

# The Power of Recognition: Unveiling Recognition as a Motivational Catalyst in Tlokweng Land Board

Kelly Masoto<sup>1</sup>, Bernard Chileshe<sup>2</sup>

<sup>1</sup>( PhD student, University of Zambia, Botswana)

<sup>2</sup>(Institute of Distance Education, University of Zambia, Zambia)

**ABSTRACT** : Recognition is a potent incentive to boost performance, job happiness, and employee engagement. In this study, 42 employees' survey responses on their opinions on recognition as a motivator were analysed to gather data on the significance of recognition as a motivating element inside the Tlokweng Land Board. The findings show that 59.5% of workers believe that being appreciated is a motivating element, underscoring the need to recognize and appreciate employees' efforts and achievements. However, 38.1% of the workers gave unfavorable feedback, indicating the existence of other influencing factors. There is room for improvement since different employees are recognised at different rates, with 33.3% of them reporting never feeling recognised. Additionally, while awards and appreciation letters were the primary motivators for most employees, 35.7% believed that other bases for recognition were significant, emphasizing the need for tailored recognition programs. The perception of recognition uniformity was divided, suggesting potential disparities in the distribution. Nonetheless, the majority of employees (85.7%) perceive recognition to positively impact their performance. This study underscores the value of recognition as a motivational catalyst and provides insights for organisations seeking to enhance employee motivation and engagement.

**Keywords** - Job satisfaction, Reward, Recognition, Work motivation

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## 1. INTRODUCTION

In order to motivate people and teams to achieve and produce at better levels, recognition is an essential factor. For the Tlokweng Land Board, creating a work climate that rewards brilliance and dedication requires an awareness of the function of recognition as a motivating factor. Drawing on existing literature, this study investigates the role of praise in inspiring workers at the Tlokweng Land Board.

According to [1], a person's motivation can be significantly impacted by recognition, whether it comes in the form of observation, adulation, or criticism, according to research. Organisations understand how important it is to recognise and reward great achievement on both an individual and group level. Organisational awards have been found to have a significant impact on worker motivation and team productivity by adopting efficient recognition programmes [1].

Programmes for recognition might differ depending on elements including organisational size, sector, and cultural setting. Companies must customise their appreciation programmes to fit the unique requirements and

preferences of their workforce. Recognising and rewarding employees in a way that connects with their particular circumstances, whether through praise, vouchers, or nomination-based initiatives, can increase the motivational impact [2].

People are naturally driven to work harder in the hopes of being recognised more, as the need for recognition is a human feature. This holds true for Tlokweng Land Board personnel, where the need to recognise their efforts can have a big impact on motivation and performance. According to studies, physical prizes, appreciation from the public, and public recognition can all significantly increase employee motivation ([3],[4]). Recognitions, such as thank-you notes, team outings, or being named "Employee of the Month," have the power to motivate not just the recipient but also their coworkers.

By looking at the existing research on motivation and recognition, this study aims to shed light on the value of recognition programmes within the Tlokweng Land Board. This study intends to shed light on how recognition affects employee motivation and productivity, and it offers suggestions and implementation tactics for recognition programmes. The Tlokweng Land Board might benefit from establishing a culture of appreciation and excellence by having a better understanding of the value of acknowledgment and how it affects motivation. This would help the organisation as a whole.

## 2. LITERATURE REVIEW

An act of observation, praise, or condemnation of results and accomplishments can serve as a motivating force. [5] noted that, while acknowledgment can be beneficial or negative, it must be earned before it can have a positive impact on motivation. To implement a plan successfully, it is crucial to encourage and reward high performance from both individuals and units [6]. Organisational awards, according to [5], were effective motivators for raising worker and team productivity. There are many different types of acknowledgment. There is no conventional method of acknowledgment; instead, approaches vary depending on the employer's size, industry, and other goals. Organisational culture has the greatest impact on the nature of the scheme [2]. This determines the type of recognition that the organisation in question will find most acceptable. Praise, vouchers, and nomination-based schemes are some of the most popular recognition programs.

