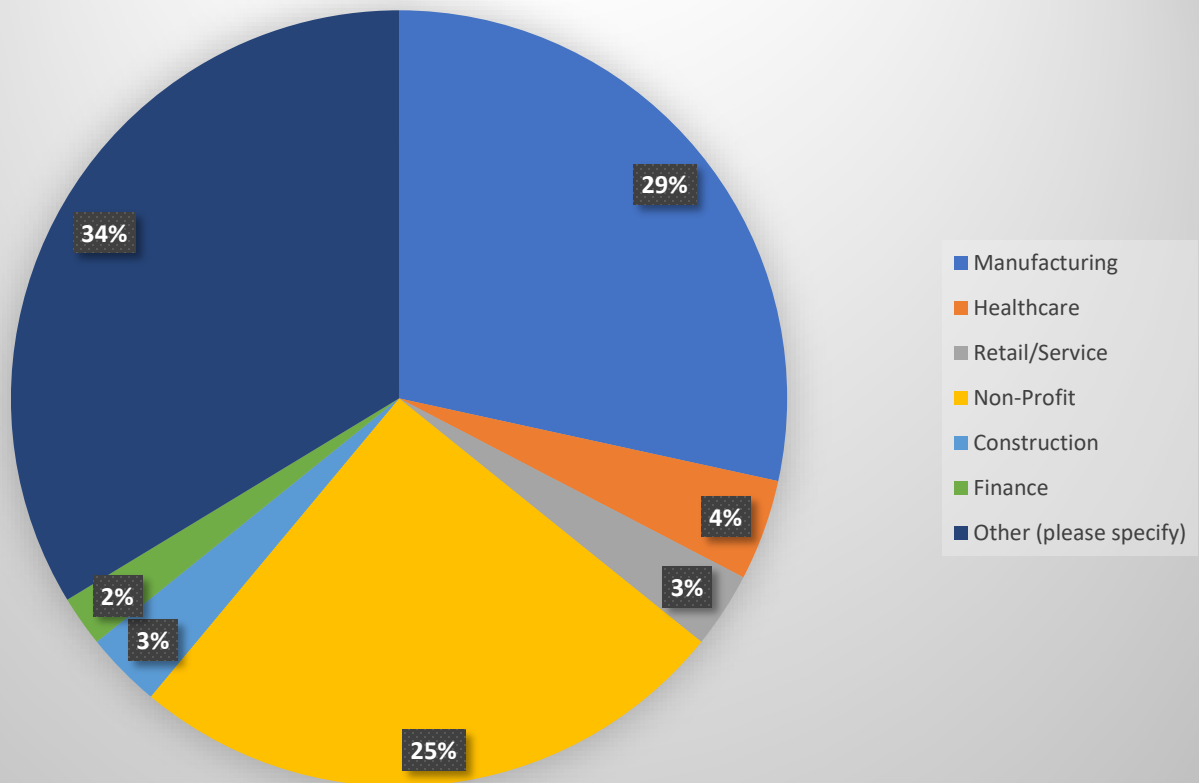# EMPLOYEE AWARDS

April 2024

Total participants: 95 in Illinois, Indiana, Missouri & Florida

Demographics:

68% of respondents have fewer than 250 employees.

