

workhuman*

Upgrading the Employee Experience in Tech Companies

WHY WORKHUMAN IS YOUR TRUSTED PARTNER



The tech industry is rapidly evolving and growing – arguably more than any other industry, and especially right now. Amidst all the automation, it's crucial these companies nurture a human workplace where employees can continue to innovate and solve problems while maintaining their health and wellbeing.

As the #1 provider of employee recognition software, Workhuman® has built a track record of helping companies do this – and demonstrating the ROI of recognition to leaders of the world's most iconic and admired companies for more than 25 years.

Key findings from Workhuman customers include:

54%

YOY increase on performance rating for employees when they receive 3+ awards, and 11% increase in new hire retention rate with 4+ awards.

Source: [LinkedIn case study](#), Workhuman, 2021

10+

awards per year from 10+ unique nominators resulted in the highest engagement.

Source: [Cisco case study](#), Workhuman, 2022

4x

lower turnover for employees receiving recognition from multiple people.

Source: [GoTo case study](#), Workhuman, 2024

Your peers find value in recognition.

Some of the world's most forward-thinking technology companies are
Workhuman customers:

intuit.

LinkedIn

DELL

Lam[®]
RESEARCH

conga[®]

GoTo

|||
CISCO

Qlik

And they've spoken: We're #1.

Workhuman has driven engagement, productivity, and retention for our clients for more than 25 years. No wonder we've been recognized by G2 and Gartner, among others. So, why settle for second-rate recognition when you can partner with the best of the best?

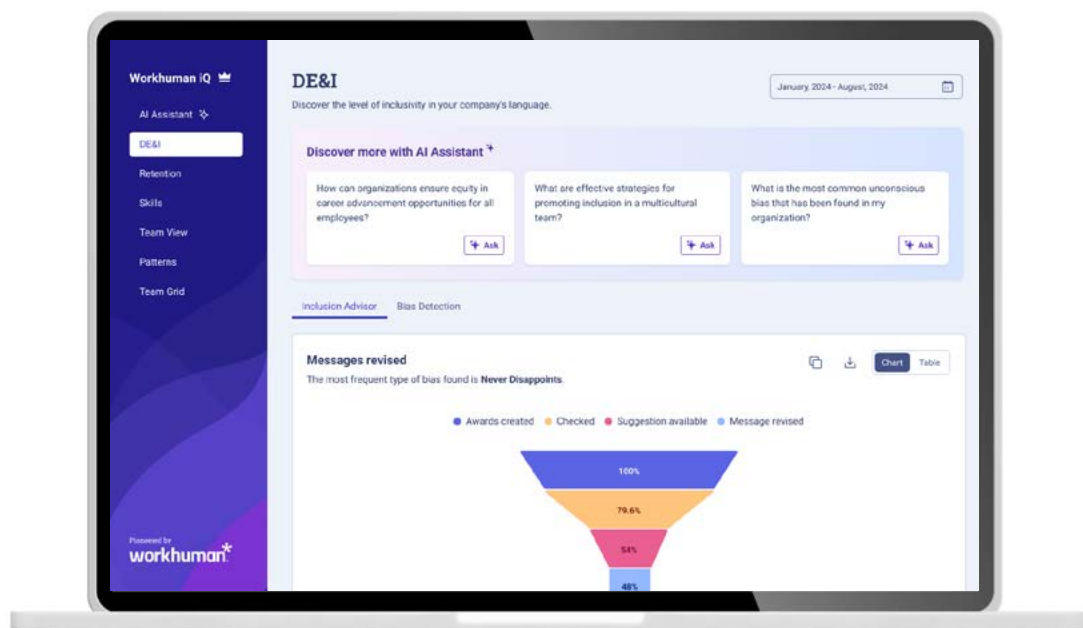


Workhuman has everything you need to build an engaged culture in tech.

Actionable insights: Workhuman® iQ, the most comprehensive AI-powered Human Intelligence™ solution on the market, uses data from 100M+ recognition moments to understand the overall employee experience. Use these insights, analyzed by our multidisciplinary team of experts, to uncover elusive pain points, identify improvement opportunities, and solve real challenges.

