions and objects; therefore, motivating them is vital the objective of the study is to perceive the relationship between non-monetary benefit and employee satisfaction the paper is the outcome of sample survey conducted on a random sample of 111 respondents from south Bangalore. The study is based on primary sources of data collected through survey method by administering the questionnaire to randomly selected respondents spread across south Bangalore city various working category and also professionals working at educational institutions through Google forms. Collected data from the survey was analyzed, using descriptive statistical tools like crosstabs, percentage analysis, chi – square test and inferences are drawn the scope of the study is only limited to the demographic parameter -gender. The study found that there is a relationship between the gender and the monetary benefits given by the educational institutions there it is clear that comparatively female employee can be satisfied and enhance their performances with the non-monetary benefit compared to men.

**Key words** : Employee, non-monetary, monetary, performances and satisfaction.

**Introduction**—Workers play a pivotal part in achieving an association's pretensions and objects; therefore, motivating them is vital. One of the strategies that numerous companies have used to increase their workforces' morale is applying prices. The most common prices are financial and non-monetary prices. Although the two forms of impulses are employed in numerous associations, there has been significant growth in non-monetary prices in the recent history. There's significant substantiation to show the increased use of non-monetary prices in the last many times. Although numerous associations have applied financial prices to motivate their workers, there's an arising trend whereby directors now prefer the use of non-monetary prices. The increased use of non-monetary prices can be attributed to the long-term benefits of these impulses. They've a long- continuing impact on the donors, which may not be set up in the financial prices. utmost workers are likely to forget a financial gift or price impact within a many weeks or months. workers can use similar gifts to pay their bills or buy goods they use daily. Accordingly, they do haven't anything special with financial prices since they view them just like their ordinary hires. still, non-cash impulses, similar as gift cards, award points, wares, or foreign passages, have long-term goods on an hand's life.

**Review of literature**—Chehak Rajgarhia (2020) Job satisfaction plays an integral part in every organization. Considering the fact that job satisfaction places an extremely crucial role in determining the success of any organization, every firm needs to understand and implement those factors that lead to job satisfaction. Two factors that highly affect the job satisfaction of the employees at the workplace are Monetary and Non – Monetary Incentives. However, while designing an incentive one might get confused as to which benefits and incentives, they should pay more attention to. The paper discusses incentives and their impact on an organization. It further goes in detail to explain the various types of monetary and non – monetary incentives available at the workplace and discusses their relationship with job satisfaction both in the short and long run. It also highlights the benefits that both the employees and organizations get with the implantation of these incentives. The study aims to understand the relationship between job satisfaction and incentives and which incentives among monetary and non – monetary incentives have a higher effect on employee performance level

\* Principal and Academic Director, VET First Grade College, Bangalore

† Assistant Professor, VET First Grade College, Bangalore

‡ Assistant Professor, VET First Grade College, Bangalore

Marwan Al-Nsour (2012) The purpose of this study is to investigate the impact of financial and moral incentives on organizational performance for the employees of the Jordanian Universities. This study aims at identifying the role of the Jordanian universities in meeting the employees' societal needs, knowing the implemented incentives approach and knowing the level of performance in the Jordanian universities. Statistical packages for social sciences (SPSS) program was used for descriptive analysis. Five universities were selected for the purpose of this study. The main findings indicate that there is an adequate level of incentives provided to employees. Financial incentives ranked in 1st place while moral incentives ranked in the 2nd place. Also, it was found that there is a high level of organizational performance. Customer satisfaction ranked in the 1st place, internal business process in the 2nd place followed by learning and growth. There is relationship between financial & moral incentives and organizational performance as well as between financial & moral incentives and internal business process and customer satisfaction. There is an effect of moral incentives on learning & growth but there is no relationship between financial incentives and learning & growth. Finally, this study has verified further research opportunities that could enrich the understanding of Incentives and organizational Performance in the universities of Jordan. It is observed that bonuses are fixed according to the employee's performance, however, hard work being intangible is not considered. Therefore, it can be deduced that monetary incentives are independent of the performance, since the bonus and allowances are fixed according to a specific performance parameter. Moreover, the failure of a company's promise to release the bonus on time also leads to dissatisfaction and demotivation among its employees. On the other hand, companies can attain their target by quoting the performance bonus in advance, thereby, stimulating employees to perform more efficiently and proactively. This project will help you comprehend how effective monetary incentives are imperative to employee satisfaction and alleviating the attrition rate in the company.