Humans naturally want to be appreciated for their efforts, which motivates them to work harder in the hope of receiving greater treatment than they did the first time. Different types of acknowledgments will be given to different employees based on their specific needs. Public acclaim and gratitude for a well-done job have been noted by [3] as factors that affect a journalist's performance. Commendation letters, a lunch treat provided by the office, or even earning the title of employee of the month will inspire other colleagues. The authors of [4] concluded that Kenyan tea factory workers are motivated to work hard by praise. They suggest that equity in the administration of incentives should be maintained to guarantee the efficiency of the recognition system. [5] observed that instructors in Uganda were organically motivated by recognition, supporting this notion.

Recognition plays a vital role in motivating individuals and teams in various organisational contexts. This literature review explores the significance of recognition as a motivating factor for the Tlokweng Land Board. By examining previous studies and theories, this review aims to shed light on the impact of recognition on employees' motivation and performance.

### Influence of Recognition on Motivation

Vroom's theory emphasised the importance of earned acknowledgment for its positive impact on motivation. Positive acts of observation, praise, or condemnation of results and accomplishments can serve as powerful motivating forces. [7] argued that encouraging and rewarding high performance from both individuals and units is crucial for a successful plan implementation. This aligns with the idea that organisational awards can effectively motivate workers and enhance team productivity [7].

### Types of Recognition:

Acknowledgment programs can take various forms depending on the organisation's size, industry, and goals, as already mentioned. [2] highlighted the influence of organisational culture on shaping the nature of recognition

programs. Different employees have diverse needs, and tailoring their recognition to meet these needs is essential. Popular recognition programs include praise-, vouchers-, and nomination-based schemes.

#### Impact on Performance in Different Contexts

The desire for appreciation is inherent in human nature and motivates individuals to work harder in anticipation of greater recognition. [3] found that public acclaim and gratitude significantly affected journalists' performance. For example, commendation letters, office-sponsored lunch treats, or being named "Employee of the Month" can inspire colleagues. Similarly, [4] discovered that Kenyan tea factory workers were motivated by praise, suggesting the need for an equitable administration of incentives to ensure the effectiveness of recognition systems. The author [5] observed that Teachers in Uganda were intrinsically motivated by recognition, further supporting the positive impact of recognition as a motivator.

Recognition serves as a powerful motivational catalyst within the Tlokweng Land Board and other organisational settings. Acknowledgment, when earned, positively influences motivation and enhances employee performance. Different forms of recognition tailored to individual and organisational needs can effectively inspire and motivate individuals and teams. Understanding the importance of recognition and its impact on motivation can guide organisations in implementing effective recognition programs, fostering a culture of appreciation, and ultimately, improving performance within the Tlokweng Land Board.

### 3. METHODOLOGY

Adopted from [8], the methodology is as follows. To acquire a thorough understanding of how recognition functions as a motivating element, this study examined a wide spectrum of prior research. A survey using a semi-structured questionnaire to collect initial data was conducted by the Tlokweng Land Board. To ensure a representative sample, the participants were chosen from diverse departments and jobs. Using statistical tools such as SPSS, the obtained data underwent thorough quantitative and qualitative analysis to find trends and learn important details about how employees perceive and experience recognition effects on motivation and output. Although the study admits possible drawbacks, such as its small sample size and low generalisability, the results help us understand the importance of recognition in promoting employee success and engagement in organisational settings.

### 4. RESULTS

#### 4.1 Have been recognised before?

Table 1: Responses to question "Have you been recognised before?"

