/ Recognition and Appreciation FAQs

Q. *What is Employee Recognition?*

A. Employee recognition is the acknowledgement of a job well done. It's about showing employees that you notice and appreciate all the hard work they're doing. This does not have to be expensive – it can be shown by something as simple as telling a co-worker you think they are doing an awesome job lately or by writing a hand written thank you card to someone. You can share your recognition and appreciation to fellow co-workers, your supervisor, those you supervise, and even those who you encounter across campus.

Q. *What is the benefit of showing Recognition and Appreciation?*

A. Aside from being the right thing to do, recognition is one of *the most important* things you can do to increase retention and lower turnover. Research from Deloitte found that organizations with highly effective employee engagement programs had **31% lower voluntary** turnover than those with ineffective recognition programs. Also, SHRM (Society for Human Resource Management) found that companies with strategic recognition reported a mean turnover rate that was **23.4% lower** than companies without recognition programs. Aside from lower turnover and higher retention rates, showing recognition and appreciation can help boost the morale of a team and increase employee engagement.

Q. *What is Employee Engagement?*

A. According to a recent poll from Gallup, only 32% of employees in the United States are engaged. The textbook definition of Employee Engagement is, "the emotional commitment the employee has to the organization and its goals". The difference between a satisfied employee and an engaged employee is the difference between someone who shows up to work for a paycheck alone versus someone who shows up to work because they are excited each day to make a difference and contribute to the organization.

Q. *I want to show my appreciation towards others, but I don't know where to start.*

A. We've created several easy to use tools for employees to show their recognition, including the [Go Beyond Recognition Portal](#) to quickly send an Ecard of appreciation, and the [Appreciation and Recognition Toolbox](#), which has plenty of low-cost high-impact ideas to show your appreciation. If you still are stumped on how to show your appreciation, contact us at [LOD@mail.wvu.edu](#) or give us a call at 304-293-7217.