

# Enhancing Employee Performance Through Monetary Incentives - A Thematic Analysis

<sup>1</sup>Rajesh.E , <sup>2</sup>Dr. Pratima Shukla , <sup>3</sup>Ramesh Kumar , <sup>4</sup>Dr. Shobha Dedhia , <sup>5</sup>Dr. Nidhi Srivastava

<sup>1</sup>Assistant Professor in Special Education, School of Behavioural Sciences, Mahatma Gandhi University, Priyadarsini Hills P.O Kottayam, Kerala.

<sup>2</sup>Associate Professor, Department of Management R B Institute of Management Studies, Ahmedabad, Gujarat.

<sup>3</sup>Associate Professor, Department of Commerce, PGDAV College Eve, Delhi University.

<sup>4</sup>HOD, Department of Commerce, Smt. MMP Shah Women's College of Arts and Commerce (Autonomous), Mumbai, Maharashtra.

<sup>5</sup>Assistant Professor, Department of Management, IMS Ghaziabad, (University Course Campus), Ghaziabad.

## ABSTRACT

Thematic analysis of the role of monetary incentives to enhance employee performance is described critically in this particular study paper. This report clarifies the aim of this research paper to understand about monetary incentive system in the area of the competitive business market, the major responsibilities of the incentive process enhancing the power of employee performance, the process to increase business productivity through financial rewards, and important tool or process to analysis positive effect of employee incentive method in the business market, authentic data and information to relate with business improvement through the effect of monetary incentive process and finding future scope or more opportunities to provide a safe platform for the employee. This analysis study focuses on all those areas to clarify importance to provide employee incentives to achieve the best performance as well as business productivity.

**Keywords:** Monetary incentive, business market, productivity, financial rewards, opportunities, tool, thematic analysis.

## I. INTRODUCTION

Monetary incentives or financial rewards for employee performance lead a crucial role to motivate employees toward their work in a competitive work environment. As per the economic report, monetary incentive is a very common way to enhance employee performance in an organization or company through using financial rewards. Monetary reward is important to increase employee performance due to various reasons. This particular study paper analyzes properly monetary incentives, and the importance

of monetary incentives to enhance performance in a competitive business environment.

The purpose of this study identifies the importance to understand monetary incentives, what are the reasons for introducing financial rewards in the business market, monetary rewards, and how beneficial for the employee. The objective of the study focus they are of how changes became in the business market through the system of monetary incentive process, literature review area in this paper elaborates on an important aspect of the process of monetary incentive policy to improve employee

performance, methodology area mentions the process of critical analysis about this system and data or result finding part of this analysis paper notifies authentic data related about business productivity through the various positive aspect of the monetary incentive system for the employee.

## 2. SIGNIFICANCE/PURPOSE OF THE STUDY

Analysis study of financial reward, the important role of financial reward as well as monetary incentive, and the process of enhancing employee performance through monetary reward in the competitive business market chain is the main area to focus on. The purpose of the study is an identification of the monetary reward system (Wilson et al. 2018). This area of analysis paper described elaborately the importance of financial reward for enhancing employee performance and the benefits of rewards for an employee.

The purpose of the study critically focuses on the below point of monetary incentive.

- Relationship between monetary incentives and employee performance

The global economy as well as a worldwide business environment based on a high level of market competition and employee performance. As per the economical survey, monetary incentives or rewards can help to motivate employees toward business performance. In a large business environment, incentives and rewards are building a strong relationship between the business platform and employees. This positive relationship makes a healthy business bonding between monetary incentives and the performance of an employee.

- Importance of monetary incentives to enhance employee performance

The monetary incentive system leads a responsible job to enhance employee performance in the global business market. Rewards make employees happy and motivated toward work. Monetary incentive identifies performance rate and further steps toward career opportunity (Dugre et al. 2018). This mental support generally enhances the power of employee performance through monetary incentives.

- Benefits for an employee through financial rewards

The monetary incentive provides various benefits for employees that are helping to enhance employee performance such as the way financial incentives improve employee morale and retention level, this step boosting employee productivity, incentive facility motivating employees and also pushing to prove top performer in the market.

- Effect of monetary incentive in the competitive business market

The monetary incentive process works positively in the globally competitive business market.

This way of employee performance enhances effecting in a large area of business. Employee productivity reduces various problems in the business market and also creates a positive business atmosphere in the global business market.

