



WHY IT'S TIME TO RE-EVALUATE THE ANNUAL BONUS



“One of the most valuable assets for any organization is its relational capital – the strength and quality of relationships that people have with one another. That’s why ... a peer-based ‘currency of recognition’ is such a powerful management breakthrough.”

Dr. Gary Hamel

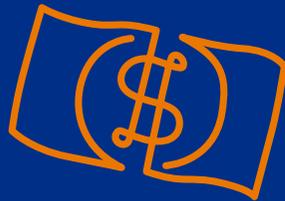
WorkHuman Speaker



When was the last time you looked at the breakdown of your total rewards spend?

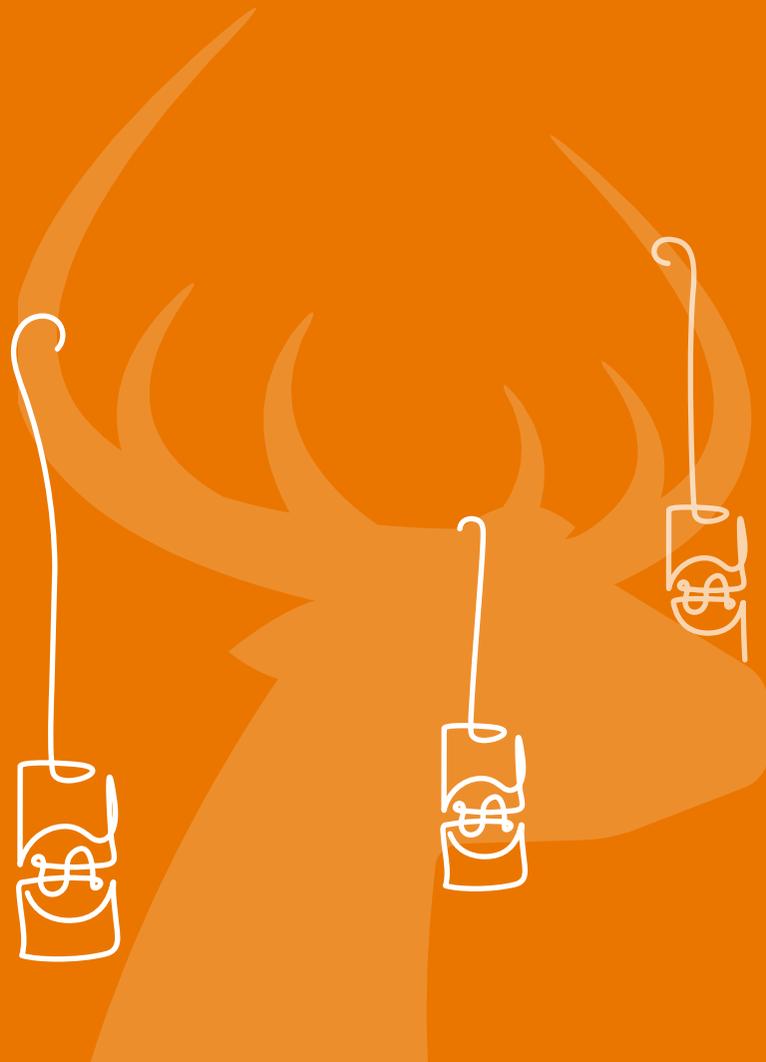


Forward-thinking companies are investing a portion of their annual bonus funding – a relic of top-down management – to social recognition.



WHY?

Recognition gets you more bang for your buck – and sooner.





Researchers at Wharton
found that bonuses
often lead to unethical
behavior, fuel turnover
and foster envy.



To limit those negative effects, they recommend financial incentives be:

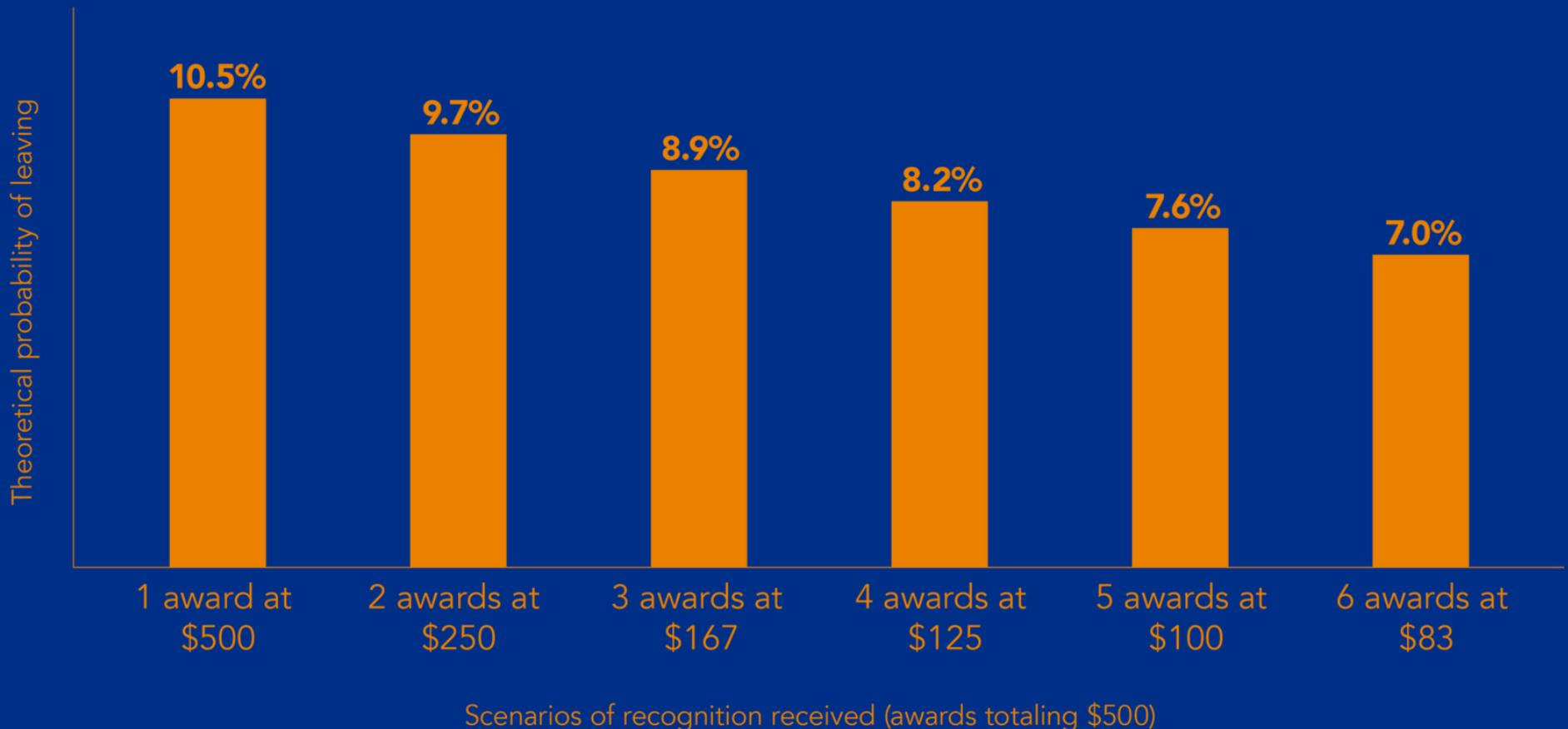


Delivered in small sizes so they don't undermine intrinsic motivation.

