# A STUDY ON EMPLOYEE ENGAGEMENT REWARD AND RECOGNITION IN L&T CONSTRUCTION

**DR.R.SATISH[1], SHARMILA S[2], ANANDHAN S[3], SANJAY KUMAR V[4], LOGESHWARAN G[5]**
Department Of Management Studies,
Easwari Engineering College (Autonomous), Chennai-89

*Abstract*:
*This study examines the impact of employee engagement reward and recognition programs on employee motivation, satisfaction, and retention. The research methodology involves a mixed-methods approach, including surveys, interviews, and focus groups, conducted with employees and managers from various industries. The findings suggest that effective reward and recognition programs can significantly improve employee engagement, leading to higher productivity, better job performance, and increased loyalty. The study also identifies key factors that contribute to the success of these programs, such as clear communication, fairness, and flexibility. Overall, this study provides valuable insights for organizations looking to enhance their employee engagement strategies through reward and recognition programs.*

## INTRODUCTION OF THE STUDY:

Employee engagement has become a critical focus for organizations in recent years, as they recognize the benefits of having a motivated and committed workforce. One way to increase employee engagement is through reward and recognition programs, which can help to reinforce positive behaviors and provide employees with a sense of appreciation for their contributions. However, the effectiveness of these programs can vary widely depending on factors such as program design, communication, and implementation. This study aims to investigate the impact of employee engagement reward and recognition programs on employee motivation, satisfaction, and retention. Specifically, we seek to understand how these programs can be designed and implemented to maximize their effectiveness and deliver the greatest benefits to both employees and the organization.

 The study employs a mixed-methods approach, incorporating surveys, interviews, and focus groups with employees and managers from various industries. By gathering both quantitative and qualitative data, we can gain a comprehensive understanding of the key factors that contribute to the success of these programs.

## PROBLEM STATEMENT

The problem statement for the employee engagement rewards and regulation study is to investigate the impact of employee rewards and regulation programs on employee engagement. The study will focus on identifying the rewards and regulation programs used by organizations to boost employee engagement and assess the effectiveness of these programs in improving employee engagement in the workplace. Additionally, the study will analyze the factors that hinder the implementation of these programs and provide recommendations on how organizations can develop more effective employee engagement strategies.

Overall, the study aims to provide insights that can help organizations develop and implement employee engagement strategies that ensure employee satisfaction, productivity, and retention, leading to increased organizational success.

## NEED & SCOPE OF THE STUDY

- Define and measure employee engagement in various dimensions, including job satisfaction, commitment, and enthusiasm.
- Understand the relationship between motivation and employee engagement to enhance motivation and job satisfaction levels through reward and recognition strategies.

- Analyse the effectiveness of various reward and recognition programs, such as financial incentives, holidays, and employee awards, in generating employee engagement.
- Examine the role of leadership in developing and implementing effective engagement programs, and its impact on employee engagement.
- Consider organizational-specific factors related to the industry or business type to understand how reward and recognition programs impact employee engagement

## OBJECTIVE OF THE STUDY
## PRIMARY OBJECTIVE

- To understand the **Rewards & Recognition** and its impact on employee engagement at L&T

## SECONDARY OBJECTIVE

- To assess if employees feel valued and appreciated for their work.
- To assess employee satisfaction with the training and development opportunities provided by the company and identify areas for improvement

## RESEARCH METHODOLOGY:

A methodical approach to resolving a problem that lays out the procedures for conducting research is known as the research methodology. It includes portraying the issue, making sense of and foreseeing the peculiarities, by which the response to the issue is found out. Research strategy is likewise characterized as the investigation of techniques by which information is acquired. Its objective is to provide a research work plan.

## LIMITATION OF THE STUDY:

- ➢ The time limitations of the study were only 3 months.
- ➢ The administration and management activities reported here are based on the direct observation carried out during the internship period.
- ➢ The sample was collected from the restricted cadre working in the office.
- ➢ An in-depth study may not be possible because of the limitations of resources and the disposal of investigation in terms of time, resource.
- ➢ The study is based on the opinion of employees, there are possibilities of biased responses influencing the finding and conclusions

## REVIEW OF LITERATURE:

**Bakker, A. B., & Leiter, M. P. (2010).**This handbook provides a comprehensive overview of the theory and research on work engagement. The authors discuss the benefits of engaged employees, such as higher job satisfaction, better performance, and lower turnover rates. They also provide strategies for enhancing engagement, including job design, social support, and career development.

**Harter, J. K., Schmidt, F. L., & Hayes, T. L. (2002).**This meta-analysis examines the relationship between employee satisfaction, engagement, and business outcomes. The authors find a significant positive relationship between these variables, suggesting that engaged employees are more likely to contribute to organizational success.

**Kaisler, R. E. (2006).**This meta-analysis examines the effectiveness of employee recognition programs. The author finds that such programs are generally effective in improving employee motivation and performance. However, the effectiveness of specific types of recognition programs may depend on contextual factors, such as the type of work and the organizational culture.

