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.