INDUSTRY

- Manufacturing — 29%
- Healthcare — 4%
- Retail/Service — 3%
- Non-Profit — 25%
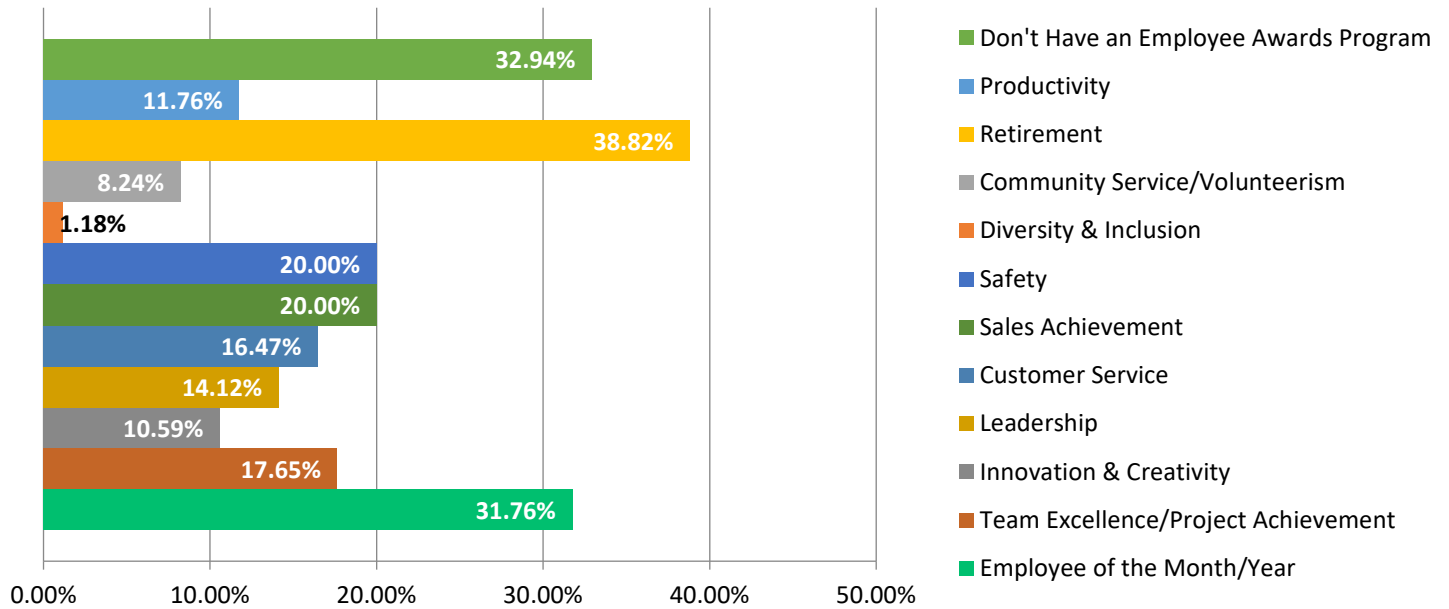- Construction — 3%
- Finance — 2%
- Other (please specify) — 34%

Other Industries include:

- Utilities
- Government
- Warehouse/Distribution
- Avaition-related

TYPES OF AWARDS INCLUDED IN
COMPANY PROGRAMS

	Percentage
Don't Have an Employee Awards Program	32.94%
Productivity	11.76%
Retirement	38.82%
Community Service/Volunteerism	8.24%
Diversity & Inclusion	1.18%
Safety	20.00%
Sales Achievement	20.00%
Customer Service	16.47%
Leadership	14.12%
Innovation & Creativity	10.59%
Team Excellence/Project Achievement	17.65%
Employee of the Month/Year	31.76%

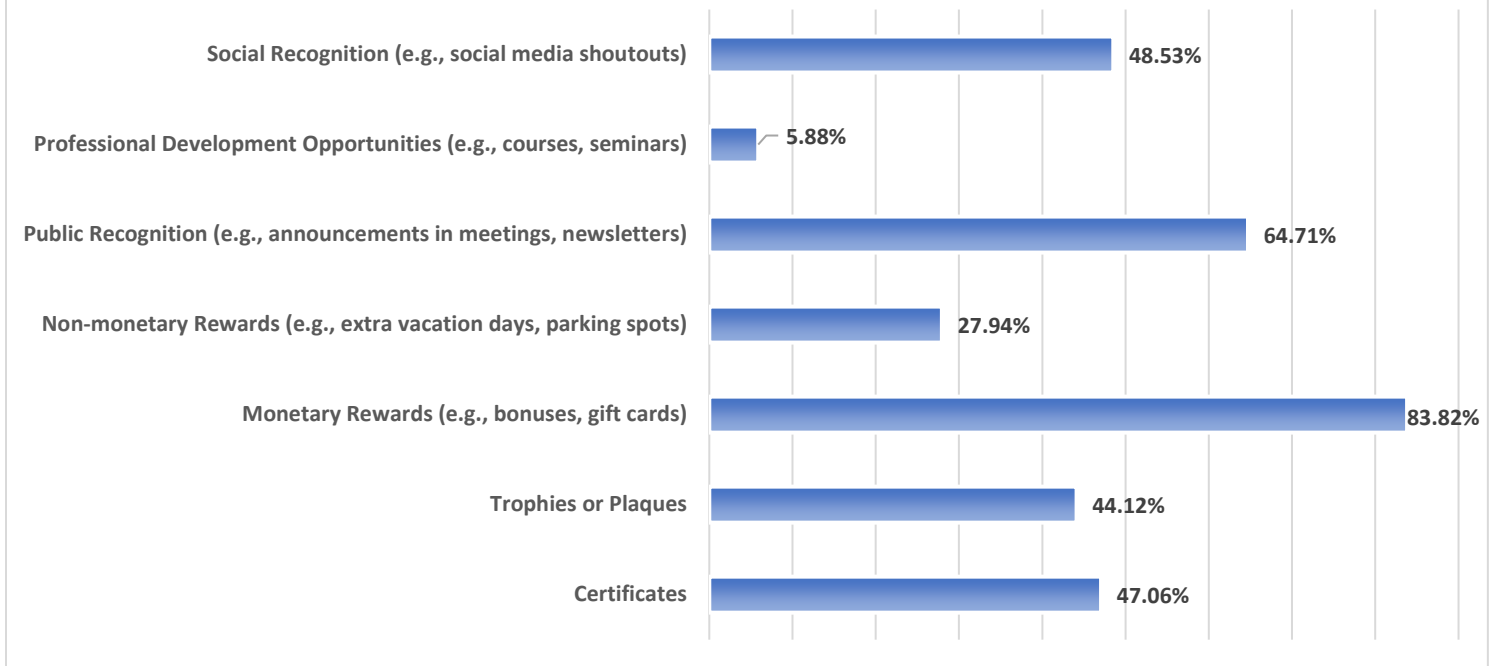0.00%   10.00%   20.00%   30.00%   40.00%   50.00%

