

**IMPACT OF REWARD AND SAFETY MEASURES FOR
EMPLOYEE PERFORMANCE OF APPAREL
INDUSTRY IN SRI LANKA**



By

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ABSTRACT

Motivation is a factor that exercises a powerful force on our activities and exertion. Motivation is an accretion of diverse practices which effects and directs our behavior to accomplish certain particular goal. It is like a vigorous in the current environment that clearly produces and incorporates an optimistic influence on job. Motivation relay on a certain intrinsic and extrinsic features that are collaborated with positive results in abundantly devoted employees. Tangible incentives are functioning in growing performance for assignment that not completed earlier, to inspire as thinking smarter and support both quality and quantity to accomplish organizational goals. Moreover, incentives and rewards factors are the most favored factors for the employee motivation. The different rewards made strong relationship with employee motivation. If employees are highly satisfied with their basic needs they will become more productive and loyal to their organization. However, it is widely accepted that motivate employees generate higher value and more substantial levels of achievement. Extrinsic rewards are usually financial or tangible rewards which include pay, promotion, interpersonal rewards, bonuses and benefits. Intrinsic rewards are part of the job it self and they are known as psychic rewards because they are self-generated.

Business strategy associated with rewards and motivation towards job satisfaction has resilient effect on success of the organization. The connections between rewards, motivation and job satisfaction and safety of employees are strategically significant to the success of public and private organizations. Especially economic rewards are most important to private sector employees. Most of the time, public sector employees rate extrinsic factors, such as pay, as more important than the private sector employees. It can be identified if somebody need to go for some other organization nothing else is important only the salaries bonuses and over time make mattered. In order to retain them in the organization or in order to reduce the labor turnover or in order to maintain the employment stability or in order to increase the labor productivity, only the aspects is salary or money make matters.

Key Words. Efficiency, Enhancing, Effectiveness, productivity, GDP, Perception