Inclusive innovations: Inclusion Advisor, the industry's first DEI coach, uses AI and natural language processing to mitigate implicit bias and foster inclusion in real time – all while maintaining employee privacy and dignity. According to Workhuman research, 75% of people choose to make a change to their language when unconscious bias is flagged.

Seamless integrations: The Workhuman platform can be wherever your people are, integrating with critical workplace applications like Microsoft Teams, Outlook, Slack, Workday, and more. With our open API, Workhuman fits seamlessly into your workflow and enables real-time recognition.



Global rewards: Employees in 180+ countries can redeem points for merchandise, gift cards, experiences, and global charity options. We offer a mobile app and broad language support, and have deep expertise in many cultural, financial, and operational dynamics, including unions and works councils.

Unmatched expertise: Our team of experts with backgrounds in HR, benefits, recognition, and strategic communications empower clients and speak your language. They'll help you set up your program, get it launched, and support your ongoing success.

Let's dig in deeper.

Engage a diverse and distributed workforce.

Many of Workhuman's clients include large global enterprises with employees spread across dozens of countries. Recognition connects humans who might not otherwise and strengthens the bond between coworkers through their work achievements and shared humanity.



Customer story:

Connect people and transform culture with Cisco

Cisco now uses Connected Recognition across its 80,000+ employees in nearly 100 countries, 400 global locations, and thousands of workstreams.

To create a better experience for employees, Cisco partnered with Workhuman to build a global, peer-to-peer recognition and reward program based on its core values. The resulting program was funded at 1% of payroll. This level of investment enabled Cisco to create the best possible recognition experience for all. The company has found that the most engaged employees receive 10+ awards per year.

In the first year alone, 85% of Cisco employees gave or received Connected Recognition awards. Now, data shows that 93% of leaders have recognized someone, and 90% of Cisco's 80,000 employees have received.

Recruit, retain, and develop top talent.

Creating a workplace that meets the demands of emerging generations and fosters a culture that people want to be a part of is key to filling gaps in talent and fostering loyalty among existing employees.

Support existing talent by developing skills within and widening internal talent pools, thus creating opportunities for sustainable organizational shifts, career mobility, and advancement. In turn, improve your employees' experience and evolve your culture.

Workhuman's suite of solutions goes beyond recruitment and retention – it helps grow talent within. Tech clients are using the platform to streamline reskilling initiatives by identifying skill gaps and mapping next steps.

Recognition and Employee Performance: Which Comes First?

Workhuman explored the causal relationship between employee recognition and performance within a technology organization based in Ireland. The study, conducted over a 12-month period, reveals that **recognition significantly enhances employee performance, regardless of their prior performance levels**. Employees who receive frequent recognition are more likely to achieve high performance ratings, demonstrating that **recognition acts as a powerful motivator and reinforces positive behaviors**. The findings suggest that implementing a well-designed recognition program – one done right – can be a strategic tool for improving organizational performance, productivity, and effectiveness.

Source: [Data snapshot](#), Workhuman iQ, 2023

Customer story:

Qlik's transition to continuous performance development

A customer since 2017, Qlik believes strongly in Human Intelligence – that data and analytics are only as effective as the collective intelligence of people – and understands that organizational agility is essential to growing its business and operating efficiently. That's why the company underwent a complete performance management transformation to realign its people process with the pace of business.

Qlik, a leader in the visual analytics market, was founded in 1993 in Sweden. Though based in Radnor, Penn., Qlik currently employs more than 2,200 employees across 29 countries.

Qlik chose to pair Conversations® with Social Recognition® to meet the following framework:

- Ability to adjust goals as business needs change
- More frequent, authentic conversations that are two-way, not top-down
- Crowdsourced feedback

Additionally, Qlik needed a solution that could be used by a global workforce in which **30% of people managers have direct reports in different time zones.**

Since partnering with Workhuman to move away from traditional performance management:

98% of employees say they value feedback as support for their learning.

75% of employees understand how their individual priorities align with their team's priorities.

78% of employees agree their direct leader has a clear understanding of company priorities.

“Workhuman has provided us with a hub for our people to connect to what they need – goals, feedback, recognition – captured in their own dashboard.”

