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## How to Recognize Employee Accomplishments With the Help of Career Pathing Software

Guest Author

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***Employee Engagement is the key to higher job satisfaction and job involvement and therefore for a better company culture and higher productivity. Recognizing employee engagement though was hard to accomplish and deliver up until the introduction of career pathing software.***

There are several opportunities for companies around the world to make positive changes with the help of technology. One area where tech is playing a significant role is in the acquisition and, most importantly, the retention of talent. Technology solutions can create environments where employees want to stay for the long-term, and they feel consistently engaged in the work they deliver each day. However, employees have more opportunities to work than ever before as more organizations expand operations, offer remote work options, and provide top of the line benefits. This means that [companies need to assess their strategies for talent acquisition and retention to ensure they are staying competitive from a personnel perspective.](#) □

One way to achieve talent management goals is through employee recognition with the help of [career pathing software](#). Organizations first need to understand why recognition plays such a significant part in retaining employees over the long haul, followed by how career pathing solutions can assist in meeting this crucial objective.

## The Importance of Recognition

Most organizations understand that recognizing employees for a job well done is a necessary part of doing business. However, it is less widely known the extent to which recognition impacts the bottom line. A recent study by researchers at the University of Warwick found that productivity increases on average 12% when employees are happy on the job. Conversely, unhappy employees are 10% less productive each day. These disparities have serious financial implications for organizations, but creating happiness in a work environment moves the needle in the right direction.

Employee recognition is one of the fastest, most straightforward approaches to boosting employee morale, and ultimately, their engagement and productivity. Recognizing employees takes place in various forms, but the reality is it is necessary for creating and sustaining a successful company. Career pathing software offers a streamlined way to recognize employees based on their job skills and career progression.

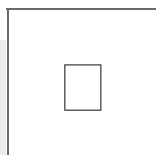
## The Role of Career Pathing

[Career pathing is not a new term in the world of work.](#) □ but the influx of technology solutions dedicated to this organizational task is a promising new trend among businesses. Through career pathing software, companies can tackle several tasks at once, including allowing employees to create career paths based on current and future skill sets. Businesses can also define job roles and the competencies needed to fulfill them, and align these career options with larger organizational goals. Professional development and training opportunities can be automatically recommended within the system, and employees are more empowered to work toward the completion of these tasks when they can see the ultimate career goal. Career pathing also lets management assess skills gaps and perform job assessments over time, leading to a more connected, accurate process.

The features inherent to career pathing software create a direct line to employee recognition in several ways. Through this digital platform, management can quickly see which skills the employee has gained over time, as well as their path toward professional and personal development based on their career trajectory. When an employee completes a recommended or chosen development course or training program, management can offer real-time recognition shared with the employee, his or her team, and the organization at large.

Additionally, career pathing software offers recommendations for vertical or lateral moves based on skill sets which are seen as recognition of competencies among employees. Some organizations may also integrate [performance management](#) software with career pathing solutions to increase recognition opportunities and improve the appraisal process over time. The combination of these capabilities in career pathing software makes employee recognition automatic.

Organizations are constantly in need of strategies that help them recruit and retain the best talent. Providing consistent recognition is one way to improve talent management while increasing employee productivity and engagement on the job. Career pathing software lends a necessary hand by taking the grunt work out of defining job competencies for businesses and making it easy for the employee to map out their own desired career path within an organization.



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