

# **DETERMINING THE RELATIONSHIP BETWEEN REWARD AND EMPLOYEE MOTIVATION IN PRIVATE SCHOOLS IN KARACHI**

**BY**

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## Abstract

### **Purpose:**

The purpose of the research is to Determining the Relationship between Reward and Employee Motivation in Private Schools in Karachi. The study purpose is to determine the association between employee motivation and rewards when they are provided with both extrinsic and intrinsic rewards.

### **Methodology/Sample:**

The nature of the research is explanatory to describe the relationship between rewards and employee motivation. The questionnaire instrument and interview techniques are adopted. The Regression and Correlation test are performed to identify the relationship between rewards and employee motivation.

### **Findings:**

The findings of the study confirmed that there is a significant relationship between employee motivation, extrinsic rewards and intrinsic rewards. Also, it was confirmed that intrinsic rewards affect motivation more than extrinsic rewards. On the other hand, interviews also found some important findings. The study also found some factors that enable employees to do their best on job. One of those factors included fast and challenging work environment that motivates them to do their best. Interview results also found that both intrinsic and extrinsic motivation could be important to a person at work depending upon the nature of job tasks. Ideally, most of the private schools encourage intrinsic motivation in their employees.

### **Practical Implications:**

The organization / private schools in Karachi will adopt proper rule for the reward management and employee motivation management that will enhance the productivity of the private schools.

**Keywords:** Employee, Reward, Employee Motivation.

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