

IMPACT OF REWARD SYSTEM AND TRAINING AND DEVELOPMENT ON EMPLOYEE PERFORMANCE IN FINANCIAL INSTITUTIONS

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Abstract

The purpose of this study is to intricate the influence of Reward system and Training and development on increasing employees performance and productivity. This study is quantitative in nature and for data collection by using primary source through questionnaires surveys. With the help of SPSS, correlation and regression ended up being conducted to get result. Literature Review is conducted where disscuss and highlights the role of Reward system in improving and maximizing quality of work process that finally results in enhancing employees performance. Basically two variables Reward and Training (independent) and Employee performance (Dependent). Five Islamic Banks limited are selected for this research. The study concludes Reward has positive influence on employee performance whereas Training is negatively correlated with performance in the financial association of southern Punjab. Moreover, this study suggests and provides help to higher authorities to develop sophisticated high Reward system and redesign financial compensation plans to attain better performance of employees.

Keywords : Reward; Training; Islamic Banks; Employee performance; Education