Recognition Programs

This data comes from an on-line survey conducted in April/May 2008 by Incentive Magazine. There were 156 respondents who are senior managers involved in human resources and training functions in all types and sizes of businesses and industries. Respondents are asked to check all that they use, so the totals will far exceed 100% and represent the most popular or most frequently used.

Program Types

Length of service	66.7%
Excellent performance	46.2%
Peer-to-peer	41.7%
Training	38.5%
Referral of new hires	35.3%
Innovation/suggestions	27.6%
Employee of the mo/qtr/yr	27.6%
Safety	21.8%
Wellness/health	15.4%
Excellent attendance	15.4%

Timing

Annually	30.8%
Quarterly	25.6%
Monthly	24.4%
Weekly	9.6%
Every 4-5 yrs	5.1%
Semi-monthly	3.2%
Every 2-3 yrs	1.3%

Yardsticks

Individual achievement	64.9%
Supervisor's evaluation	57.6%
Peer input	47.0%
Top performer against goal	31.8%
Dept or team competition	22.5%
Improvement	18.5%

Hurdles

Budgets	74.8%
National/local economy	41.2%
Aligning w/strategy or brand	29.4%
Award choice	28.6%
Diverse workforce	25.2%

Lines of Communication

Via e-mail	55.7%
Formal meetings	47.3%
Company Intranet	38.9%
Informal get-togethers	38.2%
Newsletters	36.6%
Regular mail	11.5%
Internet	9.2%

Award Picks

Gift certificates/gift cards	67.9%
Plaques/trophies	42.9%
Cash	41.7%
Food/beverage	30.8%
Apparel	25.0%
Clocks/watches	21.2%
Entertainment/sports tickets	14.1%
Jewelry	14.1%
Writing instruments	14.1%
Electronics	12.8%
Travel	12.8%
Luggage	8.3%
Books/music/DVDs	7.7%
Cameras	7.1%
Outdoor/leisure goods	6.4%
Sporting goods	5.1%

Presentation

Event or ceremony w/peers	64.1%
Delivered personally by mgr	55.0%
W/personal note from mgr	33.6%
Mailed to them at home	18.3%
Dropped off on their desk	13.7%