



INADEQUATE REWARD AND RECOGNITION

WHAT IS INADEQUATE REWARD AND RECOGNITION

Recognition and reward refers to the acknowledgement provided to workers resulting in increased feelings of confidence, pride, and being valued for work contributions. Recognition and reward from supervisors, managers and co-workers can involve encouragement, gratitude, compliments, and other gestures of appreciation. Recognition and reward can be considered hazardous when it is low or disingenuous.

When there is an imbalance between the effort a worker puts in and recognition or reward they receive (formal and informal), this can create a psychosocial risk.

EXAMPLES OF INADEQUATE REWARD AND RECOGNITION

- when mechanisms and practices for regular performance discussions, performance planning and goal setting don't exist
- Insufficient feedback or recognition; providing recognition or acknowledgement that isn't genuine
- inequitable reward and recognition practices; unfair, inequitable or biased distribution of recognition and rewards
- rewarding and recognising individuals that have not contributed to a particular outcome, including taking credit for the work of others.
- receiving unfair negative feedback
- limited or no opportunities for development
- not recognising the skills a worker possesses or utilise