Joshua Andersen

Park University

PM693 Human Resource and Procurement Management

Dr. Nickea Harris

Discussion 2

24 August 2022

**Executive Summary**

**What are some of the ways to recognize employees?**

Some of the ways that a company can recognize their employees are Motivation events, Loyalty programs, Empowerment programs, Service awards, Reward systems, Motivational speakers, and Employee suggestion systems (Phillips et al., 2015). I want to highlight the Employee suggestion system, Loyalty programs, and Service awards because I believe these can be the most effective. Studies have shown that while recognition programs can help employee satisfaction, it is only successful if the employee is receiving something they wish to receive (Montani et al., 2020). An employee suggestion system can ultimately help the company save on costs while providing employees with a voice to receive things they desire (Phillips et al., 2015). It may prove difficult to adequately recognize those in our organization if we do not understand what they want. Loyalty programs are usually used with association with the consumer of a business, but similar tactics can work with employees as well. Recognizing employees that have worked at the same place for longer will make them feel more involved and like they are appreciated for what they do (Phillips et al., 2015). Service awards go hand in hand with loyalty programs in that they reward longevity of employment (Phillips et al., 2015). It does not go without saying that since the time in between recognition may be upwards of 5-10 years this by itself may not be enough of a recognition program. The best way to recognize employees is by compounding methods and offering various ways to recognize those who work for you.

* Motivation events, loyalty programs, empowerment programs, service awards, reward systems, motivational speakers, and employee suggestion systems are all ways to recognize employees
* The best recognition methods involve the voice of the employees
* A business should understand its employee’s desires or ask for their input when selecting a recognition strategy

**Why is employee recognition important?**

Employee recognition is extremely important within any organization, the last thing you want, especially in businesses that involve multi-million-dollar equipment, and deal with life or death scenarios, is an employee or operator who is disgruntled (Montani et al., 2020). Employee recognition can also lead to reduced costs in training and turnover since bringing replacements onboard can take up valuable time and effort, especially in terms of project management. Overall employee recognition leads to employee satisfaction which ultimately helps the bottom line of the business (Montani et al., 2020). Aside from non-profit organizations which typically self-serve the role of recognition, a business sets out to make money, and considering employee recognition can come at no cost to the employer, it is extremely important to retain qualified talent for as long as possible.

* A lack of employee recognition can lead to significant losses for a business
* Employee satisfaction can allow a company to retain necessary talent and a happy workforce

**What happens if you don’t recognize employees?**

Without meaningful recognition, employees may feel less motivated to accomplish their work, and in some cases do not do their work at all (Montani et al., 2020). As mentioned earlier, turnover and training new employees constantly come at great cost to a business, combined with the time it takes others away from focusing on what their job is to train someone new can be a byproduct of an organization’s ability to recognize employees. Job satisfaction is one of the leading reasons employees quit, and it can be something as simple as providing non-incentive-based recognition to avoid it (Montani et al., 2020). At worst, a lack of recognition within an organization could cause an employee to cause intentional damage to the company, and at best could lead to a vacancy the company was not anticipating. In personal experience, I have seen both paths play out, after an IT worker was denied requests to adjust workload and began feeling undervalued, he provided his notice and proceeded to disconnect all of the servers within the health clinic we worked at causing millions of dollars in lost time and care. More often I see people leave their positions to work for other companies that have a better quality of life and treat their employees better. In many cases, a simple thank you or a handshake in front of others you work with can be enough to make an employee feel recognized and valued for their contributions.

* A lack of employee recognition can lead to frequent turnover
* Job satisfaction is one of the main reasons employees quit
* Unsatisfied employees can wreak havoc on a company’s bottom line and affect others’ morale

References

Montani, F., Boudrias, J.-S., & Pigeon, M. (2020). Employee recognition, meaningfulness and behavioural involvement: Test of a moderated mediation model. *The International Journal of Human Resource Management*, *31*(3), 356–384. <https://doi.org/10.1080/09585192.2017.1288153>

Phillips, J. J., Phillips, P. P., & Schell, S. C. (2015). The Value of Motivation: How to Measure the Value, Impact, and ROI of Motivational Projects, Programs, and Events. *Performance Improvement*, *54*(5), 16. <https://doi.org/10.1002/pfi.21480>