

## RELATIONSHIP AMONG REWARD SYSTEMS, KNOWLEDGE SHARING AND INNOVATION PERFORMANCE

Prince Opoku<sup>1</sup>

Nanjing University of Posts and  
Telecommunication  
[pleromadox@gmail.com](mailto:pleromadox@gmail.com)

Harris Kwaku Duah<sup>2</sup>

Nanjing University of Posts and  
Telecommunication  
[cashiouss@gmail.com](mailto:cashiouss@gmail.com)

### ABSTRACT

This research attempts to review various researches in term of relationships among reward systems, knowledge sharing and the innovation performance. In this regard, two types of reward are identified, and they are intrinsic reward and extrinsic reward. Extant research showed that reward can affecting innovation performance, so this study proposes a new framework based on mediating role of knowledge sharing. The extrinsic and intrinsic rewards found that they are positively related to the overall innovation performance. This article presents a survey and synthesis of literature on the effects of extrinsic and intrinsic reward on innovation performance and knowledge sharing. The motivational contexts of extrinsic and intrinsic rewards are examined with the purpose of helping the recognize and avoid the potentially harmful effects of poorly designed reward systems. It further found that rewards are positively related to each form of innovation, i.e., product innovation. Research between intrinsic and extrinsic motivation of employees and the expectation of a performance-based reward claims that this study has a better research design. However, it has been proven, with help of questionnaire surveys, that many enterprises still do not measure innovation performance despite the importance of innovation as an engine of growth. Only a few organizations appear to have an effective system for measuring their overall innovation performance.

**Keywords:** Rewards, Knowledge sharing, innovation Performance.