

SIGNIFICANCE OF HAVING REWARDS AND RECOGNITION CULTURE IN WORKPLACE

by:
Remyr Kimberly C. Matacot

We yearn for approval from our parents, teachers, and friends from a very young age. Our yearning for positive affirmation is so intense, especially during formative phases, that we can even interpret a neutral response as negative. All the ways an organization expresses gratitude for the contributions of its personnel are referred to as employee recognition. It may or may not entail monetary compensation and can take many different forms.

Excellent examples of how an organization can create the workplace culture are by rewarding employees for behaviors that are consistent with the organizational values. Therefore, employers ought to recognize staff members for their treatment of one another as well as for how they handle situations with clients. Outside of your office walls, people will notice this better working atmosphere. Your workers will feel better and be happier, which will improve the interactions they have with your clients.

Some workers may be motivated to quit procrastinating and increase their focus if they know they will receive rewards if they and their team go above and beyond. However, it's vital that the incentive in this situation be a given and not a guess. Pick to reward people for production that matters and advances your long-term objectives. Seeing how their job fits into the wider picture and feeling like an important piece of the jigsaw will help them feel more motivated because of this.

Many entities have trouble with employee engagement. How do you maintain your employees' enthusiasm for their work when the newness has worn off and they have demonstrated their abilities? By avoiding assuming those powers. Disengaged workers

frequently fail to recognize the importance of their work, which is frequently the result of undervaluing their efforts. Yes, they are paid, but so do all of us. In addition, we all like a little sense of exclusivity. By incorporating recognitions into your employee engagement strategy, you can turn that frown upside down. By exhibiting their finest self, truly engaged employees will take the organization to the next level.

Organization might be able to solve staff issues by making various forms of employee recognition a baseline in your company. Recruitment promises will be more accurate, and organization can start saving the money used to continually hire new employees. Regularly rewarding a worker will be significantly less expensive than having them replaced.

Start creating a culture where everyone is able to earn prizes and receive recognition. Naturally, organization can adjust the prizes based on the positions and requirements inside the organization by making sure that everyone can understand them. When organizations begin doing this, they'll see that it becomes easier to keep your best staff on board and perhaps even attract some new talent in the process.

References:

Retrieved from: <https://www.greatplacetowork.com/resources/blog/creating-a-culture-of-recognition>