## 3. OBJECTIVE OF THE STUDY

The objective of the study about monetary incentives and their importance to enhance employee performance is an active role in the business market. The monetary incentive for an employee is a direct effect on the market chain. The way of rewarding employees changes the work morale of an employee. This positive mentality affects business productivity which is the most important part of any business organization. The main object of this study or analysis paper understands the importance of the system of monetary incentives for employees to enhance their performance in an organization and the process of competitive market exploration using a monetary incentive.

The area of the object of this study about monetary incentive systems shows the various positive significance of financial rewards for an employee. And this area of analysis also describes the process of increasing employee performance rate yearly basis (Qi e al. 2021). As per an economic report, using employee monetary rewards various positive changes came in the business environment. Examples are provided below.

- Increase the quality of work and business productivity through an incentive system.

- Build a good relationship between colleges as well as a customer for business productivity.
- The incentive method appreciates a positive attitude among business employee performance.
- Employee active mentality enhancing business productivity through incentive process.

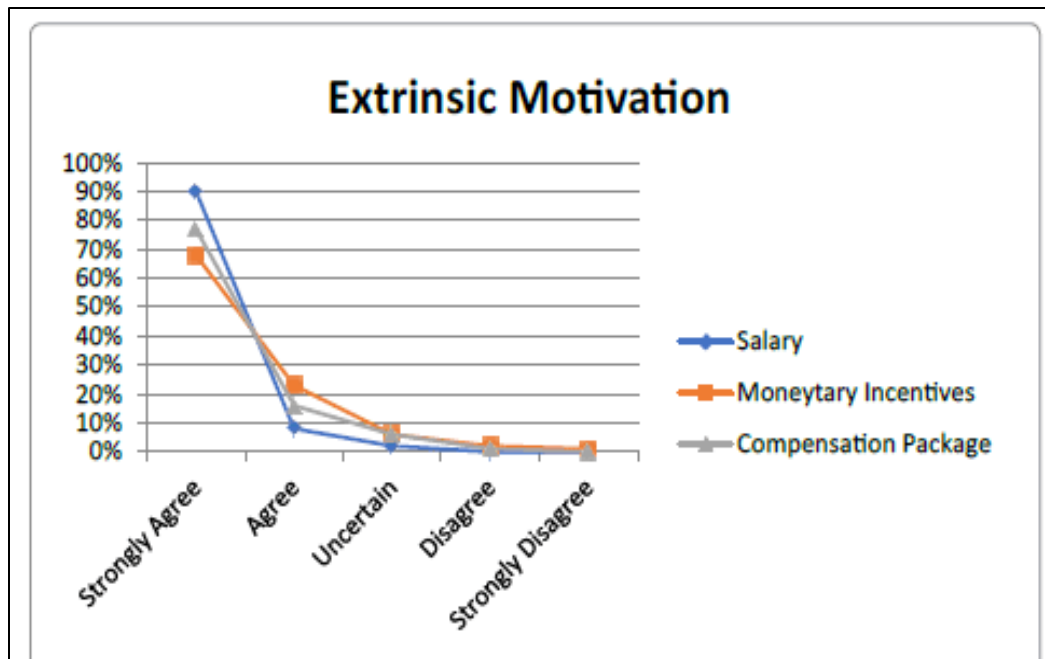
#### 4. LITERATURE REVIEW

##### 4.1 The importance of monetary incentives is positive for enhancing employee performance

Monetary incentive is a common desire of every employee. In the globally competitive business market, employee reward plays a crucial role to motivate employees, making their performance high, and opening opportunities to explore their career scope this process of employee incentive enhances the work power or mentality of an employee. The practice of monetary incentive is a bonus or reward part for an organization's employee (Oldham et al. 2018). This is a general

desire of company staff which motivates employees towards their performance. A monetary incentive is an extra commitment to staff for their future growth, career options, health care options, or any type of employee reward.

Monetary incentives lead a parent role of an employee to focus on their future step, understand their responsibility in the organization, and understand their benefit also this system changes staff work morale so generally through the way of financial reward enhancing employee performance. Through the employee incentive system, companies are providing a beneficial platform for staff that is based on employee performance. So, the way of achieving incentives or financial rewards employees are pushing own self to high business practice and generally, this way enhances organization productivity. This analysis paper is based on the importance of a monetary incentive system to enhance employee performance in a company. According to Hsieh et al. (2018), the literature part of this study paper describes the importance of financial rewards to increase employee performance.