KARIN ROSSI

Senior Director, Global Talent and Organization Development
Qlik

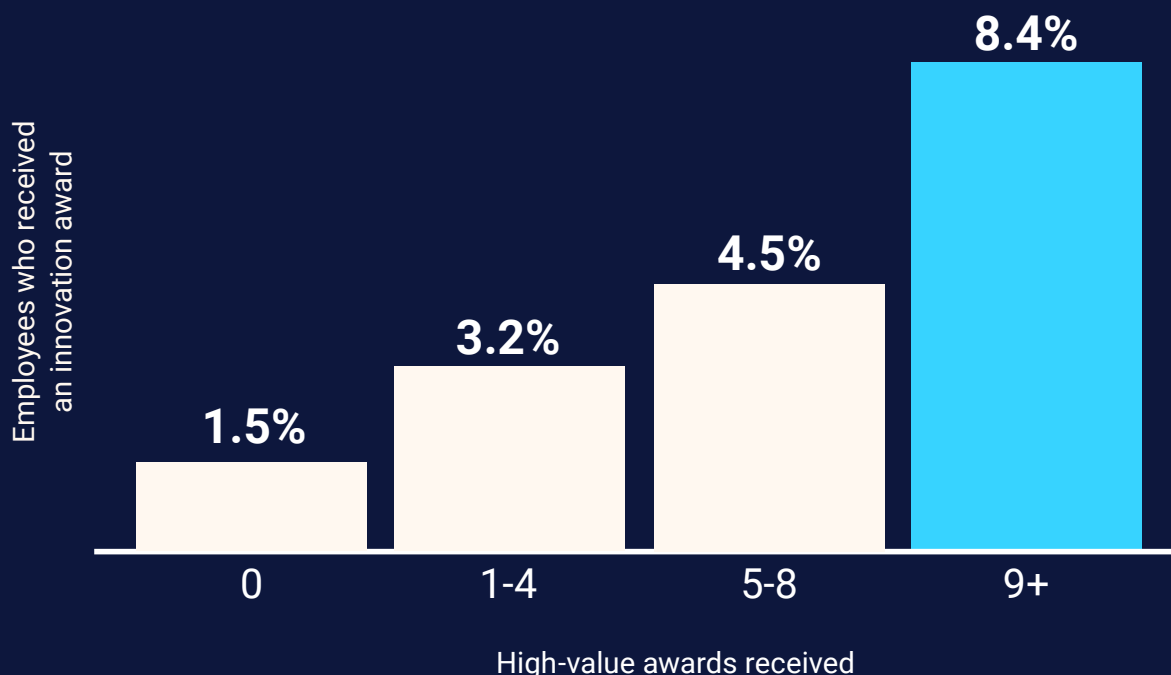
Source: [Qlik case study](#), Workhuman, 2021

Keep pace with change.

For tech organizations struggling to maintain productivity and their competitive edge while also minimizing burnout, recognition, when done right, is a powerful tool. It plays a crucial role in boosting wellbeing, psychological safety, and trust in leadership, especially during times of stress and change, such as layoffs, mergers, and acquisitions. It also ignites the positive feelings workers have toward their company, coworkers, and purpose at work – a catalyst for better performance and innovation outcomes.

\$100+ recognition is correlated with greater rates of future innovation.

Employees who received 9+ high-value awards in a year were **5x as likely to receive a future innovation award.**



Source: Workhuman iQ, 2024

Fortune 500 financial software company | 18k+ employees | 6 countries | Partner since 2004

Demonstrate hard-dollar ROI with recognition.

Disconnected work cultures demand more than the same old tricks. With decades of experience delivering breakthrough data and measurable client outcomes, we've developed battle-tested best practices that give us absolute confidence we'll do the same for you.

We know budgets are finite, so we do everything we can to make every dollar you spend with us worth it. How would you feel about having immediate access to data that transforms the feel-good aspects of recognition into quantifiable business results?

We have to make sure it's not just fun to do, but the story actually backs up the business value.

AMBER HOWE-MCCARTY

Head of People Experience
Cisco

We have found the connection between recognition fueling engagement, and super strong correlations between engagement and our ability to retain our employees.

