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PROMOTION AND REWARD POLICY OF AN ORGANIZATION

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ABSTRACT

The point of the "A Study of publicity and reward tactics of arranging". Each arrangement needs workforce furthermore to services and material possessions for it to act. This study examined about publicity and reward in Maruti Suzuki at Hyderabad. This study composed news from intentionally picked 100 clerks by utilizing availability savoring method. The study contains two together basic and subordinate dossier, subordinate dossier is composed from books and netting sites etc. Primary dossier is composed by way of questionnaires by endure clerks. Percentage reasoning is secondhand for dossier study. From the study it is decided that two together finances and non-finances publicity and reward of members. Employees are quenched accompanying the publicity in addition to rewards determined by party and thought that lures and added benefit's advance the acting. This response result is effect to grown the agents and arranging future conduct.

LINTRODUCTION

Rewards and Promotions maybe strong finishes for member inspiration and acting bettering. Reward wealth entity likely for act. Recognition is a main feature in maintaining wonderful staff members and for reconstructing efficiency. Many types of rewards and

Promotions have direct costs guide bureaucracy, to degree cash premium stock awards, and roomy type of party rewarded benefits. The basic objective of providing Reward and Promotions search out boost and stimulate the staff members commotion better act Rewards and Promotions are individual of the inspiration facets cruel Resources.

Rewards and Promotions are likely to obtain requested aims. Rewards plan bear be approximately joined to administrative actions. These planning are maybe planned to faster novelty to determine singular produce or aids.

PROMOTION:

Each arranging needs to claim a balance 'tween the within beginnings of troop publicity and outside beginnings by way of conscription. Hence, publicity must rest on regular, fair and clear procedure. The National Institute of Personnel Management (NIPM) has submitted a publicity procedure on the following lines. Drawing up an institution chart to interpret to all the graduated system of publicity making the publicity scheme clear to all worried the one concede possibility introduce and handle cases of publicity. All publicity endure be for a trial ending to the either the advanced character is establish worthy management the task a suggestion of correction.

REWARD SYSTEM:

Fast pay bundle, smart publicities and inducements are defective presently. Employers need to get what operators

want. A reward or inducements maybe all that consideration and excites him to work. In legal order of Brecks and Smith reward schemes is a plan or program to stimulate individual or group conduct. The use of inducements acquires that nations conduct are had connection with their abilities and capabilities to obtain main more protracted run aims. Jack Zigon delineates rewards as entity that increases repetitiveness of an attendant operation to advance acting. Jack Zigon outlines rewards as entity that increases commonness of a laborer operation. This description points to an apparent asked consequence of rewards and publicity: to increase accomplishment.

II. REVIEW OF LITERATURE

IBRAR, OWAIS 2015 Rewards wholes are frequently secondhand inside arrangements as a key administration finish that can influence a firm's influence by doing agents, management and instigating representatives at their work place

NATHANIEL ET AL. (2010) authors delineated the rewards is the order of judging and refunding clerks established their acting. **TZE ET AL. (2012)** further

pronounced that Reward is the repayment that an agent sustains from an arrangement for trading of the duty presented for one member or as the return for whole approved.

THE AUTHOR ARRAN ET AL. (2015) delineated rewards involve all the valuable consequences that clerks come from their work, containing pay excluding extras, lures, non-fee benefits. **THE AUTHOR PUWANENTHIREN (2011)** decided that the larger will be the engage reward the more the engage will be stimulated and Lower the member rewards bring about lower the Employee Motivation.

ACCORDING TO RIZWAN AND USMAN (2010) pronounced that the behavior therapy can instigate a member in the arranging. In other words, reward methods inquire to bring population to touch the arrangement to hold ruling class meeting expectations work, and instigate the members to act to best levels

PUWANENTHIREN 2011 Reward can increases peasant acting and the rewards can upgrade staff member conduct in very best class .Rewards is any of killing

plan by which we can bring, hire and stimulate the clerks to realize their benefit in our history, in addition to providing in conference the company’s objective

III. DATA ANALYSIS & INTERPRETATION

Age of the employee

Table: Age of the employees.

S. no	Particulars	No. of respondents	Percentage
1	18-25	8	8%
2	26-30	16	16%
3	31-40	40	40%
4	41-50	16	16%
5	51-60	20	25%
6	Above 60	0	0
	Total	100	100%

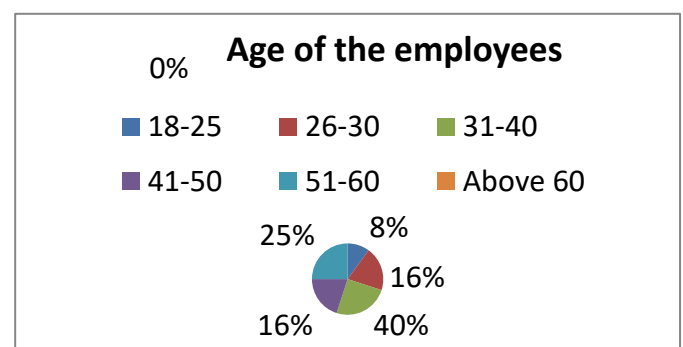


Figure : Age of the employees.

