

## The Importance of Recognition and Well-Being for Productivity

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### Abstract

### Original Research Article

**Introduction:** Mental health at work has become a major issue in modern organizations. Professional recognition and employee well-being are essential factors influencing motivation and productivity. **Objective:** To study the impact of recognition and well-being on employee motivation and performance. **Methods:** This descriptive study used a mixed-method approach combining a literature review and a questionnaire survey among 30 employees from different professional sectors. **Results:** The majority of participants were women (64.5%), aged between 20 and 30 years (38.7%), married (54.8%), and had a university-level education (87.1%). Approximately 54.8% reported feeling recognized at work, while 45.2% felt they received no recognition. A large proportion (83.3%) believed that a lack of recognition negatively impacts productivity. The main factors influencing well-being were working conditions (74.2%), professional relationships (67.7%), and work-life balance (67.7%). Finally, 77.4% stated that motivation is strongly linked to recognition and well-being. **Conclusion:** Recognition and well-being are essential drivers of professional performance. Their integration into organizational policies could improve both employee satisfaction and overall productivity.

**Keywords:** Recognition; Well-being; Productivity; Motivation; Occupational mental health.

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## INTRODUCTION

The rapid transformation of the workplace has highlighted the growing importance of employees' mental health. Organizations are increasingly confronted with issues such as stress, disengagement, and burnout, directly impacting overall performance.

Among the determinants of workplace well-being, recognition at work occupies a central place. It represents a fundamental need for appreciation, influencing motivation, engagement, and job satisfaction. Similarly, workplace well-being, defined as a balance between professional demands and individual resources, plays a key role in performance and productivity.

In this context, our study aims to explore the relationship between recognition, well-being, and productivity at work.

### Objectives

- Analyze the influence of professional recognition on employee motivation

- Study the relationship between workplace well-being and productivity
- Identify the main factors promoting workplace well-being
- Propose organizational improvement strategies

## MATERIALS AND METHODS

This was a descriptive cross-sectional study using a mixed-method approach, combining a literature review and a questionnaire survey. The study included 30 participants recruited from different professional sectors.

### Inclusion criteria:

- Active employees (public or private sector)
- Aged 18 years or older
- Agreed to participate in the study
- Completed the questionnaire adequately

### Exclusion criteria:

- Incomplete or incorrectly completed questionnaires

- Refusal to participate
- Individuals without professional activity

#### Data collection:

Data were collected through a literature review focusing on recognition at work, well-being, and productivity, as well as an anonymous standardized questionnaire exploring professional recognition, workplace well-being, motivation, and productivity.

#### Variables Studied

##### Main Variables

- Level of recognition at work

- Level of workplace well-being
- Level of motivation
- Perception of productivity

#### Secondary Variables

- Sociodemographic characteristics: age, gender, marital status, educational level, and professional sector
- Organizational factors: working conditions, professional relationships, managerial support, and work–life balance

## RESULTS

**Table 1: Sociodemographic Characteristics of Participants**

Variable	Percentage
Female participants	64.5%
Age 20–30 years	38.7%
Married	54.8%
University education level	87.1%
Working in healthcare sector	51.6%

**Table 2: Recognition, Well-being, Motivation, and Productivity**

Finding	Percentage
Participants feeling recognized at work	54.8%
Participants reporting lack of recognition	45.2%
Belief that lack of recognition negatively impacts productivity	83.3%
Work conditions influencing wellbeing	74.2%
Professional relationships influencing well-being	67.7%
Work-life balance influencing wellbeing	67.7%
Motivation strongly linked to recognition and well-being	77.4%

## DISCUSSION

The results of our study highlight the central role of professional recognition and workplace well-being in employee motivation and productivity. Indeed, more than half of the participants reported feeling recognized in their work, while a significant proportion emphasized the negative impact of lack of recognition on their performance. These findings confirm that recognition constitutes a key driver of workplace engagement.

Our findings are consistent with the work of Jean-Pierre Brun and Nathalie Dugas [1,5], who demonstrated that recognition at work plays a determining role in preventing psychological distress and improving professional performance. Similarly, the motivation theory developed by Frederick Herzberg emphasizes that recognition is a major intrinsic factor of job satisfaction.

Furthermore, the high proportion of participants (83.3%) who believed that lack of recognition affects their productivity highlights a direct relationship between these two variables. This observation is also supported by the work of Edward Deci and Richard Ryan in the self-determination theory, according to which the

satisfaction of fundamental psychological needs, particularly the need for competence and appreciation, promotes intrinsic motivation [2, 6].

Regarding workplace well-being, our study identified several determining factors, including working conditions, the quality of professional relationships, managerial support, and work–life balance. These findings are consistent with the Job Demands–Resources model developed by Arnold B. Bakker and Evangelia Demerouti, according to which professional resources (support, recognition, autonomy) help reduce stress and improve work engagement [3, 7].

Moreover, the majority of participants (77.4%) stated that their motivation is directly linked to recognition and well-being. This result highlights the interdependence between these variables and confirms that motivation cannot be dissociated from the organizational context. Well-being acts as a modulator of cognitive and emotional capacities, influencing concentration, creativity, and decision-making.

From a clinical and organizational perspective, these findings are particularly relevant. In an increasingly demanding professional environment,

characterized by work intensification and a higher risk of burnout, promoting well-being appears to be a necessity. The work of Christina Maslach shows that lack of recognition constitutes a major factor of burnout, alongside work overload and lack of control [4, 9].

The recommendations proposed by participants, such as the implementation of recognition programs, the improvement of internal communication, and the development of psychological support, are fully aligned with modern human resource management strategies. These measures are also supported by the recommendations of the World Health Organization, which emphasizes the importance of a work environment conducive to mental health [8,10].

However, our study has certain limitations. First, the small sample size ( $n = 30$ ) limits the generalizability of the findings. Second, the use of a self-administered questionnaire may introduce reporting bias, as participants may underestimate or overestimate their perceptions. Furthermore, the absence of inferential statistical analysis does not allow causal relationships between the studied variables to be established.

This study highlights important trends and underscores the need to integrate recognition and well-being into organizational policies. Future studies, including larger samples and more robust analytical methods, would help confirm these findings and deepen

the understanding of the underlying mechanisms involved.

## CONCLUSION

Recognition and workplace well-being appear to be major determinants of employee motivation and productivity. Organizational policies integrating these dimensions could improve quality of work life while optimizing overall organizational performance.

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