**Figure 1: Impact of an incentive system to increase extrinsic motivation (Source: Dhingra et al. 2020)**

The above figure mentions the positive effect of monetary incentives in the competitive business market. Researchers identify the process

of increasing employee motivation through salary increases, monetary incentives, and compensation packages. This survey graph

notifies the positive rate of a monetary incentive to the extrinsic motivation of an employee. In this report 70% of the public strongly appreciate, 20% public agree, 10% public uncertain, disagree and strongly public is 0%. That clarifies the importance of the monetary incentive process to enhance employee motivation toward business performance.

#### **4.2 importance of understanding about the employee incentive system**

It has come to the notice of the organization owners that most of the employees, when they achieve anything on behalf of the organization expect a monetary incentive for their best performance. It is vividly observed that rewards that are being provided to the employees for their outstanding results, when given in the form of monetary incentives boost the wage earners to give their best performance and achieve new heights. It is clearly illustrated that the employees who are rewarded for their outstanding performance in the first place stay more motivated and active in their specific job role and this leaves a great impact on their daily performance. The employees are motivated and encouraged to achieve their new boundaries giving an excellent result to the organizational goals when they are provided with monetary rewards. Thus, it can be clearly stated that monetary rewards play a great role in the public as well as the private sectors. We can take the example of Oman College of Technologies where this kind of method is used to cheer up the employees and influence them to bring out their best performance. This kind of method not only helps the organizations to achieve new goals because of good employee performance, but this also helps the employees to know their limitations and break that barrier to present themselves in a more creative way which assists them to meet their personal as well the organizational goals. With the help of a survey, it has come to notice that this type of method is very effective in a limited period and leaves behind an unchanging effect for a lifelong. Using this method in an organization will help in building up a cheerful environment and also help the employees to get more motivated to meet the new demands of the organization. The reward in the form of monetary incentives helps to maintain a quality satisfaction

level of the employee and leaves a great impact on their departmental performances. It is observed that a reward only motivates the wage earners when they have done a certain level of hard work for any assigned task with pure sincerity. The managers in many organizations face a hard time satisfying the needs and demands of the employees and motivating them to enhance their job performance. It is widely suggested by many researchers that to bring out the employee's best performance and to enhance their creativity level the managers should make versatile use of this widespread method commonly termed the monetary incentives. The employees who have performed quite a great job with their assigned task should be rewarded with monetary incentives. This proves to be an easy and quite effective way to boost up the energy level of the rewarded employee for better performance and also helps to motivate the other employees to achieve this kind of monetary incentive. It is observed that the incentive payment is playing a major role in the performance of an employee and this gradually leads to accelerate their performance.

#### **5. METHODOLOGY**

Monetary incentives as well as a financial reward system holding an active way to motivate organization employees based on their business performance and also based on business productivity. To increase business productivity in a competitive market chain one of the important parts is to increase employee performance. An enhanced employee performance incentive or reward option is a great step to motivate staff. This analysis paper on monetary incentives and the importance of incentives to enhance employee performance is described in this whole study paper. The area of methodology describes major tools or processes to analyze critically to find proper results (Cao et al. 2019).

Method or process to analyze the importance of monetary incentive to increase employee performance in an organization based on multiple ways such as horizontal analysis, vertical analysis, and financial ratio or survey.

