

James River Equipment

Introduction

This case study of JAMES RIVER EQUIPMENT is based on a May 2023 survey of O.C. Tanner customers by TechValidate, a 3rd-party research service.



“For those stores/managers that use it and use it well, it has been great. My folks seem to like the peer-to-peer aspect quite a bit. Adding the yearbook program is where we really leveled up.”

“Making sure my employees feel recognized & valued both during their annual anniversaries as well as by peers in the recognition program. A better sense of self-worth while at work.”

“The program is great.”

Challenges

The business challenges that led the profiled company to evaluate and ultimately select O.C. Tanner:

- Recognizing at scale
- Losing great employees (retention)
- Negative workplace culture

Use Case

The key features and functionalities of O.C. Tanner that the surveyed company uses:

- Daily recognition
- Career anniversaries

Results

The surveyed company achieved the following results with O.C. Tanner:

- Saw a return on their investment with O.C. Tanner within the first 2 years.
- What business and cultural outcomes, if any, has your organization seen as a result of using O.C. Tanner products/services?
 - Improved recognition scores
 - Employees have an increased sense of opportunity for personal and professional development
 - Improved frequency of recognition moments
 - More consistent recognition
 - More visible recognition
 - Stronger collaboration across teams
- They strongly agreed that “O.C. Tanner helps my organization accomplish and appreciate great work.”

Company Profile

Company:
James River Equipment

Company Size:
Medium Enterprise

Industry:
Construction

About O.C. Tanner

O.C. Tanner helps organizations inspire and appreciate great work. Thousands of clients globally use our cloud-based technology, tools, and awards to provide meaningful recognition for their employees. Learn more at www.octanner.com.

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