

HOW DOES EMPLOYEE APPRECIATION SUPPORT ORGANIZATIONAL SUCCESS?

Employee turnover hurts productivity and each employee lost is costly to replace, all of which hurts an organization's bottom line. How could showing a little appreciation help your organization meet its talent goals? **New SHRM Research finds there's a strong relationship between making employees feel valued, a strong workplace culture, and low employee turnover.**

80%

of U.S. workers say **"feeling valued"** at work is important or very important to the overall employee experience. **Only "feeling you are treated fairly" is ranked higher, with 84%.**

73%

Employees who are **highly engaged** are 73% less likely to be thinking about quitting.

42%

of **turnover intent** can be explained by looking at both employee experience and engagement.



5.7x

Employees in positive work cultures are **5.7 times more likely to have high job satisfaction.**

Tips for Making Employees Feel Valued:

- » Give specific, personalized praise
- » Offer public recognition
- » Create a little break in the daily schedule
- » Listen to workers' concerns

Visit [shrm.org/enterprise-appreciation](https://www.shrm.org/enterprise-appreciation) to learn how to improve your organizational culture, strengthen people management, and **make employees feel appreciated every day.**

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