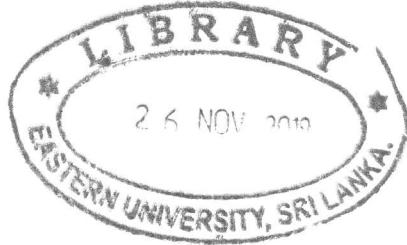


**THE IMPACT OF NON-FINANCIAL REWARDS ON
MOTIVATION IN EAM MALIBAN TEXTILE (PVT) LTD IN
MAHIYANGANAYA**



By

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REG NO: EU/IS/2013/MS/05

INDEX NO: MS 1535



FCM2267



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A project report submitted to the Faculty of Commerce and Management, Eastern University, Sri Lanka, as a partial fulfillment of the requirement for the Degree of Bachelor of Business Administration (BBA).

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

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ABSTRACT

Non-financial rewards and employee motivation becoming important concepts to organizations in recent years. The purpose of this study is to empirically investigate impact of non-financial rewards on motivation in EAM Maliban Textile (PVT) Ltd in Mahiyanganaya. In this study, independent variable is non-financial rewards, dependent variable is motivation. According to literature review non-financial rewards has four dimensions such as, work environment, job security, empowerment, recognition.

The researcher has considered one company in this study, namely EAM Maliban Textile (PVT) Ltd in Mahiyanganaya. The structured questionnaire was used to collect primary data from operational level employees of selected company. It consists of 287 respondents out of 1018 population. The sample was selected through stratified random sampling method. The collected data was analyzed by using descriptive statistics, correlation and regression analysis.

The major findings of the study revealed that, there are high levels of non-financial rewards and motivation. The results also showed that, there is significant positive relationships among non-financial rewards and motivation. Non-financial rewards are highly influenced on motivation. By implication, managers with high non-financial rewards conduct have the potential to positively stimulate the motivate of employees towards supporting the organizational values and mission.

Keywords: Work Environment, Job Security, Empowerment, Recognition and Motivation.

TABLE OF CONTENT

ACKNOWLEDGEMENT.....	i
ABSTRACT.....	ii
LIST OF TABLE.....	iii
TABLE OF CONTENT.....	iv
LIST OF TABLE.....	viii
LIST OF FIGURES.....	x
CHAPTER 1-INTRODUCTION.....	1
1.1 Background of the Study.....	1
1.2 Problem statement/Research Gap.....	2
1.3 Research questions.....	4
1.4 Research Objectives.....	4
1.5 Scope of the study.....	4
1.6 Significance of the Study.....	5
1.7 Organization of the Chapters.....	6
1.8. Chapter Summary.....	7
CHAPTER 2-LITERATURE REVIEW.....	8
2.1 Introduction.....	8
2.2 The Concept of Reward.....	8
2.2.1 Non-financial Reward.....	9
2.2.2 Definition of Non-Financial Rewards.....	10
2.2.3 Dimension of Non-Financial rewards.....	11
2.2.4. The Importance of Non- Financial Rewards.....	13
2.3 The Concept of Employees' Motivation.....	14
2.3.1 Definition of Motivation.....	15
2.3.2 Dimensions of Work Motivation.....	16
2.3.3 Types of Motivation: Intrinsic and Extrinsic Motivation.....	16
2.4 Theories of Non- Financial Rewards and Motivation.....	18
2.4.1 Hierarchy of needs theory.....	18
2.4.2 Herzberg's two-factor theory.....	20
2.4.3 McClelland's acquired needs theory.....	22
2.4.4 Vroom Expectancy Theory.....	22

