



01

“Nearly **75%** of organizations have a recognition program (despite the fact that only 58% of employees think that their organizations have recognition programs.”

› BERSIN BY DELOITTE, THE STATE OF EMPLOYEE RECOGNITION, 2012

02

Career opportunities, recognition, and organization reputation are consistently top engagement drivers.

› AON HEWITT, 2012 TRENDS IN GLOBAL EMPLOYEE ENGAGEMENT

03

“The number-one reason most Americans leave their jobs is that they don’t feel appreciated. In fact, **65%** of people surveyed said they got no recognition for good work last year.”

› AON HEWITT, 2012 TRENDS IN GLOBAL EMPLOYEE ENGAGEMENT

04

“Organizations with recognition programs which are highly effective at enabling employee engagement had **31%** lower voluntary turnover than organizations with ineffective recognition programs.”

› BERSIN BY DELOITTE, THE STATE OF EMPLOYEE RECOGNITION, 2012

05

14% of organizations provide managers with the necessary tools for rewards and recognition.

› ABERDEEN GROUP, THE POWER OF EMPLOYEE RECOGNITION, 2013

06

60%

of Best-in-Class organizations stated that employee recognition is extremely valuable in driving individual performance.

› ABERDEEN GROUP, THE POWER OF EMPLOYEE RECOGNITION, 2013

07

“Organizations that rated themselves “proficient” in workforce data analysis were far more likely to rate their business leaders as “satisfied” with workforce data, to draw connections between retention and recruiting, to calculate HR’s impact on business strategy, and even, among publicly traded companies, more likely to financially outperform those who rated themselves as “deficient” at workforce data analysis.”

› HCl/TALEO, THE BUSINESS IMPACT OF TALENT INTELLIGENCE, 2012

08

41% of companies that use peer-to-peer recognition have seen marked positive increases in customer satisfaction.

› SHRM/GLOBOFORCE EMPLOYEE RECOGNITION SURVEY, 2012

09

46%

of senior managers view recognition programs as an investment rather than an expense.

› WORLDTWORK, TRENDS IN EMPLOYEE RECOGNITION, 2013



10

14%

A full 14% [of companies] indicated that their organization features [recognition] programs regularly when recruiting.

› WORLDTWORK, TRENDS IN EMPLOYEE RECOGNITION, 2011

11

Being able to track the effectiveness of engagement and recognition efforts can help organizations better align engagement with business objectives and improve performance.” “43% of Best-in-Class organizations have access to metrics on recognition efforts, compared to 18% of All Others.

› ABERDEEN GROUP, THE POWER OF EMPLOYEE RECOGNITION, 2013

12

Companies with strategic recognition reported a mean employee turnover rate that is **23.4%** lower than retention at companies without any recognition program.

› SHRM/GLOBOFORCE EMPLOYEE RECOGNITION SURVEY, 2012



13

In 2013, **67%** of Best-in-Class organizations have a formal recognition program in place, compared to **58%** of Best-in-Class organizations in 2012.

› ABERDEEN GROUP, THE POWER OF EMPLOYEE RECOGNITION, 2013



14

In these environments, (where opportunity and well-being are part of the culture) strong manager performance in recognizing employee performance increases engagement by almost **60%**.

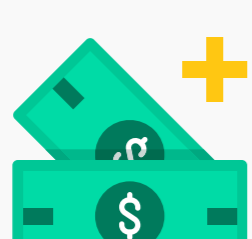
› TOWERS WATSON, TURBOCHARGING EMPLOYEE ENGAGEMENT: THE POWER OF RECOGNITION FROM MANAGERS, 2009



15

Organizations with strategic recognition programs in place exhibit **28.6%** lower frustration levels than companies without recognition programs.

› SHRM/GLOBOFORCE EMPLOYEE RECOGNITION SURVEY, 2012



16

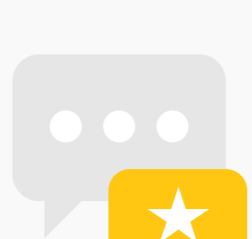
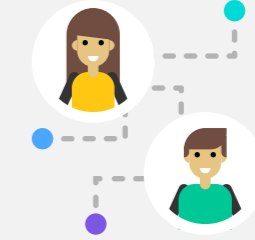
Organizations with the most sophisticated recognition practices are **12 times** more likely to have strong business outcomes.

› BERSIN BY DELOITTE, THE STATE OF EMPLOYEE RECOGNITION, 2012

17

Peer-to-peer is **35.7%** more likely to have a positive impact on financial results than manager-only recognition.

› SHRM/GLOBOFORCE EMPLOYEE RECOGNITION SURVEY, 2012



18

Praise and commendation from managers was rated the top motivator for performance, beating out other noncash and financial incentives, by a majority of workers (**67%**)

› MCKINSEY MOTIVATING PEOPLE, GETTING BEYOND MONEY, 2009

19

Recognition for work was one of the top five drivers of (candidate) attraction in the UK, and was tied as the top attraction in the EU.



› TOWERS PERRIN, 2004 EUROPEAN TALENT SURVEY

20

“Organizations invest in recognition in a big way – spending roughly 1% of payroll on recognition activities.”

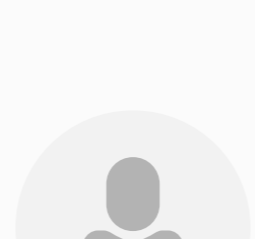
› WORLDTWORK, TRENDS IN EMPLOYEE RECOGNITION, 2011



21

When companies spend **1% or more** of payroll on recognition, **85%** see a positive impact on engagement.

› SHRM/GLOBOFORCE EMPLOYEE RECOGNITION SURVEY, 2012



22

“In those organizations in which individual employees or teams are recognized, the entity’s average core for employee results was approximately **14% higher** than in organizations in which recognition does not occur.”

› BERSIN BY DELOITTE, THE STATE OF EMPLOYEE RECOGNITION, 2012



23

Recognition is an important psychological need. Employees who know that they will receive recognition for acting on the brand promise will have a v to do so.

› GALLUP, 2013 STATE OF THE AMERICAN WORKPLACE

24

Our research finds that those organizations with the most mature employee recognition approach are **12 times** more likely to have strong business results.

› BERSIN BY DELOITTE, THE EMPLOYEE RECOGNITION MATURITY MODEL, 2012

25

When asked what leaders could do more of to improve engagement, **58%** of respondents replied

“Give recognition.”

› PSYCHOMETRICS, A STUDY OF EMPLOYEE ENGAGEMENT IN THE CANADIAN WORKPLACE 2010