Other awards include:

- Length of Service Awards
- Continuous Improvement Awards
- Suggestion Program
- Supervisor of the Year
- Shining Star
- "Above & Beyond" Awards
- Wellness
- Awards for behavior that aligns with company core values/mission

53% of respondents have awards programs that have been in place for more than 10 years.

Form of Award

| Category	Percentage
Social Recognition (e.g., social media shoutouts)	48.53%
Professional Development Opportunities (e.g., courses, seminars)	5.88%
Public Recognition (e.g., announcements in meetings, newsletters)	64.71%
Non-monetary Rewards (e.g., extra vacation days, parking spots)	27.94%
Monetary Rewards (e.g., bonuses, gift cards)	83.82%
Trophies or Plaques	44.12%
Certificates	47.06%

Other Forms of Award:

- Special swag with a catalog of gifts available
- An Amazon catalogue with increasing dollar amounts every five years, with retirement awards set at $100 multiplied by the number of years of service.
- Service awards include items ranging from engraved ammo boxes to cutting boards based on years of service.
- T-shirts and other logo items,
- Annual or quarterly awards luncheon
- Lapel pins for milestone anniversaries

50% of the companies responding gross up monetary awards to cover taxes. A number of companies give gift cards instead of money in a pay check.

65% of companies responding select award recipients by a combination of management decision and peer input.

