



# BIW Meta-analysis

Impact of Recognition on Turnover

- Multiple companies
- Over 30,000 employees
- Goal:

*What is the connection between Recognition and Turnover?*

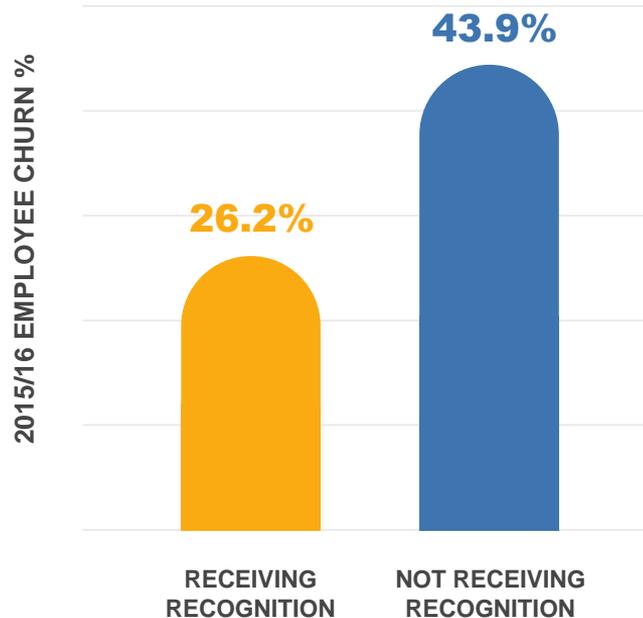


# RECOGNITION BENCHMARKS

## EFFECT OF RECOGNITION ON RETAINING TURNOVER

Does Recognition Matter? **Oh, Yeah!**

## EMPLOYEE TURNOVER (Over 6 months in program)



**Turnover is 17.7% less**

among employees receiving at least one recognition throughout their eligible program tenure.

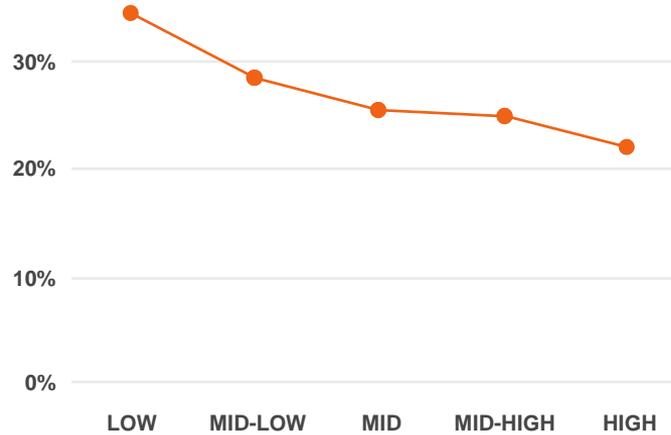


# RECOGNITION BENCHMARKS

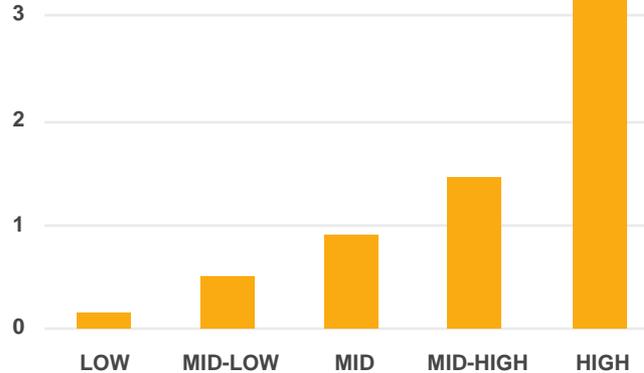
## EFFECT OF RECOGNITION ON RETAINING TURNOVER

Does Frequency of Recognition Matter? **Yes, Indeed!**

2015/16 EMPLOYEE CHURN %



AVERAGE # RECEIVED PER MONTH



EMPLOYEE TURNOVER BY RECEIVING FREQUENCY

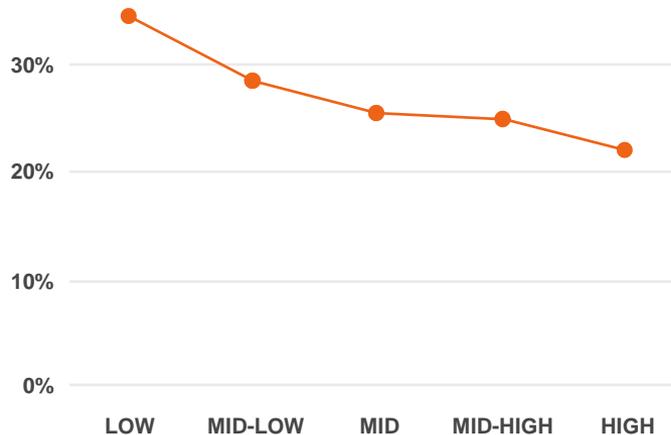


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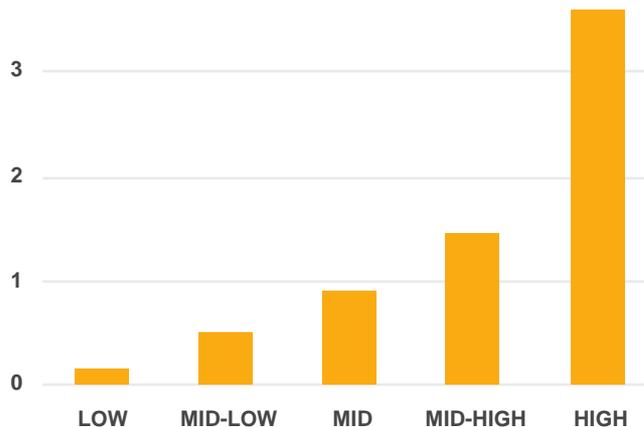
## EFFECT OF RECOGNITION ON RETAINING TURNOVER

