

EMPLOYEE RECOGNITION STRATEGIES FOR BETTER ENGAGEMENT



Employee Recognition Strategies for Better Engagement

Introduction

Employee recognition programs used to be tied with compensation and benefits only but research from SHRM indicates that companies need to tailor their strategies around more than compensation to create a total rewards program¹. It is no secret that employee recognition can contribute to a better workplace culture and improve employee satisfaction. Throughout this whitepaper, we will look at some modern employee recognition examples that can help employee engagement and retention in 2022 and beyond.

There are three main recognition types in the workplace:



RESULTS RECOGNITION

Hitting a certain goal, target, number, something tangible.



PEOPLE RECOGNITION

Showing appreciation for their everyday contributions.



DEDICATION RECOGNITION

Work anniversaries, years of service awards, and showing dedication to the workplace.

Recognition Strategies

Most people view employee recognition tied only to results recognition like being the top performer within a certain quarter or year. This may seem unachievable to some, especially those in positions that do not have quantifiable targets. There needs to be diverse ways in which employees are recognized to make it more inclusive for all departments and positions.



The number one attribute in choosing a new job from a global survey of 200,000 job seekers was that their “manager or employer shows appreciation for my work”².

Here are some different ways to use recognition as part of your employee strategy:

EVERYDAY VICTORIES

Celebrating workplace victories regularly helps teams bond and can provide an added link to the organization's purpose. This can be done differently with every department in your organization and quite easily. Celebrating the first appointment set of the week, support ticket closed, or product fix completed are just some examples on how you can recognize your employees for their everyday work and providing a chance for everybody to get recognized on a weekly basis.

CAREER ACHIEVEMENTS

Using your HCM system to notify you of work anniversaries is one way to make sure those do not get missed, but it should not end there. Celebrating work life is important because it connects everyone further to the organization and can help spotlight their contributions to the team. PDS' HCM product, Vista offers an "Awards" feature where employee achievements can be collected and shared on employee dashboards. One third of your life is spent at work³ and it is important to make it a place that honors its employees.

COMPANY CELEBRATIONS

A terrific way to highlight the company's achievements and recognize employee contributions to its goals is through quarterly or annual celebrations or kick offs. This creates an opportunity to bring people together and celebrate over a shared achievement. This makes everyone at the company feel part of the bigger picture and gives everyone a chance to experience celebrating with their peers. Companies are using virtual options for these events as well to make it more inclusive in the post pandemic world.

PEER RECOGNITION

Providing an avenue for everyone to recognize their peers is a wonderful way to display more recognition within your organization. Some companies use their intranet to provide easy online forms to submit peer reviews that can also be later displayed on the intranet as well, so the entire company is notified. Allowing everyone to be recognized by not just their supervisors makes it more inclusive and achievable for everyone to get a shot.



GET PERSONAL

A simple addition to employee recognition can go a long way. The German utility company E.On started using simple personalized thank you notes and their number of employees feeling valued increased from 39% to 52%⁴. This is an amazingly easy, cost-effective way to make employees feel part of the team. With the ability to do this digitally, all employees can reap the benefits of implementing this strategy.

BE PROMPT

One way to increase your employee recognition efforts is by being prompt with it. This means you must be more flexible in how and when you recognize employees. Having a weekly, monthly, or other scheduled recognition system in place is perfectly fine, but so is being able to recognize people right after they achieve something that is not necessarily predictable. By showing appreciation right away, the employee feels more motivated to continue.

Conclusion

The 2022 Global Culture Report by O.C Tanner shows that there is a 18x increase in the probability of great work when employees are recognized⁵. With all the changes workplaces experienced over the past few years, it is a suitable time to re-evaluate current techniques. Using some of the recognition strategies mentioned above can help improve employee motivation and retention in your company for the future.

About PDS

PDS is a leading developer of HCM solutions that offer complete all-in-one HR and Payroll management through leveraged technologies and world-class client support services in the US, Canada, and the Caribbean. Recruiting and onboarding, full benefits management, cross-border payroll capabilities, analytics, and more - fully designed with you in mind. PDS works to keep their community informed on all HCM-related issues that may affect the workplace. Contact their team of experts today and let them revolutionize the way you work.

Sources:

¹ [Survey: Respect at Work Boosts Job Satisfaction \(shrm.org\)](#)

² [Rainer Strack: The workforce crisis of 2030 -- and how to start solving it now | TED Talk](#)

³ [One third of your life is spent at work - Gettysburg College](#)

⁴ [4 Companies That Have Nailed Their Employee Recognition Strategy | Toolbox HR](#)

⁵ [INT-GCR2022.pdf \(octanner.com\) pg.36](#)