

FREE EBOOK

6 Reasons Why Employee Recognition is Crucial for Company's Success

**Learn about the power of building
a culture of appreciation**



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Employee Experience Matters

*Employee appreciation plays a crucial role in **delivering exceptional employee experience.***

The reasons why recognition programs are becoming so popular are numerous. There is a lot of research that proves the true benefit of recognizing and appreciating employees.

Still...

68%

*of employees **haven't received** any form of recognition for good work in the last year.*

Source: Gallup



Why Should You Recognize Your Employees



Employee appreciation is one of the best ways to **deliver experience employees are expecting** from their employers. On the other side, recognizing employees naturally drives employee engagement as being recognized for good work helps employees **increase their motivation** and try harder to achieve their goals.



1. Higher Employee Engagement

58%

of employees said that leaders could "give recognition" to in order to improve engagement

When companies spend

1%

or more of payroll recognition, 85% see a positive impact on engagement.

Employee engagement is the number one reason why companies invest in employee recognition programs.

Most organizations today are aware of all the benefits and advantages of having highly engaged employees.

According to research by Gallup done in 2018, **53% of US employees are "not engaged" and 13% of them are "actively disengaged"**.

Therefore, it is not surprising to see companies trying to find new ways to increase employee engagement.

2. Lower Employee Turnover Rate

We all know how **expensive employee turnover is**. This is the reason why companies across the world are looking for solutions to lower turnover rates. Employee recognition programs are your best bet!

31%

***lower turnover rates** at companies with recognition programs that are highly effective at improving employee engagement.*

Source: Bersin by Deloitte





3. Higher Employee Productivity

Employee recognition drives employees' productivity.

People want to get recognized for their contributions and achievements to stay motivated.

Moreover, **69% of employees would work harder** if they felt their efforts were better appreciated.

"A person who feels appreciated will always do more than what is expected."



Today, companies and leaders are also aware of how recognition can drive employee productivity.

In fact, according to Aberdeen Group's research on employee recognition, **60% of Best-in-Class organizations stated that employee recognition is extremely valuable in driving individual performance.**

69%

*of employees **would work harder** if they felt their efforts were better appreciated*

Source: Aberdeen Group

organizations with the most sophisticated recognition practices are

12 X

more likely to have strong business outcomes.

Source: Bersin by Deloitte

4. Higher Customer Satisfaction

"Customer satisfaction starts with employee satisfaction."



Happy employees make happy customers!

Therefore, many employee recognition programs are designed to increase employee satisfaction with the main goal to increase customer satisfaction.

41%

*higher rates of **customer satisfaction** at companies that have implemented peer-to-peer-recognition enjoy*

Source: WorkHuman



5. Better Organizational Culture

Culture counts. In fact, **80% of the people** surveyed by Globaforce **consider company culture an important** aspect of the company they work for.

Sadly, only 55 % of employees surveyed think they work in a good culture.

That's a pretty significant disconnect, and it represents a real opportunity for improvement. One winning roadmap for improving company culture is recognition.

The same survey shows that the strength of company culture corresponded directly to frequency of recognition.

85%

of HR Leaders say an employee recognition program has a positive effect on organizational culture

Source: Hero and Mercer

6. Improved Employee Well-being

According to research by Hero & Mercer, when leaders recognized employees' healthy actions and outcomes, there was **91% improvement in population health and 87% improvement in medical plan cost** than in companies that didn't recognize employees' success.

About SEMOS CLOUD

Your all-in-one Employee Experience Suite

SemosCloud is an HR tech suite designed to **improve employee experience, productivity, well-being and engagement.**

It consists of **6 products** that make the most **complete HR solution:**



JobPts

Employee rewards & recognition



BoardFlo

Employee collaboration



SurveyRocks

Employee surveys & assessments



Healthain

Employee health & wellbeing



FeedBck

Continuous employee feedback



WorkVibe

Full employee experience suite

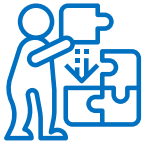
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Why SEMOS CLOUD

Your all-in-one Employee Experience Suite



Integrated with
other HR systems



Flexible and
affordable pricing



Integrated with
other HR systems



24/7 support and
running time



Data security and
GDPR compliance



Flexible and fast
implementation



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