

6 Reasons Every Organization Needs a Recognition Program

By Jason Thomson, Instigator, Jigsaw



Recognition promotes more
**meaningful
work**



**Non-cash
rewards**
lead to greater
engagement



**Personal
well-being**
from appreciation

Big data collected by Recognition Professionals International

When it comes to employee engagement, recognition is one of the best tools in your HR arsenal. Use these great stats and facts the next time you write an article, make a presentation, or need insight into the value of recognition.

1. 40% of companies identified as “best in class” stated that recognition was the biggest contributor to employee engagement—only 46% of “non-best in class” companies made the same statement.

Abderdeen, The Power of Employee Recognition, 2013

2. Almost half of survey respondents said that recognition promotes employee happiness and more meaningful work.

Globoforce, SHRM/Globoforce 2015 Employee Recognition Survey, 2015

3. Frequent and meaningful recognition encouraged repetition of the right behaviors.

O.C. Tanner Institute, 6 Culture Trends for 2016, 2016

4. People may say they desire cash rewards over tangible goods, but, in reality, non-cash rewards will lead to greater engagement.

BI Worldwide, Sales Force Engagement, A Lesson in Sales Force Engagement, 2014

5. Companies who spent more than 1% on recognition and rewards saw increased levels of employee satisfaction.

Globoforce, SHRM/Globoforce 2015 Employee Recognition Survey, 2015

6. Employees who felt appreciated had stronger feelings of personal well-being both in and outside of the workplace.

O.C. Tanner Institute, 6 Culture Trends for 2016, 2016



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