

ABSTRACT

This bachelor thesis is focused on the influence of the tangible rewards on the motivation to work. Moreover, the intangible rewards are important elements as well, so they are both described in the separated chapters. The different approaches of various authors who follow up the topic of influencing performance are introduced. It also deals with the goals and tasks of reward system in a company. The main principles of rewarding, which are significant for the goal achieving, are summed up. Attention is also paid to the role of the total reward concept and its advantages. In the empirical part of the thesis, the questionnaire survey results are presented. Its aim was to find out how the employees of private business organisations perceive the influence of tangible and intangible rewards on their motivation to work. The purpose was to analyse the conditions under which workers prefer the tangible inducements to the intangible ones.

Keywords: motivation, transactional (tangible) reward, relational (intangible) reward, total reward, reward system, reward management, benefits