

The Impact of Employee Recognition

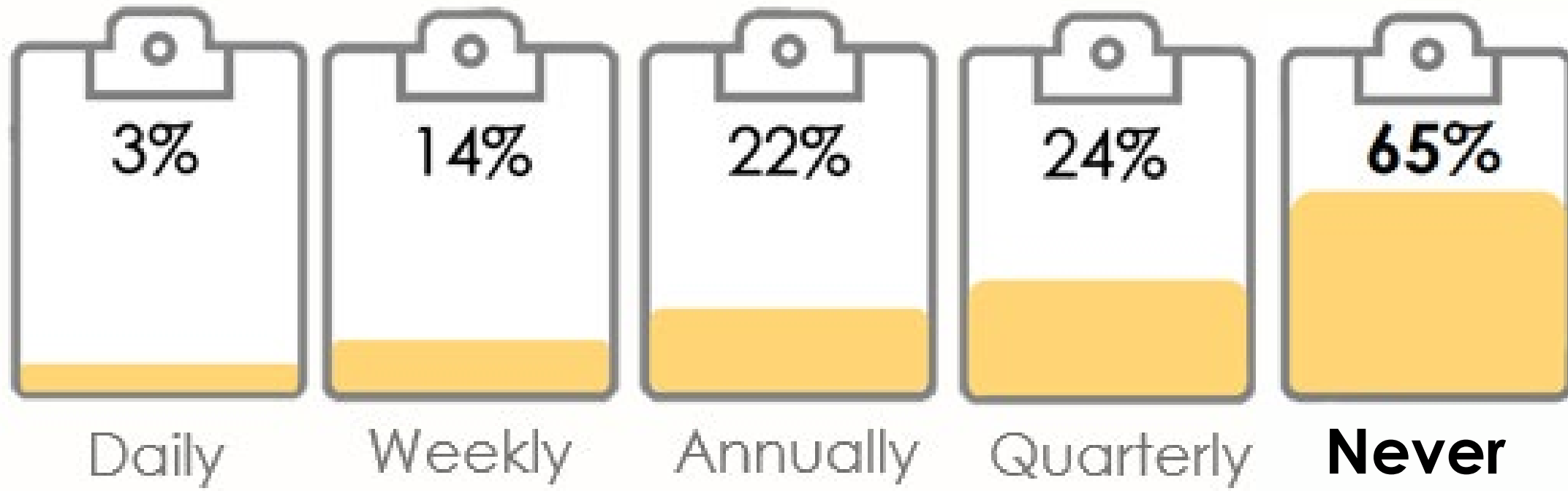


Employees reported that **strong recognition culture** makes a company **attractive** to work for.

Employee recognition is the **deciding factor** for whether employees stay at their job.

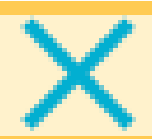
GOAL: Provide a **comprehensive understanding** of the impact of employee recognition, types of rewards, and strategies for implementation.

In 2021, employees report **receiving recognition...**

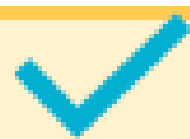


74% of employees **wish** they received **more recognition** for their work.

