



Reward Behaviour Best Practices

Though employee recognition and engagement is a relatively new concept in the GCC marketplace, it is an industry practice in North America and Europe that has developed over many years . And there are many best practices that have been successful in these markets that can be adapted and tailored to the specific needs of companies in the GCC.

We have broken down some of these best practices into the various disciplines that merit receiving rewards. These include Employee Recognition, Sales Incentives, Wellness, Training and Safety.

Here are some suggestions for employees to earn points using a Merite platform.



SOME
SUGGESTIONS
FROM OUR
CLIENTS
& THE INDUSTRY

I. Employee Recognition

Typical behaviors that deserve a monetary recognition include:

- Performance/actions that illustrates ones adherence to the company's core values
- Customer satisfaction
- Celebrate positive attitude
- Refer a friend for an open position, if the person is hired
- Make a suggestion that, if adopted by the company, makes a positive contribution
- Celebrate milestone anniversaries
- Reward positive attendance record



2. Sales Incentives

Sales incentives are generally tied to specific actions/performance relative to sales targets.

- Rewarding X Points for each unit sold
- Rewarding X Points for each unit sold over quota
- Gamification contests where participants receive “tokens” for each sales target, which can then be redeemed in a game of chance for Points (high quantity of lower points with a chance for higher points)

Perfect for internal sales staff or channel sales teams



3. Employee Wellness

Wellness programmes encourage healthy behavior, and healthy employees are more productive and cause less drain on medical plans. Any behavior the company deems healthy can be rewarded, such as:

- Smoking cessation – complete a course and refrain from smoking for X months and receive Y points
- Blood donation – receive X points each time an employee donates blood during the company blood drive
- Exceeding X number of steps on your Fitbit
- Weight reduction or BMI goals achieved



4. Employee Survey

Measuring employee engagement & satisfaction is crucial: it's an important indicator of the health of your business and a good way to spot areas for improvement:

- Measure employee engagement
- Assess employee satisfaction
- Give employees a possibility to communicate with the Company's management
- Data & statistics



5. Employee Training

Whilst companies have a wealth of training materials, employees often do not take advantage of them. Rewards can offer motivation for employees to:

- Attend a company training seminar
- View an online training video and successfully answer questions at the end
- Take an online quiz about the company Core Values and successfully identify and explain them
- View new product training modules & product quizzes



6. Employee Safety

These programmes are generally focused on manufacturing and transportation jobs, such as:

- Zero workplace accidents in a year
- Perfect safe driving record in a year (e.g. no tickets, no complaints, no accidents)
- Make a suggestion to improve workplace safety that is awarded if adopted by the company



Your ideas & suggestions

These are many ways to reward employees via monetary & non-monetary rewards.

The platform is highly customisable and you can suggest your own points scheme based on your industry & company requirements.

Please share ideas with us at info@meriteincentives.com and get a chance to win some exciting rewards.





THANK YOU

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