	Frequency	Percentage (%)	Cumulative Frequency (%)
Yes	25	60	60
No	16	38	98
Sometimes	1	2	100
Total	42	100	

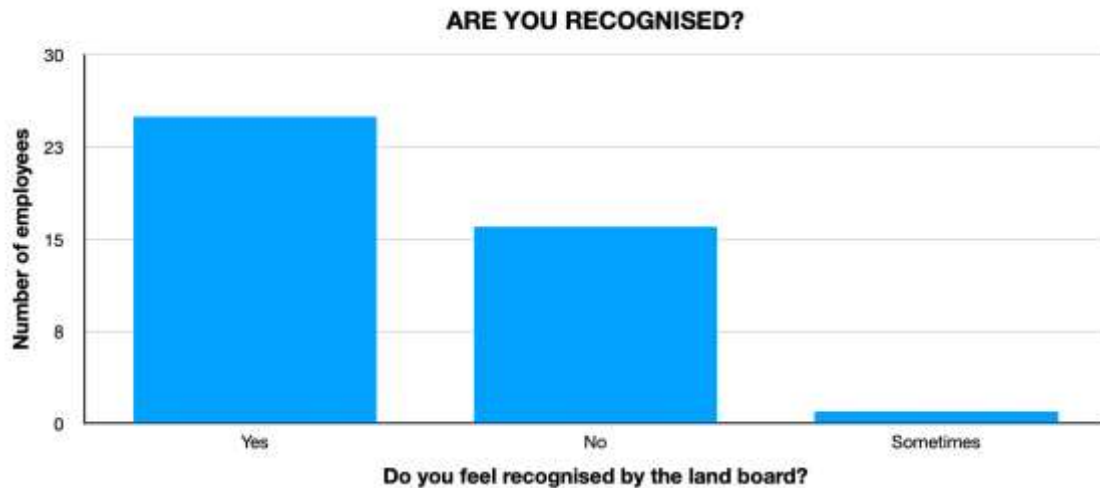


Figure 1: Responses to question "Have you been recognised before?"

25 (59.5%) of the 42 employees gave a "Yes" response, indicating that being recognised is a driving force for them. Only one employee (2.4%) said "Sometimes," whereas sixteen (38.1%) employees indicated that being recognised is not a motivating element. According to the cumulative frequency column, 59.5% of employees find being recognised to be motivating, while the remaining 97.6% find it to be either motivating or unmotivating. The remaining 2.4% of workers gave a "Sometimes" response.

According to the research, slightly more than half of the land board employees said that feeling appreciated motivated them. Accordingly, it may be crucial for employee engagement and job satisfaction to recognise and value employees' efforts and contributions. However, the fact that 38.1% of workers chose "No" in response to this question indicates that not all workers find being noticed to be motivating and that there may be other elements that are more significant to them.

#### 4.2 Have been recognised before?

Table 2: Responses to question "How many times recognised?"

	Frequency	Percentage(%)	Cumulative Frequency(%)
1 - 2	18	43	43
3 - 4	6	14	57
Above 5	4	10	67
Never	14	33	100
Total	42	100	

