

Why Some Companies

Can't Get No Employee Satisfaction.



In recent years, businesses have spent more on employee reward and recognition programs to attract top talent and retain good employees. However, a recent Maritz Motivation Solutions study shows more than half of employees do not feel meaningfully rewarded and recognized by those programs.



Only 45.3%

of Employees Feel Rewarded and Recognized in Meaningful Ways.



■ Meaningfully Rewarded

■ NOT Meaningfully Rewarded

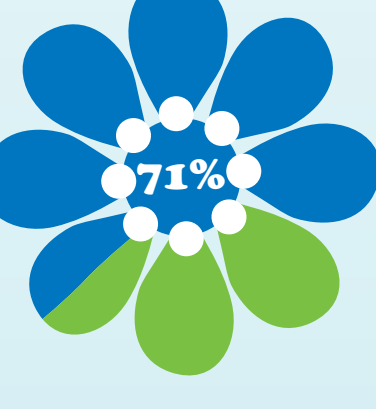
"Businesses tend to create employee programs in a vacuum, adopting a one-size-fits all approach," said Michelle Pokorny, solution vice president of employee engagement and recognition for Maritz Motivation Solutions. "However, to truly engage employees, businesses need to understand what drives and motivates individuals, and then design a program to fit those needs."

The study also indicated a relationship between feeling meaningfully recognized and levels of engagement. For example, of employees who stated they were not meaningfully recognized:



• 80.4% did not feel completely satisfied with their job

• 58.3% did not feel motivated to go beyond their formal job responsibilities to get the job done



• 71.4% would not want to spend the rest of their career with their company

To identify opportunities for creating better employee programs, the study focused on distinguishing the specific drives and values of employees relating to reward and recognition programs.

Four distinct employee value segments emerged – **Altruists, Drivers, Pioneers and Stabilizers.**



"With these specific employee values segments, companies can better understand the uniqueness of employees, as well as their different needs in employee programs," added Jennifer Kallery, division vice president for Insight Services at Maritz Motivation Solutions. "This understanding will help companies design more effective and efficient reward and recognition programs, leading to happier, more engaged employees."

For more information on the Employee Values study, please visit www.maritz.com/Employee-Values-Study.