ROXANNE BISBY DAVIS

Head of People Intelligence
Cisco

Source: ["How Cisco's employee engagement practices drive success at the \\$56bn tech giant,"](#)

UNLEASH World interview, 2024

What differentiates Workhuman from any other recognition provider is our ability to elevate recognition beyond a tactical program of appreciation and rewards. The Workhuman platform is a strategic, measurable part of our clients' overall talent strategy. The Human Intelligence data within demonstrates how the program impacts key metrics leaders care about through hard-dollar ROI, and helps managers improve dashboards through advanced reporting and customization.

Each employee interaction (e.g., nominations, feedback, assessments) provides a unique data point that reveals trends and insights into employee behavior, inclusion, and company culture. This data is synthesized, along with natural language processing, so you can better understand what's going on in your company – and act on it.

Workhuman iQ paints a vivid picture of an organization's strengths and challenges, such as:

- **Retention insights** to help mitigate flight risk
- **Emerging trends** and themes that hinder company culture
- **Deep analysis** of soft skills across teams and business units
- **Greater understanding** of equity across the business



Since we transitioned from the last platform to Workhuman, our participation and our reach have really grown. We have over 90% recipient reach, over 90% managers nominating, and over 50% employees nominating. We have almost doubled in the last three years.

LARK KALSTAD

Director, Global Compensation
Lam Research

Source: [Lam Research testimonial video](#), Workhuman, 2023

Jump ahead further with [Workhuman iQ & AI Assistant](#), an AI tool designed to monitor and improve the effectiveness of your culture and employee experience programs. Using your own data paired with Workhuman research, AI Assistant proactively offers up insights related to skills, performance, productivity, culture, talent mobility, flight risk, and more. Get rapid-fire analysis for a holistic view and use open-ended prompts to generate reports and highlights that leaders and managers can absorb and put into action.

All told, AI Assistant can showcase how your strategic investments are transforming company culture in three ways:

ONE

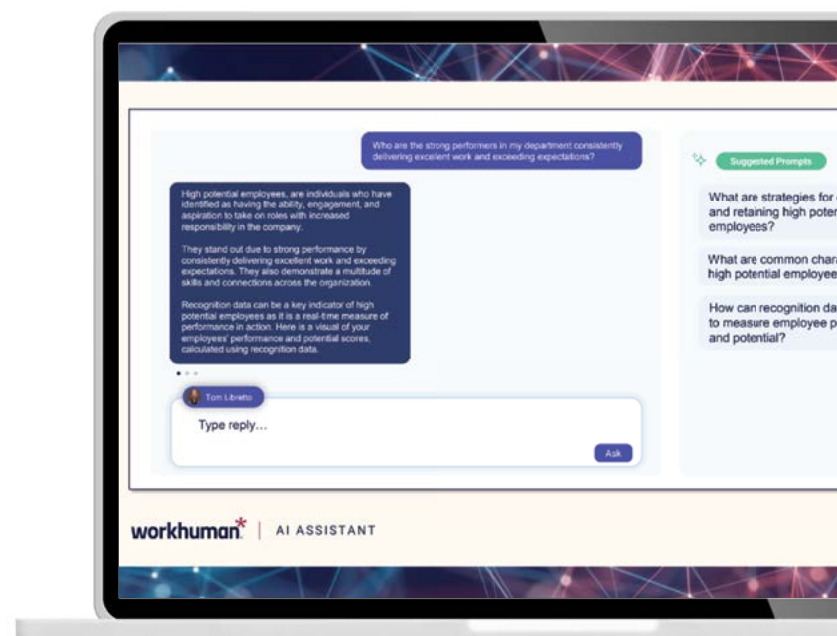
Less spreadsheets, more stories. See trends in different areas and capture a holistic view of performance and organizational health, in intuitive formats you can read and analyze yourself.

TWO

Less manual processes, more skills mapping. Empower managers to take a proactive role in shaping culture by surfacing recommendations to drive team engagement, retention, and performance. Advanced skill mapping allows for better internal mobility, people development, and succession planning.

THREE

Less guesswork, more guidance. With 24/7 access to AI Assistant, get closer to your data without analysts or engineers. Our Workhuman-specific language model answers your questions through live prompts, or you can simply navigate the easy-to-use interface.



Root your recognition in privacy and security.