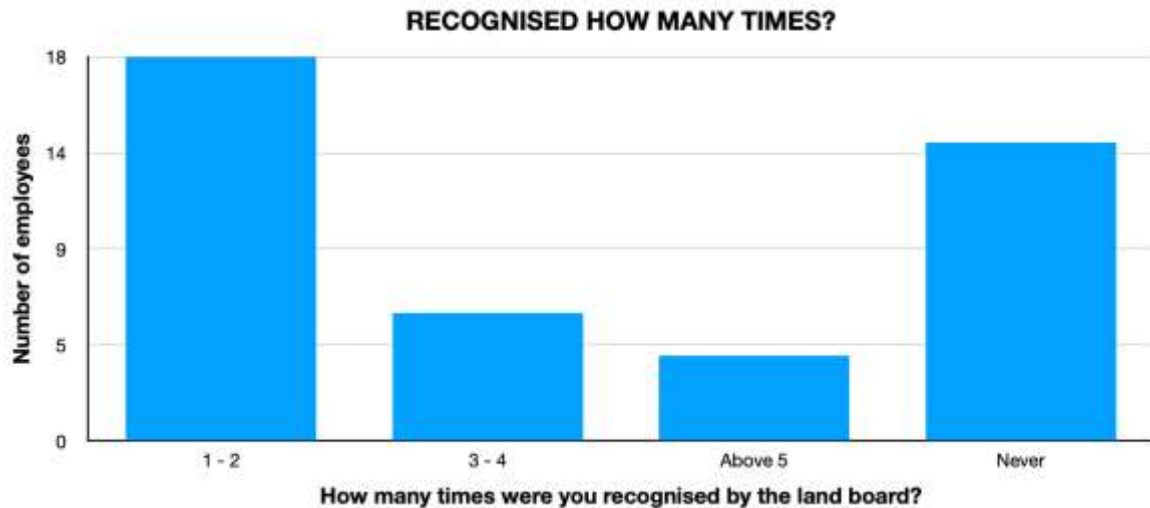


Figure 2: Responses to question “How many times recognised?”

Out of the 42 employees, 18 (42.9%) said they felt recognised once or twice as a motivational factor, 6 (14.3%) said three to four times, and 4 (9.5%) said more than five times. Thirteen employees (33.3%) said "never" in response. The cumulative frequency column reveals that 100% of employees feel recognised either seldomly or never, compared to 66.7% of employees who feel recognised one to five times as a motivating factor.

The data indicates that while recognition is a motivating element for some employees, it varies across the workforce in terms of frequency. A large percentage of workers (33.3%) believe they are never recognised, which could have a detrimental effect on their engagement and drive. Employee motivation and job satisfaction may increase with more frequent and consistent acknowledgment.

#### 4.3 Forms of recognition

Table 3: Responses to question “forms of recognition?”

	Frequency	Percentage(%)	Cumulative Frequency(%)
Awards	36	86	86
Appreciation letters	6	14	100
Total	42	100	

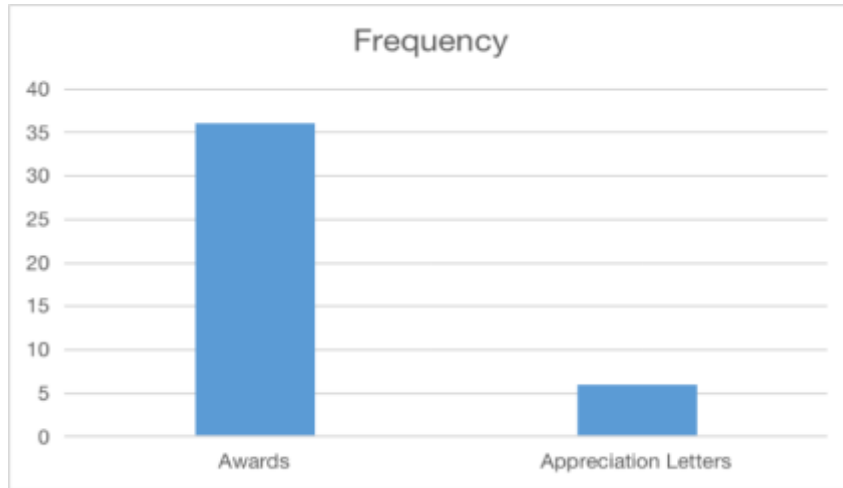


Figure 3: Responses to question "forms of recognition?"

From table 3 and figure 3, 36 employees responded with "Awards." This represents the proportion of employees who selected "Awards" out of the total respondents. In this case, 36 employees represent 86% of the total respondents. Six employees responded with "appreciation letters." This represents the proportion of employees who selected "appreciation letters" out of the total respondents. In this case, six employees represent 14% of the total respondents. 42 represents the total number of respondents who provided answers.

#### 4.4 Basis for recognition

Table 4: Responses to question "forms of recognition?"

