

AWARDS & RECOGNITION

Problems w/survey data

- **Conflicting Data - Responses to specific awards and recognition questions show an increase in employee satisfaction since last survey, yet the responses to the summary question show a decrease in satisfaction.**
- Questions were too general for team to determine specific causes of a problem area.

Performance, Spot, and non monetary awards were all grouped as “Awards Program”. Need to differentiate between Section/Branch/Division/AFM boundaries.

Although the team had ideas based on personal knowledge of existing problems, we did not want to build an action plan based on assumptions of employee concerns.

Team Recommendations

- Develop more specific questions to collect data needed to identify specific problem areas and causes.

Separate award types (Performance, Spot, non monetary, etc.).

- Review data and continue with Action Plan.