- **Horizontal analysis**

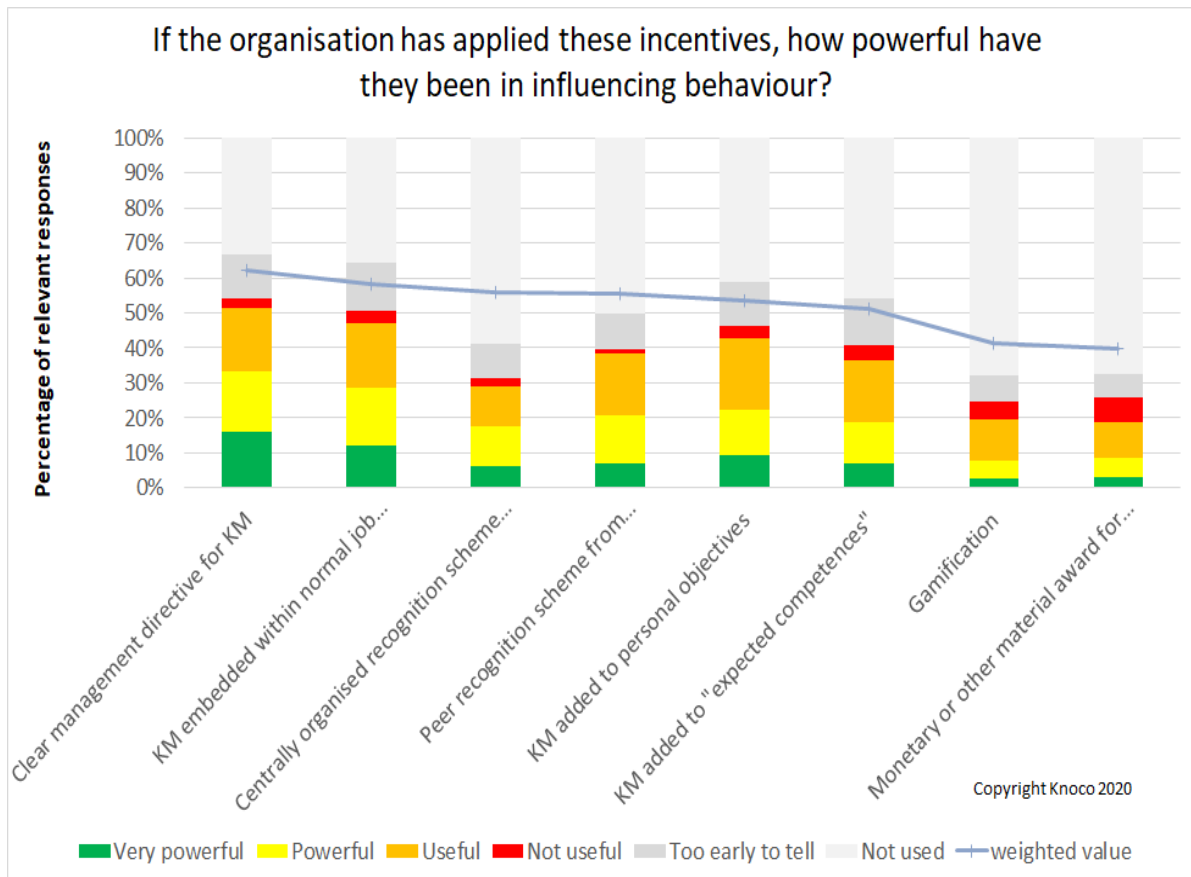
This study paper is based on understanding monetary incentive importance to increase employee performance in the business

industry. The way of horizontal analysis is a system of analysis based on financial statements and historical data. The methodology of this paper describes the process of understanding the importance of financial rewards for an employee. Through the process of horizontal analysis, researchers show how changes became in an active organization using employee monitoring incentives. This process of analysis also provides authentic data baked-on performance improvement.

- Vertical analysis  
Vertical analysis is a process to analyze financial statements as well as financial incentives in an organization. This way of business figures are based on incentive

facilities for employees and providing real data about the percentage of employee business performance.

- Financial survey for employee performance based on incentive  
A financial survey of any company measures the quality of employee performance based on financial reward or monetary incentive system (Greimel et al. 2018). This report provides realistic data basis on business productivity, employee performance, and incentive facilities that total based on their performance. This way of financial survey can identify the ratio of the good performer in an organization and their effort or performance towards business improvement.



**Figure 2: The importance of the incentive process to influence employee behavior**  
(Source: Chen et al. 2019)

The above figure mentions the responsibility of employee incentives or rewards to achieve business success as well as good

performance through positive behavior towards co-workers and customers.

**8. RESULTS OF THE DATA TABLES**

Analysis paper of financial incentive importance in competitive business markets and the process of increasing employee performance through the system of financial reward describes various objects of financial incentive. This whole analysis paper focuses on the same. The particular areas of

results of the data tables are clarifying authentic data of business performance details. The part of the data table's results is important to provide various examples and clarification about multiple positive aspects of employee reward as well as a monetary incentive.