	Frequency	Percentage(%)	Cumulative Frequency(%)
Yes	15	36	36
No	27	64	100
Total	42	100	

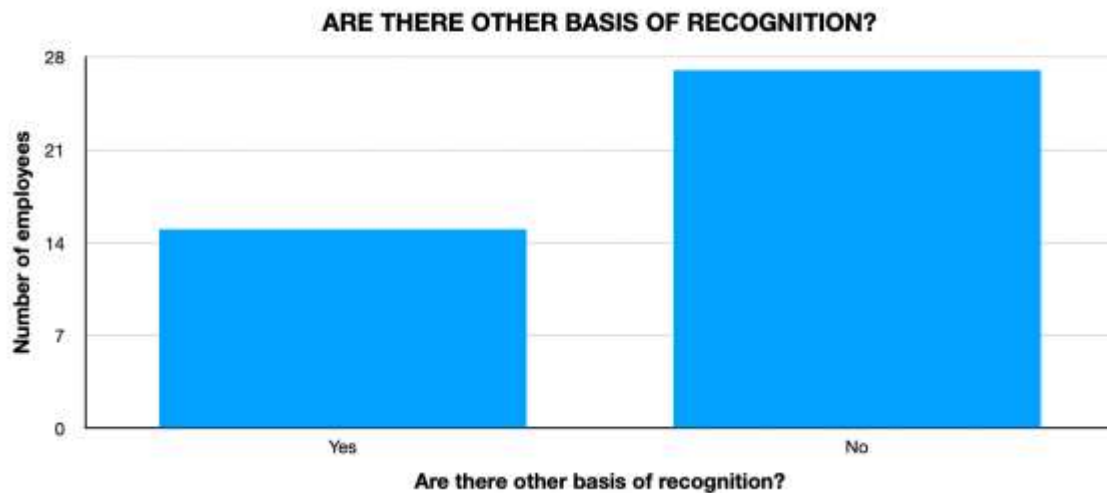


Figure 4: Responses to question "Are there other basis for recognition?"

Out of the 42 employees, 15 (35.7%) responded "yes" to the question, indicating that there are other bases for recognition that motivate them besides awards and appreciation letters, while 27 (64.3%) responded "no." The cumulative frequency column shows that 35.7% of employees feel that there are other bases for recognition that motivate them, while 64.3% of employees do not feel this way.

The data suggests that while awards are the most motivating form of recognition for the majority of land board employees, some employees may also find other bases for recognition motivating. However, without further information on what these other bases for recognition may be, it is difficult to draw further conclusions. It is possible that these other bases for recognition may be related to factors such as job responsibilities, team dynamics, or personal goals.

#### 4.5 Is recognition uniform

**Table 3: Responses to question "Is recognition uniform?"**

	Frequency	Percentage(%)	Cumulative Frequency(%)
Yes	21	50	50
No	21	50	100
Total	42	100	