Lack of Recognition vs. Giving Recognition



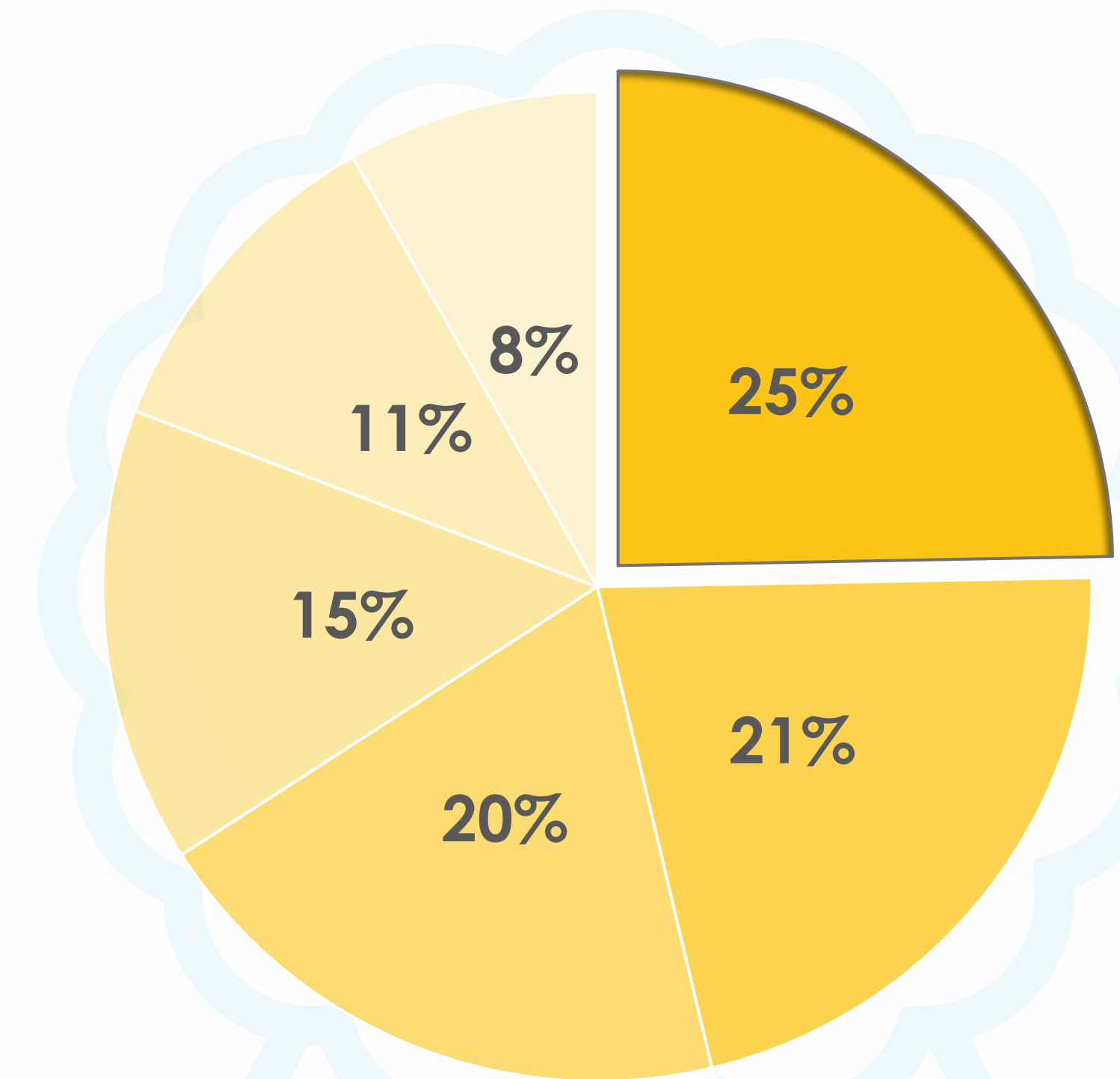
- 53% are not engaged at work
- 44% reported lack of recognition contributed to reason for quitting



- 65% reported more likely to stay at workplace
- 37% reported recognition being most important

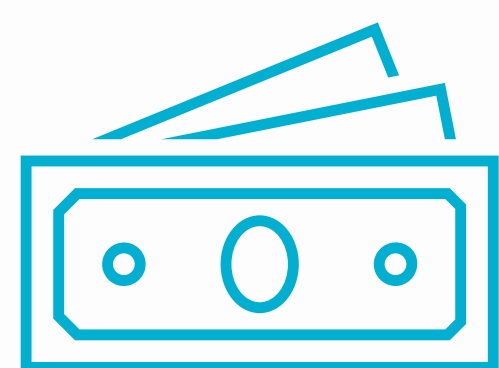
85% of employees stated that recognition **motivates** them to **work harder**.

Employee Reward Preferences



- Entertainment
- Software/Electronics
- Apparel/Health/Beauty
- Restaurants
- Subscriptions
- Office Supplies

65% of employees prefer **non-cash rewards**.



Monetary rewards showed **short term** effects on employee motivation.

Recommendations

IMPLEMENTATION > REWARD

The most important and **effective** factor of employee recognition is how often it is given and the way it is delivered. Recognition programs should include the following:

GIVE REGULAR AND SPECIFIC FEEDBACK

- Employee recognition should be a **culture** rather than a responsibility
- Lead by example:** managers should not only give regular feedback, but ask for feedback on how employees feel they are being managed

CREATE A SHARED TEAM VISION

- Creating a shared team vision encourages employees to **recognize one another** when team goals are accomplished
- Celebrating team success **creates connection** among colleagues and a shared purpose

PUBLIC VS. PRIVATE RECOGNITION

- Recognition is **not** always meaningful when it is public
- There should be a **balance** of public and private modes to deliver different messages.
- Managers should **inquire** about their employee's preference

SHARE INFORMATION ACROSS TEAMS

- Sharing information creates a feeling of **inclusivity** across teams/ departments
- This allows the entire company to celebrate success, **motivate** one another, and see how their individual work positively impacts the company as a whole