

**A STUDY ON THE RELATIONSHIP BETWEEN NON -
FINANCIAL REWARD SYSTEM AND EMPLOYEE
PERFORMANCE**

**KIRIWAWULE MIDDLEGODA GEDRA SASHEE
ABERATHNA**

1739



FCM1739



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Abstract

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This research was conducted on the topic of a study on the relationship between non-financial reward system and employee performance. The researcher has used a 120 executive level employees in Polonnaruwa District. Distributing questionnaire among the executive level employee in financial institutions in Polonnaruwa District. Gathered data were analyzed by SPSS 19.0 version and use the measures of mean, standard deviation, cross tabulation, correlation, and multiple regression.

The study was carried out with five variable as a recognition, working condition, personal growth, job enrichment and responsibility of the non-financial reward system. Employee performance is as a dependent variable and include the ten indicators to measure employee performance in this research. This research attempt to evaluate the relationship between nonfinancial reward system and employee performance. The variables identified this survey are recognition, working condition, personal growth, responsibility, job enrichment. With the purpose of the investigation of relationship between nonfinancial reward system and employee performance the population was selected.

Based on the findings of the study, there is a strong positive relationship between the non-financial reward system and employee performance. As well as all the indicators of non-financial reward system are responds the strong positive relationship with employee performance. According to the results obtained the relationship between non-financial reward system and employee performance the Responsibility was the most important factor effect to the employee performance.

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