

# Large Enterprise Pharmaceuticals Company

## Introduction

This case study of a large enterprise pharmaceuticals company is based on a May 2023 survey of O.C. Tanner customers by TechValidate, a 3rd-party research service. The profiled company asked to have their name blinded to protect their confidentiality.



“We scored higher in our Gallup Employee Engagement survey on recognition, and we believe the efforts and partnership with O.C. Tanner supported this.”

## Challenges

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

- Losing great employees (retention)
- Employee burnout
- Negative workplace culture
- Negative employee feedback
- Low engagement scores
- Needing to create, replace, modernize or consolidate recognition program(s)
- Low recognition scores

## Use Case

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

- Daily recognition

## Results

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

- Saw a return on their investment with O.C. Tanner within 1 year.
- What business and cultural outcomes, if any, has your organization seen as a result of using O.C. Tanner products/services?
  - Improved employee retention
  - Employees feel a greater connection between their work and the organization's purpose
  - Improved recognition scores
  - Increased employee engagement

### Company Profile

The company featured in this case study asked to have its name publicly blinded because publicly endorsing vendors is against their policies.

TechValidate stands behind the authenticity of this data.

Company Size:  
**Large Enterprise**

Industry:  
**Pharmaceuticals**

### 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](http://www.octanner.com).

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