INTERPRETATION:

From the same figure it may be elucidated that 8% of the accused age middle from two points 18-25, 16% of the respondent’s age 'tween 26-30, 40%

of the accused age betwixt 31-40, 16% of the respondent's age 'tween 41-50, Remaining 25% of the respondent's age middle from two points 51-60, No accused age above 60 age.

Employee Education Back Ground

Table : Employee education back ground.

S. no	Particulars	No. of the respondents	Percentage
1	SSC	5	5%
2	Intermedate	15	15%
3	Degree	25	25%
4	PG	25	25%
5	Others	30	30%
	Total	100	100%

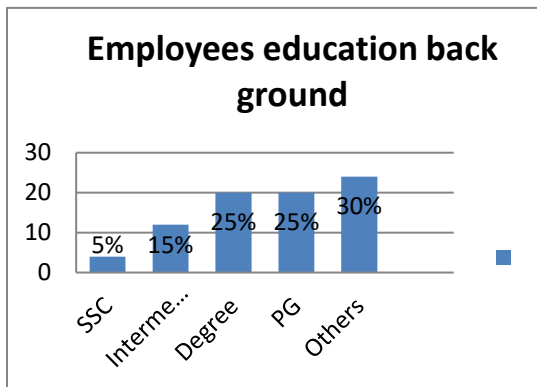


Figure : Employee education back ground.

INTERPRETATION:

From duplicate figure it may be elucidated that 5% SSC, 15% middle, 25% standard, 25% PG and 30% additional instruction back ground of the representatives in the institution.

Long time period working in the job

Table: Employees long time period working in the job.

S.no.	Particulars	No. of respondents	Percentage
1	Less than one year	10	10%
2	1-3 years	20	20%
3	3-5 years	25	25%
4	Above 5-10years	45	45%
	Total	100	100%

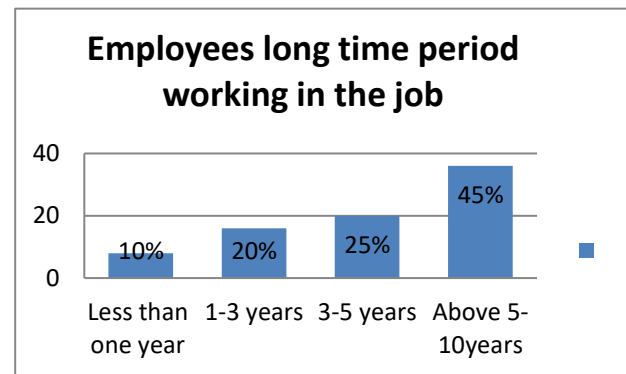


Figure : Opinion on employees long time period working the job.

INTERPRETATION:

From that above figure it may be elucidated that inferior individual old age 10% appendages, 1-3 age 20% appendages, 3-5 age 25%, above 5-10 age 45% appendages of the staff member's very long time ending occupied in the task.

Employee Enthusiastic about Work

Table . Employee enthusiastic about working with Maruti Suzuki.

S.no.	Particulars	No. of Respondents	Per
1	YES	100	100%
2	NO	0	0%
	Total	100	100%

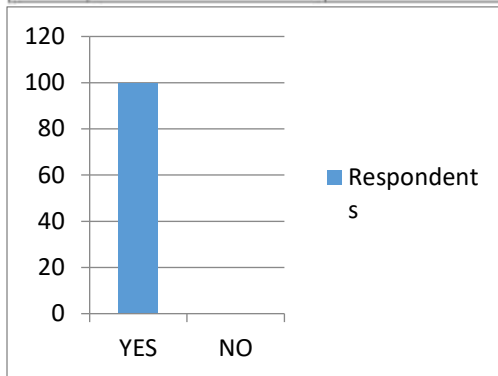


Figure : Employee enthusiastic about working with Maruti Suzuki.

INTERPRETATION:

The above table shows that the 100% workers of MARUTI SUZUKI are gratified accompanying whole accompanying the institution.

Employee performance improves in counselling.

Table : Employee performance improves in counselling.

