

MOTIVATING TODAY'S WORKFORCE



WHAT IS THE EMPLOYEE ENGAGEMENT CRISIS?

71% of employees are not engaged.

only **10%** look forward to going to work every day.

1 in 5 employees are looking for a new job.

19% are satisfied with their job.

40% of employees who do not feel meaningfully recognized will not go above their formal responsibilities to get the job done. **85.5%** of employees who feel meaningfully recognized will.

Highly engaged employees are **26%** more productive, and their companies earned **13%** greater total returns for shareholders over a five-year period.

MORE MONEY ≠ MORE MOTIVATION

*Free recognition and virtual rewards have become increasingly important in today's workforce over tangible, high-cost rewards.

In 2012, **71%** of employees said the most motivating recognition was non-monetary.

In 2007, **57%** of employees said the most motivating reward cost over \$1K.

14% only said their most motivating reward cost over \$1K.

70% of workers are more motivated by non-monetary rewards at work.

WHAT MOTIVATES EMPLOYEES TODAY?

RECOGNITION

83% said recognition for contributions is more fulfilling than any rewards & gifts.

TYPE OF RECOGNITION MATTERS

- 68%** found recognition as an individual over a team was more motivating.
- 88%** found praise from their managers to be most motivating.
- 76%** found praise from their peers to be very or extremely motivating.

GROWTH

76% said opportunities for growth were the top reason they stayed in an organization.

In every age demographic, opportunities for growth were more motivating as a reason to stay in an organization over pay increases.

FUN

90% find a fun work environment very or extremely motivating.

80% value working with people they like.

81% of employees in Fortune's 100 Best Companies to Work For said they are working in a "fun" environment.

79% of those who quit their jobs cite lack of appreciation as the main reason.

GAMIFICATION = RECOGNITION, GROWTH & FUN

INSTANT RECOGNITION FOR...

- Recognition**: Virtual badges, shout-outs, peer-to-peer recognition.
- Progress**: Progress bars, achievement levels, milestones.
- Ability**: Skill-based challenges, learning paths, certifications.
- Empowerment**: Decision-making authority, autonomy, ownership.

FUN AND GROWTH

- Workload**: Streamlined processes, reduced bureaucracy.
- Achievements**: Milestones, awards, recognition.
- Competition**: Healthy competition, challenges, gamified tasks.
- Collaboration**: Teamwork, cross-functional projects, social networking.

"Workplace technology today, such as **gamification**, provides many new opportunities for non-tangible recognition."

— **Cindy Ventrice**
Author of "Make Their Day! Employee Recognition That Works."

Gartner predicts over 70% of Global 2000 organizations will have at least one gamified application by 2014.

Motivating Todays Workforce

Rachel S Tattersall



Motivating Todays Workforce:

Unveiling the Magic of Words: A Review of "**Motivating Todays Workforce**"

In a world defined by information and interconnectivity, the enchanting power of words has acquired unparalleled significance. Their ability to kindle emotions, provoke contemplation, and ignite transformative change is really awe-inspiring. Enter the realm of "**Motivating Todays Workforce**," a mesmerizing literary masterpiece penned by a distinguished author, guiding readers on a profound journey to unravel the secrets and potential hidden within every word. In this critique, we shall delve into the book's central themes, examine its distinctive writing style, and assess its profound effect on the souls of its readers.

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