Othman A. Obeidat, Khaldoun M. AL\_Dwairi (2015) The study aimed to investigate the role of the financial and moral incentives on employees' performance in the academic libraries in Jordan. This study aimed at identifying the role of the academic libraries in meeting the librarians' societal needs, knowing the implemented incentives approaches and the level of performance in the academic libraries. Methodology approach used data about the role of the financial and moral incentives on employees' performance in academic libraries were obtained through a survey questionnaire distributed to employers in the academic libraries in Jordan. The study used 5 public universities (n=5, 20.83%) and 5 private universities (n=5, 20.83%) out of 24 universities in Jordan, were selected for the purpose of this study. Social implications regarding this study, the results indicated that there was a relationship between financial, moral incentives and employees' performance as well as between financial, moral incentives and internal library process and users' satisfaction, caution must be exercised in generalizing the results from this study to other situations in the service academic library environment. The findings indicated that there was an adequate level of incentives provided to librarians. The financial incentives ranked in the 1st place while moral incentives ranked in the 2nd place. Regarding the value, this study has verified further research opportunities that could enrich the understanding of incentives and employees' performance in the Jordanian academic libraries.

O'Brien, P. (2007) The French education system has a mixed record. A generally very successful pre-school and primary school level contrasts with underfunded public universities with high dropout rates which exist alongside very successful higher education institutions for elites. Initial education, especially secondary education and the universities, along with labour market policies themselves, do not always succeed in improving labour market entry for a significant proportion of young people. Parts of the management of education have been decentralised, yet educational institutions themselves generally have a very restricted degree of autonomy. The system of performance measurement and incentives, at all levels of education, needs to be reviewed.

**Objectives**—To perceive the relationship between non-monetary incentive and employee satisfaction  
**Research Methodology**—A Study on Enhancing Employee Performance Through Incentives —

Educational institutions. The paper is the outcome of sample survey conducted on a random sample of 100 respondents from south Bangalore. The study is based on primary sources of data collected through survey method by administering the questionnaire to randomly selected respondents spread across south Bangalore city various working category and also professionals working at educational institutions through Google forms. Collected data from the survey was analyzed, using descriptive statistical tools like crosstabs, percentage analysis, chi – square test and inferences are drawn the scope of the study is only limited to the demographic parameter -gender

To perceive the relationship between non -monetary incentive and employee satisfaction

H0 = There is no relationship between gender and non-monetary benefits

H1 = There is relationship between gender and non-monetary benefits

H01= There is no relationship between gender and work culture

H02= There is no relationship between gender and employee recognitions

H03= There is no relationship between gender and Reduce stress level

H04= There is no relationship between gender and job security

H05= There is no relationship between gender and employee satisfaction

Significant at 1% (P0.01) -Accepted Analysis and Interpretation

H01= There is no relationship between gender and work culture

Gender	Workculture					Total
	strongly disagree	Disagree	Neutral	Agree	strongly agree	
Male	0	5	5	5	5	20
Female	5	5	5	50	25	90
prefer not to say	0	0	0	0	0	1
Total	5	10	10	55	30	111

The above table shows the cross tabulation of work culture components relating to Male, Female with gender. It is evident that that majority of the female respondents agree that there is relationship between gender and work culture

Chi-Square Tests			
	Value	Df	Asymp. Sig. (2-sided)
Pearson Chi-Square	128.986 <sup>a</sup>	10	.000
Likelihood Ratio	27.451	10	.002
N of Valid Cases	111		

a. 12 cells (66.7%) have expected count less than 5. The minimum expected count is .01.

As the p value is less than 0.00 in all the relationship with gender and work culture, the null hypothesis is rejected, alternate hypothesis is accepted and it can be concluded results are significant i.e. There is a relationship between gender and work culture of the respondents

H02= There is no relationship between gender and employee recognitions

Gender	Employee recognition					Total
	strongly disagree	Disagree	neutral	Agree	strongly agree	
Male	0	0	10	5	5	20
Female	5	5	15	35	30	90
prefer not to say	0	0	0	0	0	1
Total	5	5	25	40	35	111

The above table shows the cross tabulation of employee recognitions components relating to Male, Female with gender. It is evident that that majority of the female respondents agree that there is relationship between gender and employee recognition.

