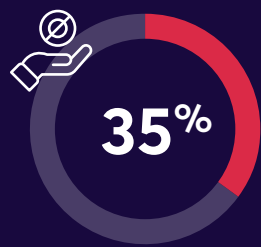


How to support employees through the cost-of-living crisis

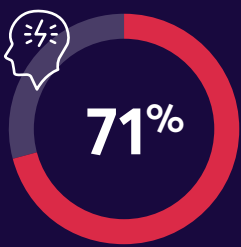


Employee engagement plays a key role in having a productive workforce. With over **8.2 million UK workers** taking a productivity hit due to financial stress ¹, discover how HR Managers can support employees through the financial crisis with effective rewards and recognition strategies.

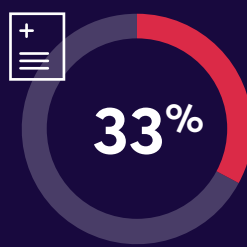
EMPLOYEE ENGAGEMENT AND THE COST-OF-LIVING CRISIS



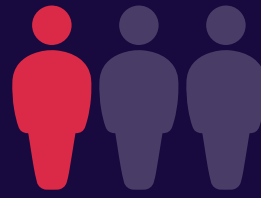
of employees have not been offered any cost-of-living support in 2022 ²



of managers say financial pressure has increased stress and anxiety for their teams ³



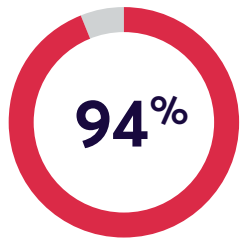
increase in work absences and sick leave taken ⁴



1 in 3 workers have applied for, or are considering applying for a new job ⁵

THE IMPORTANCE OF EMPLOYEE REWARDS AND RECOGNITION

1. Improve employee retention



of HR professionals agree that recognition programmes increase employee retention ⁶



Almost half of all employees will leave a company that doesn't thank or praise them enough ⁷

2. Boost morale

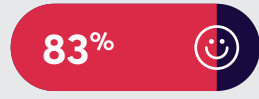


3 in 5 employees favour praise over pay ⁸

Employee satisfaction is... ⁹



when company has no recognition programme



when the company has a recognition programme

3. Improve employee engagement



Employees are **2.7 times more likely** to be highly engaged when they believe they will be rewarded ¹⁰

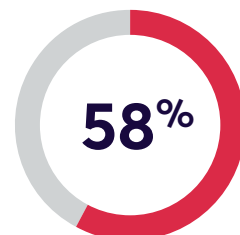
Employee engagement, productivity and performance are **14% higher** in organisations with a recognition programme ¹¹



4. Decrease stress and absenteeism



working days are lost due to stress ¹²



of UK employers now guarantee time to "unplug" or take stress-relief breaks



5. Improve team culture

A good recognition program can help drive an **11.1% average increase** in team performance ¹³

Positive feedback and recognition help to build company culture, morale, teamwork, and relationships

References

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EFFECTIVE IDEAS FOR YOUR EMPLOYEE REWARDS AND RECOGNITION PROGRAMME



Birthday day off



Peer-to-peer appreciation platform



Say "thank you" in your company newsletter



Create a virtual Wall of Fame



Monetary incentives



Tailor-made rewards



Global company day off



Events tickets



Handwritten note of appreciation



Free lunch for top performers



Gift cards



Learning and development rewards

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