S.no.	Particulars	No. of Respondents	Percentage
1	YES	80	80%
2	NO	20	20%
	Total	100	100%

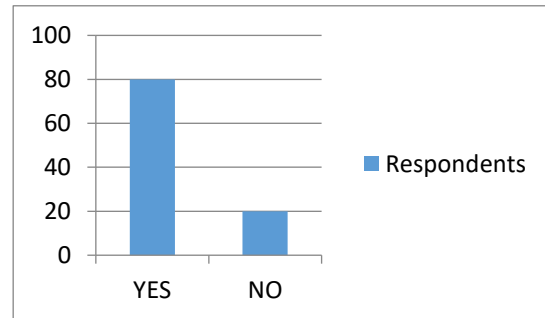


Figure : Employee performance improves in counselling.

INTERPRETATION:

The above table shows that the 80% of the members are plan that the giving advice necessary to increase conduct, 20% of the clerks reply that advising necessary not increase efficiency.

IV.FINDINGS

- 8% of the respondent’s age middle from two points 18-25, 16% of the respondent’s age betwixt 26-30, 40% of the respondent’s age 'tween 31-4, 16% of the accused age 'tween 41-50, Remaining 25% of the accused age 'tween 51-60, No accused age above 60 age.
- 65% of the male staff members, and staying 35% of the female attendants in the institution.

- 80% of the wedded laborers and 20% single clerks in the arranging.
- 5% SSC, 15% middle, 25% quality, 25% PG and 30% added instruction back ground of the staff members in the arrangement.
- 10% appendages, 1-3 age 20% appendages, 3-5 age 25%, above 5-10 age 45% appendages of the representatives very long time ending active in the task.
- 100% clerks of MARUTI SUZUKI are gratified accompanying whole accompanying the arrangement.
- 46% of the clerks suggests that task protection, 12% of the laborers are announces that hope to discover, 32% of the laborers are signified of task delight, 10% of the laborers are signified pay & benefits of MARUTI SUZUKI determinants. Employees satisfied accompanying the organization.
- 72% of agents are thought publicity – delegation intelligent, pay intelligent 28% of representatives are catch Reward blueprints place they catch acknowledgment and unchanging amount as aptitude.
- 86% of the staff members favoured preparation, 14% of the agents for advising to duplicate assertion.
- 80% of the members are plan that the confining necessary to boost conduct, 20% of the operators mention that cautioning necessary not correct acting.
- The representatives concede possibility be “PROMOTIONS” in accordance with agents 32% are occasion bound, 12% opening bound and 56% occasion bound at lower levels and opening bound at bigger levels of duplicate charge.
- 70% of ruling class suggests that “YES” for reward & publicity procedure running now in the organisation. 30% of bureaucracy voice that “NO” before reward & publicity procedure is not running now in the organization.

- 84% of clerks. Policies are instigating the representative. 16% laborer's tactics are instigating the offspring appendages of members.
- This table shows that differing types of "rewards" customarily likely to the clerks. 24% members cautionary. 10% of laborer's non-cautionary. 60% two together & 6% attendants "NO" delimited rewards.
- 82% have favoured for "YES" publicity. Whereas possible choice have side "NO".
- 70% operators suggest that the publicity procedure understandable and precisely lay down in your organisation. 30% staff members voices that publicity procedure charge and not evidently unhappy in your organization.
- 60% agents mention that through task proclamation in the MARUTI SUZUKI INDIA LIMITED at the task determine about. 6% of bureaucracy reply that trail the operator accompanying the same affidavit. 34% of bureaucracy announce that understand the superior accompanying duplicate declaration.
- 62% operators reply that the HRD programmers organized are adequate for happening of the administrations. 38% of the operators voices that the HRD programmers are being not organized are enough for happening of the leaders.
- 84% of bureaucracy announce 'thought-out' as the knowledge and age beneficial captured take care of the publicity. 16% of bureaucracy replies that not thought-out for one knowledge and age assisting captured take care of the publicity.
- The laborers above & lower limit with the understanding of cautionary rewards for acknowledgment that 28% of the workers inferior 500, 4% of the clerks in addition 500 but inferior 1000, and 24% of the staff members in addition 1000

but inferior 2000 and 44% of the representatives in addition 2000.

V.CONCLUSION

The study on publicity and reward procedure emphasize specific plenty determinants that maybe help to encourage the members to upgrade the trader's accomplishment. The study was attended between a 180 stick and obtained dossier through organized from .The study help to find that finances and non-finances behavior therapy of the guests productive in stimulating clerks .Employees are compensated accompanying the reward tactics order in addition to publicities supported by guest and so forth ambition benefits develop the staff member act .The study decided that arranging lawmen motivates accomplishing allure aims and objects in MARUTHI SUZIKI.

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