2.5 The Relationship between Non-financial Rewards and Employee Motivation .24	
2.5.1 Relationship between Work Environment and Employee Motivation.....25	
2.5.2 Relationship between Job Security and Employee Motivation26	
2.5.3 Relationship between Empowerment and Employee Motivation27	
2.5.4 Relationship between Recognition and Employee Motivation27	
2.6 Chapter summary28	
CHAPTRE 3-CONCEPTUALITZATION AND OPERATIONALIZATION28	
3.1 Introduction28	
3.2 Conceptual Framework28	
3.4 Definition of key concepts29	
3.4.1 Non-financial Rewards.....29	
3.4.2 Motivation31	
3.6. Operationalization32	
3.6 Chapter Summary.....33	
CHAPTER 4-METHODOLOGY34	
4.1 Introduction.....34	
4.2 Study setting, study design & method of study.....34	
4.3 Time horizon34	
4.4. Unit of Analysis34	
4.5 Study Population, Sample Size and Sampling Method.....34	
4.5.1 Study Population.....34	
4.5.2 Sample Size35	
4.5.3 Sampling Techniques35	
4.5.4 Sampling Design.....35	
4.6 Method of Data Collection.....36	
4.6.1 Questionnaire.....36	
4.7 Method of Data Presentation and Analysis37	
4.8 Method of Data Evaluation37	
4.8.1 Reliability Test37	
4.8.2 Univariate Analysis (Descriptive Statistics).....38	
4.8.3. Bivariate Analysis (Inferential Statistics).....39	
y = a + bx40	
4.8.3 Method of Hypotheses Testing.....41	

4.9 Chapter Summary.....	41
CHAPTER 5-DATA PRESENTATION AND ANALYSIS.....	42
5.1 Introduction.....	42
5.2 Analysis of Reliability.....	42
5.3 Data Presentation.....	43
5.3.1 Frequency Distribution Analysis of Respondents by Personal characteristics	43
5.4 Data Presentation for Research Information.....	46
5.4.1 Analysis of Work Environment.....	47
5.4.2 Analysis on Job Security.....	48
5.4.3. Analysis Empowerment.....	49
5.4.4 Analysis Recognition.....	50
5.4.5 Analysis on Overall Non-financial Rewards.....	51
5.4.6 Analysis on Employee Motivation.....	52
5.5.1 Person's Correlation Analysis.....	54
5.6 Hypothesis Testing.....	55
5.7 Impact of non-financial rewards and employee motivation.....	57
5.7.1 Simple Linear Regression Analysis for Work Environment and Employee Motivation.....	58
5.7.2 Simple Linear Regression Analysis for Job Security and Employee Motivation.....	59
5.7.3 Simple Linear Regression Analysis for Empowerment and Employee Motivation.....	60
5.7.4 Simple Linear Regression Analysis for Recognition and Employee Motivation.....	61
5.7.5 Simple Linear Regression Analysis for Non-Financial Rewards and Employee Motivation.....	62
5.7.6 Multiple Linear Regression Analysis for Non-Financial Rewards and Employee Motivation.....	64
5.8 Chapter Summary.....	65
CHAPTER 6-DISCUSSION.....	66
6.1 Introduction.....	66
6.2 Discussion of the Employee Personal Information.....	66
6.2.1 Types of Department.....	66
6.2.2 Job Title.....	66

6.2.3 Gender of the Employee	67
6.2.4 Age group	67
6.2.5 Work Experience	67
6.2.6 Educational Qualification	67
6.3 Discussion of Research Information	68
6.3.1 Discussion- Objective one	68
6.3.2 Discussion- Objective Two	69
6.3.2.6 Discussion of Hypotheses Testing	72
6.3.3 Discussion- Objective Three	73
6.5 Chapter Summary	75
CHAPTER 7-CONCLUSION AND RECOMMENDATION	76
7.1 Introduction	76
7.2 Conclusions of Research Objective.....	76
7.2.1 Conclusions Objective One	76
7.2.2 Conclusions Objective Two.....	77
7.2.3 Conclusions Objective Three.....	77
7.3 Recommendation.....	77
7.4 Managerial Implication	77
7.5 Limitation of the research	77
7.6 Suggestion for future research.....	78
7.8 Summary	78
REFFERNCE	79
APPENDIX.....	85