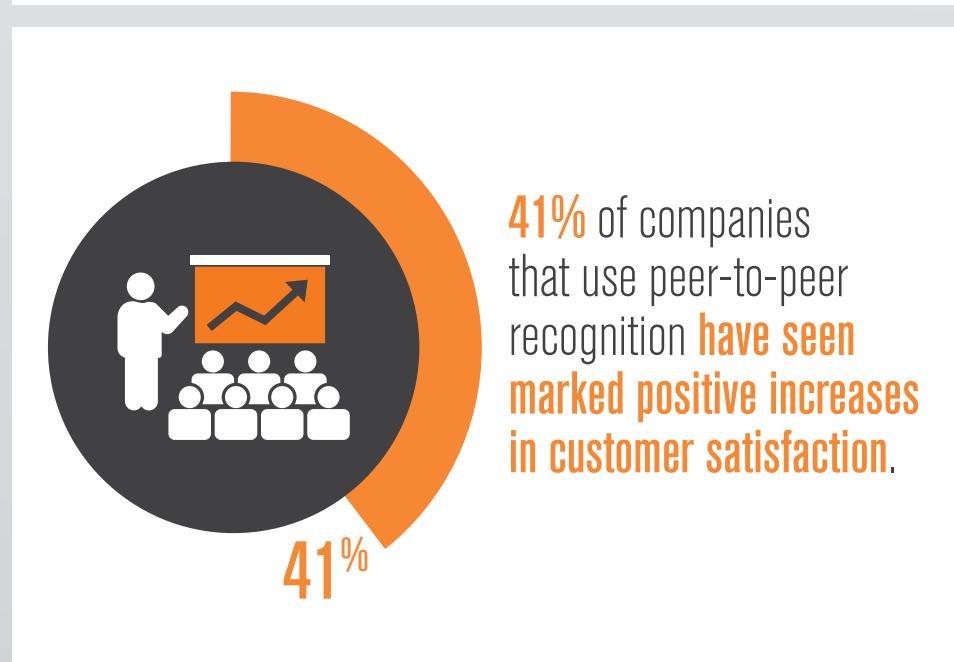
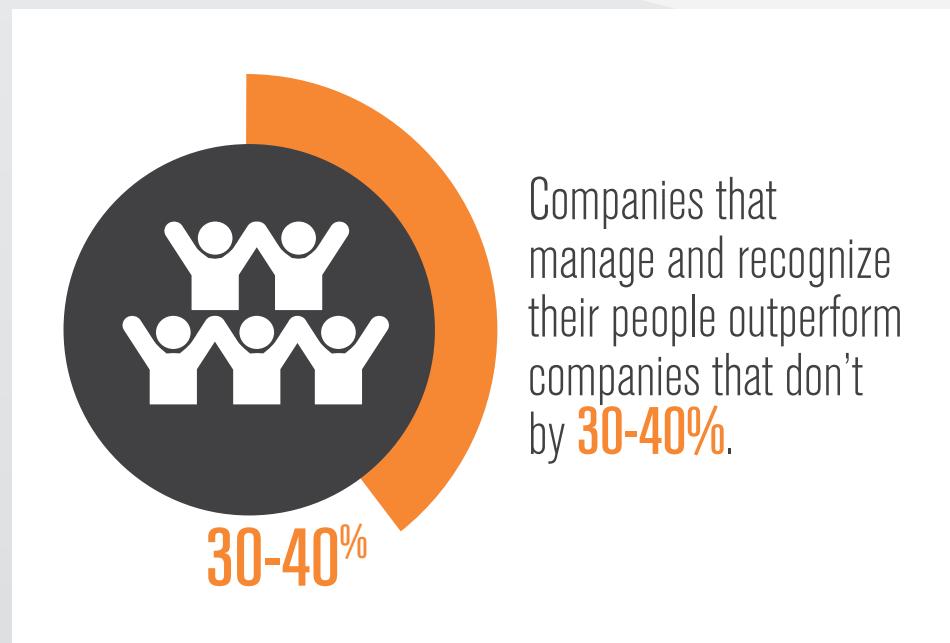


# LINKING EMPLOYEE RECOGNITION TO MEASURABLE BUSINESS RESULTS

John O'Brien, Vice President  
Employee Performance Group, BI WORLDWIDE

Employee recognition and engagement strategies are critical organizational tools that generate and reinforce positive behaviors, leading to measurable accomplishments and financial results. It is important to leverage your recognition strategy in a way that reinforces behaviors important to your work culture, plus infuses results-based recognition that drives company performance. Creating a recognition ecosystem that supports your mission, vision and values, as well as aligns your employees to key business imperatives, is a strategic plan that will produce positive results.



Sources: BI WORLDWIDE, Aon, Gallup, Crain's

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

SHRM  
Employee Recognition Survey



Organizations with recognition programs that enable employee engagement had 31% lower voluntary turnover than organizations with ineffective recognition programs.

Bersin by Deloitte  
The State of Employee Recognition



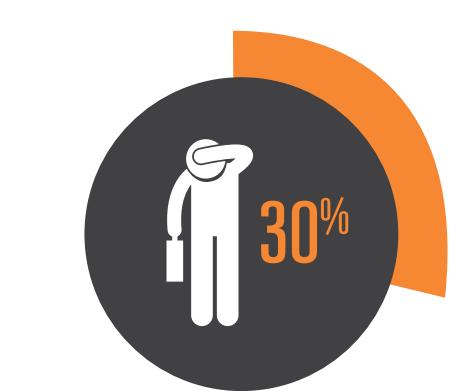
The number-one reason most Americans leave their jobs is that they don't feel appreciated. In fact, 65% of people surveyed said they received no recognition for good work last year.

Gallup  
Positive Strategies for Work and Life



60% of best-in-class organizations stated that employee recognition is extremely valuable in driving individual performance.

Aberdeen Group  
The Power of Employee Recognition



30% of people improve their performance after being criticized while an astounding 90% of us improve our performance after being praised.

Stanford  
Business School study



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



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

SHRM  
Employee Recognition Survey

There is a powerful link between recognition and engagement. Simply by recognizing and acknowledging employees for their work, companies can generate a strong emotional commitment to their organization. Recognition can make employees feel valued and, as a result, contribute to great employee experiences.

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