

# REWARDS & RECOGNITION TECHNOLOGY: WHAT BUYERS WANT

This KnowledgeGraphic, based on Brandon Hall Group's 2017 Rewards & Recognition Study, shows what organizations of all sizes are looking for from a rewards and recognition solution in terms of functions, provider competencies, and desired business impact.

## LEGEND

### Large Organizations

10,000+ employees

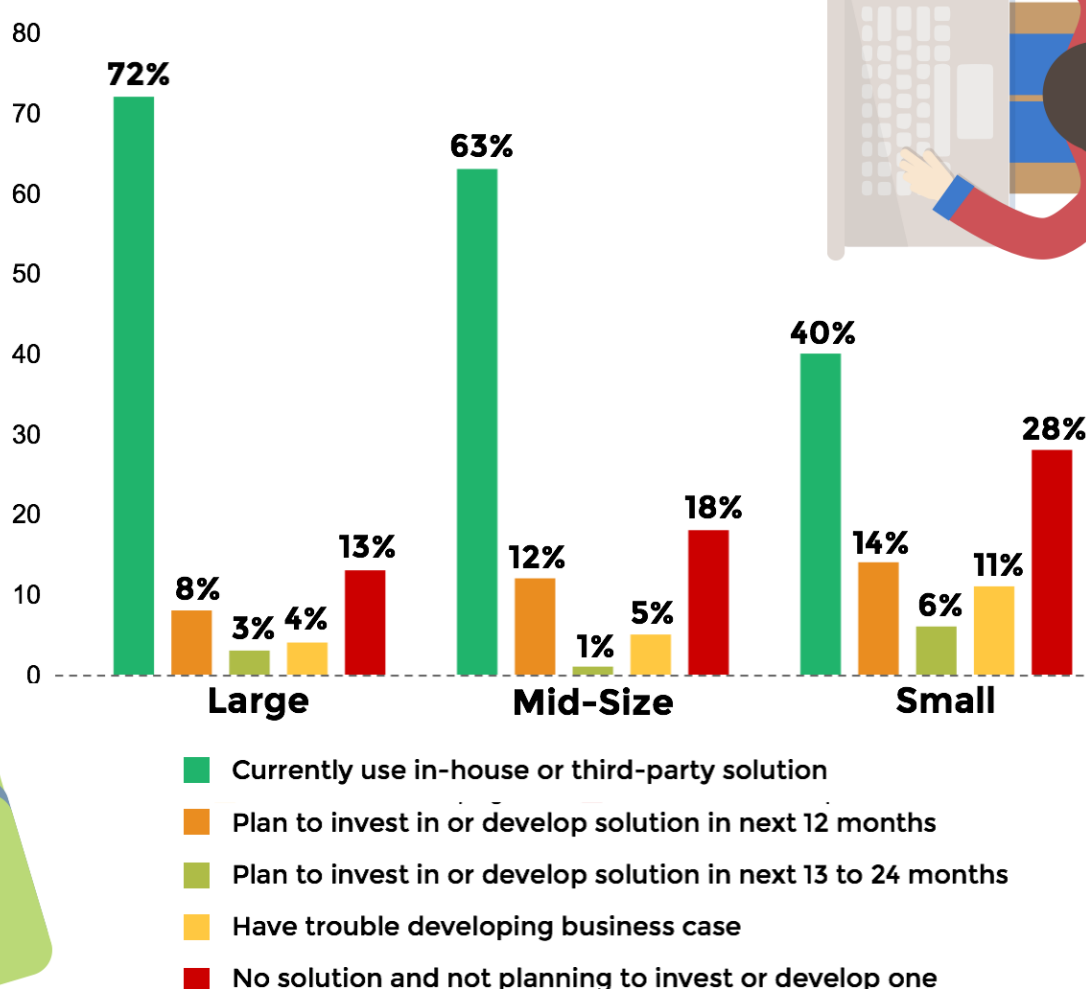
### Mid-Size Organizations

1,000-9,999 employees

### Small Organizations

Under 1,000 employees

## Use of Rewards and Recognition Technology

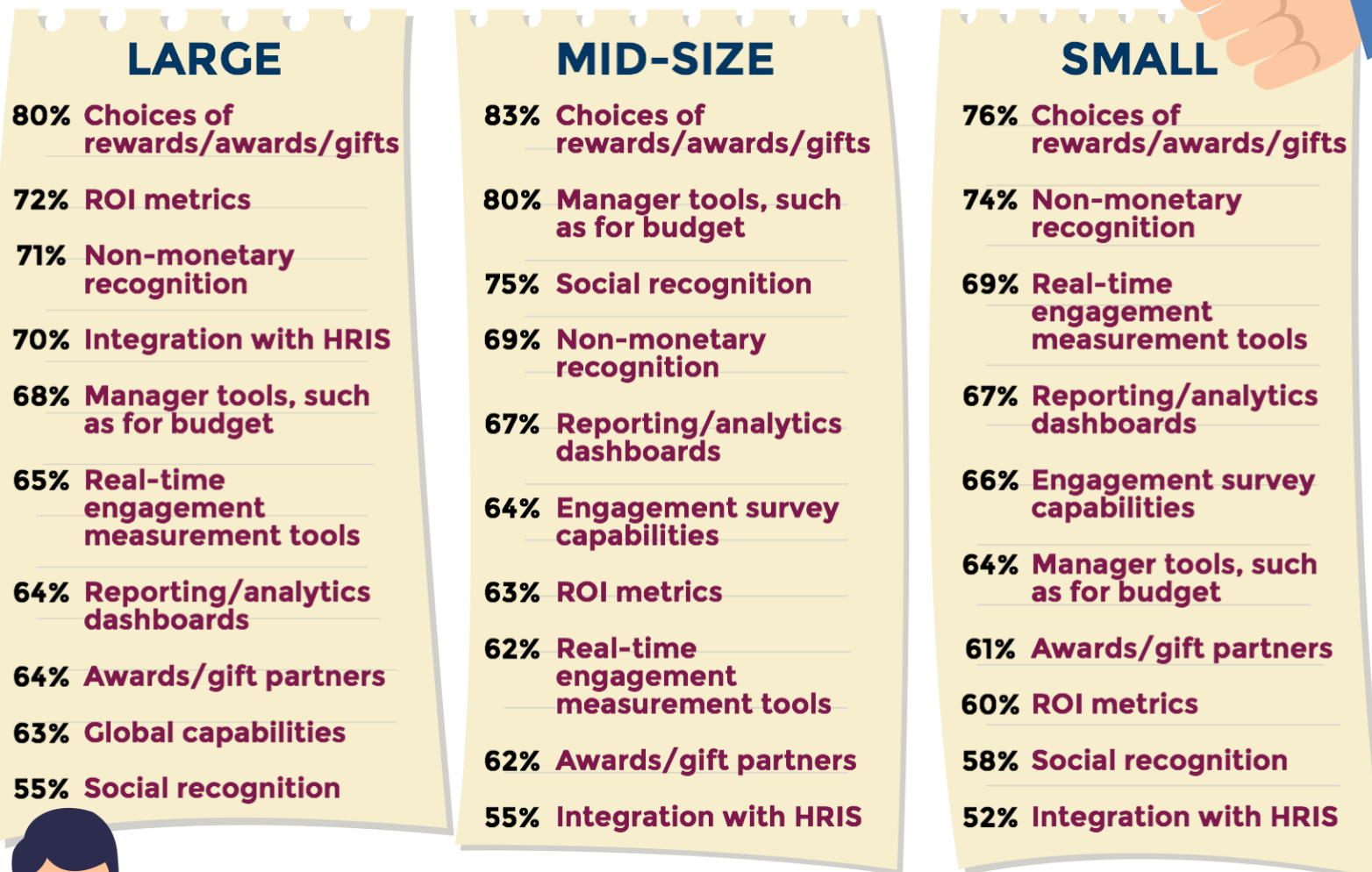


## Most Improved Outcomes Since Technology Implementation

(No significant differences based on company size)



## Top 10 Critical/Important Technology Features



## Top 10 Critical/Essential Technology Provider Competencies

### LARGE

- 85% Ability to align with company goals and values
- 85% Awards available
- 75% Platform design and configuration flexibility
- 74% Dashboards/analytics
- 72% Employee engagement
- 70% Platform to manage all programs
- 59% Services (Onboarding, member exp., customer success)
- 54% Global presence
- 46% Mobile
- 45% Training capabilities

### MID-SIZE

- 88% Ability to align with company goals and values
- 83% Employee engagement
- 79% Awards available
- 75% Platform design and configuration flexibility
- 74% Dashboards/analytics
- 71% Platform to manage all programs
- 60% Services (Onboarding, member exp., customer success)
- 56% Social
- 48% Mobile
- 40% Global presence

### SMALL

- 86% Employee engagement
- 75% Ability to align with company goals and values
- 71% Dashboards/analytics
- 68% Awards available
- 65% Platform to manage all programs
- 62% Platform design and configuration flexibility
- 60% Services (Onboarding, member exp., customer success)
- 56% Training capabilities
- 51% Wellness competencies
- 45% Mobile