INTERNATIONAL JOURNAL OF INFORMATION TECHNOLOGY AND MANAGEMENT SCIENCE

ISSN 2231-6752

A STUDY ON THE IMPACT OF REWARDS AND RECOGNITION SYSTEMS AT TECH CLINIC CONNECT PVT. LTD. (RESEARCHAYU), NAVI MUMBAI

NADAR MATHUSHREE VEERAMANI[1]
Student,
Department of Management , Annai College Arts and Science kovilacheri ,India.

Dr. K. SENTHILKUMAR [2]
Associate Professor,
Department of Management, Annai College of Arts and science kovilacheri ,India.

K. VIMALANATHAN[3]
Research Scholar,
Department of Management, Annai College of Arts and science kovilacheri ,India.

H. AYESHA TASNEEM[4]
Assistant Professor,
Department of Management, Annai College of Arts and science kovilacheri ,India.

ABSTRACT

Rewards and Recognition (R&R) systems are critical human resource practices that influence employee attitudes and workplace behavior. The present study examines the impact of Rewards and Recognition systems on employee job satisfaction at Tech Clinic Connect Pvt. Ltd. (ResearchAyu), Navi Mumbai. The study is descriptive and analytical in nature and is based on primary data collected from employees through a structured questionnaire. Statistical tools such as percentage analysis, chi-square test, and correlation analysis were used to analyze the data. The findings reveal that effective reward and recognition practices significantly enhance employee job satisfaction, which in turn contributes to improved motivation and intention to stay with the organization. The study concludes with practical suggestions to strengthen employee satisfaction through structured and transparent R&R systems.

Keywords: *Rewards*[1]*, Recognition*[2]*, Employee Job Satisfaction*[3]*, Motivation*[4]*, Retention*[4]*, Human Resource Management*[5]