

Employee Recognition in the Workplace

Employee recognition has been accepted as the means by which management can help to motivate their employees. Employers who engage in the practice of employee recognition tend to do so to show appreciation of the contribution of the worker to the development and or productivity of the workplace as a commercial enterprise or organization which delivers some form of service.

The thought of being appreciated, means a lot to the coverage individual employee, as this brings a sense of personal satisfaction. According to Social Psychology Professor Robert Cialdini, "Employee recognition embodies the principle by showing to others in a tangible way that a person's efforts have been outstanding." In making a determination on how outstanding the efforts of an individual employee have been during the course of a year, can sometimes be subjective. This can be the basis for the creation of confusing within the enterprise or organization, as those who have been overlooked, often contend that favoritism and bias were underlining factors in the decision-making process.

The absence of a criteria for the selection and determination of who should be the recipient of a tangible award, is usually the core of the problem. The causes questions to be raised about fairness and transparency of the process. The other dark side to work recognition is that of worker exclusion. Very often workers at the lower e-nd of the enterprise and organization are treated with disrespect and discourtesy. There are several groups of workers who fall into this category, who perform their duties as any consummate professional would do. Despite such person are integral to the daily operations of the workplace, department or organization, they are meant to feel belittled and unimportant. In many instances there are not invited to participate in meetings, training, exercise, social functions and presentations. To add insult to injury some information is not shared with them, and regrettably they may learn about it in the media or outside of the workplace or organization.

This level of gross disrespect and inhumane behaviour that is perpetuated by employer's senior management officials and Heads of Department, speaks volumes

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to the perceptions of others. These work colleagues, who are expected to perform at their optimum, so as to ensure the goals and targets are achieved and operation efficiencies and standards are maintained, are very often looked down upon. All of this may be deemed as unfortunate, but the fact which is most worrisome, is that this behaviour seems to be institutionalize. This is dated back to the days of slavery, when after the harvesting of the sugar cane crop, the slaves were treated to a gift of rum and salt beef. Almost for hundred years later some enterprises treat workers to a bottle of wine and a ham. Some workers who are not as lucky, a half day for Christmas shopping. A fortunate few may be sponsored a staff luncheon or a staff party.

It is about time that companies show a great appreciation for the efforts of their employees, who productivity provides these enterprises with high profits. It can't be fair that there is a high value attached to the performance of the Senior Management Personnel, who receive incentive bonus payment. Corporate enterprises and offer organization must demonstrate that they are prepared to observe equity and fairness in the treatment of all levels of employees.

It has been stressed that worker recognition is the key to motivation and productivity. With this in mind, it must be underscored that a worker who demonstrates commitment, loyalty and dedication to the job, have positive work ethic, work altitude, is responsible and self-motivated, will hardly be inclined to go the extra mile and to put the organization first, if the appreciation for their worth, is not taken seriously.

Those who lead or manage, may wish to reconsider their actions and behaviour. Your success depends on the support of the staff. Don't be a pound wise and a penny foolish! Forget about favoritism and even nepotism. Instead focus on identifying and seizing the opportunity to praise or credit your employees or work colleagues, whom you manage, individually or collectively for their good work. You may also wish to include them in sharing the accolades and praises when there are given from whatever source.