

Why Optimizing your HCM is Mission Critical

65%

Cited feeling **un-valued** as one of the **top reasons for leaving**. (CareerBuilder report)

58%

Said "**give recognition**" as the way to **improve** employee **engagement** in a SHRM survey.

55%

Of **recognition nominations are sent via email**, lost forever in a sea of messages. (World at Work 2015)

#1

Type of recognition award is **Certificates or plaques**. Cash, gift certificates, company logo merchandise, and food are the runners up. (World at Work 2015)

40%

Decrease in turnover when companies successfully install a recognition and awards program. (Gallup)

65%

Of companies believe **digital badges** have a **positive impact**. (Extreme Networks 2014)