**Table 1: Various employee opportunities through the incentive process**

	N	Mean	Std. Deviation
Job security	100	3.63	1.433
Career development	100	2.89	1.302
Challenging job	100	2.50	.870
Freedom and autonomy	100	2.71	.998
Safe working condition	100	3.43	1.578
Valid N (listwise)	100		

(Source: Brusa et al. 2019)

The above table is an authentic example of multiple positive vibes of various rewards for an employee. Scope of variety rewards provides various opportunities to employees. The above table is based on primary data by researchers in the financial year of 2018. As per this data, rewards or incentives open multiple opportunities

for an employee such as job security, option to develop a career, challenging phases in the job platform, providing employee rights or freedom and autonomy in their work zone, opportunity and environment to work safe and securely and other opportunities.

Question	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Mean	Std
Workplace environment (ie relation among employees) significantly affects my job satisfaction	0	1	1	30	41	4.52	0.60
Promotional opportunities affect my job satisfaction	1	0	3	44	25	4.26	0.67
Work-life balance is more important to me to achieve job satisfaction	0	6	5	29	33	4.22	0.90
Job satisfaction is aimed for apart from my direct income	2	15	3	35	18	3.71	1.14
Monetary rewards affect my job satisfaction	3	31	3	20	16	3.21	1.31
Major Parameters						3.98	0.63

The reward is an important part of an employee's career. This opportunity helps to enhance employee performance in a competitive

business market, provides a safe work zone, and also opens several ways to explore careers.

**Table 2: Incentive responsibility to achieve business productivity**

		employee's productivity	Organisation
employee's productivity	Pearson Correlation	1	.473**
	Sig. (2-tailed)	200	.000
	N		108
Organisation	Pearson Correlation	.473 **	1
	Sig. (2-tailed)	.000	200
	N	108	

(Source: White et al. 2021)

The above table is an example of employee productivity in a particular organization through the system of monetary incentives or financial rewards. This table clarifies the major role of employee incentives in the program of business productivity and enhances employee performance rate in a competitive work environment. As per this data table information, the opportunity of providing monetary incentives or rewards to the employee became a part of overall growth in the business market.

A monetary incentive system is a great deal in a successful organization to motivate an employee. In a competitive business market, various types of businesses are running together. All are trying to reach market success. The

employee is the most integral part of any organization. So generally, to get business success companies are focusing on boosting employees to achieve high productivity. The way of financial incentive or reward is a part of employee motivation. Reward makes happy and satisfying employees, changing their morale or work. With new opportunities and career graphs moving to the next step of success that part improves employee performance through achieving or earning a financial reward in a competitive work environment. Through this positivity businesses are running first along with high productivity and other side employees are also satisfied by earning a financial reward in various aspects which opens a Broadway towards their career path (Manssuer et al. 2022).

Question	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Mean	Std
Promotion based on performance affects my job satisfaction	0	2	5	32	34	4.34	0.73
Fringe benefits (like vacation pay, profit sharing programs and health insurance) motivates me towards the organization	0	3	6	36	28	4.22	0.77
Promotion based on experience affects my job satisfaction	1	3	6	35	28	4.18	0.86
I am satisfied with my salary	0	4	12	40	17	3.96	0.79
Appraisal/ promotion bonus affects my job satisfaction	4	14	4	25	26	3.75	1.28
Fringe benefits affects my job satisfaction	2	18	11	24	18	3.52	1.19
Monetary bonus affects my job satisfaction	3	21	8	17	24	3.52	1.32
Salary packages affects my job satisfaction	8	22	6	23	14	3.18	1.35

