

Want Happy Employees? Employee Recognition is the Answer

Are you afraid that employees will take advantage of you if you are gracious? Do you feel awkward giving gifts or recognition because it might be perceived as insensitive or embarrassing to the employee it's intended to reward due to timing? Many bosses believe that an employee's paycheck is all the thanks and recognition they deserved. A study conducted by the Society of Human Resource Management believes that employee recognition increases profits and decreases turnover. Employees who feel appreciated are more productive and loyal.

You might think that end of the year bonuses is the number one incentive for employee morale, but industry experts say it's not that simple. The extra money given in December can satisfy an immediate need to pay a bill, but then it's gone and forgotten. Some employees start to feel entitled to bonuses whether they earned them or not. Motivating employees with money will not work if employees know they don't have to complete a task and the reward is inevitable.

Studies show that companies do better when they combine bonuses with employee recognition programs, worker engagement increases and they stay on longer. One thing is certain lines of communication must be open between management and employees to develop a level of trust. Listening to employee suggestions is a step in that direction.

Here are some easy ways to implement employee recognition with a balanced approach.

Monetary motivators: There is little doubt that money can be used to incentivize. So don't wait until December to award bonuses instead pay them out in smaller amounts during the year. If monetary rewards are properly executed, it will not feel like coercion and a one size fits all plan.

Flexible schedules: Employees love the flexibility within their home and work life whether they prefer telecommuting or if they are older and would rather work part-time. Creating a pleasant and positive environment will make them want to come to work.

Challenging work assignments: Along with acknowledging and praising employees accomplishments get to know them. Find out about their skills, background, and interests, this can help determine any non-monetary motivations they have. Opportunities for employees to grow and take ownership will prove highly valuable.

Social networking: What do people enjoy doing more and more these days, sharing information on social networking sites such as Facebook and Twitter? Give digital shout outs to deserving employees. There are also smartphone apps available to do this. Nothing shows an employee's sense of pride like seeing their name and accomplishments on display being shared with friends, colleagues, and family.

At Snowfly we can help you determine the right systems to motivate and keep employees with you for years to come. For more information contact us so our team of experts can design a system exclusively for your business.