

workhuman\*

# 3 Ways to Combat Burnout

HOW RECOGNITION BOOSTS EMPLOYEE MORALE AND WELLBEING





Research conducted on behalf of Workhuman® in February 2023 revealed that employees across the U.K. are feeling overworked and underappreciated, made worse by widespread labour shortages. The solution? Feeling valued and appreciated for their work would significantly boost employee morale and wellbeing.

Our [2023 international survey report](#) supports these findings – the workplace experience is best when tailored to the employee, which means listening to and understanding the circumstances of their lives, rewarding and recognising them for who they are and what they do and celebrating and acknowledging them as people.

Recognition quickly embeds into an organisation’s day-to-day and establishes the cadence and connection needed for meaningful outcomes, helping to scale these aspects of culture by making them part of the standard operation.

For Eaton, a leading global power management company, recognition is shaping culture and driving engagement. Pulse survey data shows 79% of employees agree [strategic employee recognition](#) makes them feel their work is valued and appreciated.

“**Recognition is an important piece of our total rewards package and a key lever for retaining our top talent.**”

JENNIFER SWEDA  
Former Compensation Manager  
Eaton

On the following pages are three takeaways from our U.K. Human Workplace Index research.

# ONE

## Effective recognition is slipping.

Talent shortages are affecting employees across the U.K., with 56% of those surveyed saying their company is short-staffed or struggling to recruit new employees. This has had a knock-on effect, with 72% of employees having to take on more work or responsibilities because of staff shortages, leading to burnout and low morale.

Despite this clear burden on employees, almost half (44%) of employers are not doing anything to recognise this extra work. In fact, 39% of employees feel *less* appreciated and valued as a direct result of taking on more work and responsibilities.

Employee recognition is likely the single most underutilised management and culture-building tool out there. According to a workplace study from Workhuman and Gallup\*, **81% of managers and leaders** say recognition is not a major strategic priority at their organisation. And yet, employee recognition has the potential to help **drive connection, boost engagement and foster belonging** – all critical areas when it comes to retaining talent.

## TWO

# Recognition increases wellbeing and loyalty.

Overall, employees feel their wellbeing has been most negatively impacted by an increased workload (43%) and feeling undervalued (26%). As a result, almost half (46%) feel their company doesn't care about their wellbeing at all, while 44% feel 'invisible' at work – that their contributions are going unrecognised, or that they are ignored by their employer.

This puts employers at risk, with 63% of employees stating they would consider leaving their company if they felt 'invisible.' In addition, 68% would consider leaving because they feel undervalued and underappreciated for their work, and 65% because of burnout or being overworked.

Employees who have good recognition experiences are **3x more likely** to strongly agree they feel a sense of loyalty to their organisation. Overall, only about **half of employees (51%)** plan to be employed at their current job five years from now. That increases to 68% when their recognition needs are fulfilled.\*



## **THREE**

# **Recognition bridges the culture gap for flexible work.**

Workhuman's survey found that feeling appreciated and valued for the work they do is the most important factor (39%) aside from pay that would influence an employee's decision to stay with a company.

The survey also revealed some ways employees would like to be appreciated, with flexible work coming out on top. The vast majority (80%) of employees surveyed said that they would be just as, if not more, productive if their company instituted a nine-day fortnight (having every other Friday off). And 57% of employees who work from home stated they get more done than when working in the office.

Recognition creates a consistent source of positive regard that allows employees to participate in the culture and benefit from it, regardless of working arrangements.

Only **1 in 4 employees** strongly agrees they feel connected to their organisation's culture. **When employees feel they're getting the 'right amount' of recognition, they're more likely to feel strongly connected to their organisation's culture\*:**

**3x** more likely for **remote employees**

**4x** more likely for **hybrid workers**

**6x** more likely for **on-site workers**

Organisations that utilise strategic recognition to embrace employee wellbeing and work-life flexibility at a cultural level are more likely to prevent burnout, inspire loyalty and keep their employees engaged and productive.

**To learn more, get in touch with us directly or visit [workhuman.com](https://workhuman.com).**

**Survey methodology:**

Workhuman's U.K. Human Workplace Index (HWI) is a survey of 1,000 full-time U.K. workers on workplace topics. This research was conducted by Pollfish on behalf of Workhuman and was undertaken during February 2023.

\*Source: "[6 Ways Employee Recognition Drives Impact](#),"  
Workhuman and Gallup, 2022

+353 1 968 5700 | [workhuman.com](https://workhuman.com)  
Or read more on our blog: [workhuman.com/resources](https://workhuman.com/resources)

**workhuman\***