

Employee Recognition Self-Review

If you feel it is time to review the employee recognition programs at your organization, you can ask yourself these questions as a place to start. Then contact an HR Advisor at A Plus Benefits to discuss next steps.

Compensation

When was the last time employee salaries were reviewed?

We recommend you review salaries at least once a year. That doesn't necessarily mean you will adjust salaries that often. You may decide to keep salaries the same based on your review.

Is your compensation structure merit-based or tenure based?

According to research from the [Harvard Business Review](#), top performers are highly motivated by merit-based pay. They want to know their hard work is being accounted for in their pay.

Benefits

When is the last time you reviewed your benefits offering and employer contributions? *We recommend you your benefit offerings once every 2-3 years, or when you are experiencing a major change such as major growth or experiencing high turnover.*

How are you communicating available benefits to new and existing employees?

According to [MetLife](#), over half of employees claim they need more help understanding how their benefits work, and how those benefits can help meet their needs

How well does your current benefit offering reflect your company culture?

A Plus Benefits can help you with this!

Professional Development

What supplemental training programs are you currently offering to employees?

According to research by [CompTIA](#), almost half of employees say their companies' training programs would make them less likely to leave employment.

How are you communicating these options to employees?

41% of employees said they would need to leave their current employer in order to advance their careers, according to research by [Towers Watson](#).

Paid Time Off/Flexible Work Arrangements

When is the last time you reviewed your paid time off policy?

Just like other benefits options, we recommend you review our paid time off policy once every 2-3 years, or when you are experiencing a major change such as major growth or experiencing high turnover.

What positions might you be able to offer a flexible working arrangement?

According to research by [Virgin Pulse](#), 44% of employees indicated flexible work arrangements are the number one benefit they would love to have at work.

Personal Recognition

How often are your leaders personally thanking employees for their work?

According to a survey by [Globoforce](#), 69% of employees say they would work harder if they felt their efforts were better recognized and 78% said being recognized motivates them in their job.

Do you have a process for a manager to ask that an executive recognize or thank one of their employees?