For: American Payroll Association



**The Rewards of Workplace Recognition**

Want a productive office environment where staff care about and promote quality? Make workplace recognition a priority. A simple “thank you” goes a long way.

An organization that supports [workplace recognition](http://blog.accountemps.com/5-tips-for-improving-staff-appreciation) often enjoys a productive office environment where staff and management care about and promote quality. Getting positive feedback also boosts morale and promotes retention of top workers.

**Motivating factors**

In a [recent study](http://badgeville.com/announcements/study-on-employee-engagement-finds-70-of-workers-don%E2%80%99t-need-monetary-rewards-to-feel) by motivation firm Make Their Day, more than 80 percent of surveyed employees said recognition was more fulfilling than any rewards or gifts. A majority replied that praise from managers led to increased motivation and a more fun work atmosphere.

**How to say thank you**

Whether through a [workplace recognition program](http://www.roberthalf.com/employee-recognition), as part of a performance review or an informal gesture, here are some ways for employees to show appreciation for one other and for management to recognize their staff.

* **Say what you mean.** Compliment team members whenever you’re sincerely grateful for their contributions. This can be through an email, a written note or verbal praise.
* **Announce achievements.** Do this in all-team or all-company emails, in-house newsletters and during group meetings.
* **Explain why.** Feedback is key to fueling good work. When employees understand why their work makes a difference, they feel more invested in it.
* **Make it tangible.** Workplace recognition is great; workplace recognition plus a [reward](http://www.roberthalf.com/employee-rewards) is even better. Gifts can come in various forms: extra paid time off, free parking for a month, movie tickets, gift cards and company logo items.

Any time is a good time to recognize payroll employees, but an especially appropriate period is during [National Payroll Week](http://www.nationalpayrollweek.com/). If you’re a payroll supervisor or manager of a finance department, celebrate the many important contributions of your payroll staff during Sept. 1-5, 2014. Take them to lunch or have a catered meal brought in. Publicly praise these dedicated employees, who work away from the limelight and normally don’t get much notice unless there’s a mistake. Don’t underestimate the motivating power of saying “thank you.”

*Accountemps, a* [*Robert Half*](http://www.roberthalf.com/) *company, is the world’s first and largest specialized staffing firm for temporary accounting, finance and bookkeeping professionals. The staffing firm has more than 340 locations worldwide. More resources, including online job search services and the* [*Accountemps blog*](http://blog.accountemps.com)*, can be found at* [*accountemps.com*](http://www.roberthalf.com/accountemps).

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