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America/Toronto —

Recent findings from a comprehensive study reveals that a large majority (94%) of today's organizations have a recognition program, with 91% conducting a rewards program. Despite widespread adoption, the study reveals a concerning statistic: only 31% of organizations rate their rewards and recognition (R&R) programs as highly effective.

The newly published research report, [HR.com's State of Rewards and Recognition Programs and Tools 2024](#), provides the complete report with insights and actionable recommendations, and is now available for free download.

HR.com's Research Institute conducted the study of HR professionals to better understand the current R&R benefits, issues, drivers, and best practices to help HR professionals and managers improve their initiatives. Further analysis reveals the biggest challenges HR teams are facing with employee rewards and recognition efforts.

These challenges include:

- Cost 48%
- Inconsistent application of R&R 48%
- Loss of engagement for those not being recognized 42%
- Lack of leadership involvement 38%
- Lack of manager training on best practices 36%

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"Today's HR challenges demand adaptive strategies," stated Debbie McGrath, Chief Instigator and CEO of HR.com. "Modern and cost-effective rewards and recognition programs, combined with leadership training and support, are pivotal to ensure boosting employee engagement and productivity."

The recording of the research presentation, [Adapt Your Rewards and Recognition Practices to a New Era](#), is also available for viewing 24/7 on demand.

### **About HR.com and the HR Research Institute**

The HR Research Institute (HRRI) helps you keep your finger on the pulse of HR! Powered by HR.com, the world's largest HR community, the HRRI identifies key trends and best

practices to help more than 2 million HR professionals and their organizations make strategic decisions with informed and insightful research findings.

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