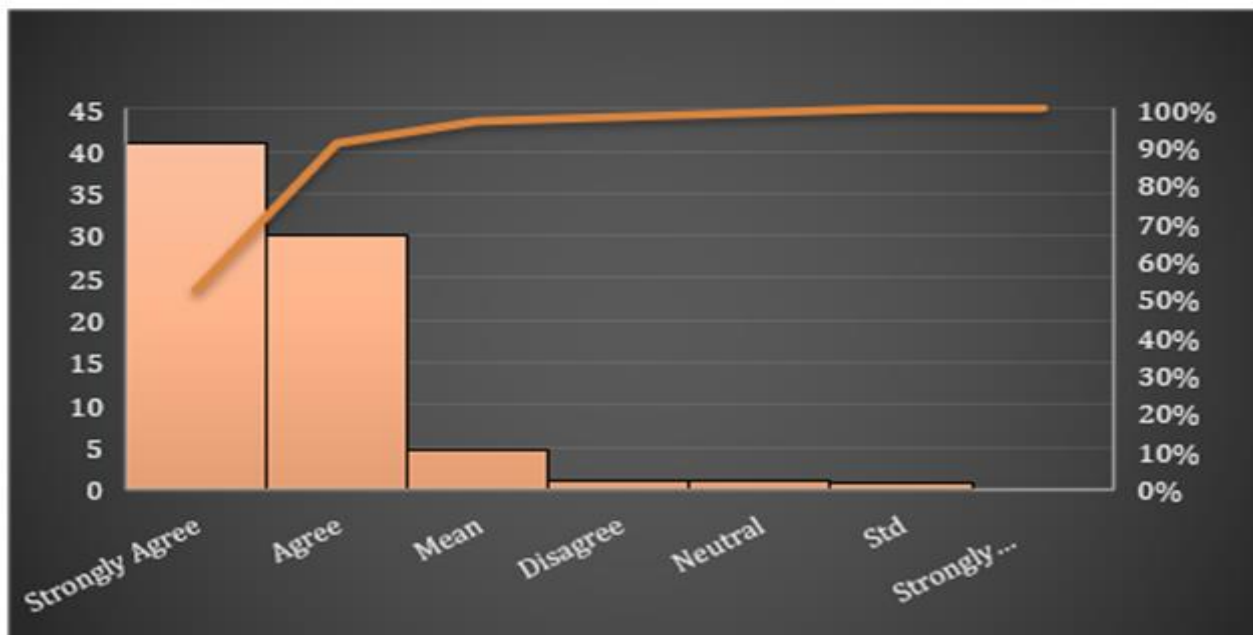
Major Parameters	3.83	0.75
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The area of the result of the data table describes authentic and reliable data that are directly related to the performance improvement of employees throughout the process of financial incentives. Financial reward or monitoring incentive is an important component in a competitive market to increase employee performance as well as business productivity. A system of reward distribution is a way to make happy and satisfied employees and boost them for their next step in the company. Incentive processes provide motivation also for an employee which is the best part of increasing the working energy of an employee. The powerful energy of employees is a large reason for high business productivity. In this way, organizations are achieving their business goals through the process of monitoring incentives and this area of analysis paper discussed all related data about the responsibility of monetary incentives to increase employee permanence and achieve business goals in the global market.

rewards to enhance employee performance in the world of competitive business market describes various objects here. The whole study paper is an overview of positive aspects of incentive methods for employees, the way of boosting employees towards high business productivity, the major responsibilities of the incentive process to motivate employees, and what are the benefits of employees through the system of monetary incentives. According to Sawyers et al. (2022), this analysis paper also shows positive aspects of the monetary incentive process. In the area of the significance of the study elaborates on the main purpose of analysis of this paper and maintains the effect of a monetary incentive to achieve business success, in the area of literature review, the researcher identifies the main objective of this study also this analysis paper find various data tables to understand about authentic relation between financial incentive and business high productivity. Tables and graphs provide realistic data about business connectivity between both components of incentive responsibility to increase employee performance and business productivity through the system of monetary incentives for employees.

