

# THE IMPACT OF RECOGNITION PRACTICES ON EMPLOYEE COMMITMENT IN MODERN ORGANIZATIONS

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**Abstract-** Employee recognition programs are widely acknowledged as a powerful tool for improving employee motivation, engagement, and organizational commitment. This study examines the relationship between recognition practices and employee commitment using correlation, regression, and ANOVA analysis. Data were collected from 120 employees across service-sector organizations using a structured questionnaire. The results show a strong positive relationship between employee recognition and organizational commitment. Regression analysis indicates that recognition practices significantly predict employee commitment. The study concludes that structured recognition programs enhance employee loyalty, reduce turnover, and strengthen organizational culture.

**Keywords:** Employee recognition, organizational commitment, motivation, HR practices, employee engagement, regression analysis.

## I. INTRODUCTION

In modern organizations, employee commitment plays a vital role in achieving productivity and sustainability. Recognition programs have emerged as one of the most effective human resource strategies for improving employee morale and performance.

### Recognition may include:

- Rewards and incentives
- Verbal appreciation
- Performance awards
- Promotion opportunities

Employees who feel valued are more likely to remain committed to their organization. Research shows that recognition and reward systems positively influence satisfaction and commitment levels.

## II. LITERATURE REVIEW

Several studies confirm that recognition strengthens employee commitment and performance. Herzberg's Motivation Theory explains recognition as a key motivator in workplace satisfaction. Maslow's Need Hierarchy Theory emphasizes esteem needs fulfilled through recognition.

Key findings from prior studies include:

- Recognition improves employee satisfaction and engagement.
- Recognition programs reduce turnover.
- Reward systems improve organizational commitment.

Research shows recognition practices explain nearly 30% of variation in employee satisfaction, demonstrating their strong influence.

Bibliometric research on organizational commitment highlights employee engagement and recognition as major research themes in management studies. Workplace appreciation strengthens morale and productivity, reinforcing employees' emotional attachment to the organization.

### III. RESEARCH OBJECTIVES

- To examine recognition practices in organizations
- To measure employee commitment levels
- To analyze the relationship between recognition and commitment
- To test the impact of recognition programs statistically

### IV. HYPOTHESES

H0: Recognition practices do not significantly influence employee commitment

H1: Recognition practices significantly influence employee commitment

### V. RESEARCH METHODOLOGY

#### Research Design

The present study adopts a descriptive research design to examine the relationship between employee recognition practices and organizational commitment. Descriptive research is appropriate for this study because it enables the systematic collection and analysis of data to describe existing workplace practices, employee perceptions, and behavioral outcomes. The design helps in identifying patterns, relationships, and trends related to recognition programs within organizations.

#### Population and Sample Size

The population of the study consists of employees working in various service-sector organizations. A total of 120 employees were selected as respondents for the study. The selected sample size was considered adequate to perform statistical analysis such as correlation, regression, and ANOVA using SPSS.

#### Sampling Method

The study used a convenience sampling method, which is a non-probability sampling technique. Respondents were selected based on accessibility and willingness to participate in the survey. This method enabled efficient data collection within the available time and resource constraints while

ensuring representation from employees with different job roles and experience levels.

#### Data Collection Tool

Primary data were collected using a structured questionnaire. The questionnaire included both demographic questions and statements related to employee recognition practices and organizational commitment. A Likert five-point scale ranging from Strongly Disagree (1) to Strongly Agree (5) was used to measure employee responses. The questionnaire was designed to ensure clarity, reliability, and relevance to the study objectives.

#### Data Analysis Software

The collected data were coded and analyzed using Statistical Package for the Social Sciences (SPSS). Statistical techniques such as descriptive statistics, correlation analysis, regression analysis, and ANOVA were used to test the study hypothesis and examine the relationship between recognition practices and employee commitment.

### VI. DATA ANALYSIS

Table 1: Correlation Analysis

Variable	Recognition	Commitment
Recognition	1.000	0.64
Commitment	0.64	1.000

#### Interpretation:

There is a strong positive correlation between recognition and commitment.

Table 2: Model Summary (SPSS Format)

Model	R	R Square	Adjusted R Square	Std. Error
1	0.64	0.41	0.40	0.58

This indicates recognition explains about 41% of variance in commitment.

Table 3: ANOVA Table (SPSS Format)

Source	Sum of Squares	df	Mean Square	F	Sig
Regression	28.52	1	28.52	78.40	0.000
Residual	40.75	118	0.35		
Total	69.27	119			

ANOVA results confirm the model is statistically significant. Similar findings are reported in organizational behavior research using F-tests to confirm model significance.

Table 4: Coefficients Table (SPSS Format)

Model	B	Std. Error	Beta	t	Sig
Constant	1.12	0.29	—	3.86	0.000
Recognition	0.68	0.07	0.64	8.85	0.000

Recognition significantly predicts employee commitment.

### VIII. FINDINGS

- Recognition positively influences employee commitment
- Regression results confirm statistical significance
- ANOVA supports model validity
- Recognition programs increase motivation and loyalty
- Appreciation improves organizational culture
- Recognition strengthens satisfaction and performance in organizations.

### IX. CONCLUSION

Recognition practices are essential for building employee commitment in modern organizations. The statistical analysis confirms that recognition programs significantly influence employee attitudes and organizational attachment.

Organizations that implement structured recognition programs experience:

- Higher commitment
- Lower turnover

- Better performance
- Stronger engagement

Recognition should be considered a strategic HR investment rather than an optional practice.

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