The tech industry operates in a world of relentless innovation, where challenges such as safeguarding user data, mitigating cyber threats, and maintaining compliance with evolving regulations are critical to building trust and resilience. Noncompliance or weak security measures are not an option when the stakes include data breaches, reputational damage, and loss of consumer confidence.

Your employees' data is central to Workhuman's security framework, which prioritizes robust data protection and privacy. Our security measures empower you to configure recognition programs that seamlessly integrate into your security policies while protecting your organization at every layer, from real-time monitoring to encryption.

Our certifications and standards at Workhuman signify more than mere checkboxes. They exemplify our enduring pledge to maintain the best security controls and our ability to adapt to emerging threats.

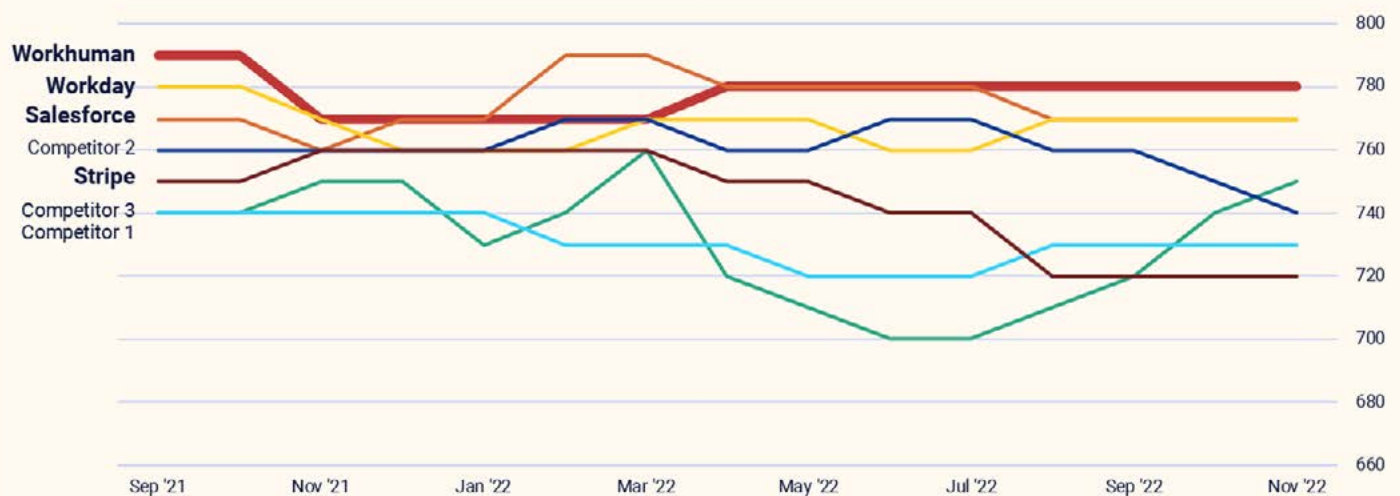
ISO/IEC 27001 and ISO/IEC 27701 compliance: Our security controls are audited and verified annually by an independent, third-party governing board, which is the gold standard for information security globally. Additionally, every employee at Workhuman is trained on ISO/IEC 27001.

PCI DSS certification: We are certified as a PCI DSS Level 3 merchant and our payments provider, Opayo, is certified as a PCI DSS Level 1 payments provider.

GDPR compliance: Our full GDPR compliance extends to all personal information and data rights governed by GDPR, including right of access, rectification, erasure, and objection.

Our commitment to security is underscored by our comparison with renowned SaaS companies. BitSight, a respected security rating company, conducted an analysis that shed light on Workhuman's position among industry giants.

BitSight security rankings, SaaS companies



Source: BitSight, 2022



Choosing Workhuman means choosing a partner that places data security at the forefront, offering you and your employees peace of mind and reliability in an increasingly data-centric world.

The bottom line: By investing in employee recognition with Workhuman, you can build a more stable, engaged, and compliant workforce in tech.

**Capitalize on the change your
organization needs.
Connect with us today.**

+1 888.743.6723 | workhuman.com
Or read more on our blog: workhuman.com/blog

Join HR's leading innovators and trailblazers at our
next [Workhuman Live](#) conference.

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