Chi-Square Tests			
	Value	Df	Asymp. Sig. (2-sided)
Pearson Chi-Square	122.551 <sup>a</sup>	10	.000
Likelihood Ratio	23.220	10	.010
N of Valid Cases	111		

a. 13 cells (72.2%) have expected count less than 5. The minimum expected count is .01.  
 As the p value is less than 0.00 in all the relationship with gender and employee recognition the null hypothesis is rejected, alternate hypothesis is accepted and it can be concluded results are significant i.e. There is a relationship between gender and employee recognition of the respondents  
 H03= There is no relationship between gender and Reduce stress level

Gender	Reduce stress level					Total
	strongly disagree	disagree	neutral	agree	strongly agree	
Male	0	0	5	5	10	20
Female	5	10	10	25	40	90
prefer not to say	0	0	0	0	0	1
Total	5	10	15	30	50	111

The above table shows the cross tabulation of reduction of stress level relating to Male, Female with gender. It is evident that that majority of the female respondents agree that there is relationship between gender and reduction of stress level

Chi-Square Tests			
	Value	Df	Asymp. Sig. (2-sided)
Pearson Chi-Square	116.858 <sup>a</sup>	10	.000
Likelihood Ratio	19.551	10	.034
N of Valid Cases	111		

a. 12 cells (66.7%) have expected count less than 5. The minimum expected count is .01.  
 As the p value is less than 0.00 in all the relationship with gender and reduction of stress level the null hypothesis is rejected, alternate hypothesis is accepted and it can be concluded results are significant i.e. There is a relationship between gender and reduction of stress level of the respondents  
 H04= There is no relationship between gender and job security

Gender	Job security				Total
	strongly disagree	disagree	neutral	strongly agree	

Male	0	5	5	10	0	20
Female	5	15	5	35	30	90
prefer not to say	0	0	0	0	0	1
Total	5	20	10	45	30	111

The above table shows the cross tabulation of job security relating to Male, Female with gender. It is evident that that majority of the female respondents agree that there is relationship between gender and job security.

Chi-Square Tests			
	Value	df	Asymp. Sig. (2-sided)
Pearson Chi-Square	126.845 <sup>a</sup>	10	.000
Likelihood Ratio	31.691	10	.000
N of Valid Cases	111		

a. 12 cells (66.7%) have expected count less than 5. The minimum expected count is .01.

As the p value is less than 0.00 in all the relationship with gender and job security the null hypothesis is rejected, alternate hypothesis is accepted and it can be concluded results are significant i.e. There is a relationship between gender and job security of the respondents

H05= There is no relationship between gender and employee satisfaction

Gender	Satisfactory level				Total
	Dissatisfied	highly dissatisfied	neutral	satisfied	
Male	5	0	10	5	20
Female	15	10	20	45	90
prefer not to say	0	0	0	0	1
Total	20	10	30	50	111

The above table shows the cross tabulation employee satisfaction relating to Male, Female with gender. It is evident that that majority of the female respondents agree that there is relationship between gender and employee satisfaction.

Chi-Square Tests			
	Value	Df	Asymp. Sig. (2-sided)
Pearson Chi-Square	120.815 <sup>a</sup>	8	.000
Likelihood Ratio	22.528	8	.004
N of Valid Cases	111		

a. 9 cells (60.0%) have expected count less than 5. The minimum expected count is .01.

As the p value is less than 0.00 in all the relationship with gender and employee satisfaction the null hypothesis is rejected, alternate hypothesis is accepted and it can be concluded results are significant i.e. There is a relationship between gender and employee satisfaction of the respondents.

**Conclusion**—The above article conclude recognizing and rewarding your employees in a structured manner can have a host of positive effects in the long term. With this, companies can earn higher

employee satisfaction and even boost company reputation. According to the study the majority of female employee are satisfied comparatively with the male employee in an educational institution the main goal of non-monetary benefits is to help build a relationship of trust and care with your workforce. When non-monetary benefits are given to employees, it increases their loyalty and improves employee retention in the long run.

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