Frequency of Awards

Frequency	Percentage
Weekly	5.36%
Monthly	37.50%
Quarterly	10.71%
Annually	46.43%
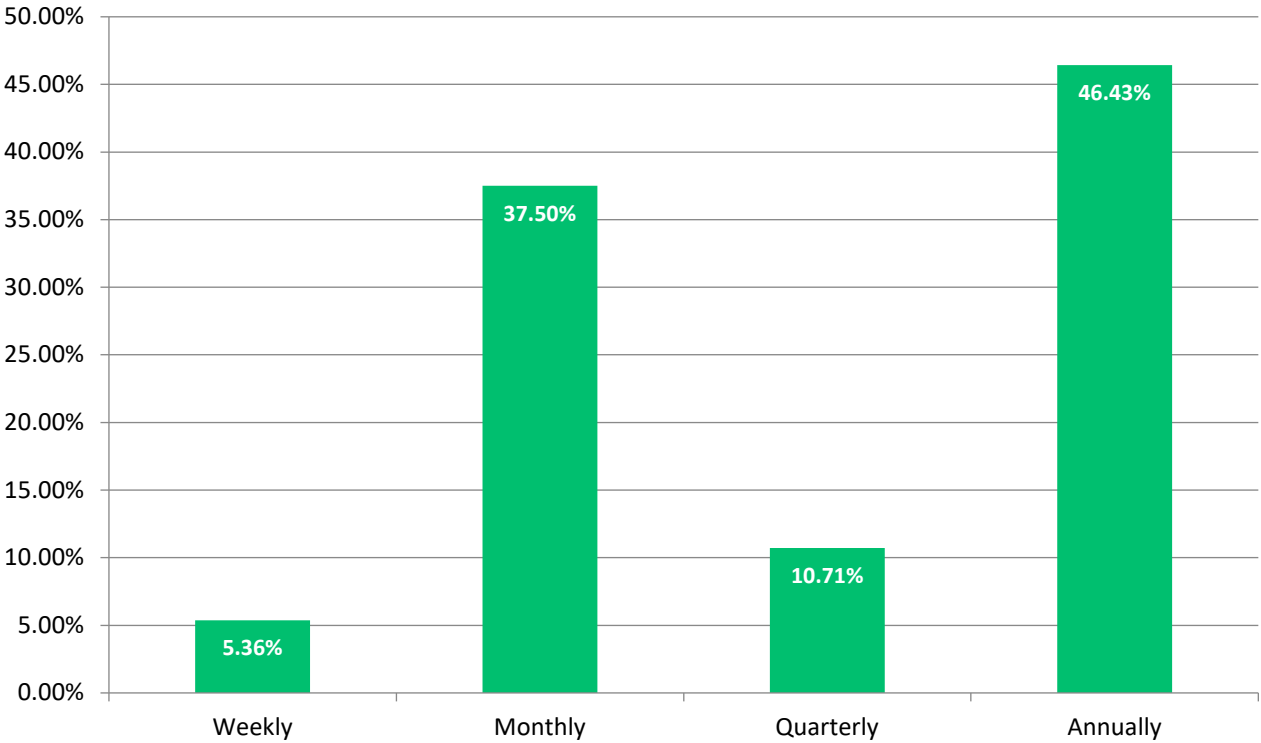
Goal of Awards Program:

Recognize Individual Achievement	93.85%
Encourage Team Collaboration and Success	56.92%
Foster Innovation and Creativity	27.69%
Promote Leadership Skills	24.62%
Enhance Customer Service	35.38%
Boost Sales Performance	32.31%
Improve Safety	27.69%
Support Diversity and Inclusion	9.23%
Encourage Community Service/Volunteerism	16.92%
Improve Productivity	41.54%
Other	9.00%

Recognize Individual Achievement	93.85%
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Promote Leadership Skills	24.62%
Enhance Customer Service	35.38%
Boost Sales Performance	32.31%
Improve Safety	27.69%
Support Diversity and Inclusion	9.23%
Encourage Community Service/Volunteerism	16.92%
Improve Productivity	41.54%
Other	9.00%

Measures Used to Evaluate Success of Rewards Program:

- Turnover
- Employee engagement scores
- Performance improvement
- Employee Feedback
- Number of nominations for awards
- Participation rates in awards programs
- Training interest
- Sales and Service awards are based on specific criteria.
- Overall, most employers are hoping to evaluate the awards programs more comprehensively.

Challenges to Implementing/Running Awards Program:

- Identifying Meaningful Awards
- Ensuring Fairness and Transparency in the Selection Process
- Budget Constraints
- Lack of Participation or Interest from Employees
- Measuring the Impact of the Program
- Ensuring equitable decision-making in the recognition program
- Avoiding favoritism

Keeping Awards Programs Fresh:

- Periodically reviews their safety meetings and training, typically every other year.
- Revisiting catalog of gifts based on feedback.
- Continuous communication, encouragement, and periodic meetings of the awards committee are part of their approach.
- Rotate individuals giving feedback to awards programs to seek new ideas.
- The company gathers input from employees and focus groups for improvements and regularly reviews their awards programs for enhancements.

Improvements to be Considered:

- Make nominations more noticeable
- Setting goals for recognizing other employee
- Reducing bias in the selection process and researching equity in employee recognition
- Adding more types of awards and finding new ways to recognize staff efforts
- Improve budget for awards
- Ensure remote employees feel included
- Align awards with company metrics
- International-friendly awards options

Final comments from participants about their programs:

Companies recognize various groups of staff through events or luncheons. They're currently developing programs for 2025 and anticipate positive results from implementing new ideas. They believe these programs positively motivate staff and plan to continue growing them alongside their valuable employees. Employee recognition programs are seen as essential for boosting morale, and they emphasize the importance of follow-through and small gestures like notes from coworkers or supervisors. While some organizations currently provide discretionary bonuses and profit-sharing, they don't have a formal awards program but do recognize each employee annually on their anniversary date with a card and a small gift.