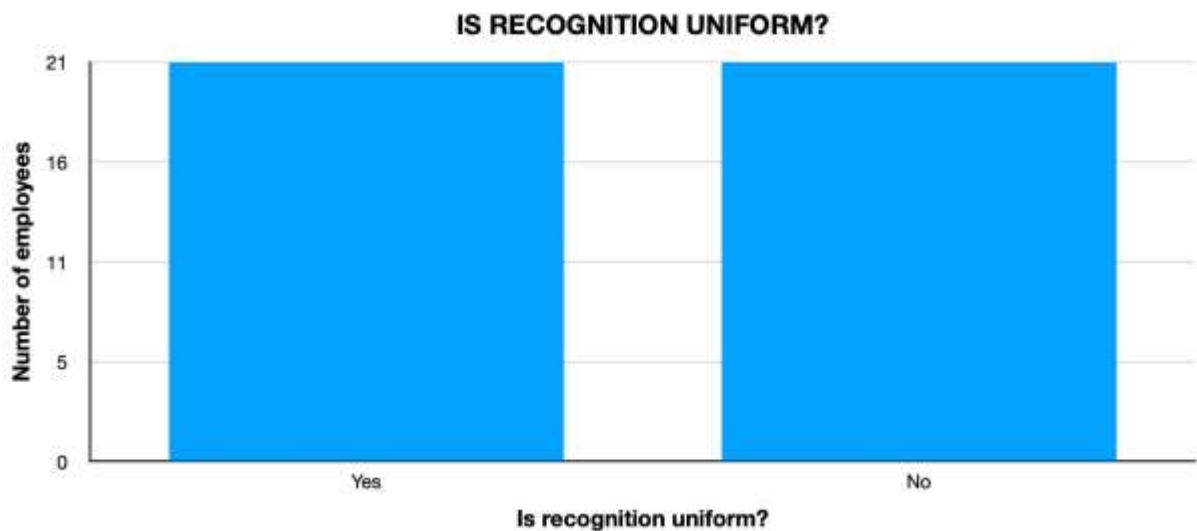


Figure 3: Responses to question "forms of recognition?"

According to table 5 and figure 5, out of 42 employees, 21 (50%) responded "yes" to the question, indicating that recognition is uniform across all employees, while the other 21 employees (50%) responded "no." The cumulative frequency column shows that 50% of employees feel that recognition is uniform, while the other 50% do not feel this way. The data suggests that there is an even split among employees regarding whether recognition is uniform across all employees. This may indicate that some employees feel that recognition is not distributed fairly, while others may feel that it is.

#### 4.6 Recognition affect morale

**Table 6: Responses to question “does recognition affect morale?”**

Recognition Affect Performance?	Frequency	Percentage(%)	Cumulative Frequency(%)
Yes	36	86	86
No	6	14	100
<b>Total</b>	42	100	

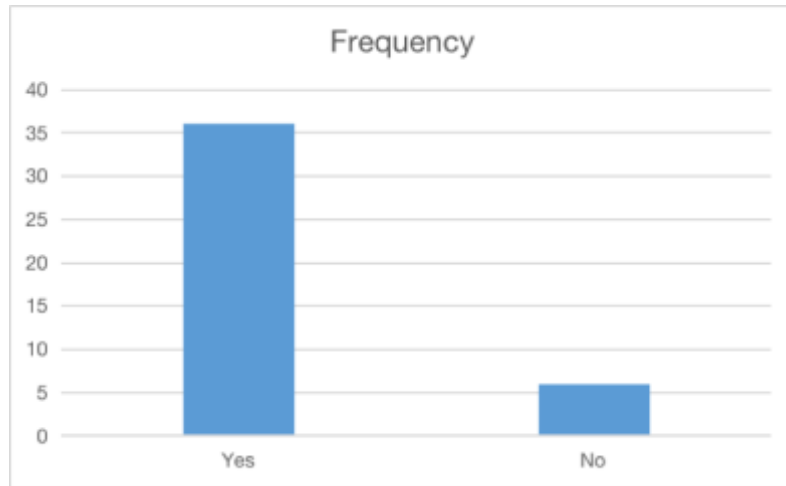


Figure 3: Graph showing responses to whether recognition affect morale

Out of the 42 employees, 36 (85.7%) responded "yes" to the question, indicating that recognition affects their performance, while the other 6 employees (14.3%) responded "no." The cumulative frequency column shows that 85.7% of employees feel that recognition affects their performance, while only 14.3% do not feel this way. The data suggests that the majority of employees feel that recognition has an impact on their performance. This indicates that employees are motivated by recognition and that it can lead to improved job satisfaction and productivity. The organisation may want to consider incorporating recognition programmes as part of their employee motivation and retention strategies. It is important to note that this data only reflects the perceptions of the employees and does not necessarily indicate a causal relationship between recognition and performance. Further research and analysis would be needed to establish a more definitive link.

