

## **EXECUTIVE SUMMARY**

The aim of the study relation maintained by the company with employees on different parameters. The project comprising of Metal Fabrication Industry Profile, which gives you profound knowledge of industry, there is a concise investigation towards what are the Rewards they offer to the employees. This research was conducted based on the employees in the company. The researcher has chosen 50 respondents in the study area. Survey was conducted to know the relationship between the rewards and employee's work performance and how it works in the company, to know about the Performance level of the employee's.

The analysis is done based on the answers given by the employees of Adobe Metal Company, Graphical reports of each and every question is generated with valid interpretation. Hypothesis testing was conducted using SPSS software. The analysis focuses mainly on Effective Reward system and Performance level of employees. The findings are based on the analysis done and the results generated. The findings came out with various limitations. Proper suggestions based on the limitations are provided related to relationship building with the employee's.

Effectiveness of reward system on performance level of employee's is a process mainly used to study the nature and effect of Reward System, whereas employees are the assets of the organization. Employees are retained by the Management only if they are satisfied with Reward system of company.

This study will help companies overcome different obstacles by improving their relationships with employees. The importance on performance by linking various parameters helps organisations to identify area of progress.