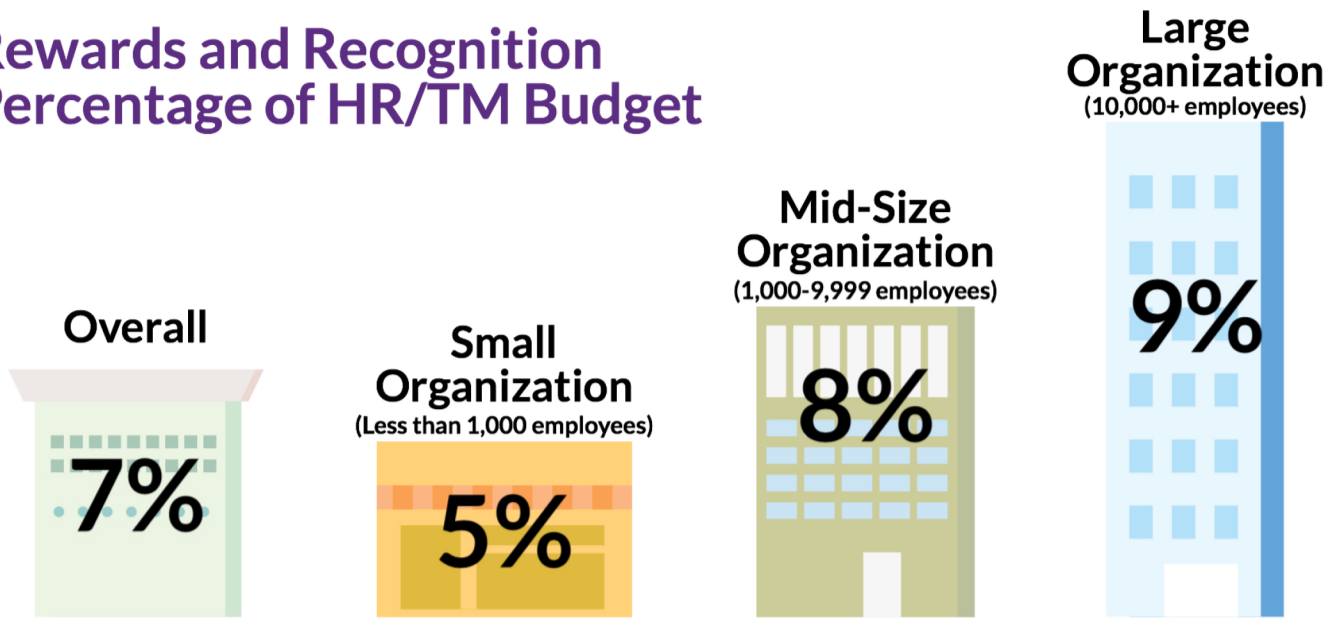


HOW ORGANIZATIONS REWARD AND RECOGNIZE EMPLOYEES

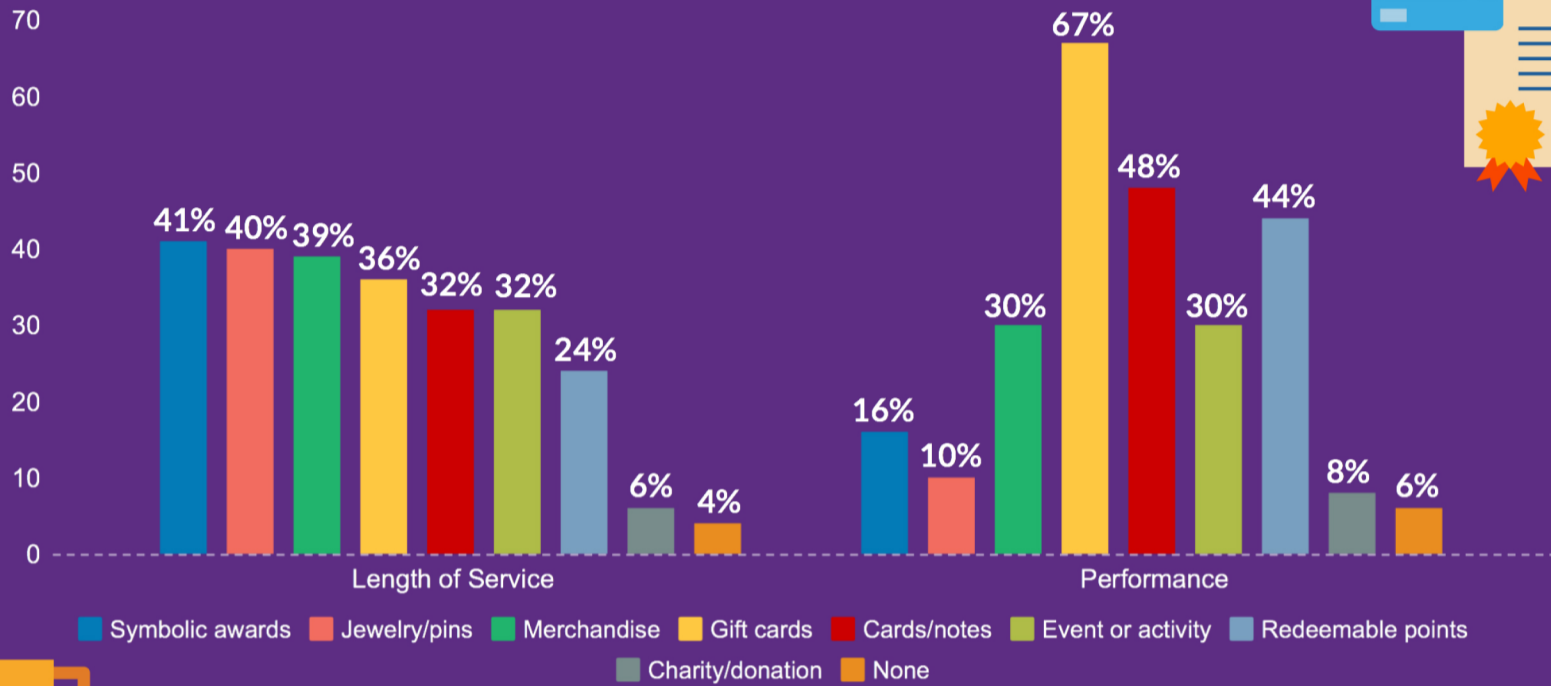
An average of nearly 7% of an organization's HR or talent management budget is spent for rewarding and recognizing employees, including the technology to do so. Brandon Hall Group's Rewards and Recognition research shows that for the next fiscal year, 32% expect that percentage to increase, 61% expect it to stay the same, and only 7% expect it to decrease.

