

Employee Recognition

INCOMM CORPORATE RESEARCH:
Incentives Market Metrics 2020 | 2,546 Panel



Nearly 60% of employees

either don't have an employee recognition program at work, or aren't sure if their company has one.

Employee recognition is essential to an employee's understanding that their employer values them and their contributions to the success of their team and company are meaningful.

Appreciation and recognition are essential to an outstanding workplace. Employees receiving sincere and specific praise from colleagues, managers and their company leads to better results for the business.



68% of employees would be more likely to recognize others if their company had a specific platform to do so.



Make it Meaningful

In-person and email appreciation from a fellow co-worker is the most preferred non-monetary acknowledgment across all categories (peer to peer, departmental and corporate).

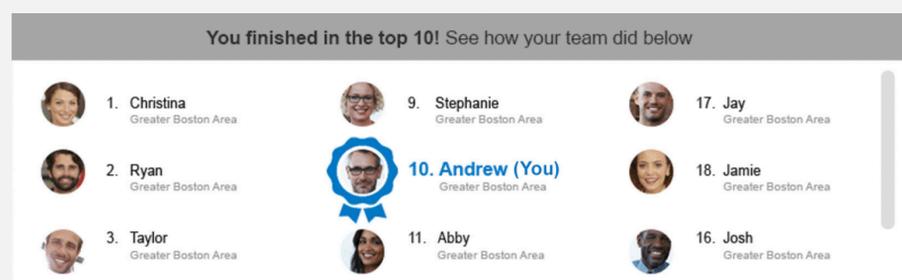


Choice is Key

Among monetary recognition, **gift cards** are the most preferred across all categories.

Up to 68% of employees would like to choose their own reward.

Half of employees report that a scoreboard highlighting top performers is a source of motivation in the workplace.



Peer to Peer Recognition



89%

of employees who have been acknowledged received an in-person, email or text appreciation. More than one-third of peer to peer recognition includes a monetary component such as a coffee, lunch, happy hour or gift card.



To meet employee expectations, companies should examine the frequency of peer to peer recognition.

70% would like to be recognized at least a few times a year; however, only **58%** are currently recognized at this level.

REWARD PREFERENCE

Visa® gift cards are the most desired perk or reward for the peer to peer category, followed by branded gift cards.



Current peer to peer recognition needs to increase by 21% in order to meet employee expectations.



Top 5 Benefits of Peer to Peer Recognition:



Feeling valued at their company



Pride in performance



Boost in morale



Motivation to achieve more



Increased teamwork with co-workers





Departmental Recognition Can Help Reduce Turnover

After being recognized by their department, about 20% of employees anticipate a greater likelihood to stay with their company and/or increased job security.

82% would prefer to be recognized at least a few times a year.

Visa® gift cards are again a highly preferred choice for departmental recognition, followed by branded gift cards.

Recognition at the departmental level is rated as *highly impactful* among **76%** of respondents.

Corporate recognition

is reflected in elevated job satisfaction among practically all respondents regardless of hourly or salaried status.

What candidates look for:

A recognition program is a top consideration among job seekers—and the most viable opportunity to stand out from the competition.



Salary



Benefits



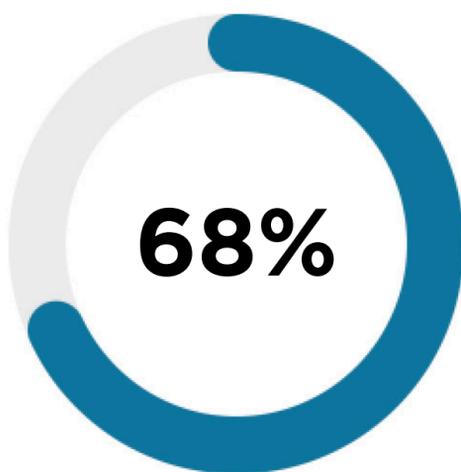
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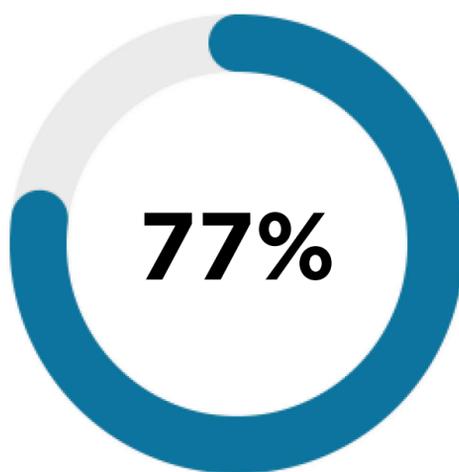
Mission



Company reputation & feeling respected and acknowledged



68% of employees prefer to select their own monetary recognition for a corporate award.



77% would like to receive recognition at least a few times a year.



Today, current corporate recognition needs to increase by **33%** in order to meet employee expectations.

Questions?

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