

ORIGINAL CONTRIBUTION

Impacts of Extrinsic and Intrinsic reward on Employee's performance: A study of banking sector in Pakistan

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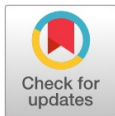
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Abstract— The aim of this study was to find the impact of reward on employee performance. Reward is divided in to two parts i.e. intrinsic incentives and extrinsic incentive. The intrinsic reward refers to the motivating forces which attributes to the work itself while the extrinsic rewards are the ones which are offered to the employees for doing or completions of specific task, duties or objectives. This study was conducted In Habib Bank Limited (Pvt) in Pakistan. A total of (n=200) was selected for this study and data was collected from these employee from different branches through convenient sampling technique. The results of this study revealed that alpha reliability of all variables of this study are reliable. The results also show that intrinsic incentive has positive and significant impact on employee performance and extrinsic incentive also has significant and positive impact on employee performance. Moreover, the results also revealed that multiple regressions of both intrinsic incentive and extrinsic incentive have positive and significant impact on employee performance. This study will also contribute in the area of management and Human resource management.

Index Terms— Reward, Intrinsic reward, Extrinsic reward and Employee performance

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Introduction

Over the past two decades, extensive mathematical research has culminated in a consensus on improved compensation structures. Financial incentives driven by model-based modulation are expected to enhance the efficiency of high-performance endeavors. Advanced studies in mathematics and economics have delved into these models, scrutinizing the contractual decisions of executives and their correlation with performance. Prior research focused on compensation contracts designed to promote high performance, with a particular emphasis on key stakeholders. Currently, most companies oversee compensation-based schemes through performance improvement plans at various levels, encompassing not only employees but also senior managers (Schlesinger and Heskett, 1991b).

The impact of such incentives on work performance has been explored in scientific studies, exemplified by Tyler (1911). Nevertheless, the majority of data has been subjected to scrutiny by assessing the information and considering other factors that may influence the trajectory over short periods. A wealth of empirical evidence has consistently cautioned against relying solely on financial incentives to enhance performance (Pearce, Stevensen, and Perry, 1985; Hogarth et al., 1991). Employee performance plays a pivotal role in organizational development, with the level of performance contingent upon the compensation strategies offered by an organization. Various

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tools are employed to boost employee performance, and reward systems are among the most crucial human resource practices. Monetary incentives should not be perceived as the sole means to increase employee motivation, as this can inadvertently lead to decreased employee performance and heightened turnover. Consequently, organizations should adopt a more comprehensive approach to enhance overall performance and thereby improve organizational outcomes.

Exceptional non-performance incentives can induce changes in the work environment, ultimately leading to a positive transformation in the workplace and an enhancement in employee performance. When employees maintain a favorable perception of their work, they become more engaged and vested in the organization, resulting in increased productivity. Attaining specific certifications imparts a sense of accomplishment to employees, thereby boosting their morale and work commitment. Contented employees are less inclined to seek alternative employment opportunities, making it essential for effective organizations to strategize for employee retention and consequent improvements in profitability.

The mindset of a company's workforce can wield a profound influence on the organization. Behavior, whether positive or negative, significantly impacts productiveness and directly or indirectly affects overall enterprise performance.

Material wealth and tangible possessions do not encompass the entirety of an individual's assets. Each person possesses unique psychological needs, and offering non-monetary incentives serves as a commendable strategy to fulfill these requirements. Rewards need not be extravagant to express gratitude. They serve as a mechanism to acknowledge the tireless efforts of certain individuals. Uncompensated workers can be rewarded for their benevolence and dedication.

If employees fail to meet expectations, it indicates a lack of job satisfaction and alignment with the organization. Job dissatisfaction and low self-esteem are often outcomes of work-related or interpersonal issues. Improving attitudes, behavior, and performance in the workplace necessitates modifications to personnel and systemic requirements.

The study conducted by Simmons (2010) suggests that younger generations exhibit a greater willingness to extend their work hours compared to previous cohorts, with incentives playing a significant role in their motivation. Contrary to popular belief, the fundamental principles motivating intrinsic behaviors are not novel concepts. Rewards have consistently proven to be indispensable tools for promoting optimal performance. Well-rewarded employees tend to view their roles as more than just a job; they perceive themselves as integral components of the company. Moreover, they are incentivized to excel at their tasks when they realize that their employers appreciate and invest in their well-being. Employees act as vehicles for organizational success, and incentives serve as the fuel required for organizations to reach their objectives.

Akerele, (1991) has for a variety of reasons, limited the productivity of Nigerian workers, including the exploitation of laws by employers' employers and the rich by employers and the rich, thus reducing the productivity of workers. Markovva and Ford (2011) are the real success stories of the Games, which want to promote their creative talents, abilities and knowledge within the organization and act as an action service mechanism to encourage and nurture employees' best inputs.

The significance of propelled laborers cannot be found in a hierarchical way (Lata, 2012). Spurred specialists are progressively effective, increasingly productive and more eager to take a shot at hierarchical objectives than less inspired ones (Hunter et al, 1990). Entwistle (1987) says that if a worker succeeds, he grants authoritative prizes, which results in representative inspiration dependent on right execution. The inspiration activity is the uniformity of an association as an organization (Rizwan and Ali, 2010). Luthans (2000) attributes both types of prizes and can be used for staff performance. Financial performance for factories, employment, commission, bonuses, gifts and bonuses, etc. Are the prizes. Etc. Non-financial are social recognition, thanksgiving and sincere praise, etc. Lotta (2012) financial incentives persuade employees to be productive. In addition, Ojokuku and Sajuyigbe (2009), financial incentives have a major impact on employee performance. However, perry et al, (2006), the primary motivation and financial incentives of financial participation are motivated by workers (Srivastava, 2001). Nasson, (2004) Recognition and recognition of transition is an essential prize. Improve the performance of our staff, as well as Jensen. et al (2007) consider that workers work as expected.

Furthermore, both intrinsic and extrinsic rewards hold significant importance within the organizational context. The effective implementation of a reward system can result in heightened employee performance. Consequently, this study aims to assess the influence of intrinsic and extrinsic rewards on employee performance, recognizing the interdependence of the reward system and employee performance. The study endeavors to examine how organizations employ non-financial incentives to motivate their workforce, thereby enhancing their performance. In the absence of motivation, represented by intrinsic and extrinsic incentives, employee performance may decline, triggering a cascade of organizational challenges such as stunted growth, financial instability, increased downsizing, and eventual bankruptcy. Therefore, the central focus of this study is to elucidate the impact of rewards on employee performance within the context of HBL in Pakistan.

Objectives of the study

The proposed study focus the Incentive Management of the firm so as to assess their effects on the diverse performance measurements of the employees in the firm. The primary objectives of the proposed study are as follow:

- To Critically assess the key variables affecting employees performance presented by past research work
- To find the impact of Intrinsic incentives on employee performance
- To investigate the impact of extrinsic incentives on employee performance

Research questions

The main questions of this proposed study are as follow:

- What are the key variables affecting employees performance presented by past research work?
- Does intrinsic incentives have impact on employee performance?
- Does extrinsic incentives have impact on employee performance?

Literature Review

Relationship between employee performance and extrinsic reward

Previously, researchers had conducted research on the Central Bank of Nigeria, but focused only on individual transactions and examined the relationship between Abuja and the workforce. In this study, free volatile compounds are internal and supernatural rewards and dependent variable productivity. They used random sampling strategies Choose a sample: By collecting information from police officers and Person services. Research has shown that there is a close and significant link between the comparative value of comparison by extrinsic reward and employee performance (Maire and Nick, 2002).

Nigerian Central Bank employees want to work with advanced financial rewards. Learners need to prepare their well-being because attribution affects the level of motivation of the employee and this level of pay (Scott and Bruce, 1994). Researchers have shown that they are more motivated than financially rewarded events, for example, job satisfaction, employee engagement, motivation and work-based engagement, rather than a reward.

Remuneration and Costs of Essential Investments RELATIONAL Vital Relationship. A very IMPORTANT relationship is an important relationship as a valuable prize, and it has been reported that the relationship between attribution and work between award and contract has been included. These variables (hospitals, hospitals, roses, (Roberts, 1991 and Rothwell, 1992) have a significant impact on the level of the labor force, accounting for the variable variability and motivation of dynamic fluctuations as a dependent variable between motivation and development job. The results showed that employers were the most successful. The majority of workers are identified by reference to monthly wage scenarios, with differences between moderators and workers varying with respect to differential fluctuations.

According to Lawler, (2004), internal and flexible rewards were used as a variable in the form of unique variables and job matching. The Charity Awards have been shown to have a great impact on job satisfaction with the framework. The demographics of demographic changes will translate into flexible job satisfaction. The dependent variable was the internal and external reward of employee performance and free trade. Primary and secondary sources were used to collect selected data and samples in a standardized manner. The researchers for the study used activity histories, people analysis, ANOVA, and the T-test. Improve results in the community by adding internal and external additions. To meet the motivation of the staff, it is essential to meet the rewards of those who are inside and outside.

Hypothesis: 2: Extrinsic reward has positive impacts on performance of employees in the organization.

Relationship between employee performance and intrinsic reward

Motivated by motivation, a person is working with a mathematical problem as a result of a problem or solution to the problem, because the problem is a challenge and gives him pleasure once the problem is solved. In both cases, no external reward is given as a reward or reward for the individual (Robert, 1991 and Rothwell, 1992). This does not mean that more than one reward is not important to a person, but it is not enough to involve the person (Eisenberger and Cameron, 1996, Janssen, 2000, Mumford, 2000).

Prices are essential to change satisfaction in satisfaction in the study. Employees make work more enjoyable when they are happy and go to great lengths to do a good job (Mehmod, 2013). The study was conducted with a direct reward of employee performance. Because they know their achievements, they work hard to increase their appreciation. (Edirisooriyaa, 2014). Glossary of benefits (Kalleberg 1977, Mottaz1988), as well as important business units such as engagement, motivation and job satisfaction of workers (Stats and Porter 1991). Prizes play an important role in creating and sustaining employee engagement from any organization, the highest level of performance and the workforce (Wongs, 2004). As a mediation theme of an individual organization, each person focuses on specific skills, needs and goals, uses their abilities, meets needs and develops their goals (Mottaz, 1988). In many companies, overall, by complementing their strategies, they have been able to implement balanced reward and employee recognition programs.

A reward means that a worker is based on his work in relation to his business (Bratton and Gold 1994), all of which represent benefits, real benefits and benefits. Lawler (2003) describes how to reward a reward, what a reward it gives and how much an employee earns for

a given prize. Employees are closer to their organizations and perform better, better rewarded and recognized by their health. Rewards increase the efficiency and effectiveness of employees and improve the performance of the organization.

Dambisya, et al (2007) realized that the use of financial incentives that were not working for non-health professionals would provide workers with satisfaction. This study was made available in the health sector and individualized financial performance. (Group, 2011) This study was conducted not with the finances held in a company, but with larger funds. Results needed to increase financial results that are not achieved and the organization's productivity and corresponding growth. (Sammar, 2011) The study found that the price of a non-profit charity gave an impression of equality in all reward programs. A survey of more than 500 professionals worldwide covers all the benefits (financial opportunities, financial recognition, development and training of staff). (Dzuaranin, 2012) Companies with only financial incentives should be encouraged to develop their main initiatives before offering incentives for performance.

Nsour, et al (2012), evaluated the levels of encouragement and performance in Georgia's universities.) The five selected universities were selected for the study. Results were based on moral motives and academic achievement in Georgian universities and at the highest levels of institutionalization. Secondary trade occupied by secondary education and development Growth also follows.

Hypothesis: 1: Intrinsic reward has positive impacts on the performance level of employees in the firm

Relationship between Extrinsic and Intrinsic reward with Employee performance

According to Zaman (2011), people introduced the knowledge, skills and abilities of the company. Current articles show that human resources are held within the organization and can be initiated using various strategies, such as working conditions, leadership, training and development, learning culture, the name of the organization and its reward. One of the keys to this strategy is the reward. According to Pitts (1995), benefits are the benefits of a job, a service or a breakdown. "The principal reward for performing work is pay, many employers also offer reward packages of which wages and salaries are only a part. The packages typically include: bonuses, pension schemes, health insurance, allocated cars, beneficial loans, subsidized meals, profit sharing, share options and much more"

Work also has many benefits, such as working conditions, working conditions, wages, security, promotions, service conditions and the work environment. The "internal rewards" based on Abiola and Ajila's (2004) have shown that ability, emotional testing and success, admiration, Good faith, and considerate. In addition to Yapa (2004), the main awards are fees, promotions, benefits, discovery, self-determination, personal fulfillment, complex tasks and feedback.

According to the Armstrong (2008), "performance management is a systematic process for improving organizational performance by developing the performance of individuals and teams". Second, the best results are obtained by achieving better results in the agreed objectives achieved by targeted objectives, regular and targeted performance objectives. In addition to that Armstrong and Murlis (1994) define performance management as "a process or set of processes for establishing shared understanding about what is to be achieved, and of managing and developing people in a way which increases the probability that it will be achieved in the short and longer term." To measure the stated goal, staff performance implementation of the "performance review". Employees achieve employee productivity, job creation, extra effort, commitment and achievement (Dharmasiri and Wickramasinghe, 2006).

According to Mohammed (2013), prices play an important role in raising workers' wages and transforming the behavior of non-interested workers. With a good reward, he creates wells, employees and staff creates a good working environment. The reward system can help improve organizational performance and provide respect, job control, employee equity and performance, high efficiency and consumer fulfilment (Maire & Nick, 2002). Carraher et al (2006) encourage an actual reward system to keep high performance within the firm.

Hartle (1995) indicated that price was an important part of the price in performance management. Memoodd (2013). The rewards system is essential for every member of the team, regardless of their organization, to gain a competitive advantage. It also motivates staff to put extra effort into doing their work, giving them more effort and allowing them to work faster. Finally, the adjudicating party decided that this would be in keeping with the organization's culture and the strategy to achieve permanent competitiveness. The literature reviews presented above consider rewards as the key factor that can attain the attitude and behaviors of employees toward their works. Reward system has both monetary and non-monetary benefits both can effects the performance level of the employees.

The present study is centered on an examination of the situation within Habib Bank, a financial institution operating in Pakistan. The study seeks to scrutinize the bank's employees to ascertain whether effective incentive management has a bearing on the optimization of employee performance.

Theoretical framework

Two-Factor Theory

The Herzberg Two-Factor Theory, often referred to as the Motivation Theory, identifies factors related to employment that fall into two categories: intrinsic rewards and extrinsic rewards. Intrinsic rewards include elements like achievement, recognition, advancement, and

personal growth, while extrinsic rewards encompass aspects such as company policies, employer relationships, pay, and financial benefits. Herzberg's research illustrates that intrinsic rewards, which are tied to the nature of the work itself, have a more significant impact on motivating employees when compared to extrinsic rewards. According to Herzberg, while financial compensation can address physiological needs, psychological needs require fulfillment through achievement and personal growth (Ugwu and Oryeneje, 2002; Chijioke, and Chinedu, 2015).

The factors contributing to employee satisfaction are closely linked to the organization's approach and management practices, including specific supervision, compensation, social interactions with higher-level employees, and the overall work environment. These satisfaction factors include elements that make employees more enthusiastic and committed, such as a sense of accomplishment, recognition, the nature of the work itself, responsibility, and opportunities for growth.

In the context of HBL bank, employees can evaluate the rewards they receive to determine whether these incentives effectively motivate them to perform at their best in alignment with the organization's objectives. The organization can address its employees' diverse needs, with financial compensation addressing physiological requirements like security and respect. Additionally, providing benefits such as medical coverage, company-sponsored retirement plans, and ensuring job stability can fulfill security needs. Social needs can be met by cultivating a conducive work environment that encourages collaboration and communication. Furthermore, recognizing employees' achievements, either verbally or through formal reward systems and job titles, can fulfill their need for respect. Finally, self-fulfillment needs can be addressed by offering growth and development opportunities both within and outside the job context, as well as by providing engaging and challenging work. By actively addressing the specific needs of each employee, organizations can cultivate a highly motivated workforce.

Conceptual framework

The aims of the research is to find out the relationship of intrinsic and extrinsic reward on the performance of employees. The figure shows a detail about the theoretical framework along with the variables.

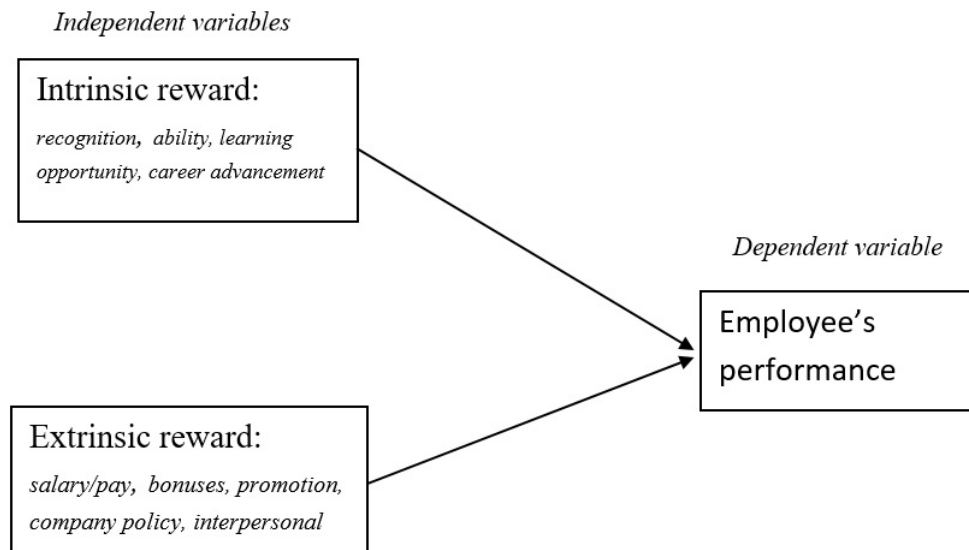


Fig. 1. Conceptual framework

Research Methodology

Using the job performance of the employees working in Habib bank the research investigates the impacts of extrinsic and intrinsic rewards. The current section presents the tools and techniques which are utilized for collecting the data for variables and the techniques which are used for analyzing the data are also discussed in the section of the study.

Methodology

Both the primary and secondary source are used for data collections secondary data was collected through internet source and primary data was collected from questionnaires. In order to find out the relationship of employees job performance with the intrinsic and extrinsic reward of the employees, the follow the systematic approach in such manner. The variables of the research are presented and the relationship between these variables is identified.

Research plan

This study is quantitative in nature. For quantitative study a data was collected through questionnaires. An adopted questionnaire was used in this study with 5-likert scale.

Population of the research

The current analysis aims to finding out the relationship between intrinsic and extrinsic incentives and the job performance of employees in Habib bank limited, Pakistan. The employees working in different branches of HBL, Pakistan. Comprises the universe of the study and the sample is chosen from these employee working in HBL branches.

Data collection

The secondary data in the research is mostly used for the explanation and elaboration of the concepts, definitions, theories and previous study findings in the area of reward and employees job performance. The secondary data used in the research is generally gathered from various books, articles, drafts, research papers, websites and other published materials around the web. The aims of the primary data in thee research is to find out the relationship of employees performance with the intrinsic and extrinsic reward of employees. The survey technique is used for collecting data from the employees of the HBL bank and for this reason self-administered questionnaire is used. The things in the questionnaires are adopted and an overview of the questionnaire is given in the section below.

Tools of the research

The questioner will be plan on like rat scale with three categories response ranging from strongly agrees to strongly disagree. The questionnaire of the study was consists of four main parts the first part of the questionnaire is consist of demographic question of the respondents and was consist of five questions. The second part of the questionnaire is also contains of 5 different questions planned to collect data regarding the job performance of the staffs. These questions are ranked at a five point Likert scale. The third part contains of 5 different questions which are planned to collect data regarding the intrinsic reward of the employees. The last part contain of 5 questions which are considered to collect data for the extrinsic rewards of staffs and which are also ranked at a five point liker scale.

Data analysis

The drive of the research was to find out the impacts of reward on the job performance of employees working in Habib bank limited, Pakistan. For this purpose the study uses the multiple regression models and find out the relationship between these variables. The multiple regression models regresses the values of independent variable against the dependent variable and provide them with the slope coefficient which shows the magnitude and direction of the relationship of the variables. The current analysis uses the job performance as the dependent variable while the intrinsic and extrinsic are used as the independent variables. The regression model is given by the following equation.

$$JP = \alpha + \beta_1 (INI) + \beta_2 (EXI)$$

In the equation given above JP stands for the Job performance, INI stands for intrinsic incentives and EXI stands for extrinsic incentives. The term α presents the intercept while beta stands for the slope coefficient for the relationship of JP and incentives.

Variables in the analysis

Intrinsic and extrinsic rewards are independent variables in the analysis and are used by the study to find out their impacts on the level of performance in the habit bank limited (HBL) Pakistan.

Intrinsic and extrinsic rewards

Intrinsic reward and extrinsic reward both are come under the umbrella of motivation; these two variables are independent variables in this study. La Belle (2005) explains rewards can be classified as extrinsic and intrinsic, the aspects to the satisfaction and relaxation related with the job itself and the later relates to the other reward outside the job nature which are mainly controlled by the company and the employee do not have any control over these factors. McCormick and Tiffin, (1979) clarifies that intrinsic reward relates to the incentives which are liked with the successful completion of the job and the achievement of the objectives given to the employee, the extrinsic reward mainly points to the monetary and non-monetary benefits and incentives presented by the organization.

Employees performance

Employee performance which is direct connected with reward of the organization. In this study employee performance is used as dependent variable and is tested for the effect from the Incentive management strategy of the company. Hadijimanolis, (2000), shows the point that the perception of employee of organization about the reward system in the firm greatly affects the attitudes of employees towards their employer which finally leads to the commitment and the performance of these employees. Mumford, 2000 has maintained the point and argues that among all the factors which relate to touching the attitudes and performances of employees to the goals of the organization, the reward system is the most basic component which pushes the motivation and performance.

Results and Discussion

Reliability Analysis

Cronbach's Alpha is a measure of internal consistency reliability. It assesses how well the items within each variable are correlated with each other. A higher α value suggests greater internal consistency. For JP, the α value is 0.750, for IR it's 0.706, and for ER it's 0.795. Generally, α values above 0.7 are considered acceptable, and values above 0.8 are good.

Table I
Variable reliability measurements

Name of Variable	No of items	AVE	α Value
JP	5	0.6	0.75
IR	5	0.58	0.706
ER	5	0.62	0.795

Regression analysis

Frenchman introduced a concept of pre-conception by comparing the size of children and their parents. According to the study, the size of children is determined by the size of their parents. Supports variable (variable variable) on a variable. The middle variant of a free variant is called progress. Similarly, two or more independent regressions are called multiple backslashes.

Regression analysis for job performance and intrinsic reward

Table II
Coefficients

Model	Un-standardized Coefficients		Standardize Coefficients	T	Sig.	95.0% Confidence Interval for B	
	B	Std. Error	Beta			Lower Bound	Upper Bound
(Constant)	1.844	0.325		6.899	0	2.2044	3.21
MeanJP	0.649	0.06	0.583	9.899	0	0.549	0.599

Dependent Variable: MeanIR

This table shows the results of a regression analysis with "MeanIR" as the dependent variable. The "MeanJP" variable has a statistically significant positive impact on "MeanIR." Specifically, a one-unit increase in "MeanJP" is associated with a 0.649 increase in "MeanIR." The standardized coefficient (Beta) for "MeanJP" indicates that each standard deviation change in "MeanJP" is associated with a 0.583 standard deviation change in "MeanIR."

Multiple regressions

Table III
Coefficients

Model	Un-standardized Coefficients		Standardize Coefficients	T	Sig.	95.0% Confidence Interval for B	
	B	Std. Error	Beta			Lower Bound	Upper Bound
(Constant)	1.234	0.257		4.798	0	0.727	1.742
MeanIR	0.52	0.081	0.485	6.385	0	0.359	0.68
MeanER	0.181	0.073	0.188	2.476	0.014	0.037	0.325

Dependent Variable: MeanJP

In the same vein, the coefficients for both Intrinsic reward and Extrinsic reward exhibit positive values, and their corresponding t-ratios are statistically significant ($p < 0.05$). This indicates that both of these independent variables exert an influence on employee job performance.

Notably, the standardized coefficient for Intrinsic reward is higher, implying that a larger degree of variation in job performance can be attributed to Intrinsic rewards, as opposed to Extrinsic rewards.

Regression analysis for job performance and extrinsic reward

Table IV
Coefficients

Model	Un-standardized Coefficients		Standardize Coefficients	T	Sig.	95.0% Confidence Interval for B	
	B	Std. Error	Beta			Lower Bound	Upper Bound
1 (Constant)	1.878	0.198		8.5	0.001	1.583	1.987
MeanJP	0.612	0.074	0.602	7.602	0.001	0.537	0.749

Dependent Variable: MeanIR

In summary, the regression model suggests that MeanJP (Job Performance) significantly and positively influences MeanER (Extrinsic Reward). For each unit increase in MeanJP, MeanER is expected to increase by approximately 0.612 units, with high statistical significance. The confidence intervals indicate the range within which the population parameters are likely to fall.

Findings

The data analyzed through the regression analysis results in the following main findings for the study.

- Reward is found to have a positive covariance with the job performance of the employees and an increase in reward carries an increase in the job performance of the employees.
- Both the intrinsic and extrinsic reward is strong determinates of the employee job performance and to a higher extent clarifies the change in the job performance of the employees.
- The intrinsic reward has a direct relationship with the job performance of employees in HBL, Pakistan. Increases in the intrinsic reward for the employees positively affect the attitudes and behaviors of employees towards their work and in that way increases the job performance of employees.
- The extrinsic reward has a direct relationship with the job performance of employees in HBL, Pakistan. Increases in the intrinsic reward for the employees positively affect the attitudes and behaviors of employees to their work and in that way increases the job performance of employees.

Comparison of our results with others

According to Zaman (2011), people introduced the knowledge, skills and abilities of the company. Current articles show that human resources are held within the organization and can be initiated using various strategies, such as working conditions, leadership, training and development, learning culture, the name of the organization and its reward.

(Barney, 1991) argues that the level of 'employees' performance is not only dependent on their real skills but also on the level of inspiration showed by the persons. Inspiration is an internal effort or an exterior stimulus to perform in a specific way. In representative positions, this is a method that will tends to rewards. According to Pitts (1995), benefits are the benefits of a job, a service or a breakdown. "There is a major gain for work, and many employers are offering rewards, wages and a partial payroll."

Burton (2012) discusses that extrinsic rewards are significant as they show a critical part in encouraging employees to act. Extrinsic reward structures are considered on the base of the administrative method of performance arrangements that regulate the level of reward for workforces. Hence, it is essential that the reward arrangements be observed as reasonable to all workforces in relations of procedures, directions, guidelines, and reward tools.

Ajils (1997) is delighted to carry out the duties of the work itself and carry out its natural objectives. Work also has many benefits, such as working, working conditions, wages, security, promotions, service conditions and the work environment. According to the findings of Abiola and Ajila's (2004), internal rewards are a person's ability, emotional recognition and achievement, appreciation, positive recognition, care and consideration. In addition to Yapa (2004), the main awards are fees, promotions, benefits, discovery, self-determination, personal fulfillment, complex tasks and feedback.

Hartle, (1995) indicates that price is an important part of the price in performance management. Mehmood (2013) the rewards system is essential for every member of the team, regardless of their organization, to gain a competitive advantage. It also motivates staff to put extra effort into doing their work, giving them more effort and allowing them to work faster. Finally, the adjudicating party decided that this would be in keeping with the organization's culture and the strategy to achieve permanent competitiveness. The researchers concluded that the evaluation of all these findings and conclusions concluded that the good salary associated with individual and advanced rewards would bring high productivity. The system must identify the different types of awards and the purpose of their respective reward policies. All of these assessments require a systematic reward system to increase the performance and competitiveness of the employee.

Conclusion and Recommendation

Conclusion

The worker's obligation does not emphasize the importance of the reward in the daily work, especially during the award ceremony. Human motivation is motivated by increased motivation. The result is a payment, performance bonus, recognition and appreciation tool that can be used to motivate employees to work effectively. From this study, you can easily interpret the benefits of employers and the concerns of employers and employees. This study was conducted in banking sector of Pakistan. Data was collected from HBL employee who working in Pakistan. Data was collected from different employee of HBL. The results of this study revealed that both intrinsic and extrinsic rewards are positively and significantly related with employee performance. The results show that both hypothesis of this study accepted. This shows that there is a strong and positive association between intrinsic and extrinsic.

Recommendation

Based on the conclusions of the research some of the following recommendations are presented by the study which can help persuading the job performance of the employee by the incentive strategy of the company.

- The reward strategy is a key component in manipulating the job performance of the employees working at different firms and the administration need to focus on the incentive polices in order to positively affect the performance of employees.
- The extrinsic reward of the employees mostly attributes to the organization and the employee compares their views with the offerings from the company. The organization needs to find balance between cost and employee expectation in order to meet their preferences and keep them encourage for the given work.
- Job design also can be sued for the intrinsic regards to the employees and keeping the design in such a way that it carries an incoming motivation for the employees and help them increase their performance ranks.
- There is not a single reward arrangement which can be related with any firm and for the motive the trial error method for finding out the best reward policy is the recommended one.

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