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A STUDY ON PERFORMANCE MANAGEMENT AND REWARDS SYSTEMS AT HITAKEY TECH SOLUTION PVT LTD TRICHY

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ABSTRACT

This study examines the effectiveness of the performance management and reward system at Hitakey Tech Solution Pvt. Ltd., Trichy. In today's competitive business environment, performance management play a vital role in enhancing employee motivation, productivity, and organizational effectiveness. The primary objective of this research is to analyze how performance management practices and reward systems influence employee performance, job satisfaction, and retention within the organization. the study adopted a descriptive research design and collected primary data from 100 employees using a structured questionnaire. Simple random sampling was used to ensure fair representation across departments and job levels. Statistical tools such as percentage analysis, mean, standard deviation, correlation, regression, and chi-square tests were applied to analyze the data. the findings reveal that the majority of employees have a positive perception of the performance management system. The study also confirms a significant positive relationship between performance appraisal, rewards, and employee motivation. Linking performance with rewards was found to increase job satisfaction and contribute to employee retention. However certain areas require improvement, particularly in ensuring greater consistency of rewards across departments and strengthening the direct linkage between performance outcomes and career advancement opportunities. Overall, the study concludes that an effective and transparent performance management and reward system significantly to employee morale, productivity, and organizational growth.

KEYWORDS: *Performance Management [1], Reward System [2], Employee Motivation, [3] Job Satisfaction[4], Performance Appraisal [5,] Monetary Rewards [6], Employee Performance[7], Human Resource Management (HRM)[8]*