Rewards and Recognition Percentage of HR/TM Budget



Rewards Offered: Length of Service vs. Performance

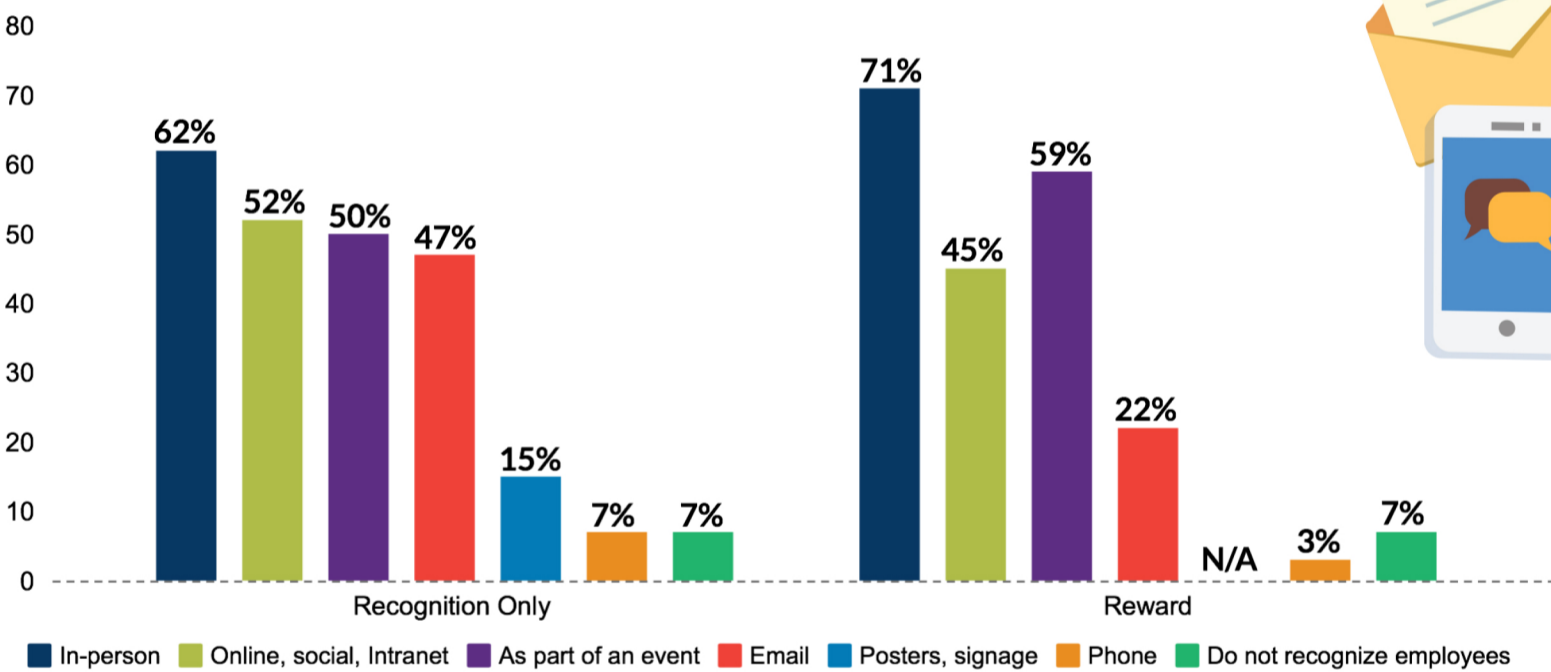
Symbolic awards and jewelry/pins are most often given for length of service, while gift cards and cards/notes are most often given for performance.



