

Student's Name

Professor's Name

Course

Date

### Employee Appreciation and Motivation

One of the fundamental human needs in any working setup is appreciation. Gratitude towards workforce can be shown through rewards, which foster employees' satisfaction and productivity. In essence, the reason to applaud workers is to make them feel important.

Therefore, it is imperative to motivate staff members because it improves their self-esteem and performance.

#### **Last Time When the Manager or Coworker Praised Me**

Personally, I cannot remember the last time I was appreciated by either my employer or coworkers. However, I have always been supportive and grateful to my colleagues. Sometimes, I feel bad when I overhear from my workmates that they have been given tokens of gratitude by the management. In most cases, I suppose it is based on prejudice. Therefore, I would recommend that my leadership in the work place conducts open employees' reward events to satisfy all the staff members.

#### **How Much Does Praise and Recognition Improve Motivation?**

Praise and recognition at work improve motivation since it gives a sense of belonging.

According to Ash, congratulations and acknowledgments clear operation boundaries and encourage career advancement (23). Notably, frequent appreciation has been proven to be a strategy for increasing business output. Therefore, the creation of formal employees' recognition forums should be mandatory for every organization.

**How Often Do Managers Need to Give Praise?**

The question as to how often managers need to give praises depends on the nature of the leader and the organization. Sociable directors often congratulate their employees, unlike the reserved ones. For institutions like online platforms, managers rarely honor their workers compared to manufacturing industries. Thus, it is important that leaders develop a culture of appreciating their staff.

**How Should Managers Give Praise and Recognition to Employees?**

Besides monetary rewards, managers can give praises and motivation through other methods. The most effective appreciation mode that has been proven is giving the employees chances to make decisions. In addition, holiday trips and days off from duties are some of the advocated gratitude methods that directors can employ. In essence, nonmaterial reward methods motivate workers even more.

Therefore, managers should ensure that they appreciate and reward their employees to stimulate their output. Both monetary and non-monetary appreciation modes should be incorporated in acknowledging a workforce. Most importantly, the rewards should be based on employee performance and other agreed criteria. Therefore, the creation of formal appreciation structures in an organization setup should be adopted.

Works Cited

Ash, Mary K. *The Mary Kay Way: Timeless Principles from America's Greatest Woman Entrepreneur*. Hoboken, N.J: Wiley, 2013.