Does Frequency of Recognition Matter? **Yes, Indeed!**

2015/16 EMPLOYEE CHURN %



AVERAGE # RECEIVED PER MONTH



## EMPLOYEE TURNOVER BY RECEIVING FREQUENCY

- There is a correlation between frequency of receiving recognitions and turnover.
- Employee turnover decreases as frequency of recognitions increases. A 10% pt. reduction in turnover is seen between Low to High receiving rate.

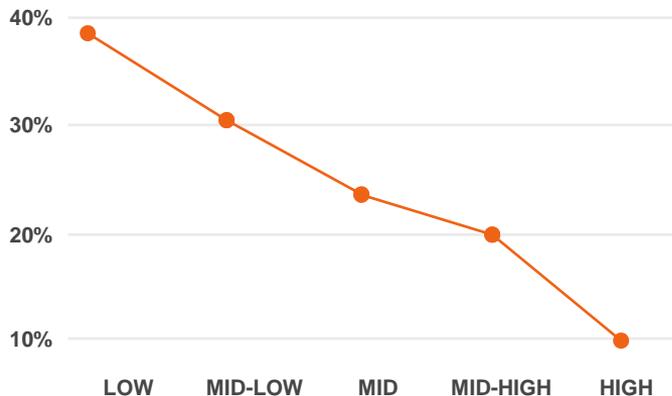


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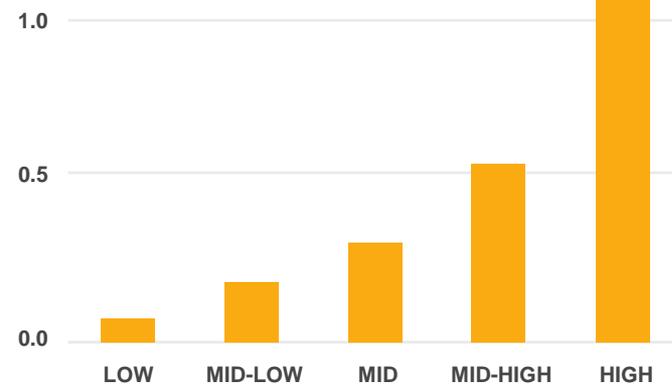
## EFFECT OF RECOGNITION ON RETAINING TURNOVER

Does Giving with Points Matter?  
**Absolutely!**

2015/16 EMPLOYEE CHURN %



AVERAGE # RECEIVED WITH POINTS PER MONTH



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EMPLOYEE TURNOVER BY RECEIVING FREQUENCY (WITH POINTS)

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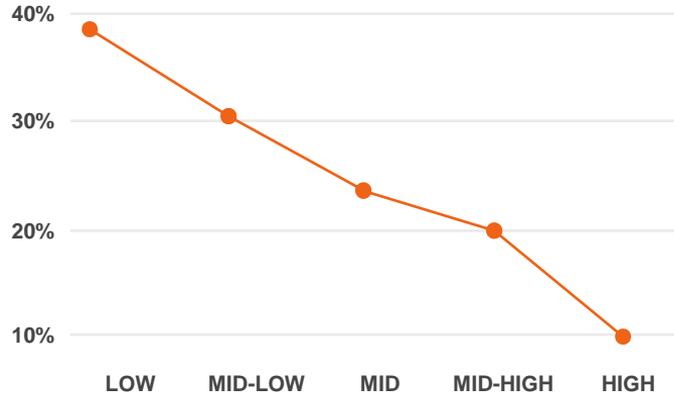


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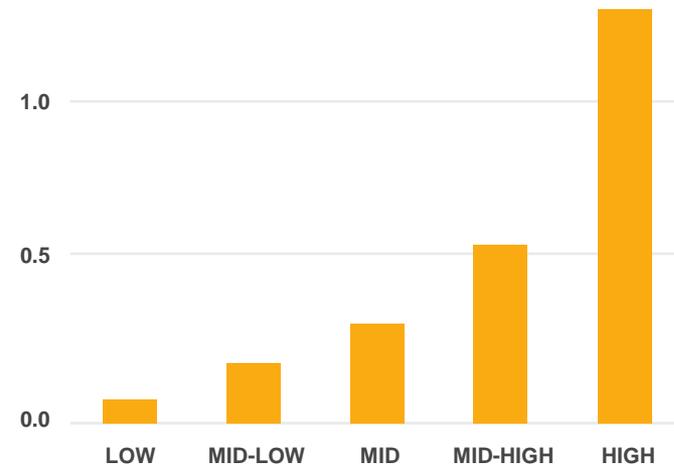
## EFFECT OF RECOGNITION ON RETAINING TURNOVER

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2015/16 EMPLOYEE CHURN %



AVERAGE # RECEIVED WITH POINTS PER MONTH



## EMPLOYEE TURNOVER BY RECEIVING FREQUENCY (WITH POINTS)

- A positive correlation existed between employee turnover and recognition receiving rate, driven almost exclusively by those receiving recognitions with awards.
- Turnover is 4x higher among employees with the lowest 'recognitions with awards' receiving rates compared to the highest rate of receiving recognition with awards.