Source: 2017 Brandon Hall Group Rewards and Recognition Study (n=174, length of service; n=166, performance)

Administration of Rewards and Recognition

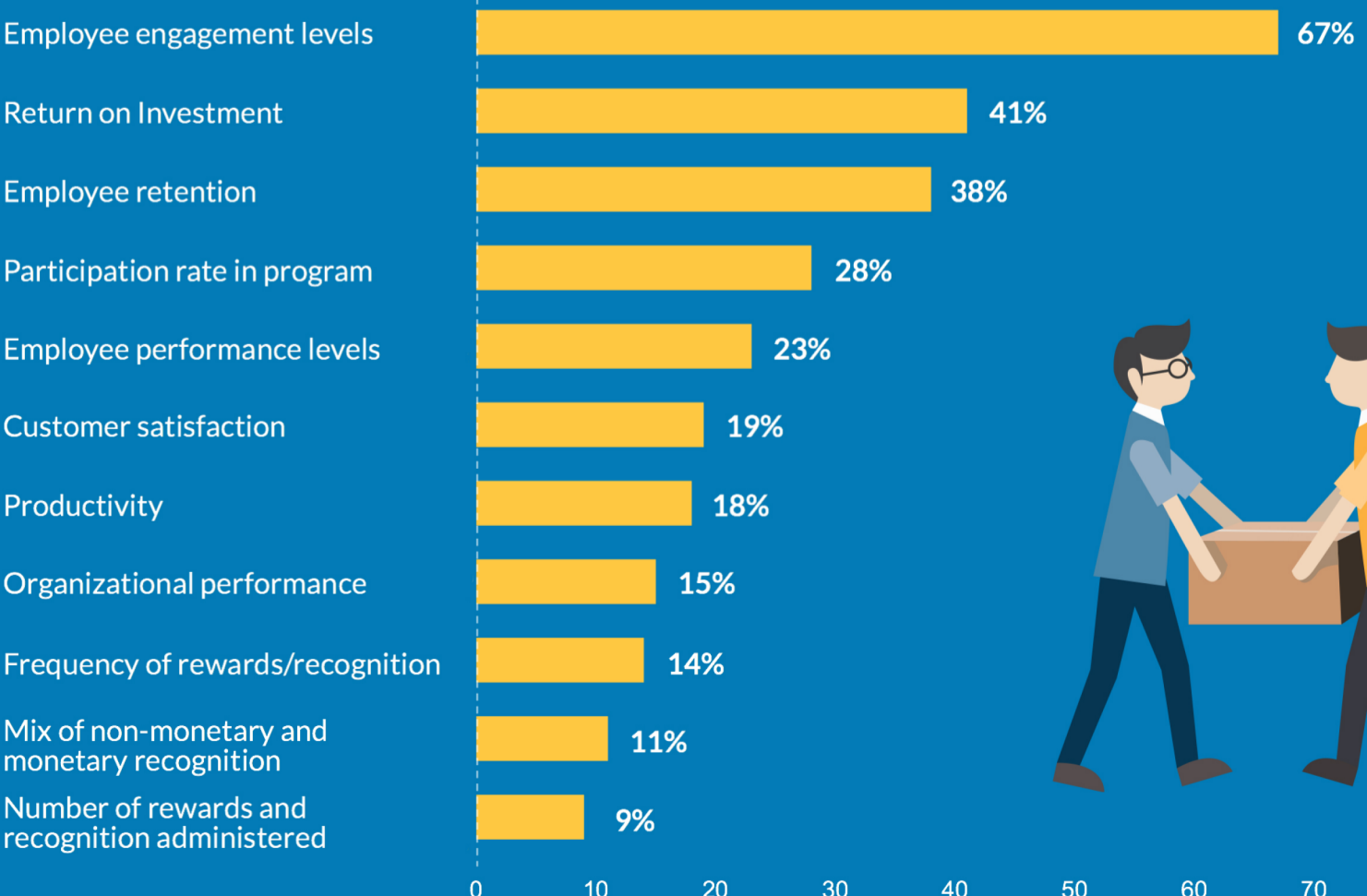
Managers in most organizations are more likely to administer recognition or rewards in person, as opposed to online, through social media, email or other methods.



Source: Brandon Hall Group 2017 Rewards and Recognition Study (n=178, recognition; n=179 rewards)

Measuring Effectiveness of Rewards & Recognition Technology

The majority of organizations use some sort of technology to manage rewards and recognition. The research shows that employee engagement is by far the most important metric for measuring effectiveness of that technology.



Source: Brandon Hall Group 2017 Rewards and Recognition Study (n=181)