

HOW TO TAKE EMPLOYEE APPRECIATION TO THE NEXT LEVEL

As an employer or business manager, you would understand the necessity of having highly engaged employees in your company. A highly engaged work force encourages team work towards achieving a common goal and boosts overall productivity and there are different ways to increase employee engagement levels, one of them being employee appreciation. Based on the enormity of this factor, different **performance management software** are employed by different corporations to check their employee engagement levels and also find the different areas that need immediate attention and improvement.

The Boston Consulting Group carried out an extensive research on what factors make employees enjoy their work and over 20,000 of interviewed employees stated the top reason to be “feeling appreciated”, this goes to show that overall employee engagement largely depends on employee appreciation or recognition.

Many business managers might feel that their employees are adequately appreciated or recognized and it might be shocking to observe low levels of engagement when using **performance management software**. Hence, the aim of this post is to highlight three key strategies on how to boost or take your employee appreciation strategies to the next level to obtain maximum productivity.

Studies show that four out of five employees admit to being motivated to do better at work when their employer shows adequate appreciation for the work they do. With the strategies outlined below, you will definitely take your overall employee appreciation to the next level.

- 1. Start an Employee/Department of the month award based on employee and management votes**

Every employee will appreciate the employee/ department of the month award as it shows that their efforts are being noticed on a daily basis and this will definitely motivate other employees and teams to work even harder. A good incentive will be to have the CEO of the company or a top manager to hand out the awards personally as this will definitely give employees a high sense of importance.

2. Recognize employee's personal accomplishments and express interest in their professional development

Employees will definitely appreciate it when their employers show an interest in their lives by acknowledging their personal accomplishments. These accomplishments could range from an employee buying a new house or car to having a baby. This makes them feel that they are seen as actual human beings and not just employees. Also, expressing a genuine interest in the professional lives of your employees and supporting them where necessary will show that you are interested in their growth career-wise and will definitely motivate them to work better.

3. Invest in a Performance management software

Performance management software will ensure that your employees are carrying out their various duties in a satisfactory and effective manner, thus contributing to the overall objectives and goals of the business. A brilliant performance management software such as [Keka.com](https://www.keka.com) works on ensuring a harmonious and cordial relationship between employers and employees at all times based on trust, employee appreciation and empowerment. [Keka.com](https://www.keka.com) also helps employers apply their different employee appreciation strategies effectively so as to increase overall productivity.

Conclusively, A simple “great job, or thank you” will go a long way to make your employees feel appreciated and recognized. However, taking other active, out of the box measures to boost employee appreciation will lead to more long-lasting results and with the aid of the strategies outlined in this post, you will definitely notice great results.