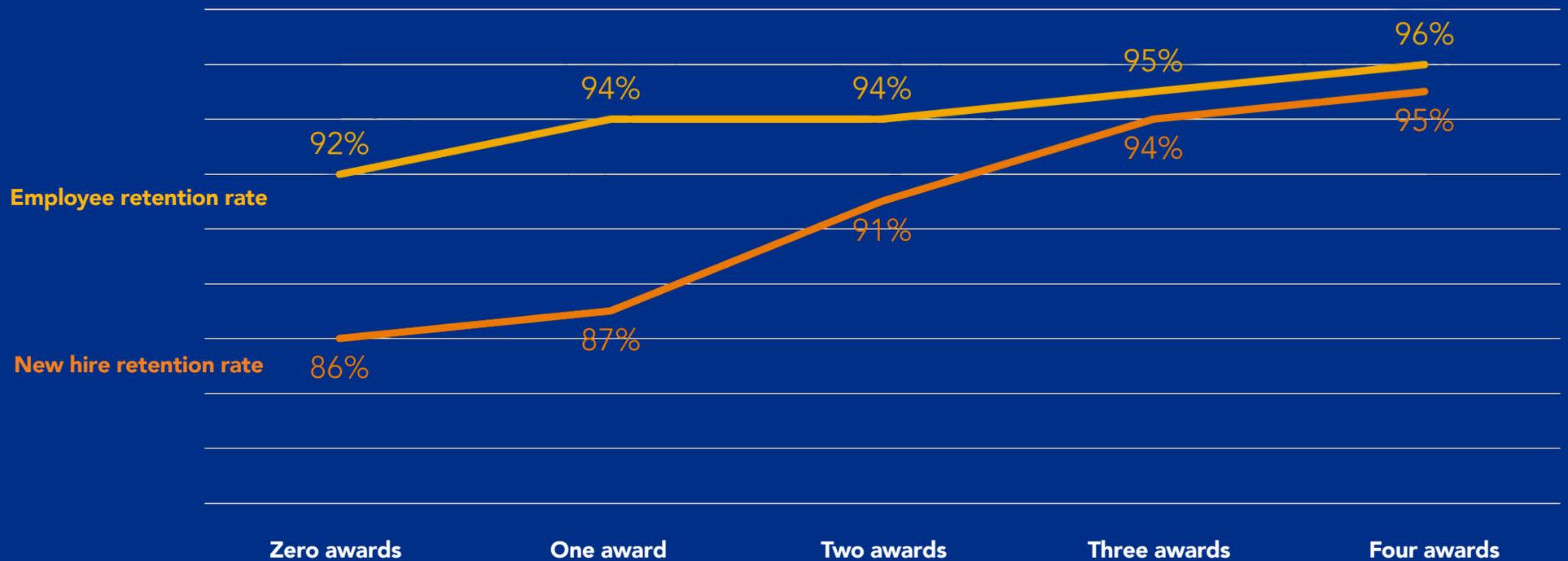


Supplemented with a focus on autonomy, mastery, purpose, and connection.

In fact, data from the WorkHuman Analytics and Research Institute shows smaller, more frequent awards have a greater impact on retention.



Just look at LinkedIn's retention rates.



A network diagram with a central node and several lines radiating outwards to other nodes, set against a dark blue background with a subtle pattern of dots and lines.

TEAMWORK

RESPECT

Social recognition, with rewards that map back to core values, is the most effective type of incentive.

INTEGRITY

Don't forget, an annual cash bonus can become "expected" by employees.





Whereas recognition is unexpected and crowdsourced from across the organization.



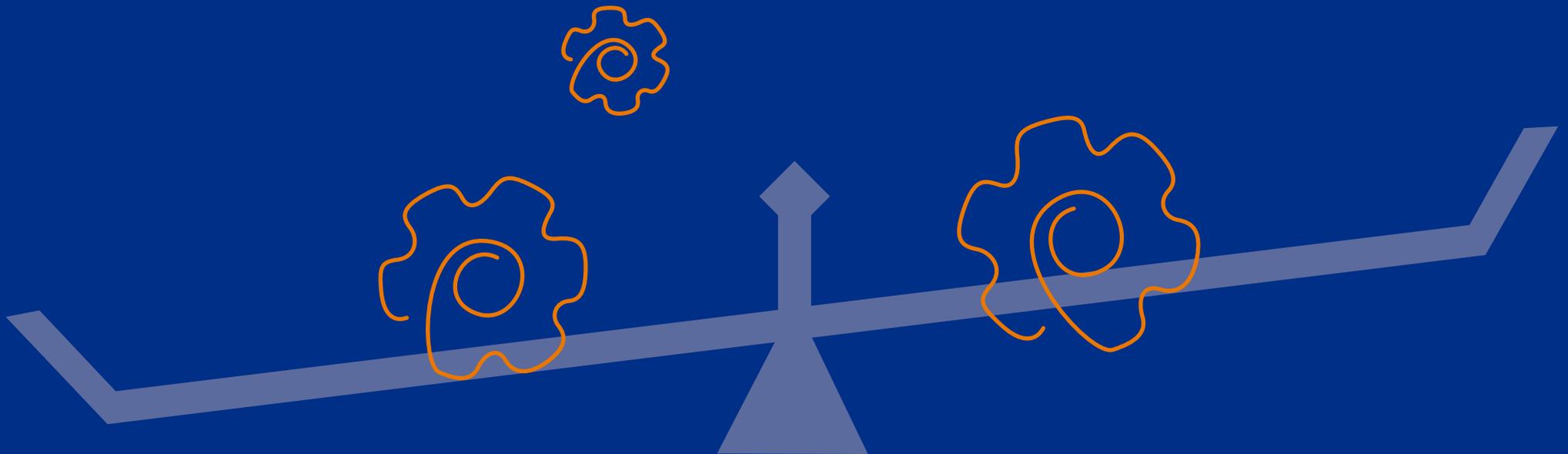
This strengthens social connections and positively reinforces specific behaviors that support business goals.





And did we mention recognition is proven to help with performance development, retention, employer brand, employee happiness, and the bottom line?

Giving managers a new lever to use with their team on an ongoing basis is a no-brainer.





Where can you be more strategic
in your total rewards spend?



Download our white paper to learn more about the ROI of social recognition.

Click here

Download the Report

THE ROI OF SOCIAL RECOGNITION
**7 WAYS IT DRIVES
BUSINESS SUCCESS**



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