

“TO WIN IN THE MARKETPLACE YOU MUST FIRST WIN IN THE WORKPLACE.”

—Doug Conant, Fmr. President and CEO of Campbell Soup Company

REDUCE TURNOVER

31%
LOWER
VOLUNTARY
TURNOVERS

When companies use highly effective recognition programs.¹

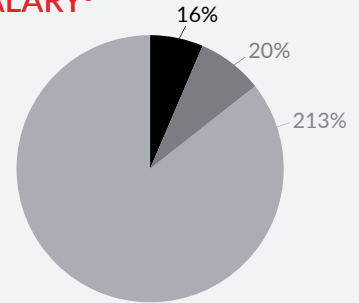


82%

When asking employees why they quit their jobs, 82% polled report that they don't receive enough recognition.²

AVERAGE COST TO REPLACE AN EMPLOYEE OF THE ANNUAL SALARY³

- Jobs under \$30,000
- Midrange positions
- Highly compensated executive positions



DRIVE ENGAGEMENT



78% of employees are highly engaged when they experience strong recognition versus 34% engaged with weak recognition.⁴

65%



of employees would work harder if they were recognized by their employers.⁵



53%

Employee morale would improve by 53% if a system were used to give small recognitions.⁵

DELIVER RESULTS



Employees who receive strong recognition are **33%** more likely to be proactively innovating and generate **2x** as many ideas per month compared to those not recognized well.⁶

85% 

When companies spend **1%** or more of payroll on recognition, **85%** see a positive impact on engagement.⁷



Organizations with the most sophisticated recognition practices are **12 TIMES** more likely to have strong business outcomes.⁸

Sources

1. "The State of Employee Recognition in 2012", Bersin & Associates, 2012
2. "Workplace Deal Breakers," BambooHR, 2014
3. "There Are Significant Business Costs to Replacing Employees," Center for American Progress, 2012.
4. "The Effect of Performance Recognition on Employee Engagement", Cicero Group, 2013
5. The Center for Generational Kinetics, 2016
6. "The ROI of Effective Recognition", Cicero Group, 2013
7. "Employee Recognition Survey," SHRM/Globoforce, 2012
8. "McKinsey Motivating People. Getting Beyond Money". McKinsey & Company, 2009