

## THE IMPORTANCE OF REWARDS AND RECOGNITION IN THE ORGANIZATION

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Staff development is one of the important tasks of every leader to ensure every member of the organization is equipped with the necessary knowledge, skills, and competencies. Likewise, school heads are mandated to develop the potential and competencies of teachers by supporting the professional development and welfare of school personnel.

The Deped Order No. 24 s 2020 or the National Adoption and Implementation of the Philippine Professional Standards for School Heads (PPSSH) sets out clear expectations of school heads, including the role of developing people and providing various means for development that will lead to better performance and improvement of learning outcomes.

As school heads promote people effectiveness, professional development initiatives to enhance strengths and address performance gaps among school personnel must be implemented, monitored, and evaluated. Moreover, implementing rewards and recognition programs can also boost the performance of school personnel.

Andrews (2011) claimed that recognizing teachers for their exemplary performance is a very rewarding experience. Recognition received by teachers is also seen as a means of motivating teachers towards continuous improvement of their teaching competence, which will benefit learners through the improvement of learning experiences.

Recognition can really boost the morale of personnel and is likely to motivate them to continue to boost their performance at work. In 2002, the Department of Education issued

the DepEd Order No. 9 s'2002 to establish the Program on Awards and Incentives for Service Excellence (PRAISE). The aim of this is to encourage creativity, innovativeness, efficiency, integrity, and productivity in public service by recognizing officials and employees for exemplary performance.

Human resources are the best asset that we can have in our organization and, as school leaders, we need to ensure that they will feel that they are valued and that their efforts and contributions within the organization are significant. Furthermore, school leaders must ensure that every member of the organization is motivated and has high self-esteem.

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