

**EMPLOYEE PERCEPTION TOWARDS REWARD SYSTEM OF  
ELECTRICITY COMPANIES IN PUTTALAM DISTRICT**



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FCM 2032



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FACULTY OF COMMERCE AND MANAGEMENT  
EASTERN UNIVERSITY, SRI LANKA**

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## ABSTRACT

Ceylon Electricity Board is considered backbone of economic growth in Sri Lanka. Because the electricity is the main infrastructure of the economy. Sri Lankan electricity is generated by water, coal and wind. In Puttalam District there is coal and wind power stations. Ceylon Electricity Board is the operator of these power stations. The Lakvijaya power station (also known as the Norocholai Power Station) is the largest coal power station in Sri Lanka. And also the Seguwantivu and Vidatamunai is the largest Wind Power Plant in Sri Lanka and managed by Seguwantivu and Vidamunai (Pvt) Ltd. The development of Power Plants is important for Sri Lanka irrespective of their level of development.

In Sri Lankan context, a few empirical studies have been conducted with the employees' perception towards reward system of Electricity Companies. There is an empirical knowledge gap exists in the Electricity Companies employees' perception towards reward system. Hence, this study attempts to fill this knowledge gap. The objectives of this study is to explore rewards system and practices, to identify the level of employees positive perception towards reward system and to investigate whether the employee perception towards reward system vary with their personal and company characteristics. To achieve these objectives, the target population Electricity Companies was selected in Puttalam District. From the target population, study has used 200 employees as the sample from total population. And data were collected using questionnaire and interview. The data were analyzed by using content and descriptive analyses.

The results show that these two electricity companies mostly focus on financial rewards than non-financial rewards. And also levels of employees' positive perception towards reward system is in high levels. Moreover this study has identified that, the level of employees' positive perception towards financial reward system is higher than non-financial reward system of two selected Electricity Companies in Puttalam District. Hence, there are some policies would be developed to non-financial reward system than financial reward system in selected two Electricity Companies.

**Keywords:** *Employee Positive Perception, Reward system, Financial Reward System and Non-Financial Reward System*

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