THE SIGNIFICANCE OF INSTITUTIONAL RECOGNITION

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There is a relationship in which quality of service is affected by institutional recognition. Many organizations recognize excellence to further boost the employees’ self-esteem that in return will make them perform better. Recognizing and rewarding teachers can help school leaders highlight the qualities they value most. These can help them set the standard or even raise the bar of staff performance.

Institutional recognition is the timely, informal or formal acknowledgement of a person’s or team’s behavior, effort or business result that supports the organization’s goals and values, and which has clearly been beyond normal expectations.

For a leader to be effective in his job, he needs to understand the psychology of praising others for their good work, to apply the principles of employee recognition himself and to encourage others to initiate it in their working relationships.

Appreciation is a fundamental human need. Employees respond to appreciation expressed through recognition of their good work because it confirms their work is valued. When employees and their work are valued, their satisfaction and productivity rises, and they are motivated to maintain or improve their good work.

In a study by Bautista (2016) entitled “Instructional Leadership of School Principals vis-à-vis School Culture”, giving of awards/recognitions got an average weighted mean of 4.43 from the principal-respondents with a description of “strongly agree” and 4.27 from the teacher-respondents with the same description. It eventually attained 4.35 average weighted mean with a description of “strongly agree”. This implies that school principals ensure encouraging feedbacks that give teachers the opportunities to reflect on their successes and work on their areas of growth. Interviews from teacher-respondents revealed that they often receive appraisal and positive feedback from their school principals most specially whenever they clinch awards in the academic and sports competitions.

Praise and recognition are essential to an outstanding workplace. People want to be respected and valued for their contribution. Everyone feels the need to be recognized as an individual or member of a group and to feel a sense of achievement for work well done or even for a valiant effort. Everyone wants a ‘pat on the back’ to make them feel good.

Thus, institutional recognition headed by the administrator does really matter in the quality of service rendered by the employees in the organization.

Reference:
Bautista, Jake (2016) Instructional Leadership of School Principals vis-à-vis School Culture among Public Elementary Schools in Western Part of Region III, Bataan Peninsula State University, Dinalupihan Campus