IMPACT OF REWARDS AND RECOGNITION TO SCHOOL ORGANIZATION

by:
Mildred B. Famorcan EdD
School Principal I Parapal-Elementary School

Human Resource is the most significant and valuable resource of an organization. People within the organization are the implementers, facilitators, contributors and operators of every important factor for effective and efficient flow of work within it. Thus, in a school setting, school head and the internal and external stakeholders collaboratively play the vital part in achieving its vision and mission.

With this point of view, sustaining the motivation and self-esteem of every member of the school organization is one of the crucial roles of the school head to remain its teachers and stakeholders’ focus and determination on how they will contribute in the achievement of the school goals and objectives. Rewards and recognition give positive impact on the performance of teachers and stakeholders to stay connected, actively participative and motivated.

According to Spiegel (2020), rewards and recognition will boost motivation which helps workers to stay on track while maintaining a positive attitude. This is another way of encouraging collaboration and increase employee engagement, leading to many benefits for the school organization, like increased productivity. By giving innovative and localized rewards and recognition in the school level, teachers and even the stakeholders feel seen, heard, and valued which contributed in their work satisfaction.

School culture is one of many components to build a successful organization, according to Dinsdale (2017), being a frontline leader in school, a school head plays a vital role in determining and developing school culture. To create a positive, motivating school culture, teachers must be motivated and satisfied. This satisfaction and motivation
can be sustained through rewards and recognition. Simple appreciation of what teachers have accomplished keeps them motivated and creates a positive school culture.

School programs on rewards and recognition will certainly increase the level of engagement and performance of teachers. Supported by different researches, rewards and recognition greatly affect the school performance in totality. If the school head wants to create a positive school culture among teachers, then an innovative way of recognizing and rewarding teachers must be developed. It is in the hands of the school heads lie the smooth achievement of the school VMGOs.

References:
