

Reward :Concepts and Impact of Reward in Organizations

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Abstract

This study aimed to explain the reward importance, attributes, roles, strategies and reward system, and the reasons for the ineffectiveness of reward and the effect of reward in the organization. The information was collected through a review of previous studies in the library method and from authentic books and a large number of articles that were published in databases such as Isi, Sage, Elsevier, Science Direct, Taylor and Francis, Magiran, Sid and Cilivica. The study found that reward (internal and external) were a critical factor for motivating (internal and external) motivation for voluntary participation and cooperation, creativity and innovation, increasing employee commitment, and enhancing and improving performance of the staff, and as a result it will fulfill the organizational goals.

Key words: Reward, Internal Reward, External Reward, Reward System, Organization

1-Introduction

Concept, significance and effects of reward

Reward is a valuable positive consequences of work for individuals (Shermerhorn 1993).

The reward is to provide a pleasant message to perform an optimal behavior of the individual in order to increase the likelihood of repetition (Hellriegel et al. 1995).

The reward received by the organization is for the performance of the tasks assigned to a high or standard nature, in which case the salary is named or is due to duties above a worker's standard, in which case the reward is to be considered as an extra benefit for an outstanding work (Rushmoor 2002).

External reward relates to something outside of it. In other words, external reward is not rooted in the job and the individual does not do the work for reward. In this way, external reward are as means for the organization's officials, and by creating the conditions and by creating the conditions and mechanisms for receiving them, the behavior of the employees leads to the desired.

Internal reward is when the individual's job is of great value to him and the work is a worth. That is, the reward of the work is in the essence of the work. Internal reward is usually a good feeling that people feel it through work, such as participation in decision making, the diversity of tasks, independence, freedom of action, etc. (Doaee, 1995).