Slide 5 after frequent recognition metric

**Strong Employee drive;** Take ownership over their roles and deliver their best work

**Increases loyalty;** Employees are more likely to stay committed to an organization when contributions are valued

**Higher effort;** employees are more likely to go above and beyond contributing more to the organization

Slide 5 after infrequent metric

**Lack of Enthusiasm**: Employees may feel unappreciated and lose interest in performing well.

**Lower Commitment**: Half of the workforce may be disengaged, leading to reduced effort and lower morale.

**Lost Potential**: Unmotivated employees are less likely to innovate or contribute meaningfully to organizational goals.

Slide 5 after 31% retention

A **31% improvement in retention** indicates:

1. **Stronger Employee Loyalty**: Employees feel valued and connected to the organization, reducing their desire to leave.
2. **Lower Turnover Costs**: Retaining employees saves on recruitment, onboarding, and training costs.
3. **Positive Culture**: Long-term employees contribute to a stable and cohesive workplace environment.

Slide 5 after 66% impact

**What Does a 66% Impact on Retention Mean in Infrequent Recognition?**

A **66% likelihood of turnover** suggests:

1. **High Attrition**: Employees are more likely to seek other opportunities where they feel appreciated.
2. **Increased Costs**: High turnover leads to repeated expenses for hiring and training replacements.
3. **Disrupted Teams**: Losing employees creates workflow disruptions and morale issues among remaining team members.

Slide 6

**Understanding Employee Productivity and the Chart**

**Employee Productivity** refers to how effectively employees perform their job responsibilities and contribute to achieving organizational goals. High productivity is critical for a company's success as it directly impacts operational efficiency and profitability.

In the chart:

* **Frequent Recognition (14%)**: Organizations that frequently recognize employees report a **14% increase in productivity**, meaning employees are more focused, efficient, and willing to perform at their best.
* **Infrequent Recognition (20%)**: Infrequent recognition leads to a **20% productivity level**, meaning employees are less motivated to work hard and often perform below their potential.

**What Does a 14% Productivity Impact Mean?**

A **14% increase in productivity** indicates:

1. **Enhanced Performance**: Employees are motivated by recognition and work harder to meet or exceed expectations.
2. **Increased Efficiency**: Teams function more smoothly as recognition fosters collaboration and focus.
3. **Better Outputs**: High productivity translates into achieving more with the same resources.

**What Does 20% Productivity Mean in Infrequent Recognition?**

A **20% productivity level** suggests:

1. **Low Motivation**: Employees may not feel incentivized to put in extra effort.
2. **Task Neglect**: Employees might prioritize less impactful work or miss deadlines.
3. **Lost Potential**: The organization misses out on what employees could achieve with the right encouragement.

Slide 6

**What Does a 14% Impact Mean?**

A **14% increase in engagement** signifies that regular recognition:

1. **Boosts Morale**: Employees feel valued, leading to increased enthusiasm and effort.
2. **Enhances Performance**: Engaged employees are more productive and driven.
3. **Drives Retention**: Employees are less likely to leave when they feel appreciated.

**What Does a 66% Impact Mean in Infrequent Recognition?**

Infrequent recognition means **66% of employees feel disengaged**:

1. **Low Morale**: Employees feel undervalued or ignored.
2. **Decreased Effort**: Disengaged employees may do only the bare minimum or less.
3. **Higher Turnover**: These employees are more likely to leave for workplaces that value their contributions.

Slide 7 proposal:

Source back up incase the question is asked how culture is measure

**Defining and Measuring Workplace Culture:**

Workplace culture encompasses the shared values, beliefs, behaviors, and norms that characterize an organization. It influences how employees interact, make decisions, and perceive their roles within the company. Measuring workplace culture involves both qualitative and quantitative approaches, including:

* **Employee Surveys:** Gathering feedback on job satisfaction, alignment with company values, and perceptions of the work environment.

[AIHR](https://www.aihr.com/blog/how-to-measure-company-culture/?utm_source=chatgpt.com)

* **Focus Groups and Interviews:** Conducting discussions to delve deeper into employee experiences and sentiments.

[AIHR](https://www.aihr.com/blog/how-to-measure-company-culture/?utm_source=chatgpt.com)

* **Turnover and Retention Rates:** Analyzing employee retention can provide insights into cultural health.

[Gusto](https://gusto.com/resources/articles/hr/team-management/how-to-measure-company-culture?utm_source=chatgpt.com)

* **Employee Engagement Levels:** Assessing how committed and motivated employees are in their roles.

[AIHR](https://www.aihr.com/blog/culture-metrics/?utm_source=chatgpt.com)

* **Observational Methods:** Noting behaviors, communication patterns, and workplace interactions