**9. FINDINGS OF THE STUDY AND RESULTS**

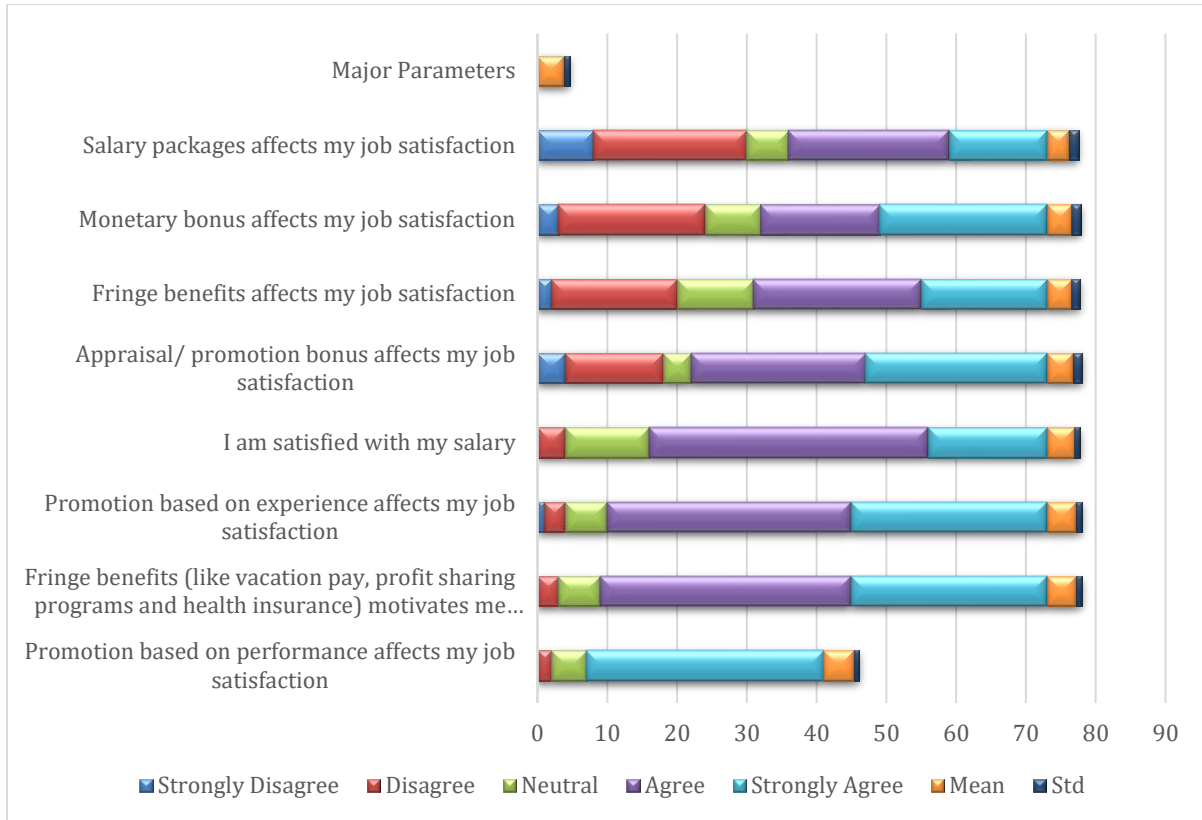
Critical analysis of this paper about the importance of monetary incentives or financial





As per the whole study, incentives results are leading role to increase employee performance by approximately 42% to 49%. Another side of the monetary incentive process for employees increases the percentage of employee motivation nearby 85% which is the

best part of any organization's development. Along with this system of financial reward increase, the persistence of employees in a company approximately 27% and this system motivates of providing positive mental effort to organizations employee nearby by 26%.



Those all are positive connections with company growth. In this way, researchers clarifying employees are motivated and their performance power also increases gradually that effect actively in business exploration (Zhomitsky et al. 2021).

**10. CONCLUSION**

Analysis of this paper of understanding about monetary incentive policy for employees, the importance of this financial reward process, and the responsibility of incentive system to enhancing employee performance described with the technical method and realistic example. This whole paper is an identification of thematic analysis of the monetary incentive process for employees. The overview of this study area clarifies the main objective and importance of the particular system of monetary incentive process. Based on data, tables, and graphs researcher

notifies all realistic data and information of positive aspects of the process of financial incentive process. In the end, this study paper mentioned the importance of understanding financial rewards to increase employee performance in a competitive business market.

**11. RECOMMENDATIONS/SUGGESTION**

Financial reward is leading a powerful role in a competitive market that impacts positively and enhances employee performance. The way of providing monitoring incentives to employees improving performance, motivating them, boosting their work power, and positive thoughts towards career, secure and safe zone to work or other. Correctly implementing the process of monetary incentive systems changing the environment of work. Teams are focusing to earn

incentives for their best performance which is directly linked to improving business performance (Dhingra et al. 2020).

The recommendation part of this study paper on monetary incentives for employees mentions future steps and future goals for an organization through this process of incentive. This programming process aims to reward employees based on their performance in the company by focusing on business milestones as well as business success in a competitive business market. And generally this incentive idea aims to focus in the future on the area of extra safety, job security family care, and health insurance. This part will be more beneficial for an employee to focus on their performance for the organization.

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