



Employee recognition is a crucial, yet often overlooked, aspect to overall employee satisfaction. Acts of recognition go further than one may think. A recent survey of job holders showed that 55% were planning to switch jobs, citing "lack of recognition" as the number one reason for the change.

Ahead of holidays like IT Professionals Day (Sept. 21) and Salesperson Day (Dec. 12), Society Insurance[®] (which was named Business Insurance's Best Places to Work in Insurance[®] last year) has put together a list of employee recognition ideas from leveraging flexibly to non-cash prize ideas to PTO.

CREATE A CULTURE OF RECOGNITION

When employees know that their work is valued, they will want to

perform at a higher level. When an organization fails at creating an appreciation culture, they can expect to experience more turnover, lost productivity and tense work environments. It's especially important to design and implement an employee recognition reward system for globally distributed teams or remote workers as well.

Successful employee recognition involves the participation and engagement of the employees, so when implementing new rewards programs and offerings, make sure you have a pulse on what they would like. Employee recognition is not an out-of-the-box solution; it should be tailored to what benefits your employees value the most. Personalization is key.

Done right, a work culture[®] that recognizes employees can become

autonomous, with each employee recognizing the best out of themselves and their colleagues.

IMPLEMENTING REWARDS SYSTEMS

You can leverage recognition platforms that integrate with existing HR systems and fellow employees' kudos. A little friction between employees and companies towards recognition is normal.

1. **Bonus.** While the most common type of recognition, bonus programs can be addressed at that comes to mind. A bonus program can motivate employees to raise their performance across the board. There are many types of bonuses,

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