



Lack of Recognition from the Boss

How Work is Managed

What is Employee Recognition?

Employee recognition is the act of showing appreciation and acknowledgement for employees for contributions to the business that links to the company's purpose, mission, and values.

Imagine the following:

During a team meeting, you heard the following appreciation from your employee/ team member: *You don't just support us in work — you make us feel like we matter. It is hard to find that quality in anyone, let alone a manager!*

How do you feel when someone gives you a meaningful compliment saying that you are doing an excellent job as a manager and letting you know they see and appreciate your efforts? Recognition and appreciation are critical to humans' happiness, and the lack of those factors in the long term will impact our Wellbeing. Unfortunately, sometimes as a manager/ business owner, you might have difficulty being available for recognition and may struggle to create an appreciative environment in the workplace. Still, you can start with small steps that will help you to be more effective in recognising your team.

Frederick Irving Herzberg, a psychologist who became one of the most influential names in business management, determined that when motivational factors are not met, workers ask for increase maintenance factors (e.g. money or improved working conditions). Maintenance Factors (also referred to as Hygiene Factors) According to Herzberg's theory, maintenance factors include things people consider essential to any job.

Some factors are:

- salary
- staff benefits
- working conditions
- company policies
- administration

These basic maintenance factors do not act as motivators, but if absent, a change in organisational climate results. The results can hurt employee morale and lower productivity.

Motivational Factors

Motivational factors are benefits above and beyond the basic elements of a job. They tend to increase worker satisfaction. Workers feel that they are getting more than a pay check.

The list of motivational factors includes:

- work itself
- achievement
- responsibility
- recognition
- opportunities for advancement

When these are present, employees motivate themselves toward higher production levels. Employees feel more committed to their jobs and find creative ways to reach goals.

Why is Employee Recognition So Important?

- When employees feel valued, they are more engaged, motivated, and likely to go the extra mile for their company.
- When employees feel appreciated and recognised for their individual contributions, they will be more connected to their work, team, and the organisation.
- Employees want to feel valued at work.
- When your team notices you recognise their performance, they will want to keep repeating that performance.

Three Crucial Elements for Employee Recognition Success

Make it *meaningful*, make it *visible*, and make it *timely and frequent*.

Meaningful – Be specific

Make moments of recognition matter by making your comments detailed, meaningful, and linked to the purpose of the business and the employee's part of your company's success. Why does your employee deserve recognition? Ensure the person knows precisely what they've done well and how they've helped you.

Visible

Recognition done in a public setting amplifies its impact by allowing others to understand what contribution you as an employer value. In addition, celebrating achievements reinforces habits for the rest of the company.

Timely and frequent

Make recognition more impactful by showing it instantly. Timely recognition has the most impact! With each day, week or month that passes, employees forget the recognition context, causing your comments to have less impact and meaning. Employee recognition is far more effective when it's given frequently.

Make Team Recognition a Part of the Culture

Regular feedback shows workers how they're contributing to the organisation and that their contributions are valuable. Everyone deserves recognition, so don't give it to the same people all the time, try to notice people who work behind the scenes. Show gratitude to everyone for their actions, big and small.

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