## 5. DISCUSSION

Data analysis findings provide valuable insights into how recognition is perceived as a motivating factor among employees at Tlokweg Land Board. The majority of employees (59.5%) find feeling recognized to be a motivating factor, as per the results. This highlights the importance of acknowledging and appreciating employees' work and contributions in fostering employee engagement and job satisfaction. While many employees find recognition motivating, 38.1% of respondents indicated it doesn't work for everyone. This suggests the presence of other factors that may be more influential in motivating these employees.

Furthermore, the frequency of recognition varies among the workforce, with 33.3% of employees stating that they never feel recognized. This finding suggests a potential area for improvement, as a lack of regular recognition may have a detrimental effect on motivation and engagement. Enhancing the frequency and consistency of recognition efforts could contribute to improved job satisfaction and motivation among



employees.

About the bases for recognition, awards and appreciation letters appear to be the most motivating forms for the majority of employees. A significant part of employees, that is (35.7%) indicated that there are other bases for recognition that can be used to motivate them. Without specific information about these alternative bases, it is challenging to draw definitive conclusions. Exploring these other factors could offer valuable insights into the diverse motivational needs of employees and inform the development of more comprehensive recognition programs.

It is also in these findings that there is a divided perception among employees about the uniformity of recognition. Half of the employees believe that recognition is uniform across all employees, while the other half does not share this perception. This discrepancy suggests potential disparities in the distribution of recognition, with some employees feeling that it is not allocated. Recognizing everyone can lead to a better work environment and more motivated employees.

The majority of employees (85.7%) expressed that recognition does affect their performance. This shows the potential impact of recognition on job satisfaction, productivity, and organizational success. Considering the positive correlation between recognition and performance, implementing well-designed recognition programs could be an effective strategy for motivating employees and fostering a culture of excellence within the Tlokwen Land Board.

It is important to acknowledge that the data presented in this analysis reflects the perceptions of the employees and does not establish a causal relationship between recognition and performance. Further research and analysis would be necessary to explore this relationship in greater depth. Nonetheless, the findings provide valuable insights into the role of recognition as a motivational factor and offer guidance for organizations seeking to enhance employee motivation and engagement through effective recognition initiatives.

## 6. CONCLUSION

The findings from the data analysis and then discussion shed light on the significance of recognition as a motivating factor within the Tlokwen Land Board. While over half of the employees perceive feeling recognised as a motivating factor, there are varying degrees of agreement and preferences of the nature, frequency, and bases of recognition. This study's findings emphasise the importance of understanding and catering to the diverse motivational needs of employees within the organisation.

Acknowledging and appreciating employees' work and contributions can impact engagement, job satisfaction, and productivity. However, it is crucial to recognise that not all employees find recognition motivating, indicating the existence of other influential factors. This highlights the need for comprehensive employee motivation strategies that consider individual differences and preferences. The analysis reveals that the frequency of recognition is not uniform across the workforce, with a significant proportion of employees feeling that they are never recognised. This suggests an area for improvement, as increasing the frequency and consistency of recognition initiatives can contribute to a more motivated and engaged workforce.

The data also suggests that while awards and appreciation letters are the primary forms of recognition that motivate employees, there may be other bases for recognition that are important to certain individuals. Further exploration of these alternative bases can provide valuable insights into the diverse motivational needs of employees and inform the development of more inclusive recognition programs. The perception of recognition's uniformity among employees is divided, indicating potential disparities in the distribution of recognition within the organisation. Addressing this issue through fair and fair recognition practices can foster a positive work environment and promote employee motivation.

In conclusion, understanding the role of recognition as a motivating factor and tailoring recognition initiatives to meet the diverse needs of employees within the Tlokweng Land Board is crucial for fostering a culture of appreciation, motivation, and excellence. By implementing effective and inclusive recognition programs, the organisation can enhance employee engagement, job satisfaction, and performance. Further research and analysis are recommended to deepen the understanding of the relationship between recognition and employee motivation, allowing for continuous improvement in recognition practices within the organisation.

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**Corresponding Author:** Kelly Masoto, PhD student, University of Zambia, Botswana.

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