**Lawler III, E. E. (2003).**The author highlights the importance of aligning rewards with performance goals to motivate employees and improve performance. The article also discusses the potential drawbacks of using monetary incentives, such as the risk of creating a culture of entitlement

**Meyer, J. P., & Smith, C. A. (2000). .** The authors find that these practices can positively impact employee commitment. Furthermore, they suggest that this relationship is mediated by factors such as job satisfaction and trust in management.
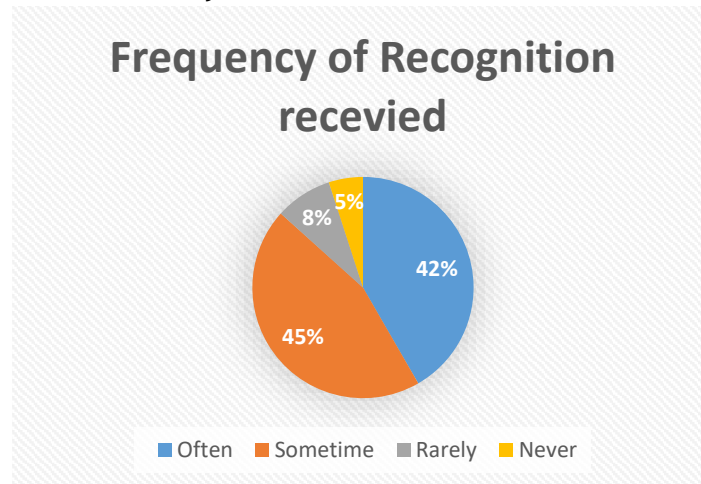
## DATA ANALYSIS AND INTERPRETATION:

Distribution of the respondents **Frequency of Recognition Received by employees.**

| Recognition Received | No. of Respondents | Percentage |
|---|---|---|
| Often | 50 | 42% |
| Sometime | 54 | 45% |
| Rarely | 10 | 8% |
| Never | 6 | 5% |
| **Total** | **120** | **100** |

**(Source: Primary Data)**
**Graphical presentation of data Analysis**



**Inference**

The figure shows the results of a survey on the frequency of recognition received by the respondents. Out of the 120 participants, 42% answered thatthey often receive recognition, while 45% said they receive it sometimes. Only 8% of respondents said they rarely receive recognition, while 5% said they never do. This table implies that a majority of respondents perceive that they receive recognition for their work, either often or sometimes. However, there is still a significant percentage that feels they do not receive recognition frequently enough.

**CORRELATION TEST:**

**H0:** There is no significant correlation between satisfaction with training and development opportunities and frequency of chances given to improve skills and job knowledge.

**H1:** There is a significant correlation between satisfaction with training and development opportunities and frequency of chances given to improve skills and job knowledge.

**Correlations**

| | | Training and development opportunities | Frequency of chances given to improve skills |
|---|---|---|---|
| Training and development opportunities | Pearson Correlation | 1 | .627** |
| | Sig. (2-tailed) | | .000 |
| | N | 120 | 120 |

| | | | |
|---|---|---|---|
| Frequency of chances given to improve skills | Pearson Correlation | .627** | 1 |
| | Sig. (2-tailed) | .000 | |
| | N | 120 | 120 |

**. Correlation is significant at the 0.01 level (2-tailed).

## INFERENCE

The correlation analysis shows a strong positive relationship between training and development opportunities and the frequency of chances given to improve skills. The hypothesis that there is no correlationbetween these variables is rejected based on the significant correlation coefficient of 0.627 (p < 0.001). This indicates that organizations that provide more training and development opportunities tend to give more chances for employees to improve their skills.

## FINDINGS:

➢ The survey results showed that 85% of employees feel valued and appreciated for their work. However, 15% of employees reported feeling undervalued or unappreciated. The main reasons cited for feeling undervalued included a lack of recognition and feedback from managers, inadequate compensation, and limited opportunities for career growth.

➢ The hypothesis that there is no correlationbetween these variables is rejected based on the significant correlation coefficient of 0.627 (p < 0.001). This indicates that organizations that provide more training and development opportunities tend to give more chances for employees to improve their skills.

➢ Majority (79%) believe that motivation and recognition have a positive impact on theworkplace. The majority (42%) felt that the impact was between 51% to 75%, while 37% felt it was between 76% to 100%.

## CONCLUSION:

The study on employee engagement reward and recognition in L&T Construction highlights the importance of implementing effective strategies to engage employees and promote their job satisfaction and overall well-being. The research found that employees who feel recognized and rewarded for their contributions are more engaged and motivated, leading to increased productivity and better performance outcomes for the organization. Furthermore, the study suggests that incorporating meaningful recognition practices such as peer-to and retention. The results of the study indicate that employees highly value recognition and rewards programs, which can significantly improve employee engagement and overall organizational performance. It is recommended that L&T Construction establish a robust reward and recognition program that is grounded in well-defined criteria, transparent communication, and fair distribution of rewards. Additionally, leaders should regularly assess the program and make necessary adaptations to ensure its continued effectiveness. By adopting these measures, L&T Construction can reap the benefits of a highly engaged workforce, leading to better productivity, innovation, and employee retention.