

Workday and Achievers Launch AI-Powered Recognition and Rewards Solution to Boost Employee Engagement and Retention

New Offering Brings Employee Recognition and Rewards Into Workday, Turning Everyday Appreciation Into AI-Powered Insights that Help Companies Build Stronger, More Productive Teams

PLEASANTON, Calif. and TORONTO – April 16, 2026 -[Workday, Inc.](#) (NASDAQ: [WDAY](#)), the enterprise AI platform for managing [people](#), [money](#), and [agents](#), and [Achievers](#), the world's most utilized recognition and reward software, today announced that [Workday Recognition provided by Achievers](#) is now available to customers.

This new offering brings Achievers' recognition and rewards solution directly into the Workday experience. It also uses AI to enable HR leaders to better understand what drives performance – giving them real-time insights to improve engagement, support employees, and retain top talent. By analyzing how employees recognize each other, the solution helps organizations identify top contributors and see which skills are making the biggest impact across their workforce.

With recognition and rewards managed directly in the Workday experience, employees can easily recognize peers and redeem rewards in one place. For HR teams, this means less time managing multiple vendors and more time focusing on building a strong, connected workforce.

Solving the Employee Retention and Productivity Challenge

[Research](#) from the Achievers Workforce Institute (AWI) shows that frequent, meaningful recognition plays a critical role in employee engagement. Employees who receive weekly recognition are 2.6 times more likely to be productive and six times more likely to stay with their company long-term.

"Bringing recognition and rewards into the Workday experience makes it easier for companies to celebrate great work in the moment and build a culture where employees feel valued," said Bob Memmer, chief revenue officer at Achievers. "This goes beyond a simple 'thank you' – it helps leaders see what great work looks like across their organization and gives companies a clearer picture of what drives results."

Turning Recognition into AI-Powered Insight

Because the solution is built directly into Workday Human Capital Management (HCM), every recognition and reward adds to a clearer, ongoing picture of employee contributions. These insights allow HR leaders to:

- **Identify In-Demand Skills:** Use AI-powered insights to identify which employees are driving the most impact and which skills are being used most across the organization.
- **Create a More Complete View of Performance:** Use a continuous record of contributions so more employees' work is visible and recognized.
- **Support Global Teams:** Offer a rewards catalog in local currencies across 190 countries, all within Workday.

"Recognition fuels engagement, and engagement drives productivity, making it one of the clearest indicators of a thriving workforce," said Ben Carter, senior vice president, total rewards at Workday. "By bringing Achievers into Workday, we're helping customers amplify those everyday moments of appreciation and turn them into actionable insights that deepen engagement and boost productivity across their workforce."

To learn more about Workday Recognition provided by Achievers, stop by booth #134 at next week's [WorldatWork Total Rewards '26 Conference](#) in San Antonio, TX.

About Workday

[Workday](#) is the enterprise AI platform for managing [people](#), [money](#), and [agents](#). Workday unifies HR and Finance on one intelligent platform with AI at the core to empower people at every level with the clarity, confidence, and insights they need to adapt quickly, make better decisions, and deliver outcomes that matter. Workday is used by more than 11,500 organizations around the world and across industries – from medium-sized businesses to more than 65% of the Fortune 500. For more information about Workday, visit [workday.com](#).

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About Achievers

Achievers recognition and reward software provides powerful tools to help business leaders shape employee behaviors and drive real business results. Visit us at [www.achievers.com](#).

Forward-Looking Statements

This press release contains forward-looking statements including, among other things, statements regarding Workday's plans,

beliefs, and expectations. These forward-looking statements are based only on currently available information and our current beliefs, expectations, and assumptions. Because forward-looking statements relate to the future, they are subject to inherent risks, uncertainties, assumptions, and changes in circumstances that are difficult to predict and many of which are outside of our control. If the risks materialize, assumptions prove incorrect, or we experience unexpected changes in circumstances, actual results could differ materially from the results implied by these forward-looking statements, and therefore you should not rely on any forward-looking statements. Risks include, but are not limited to, risks described in our filings with the Securities and Exchange Commission ("SEC"), including our most recent report on Form 10-Q or Form 10-K and other reports that we have filed and will file with the SEC from time to time, which could cause actual results to vary from expectations. Workday assumes no obligation to, and does not currently intend to, update any such forward-looking statements after the date of this release, except as required by law.

Any unreleased services, features, or functions referenced in this document, our website, or other press releases or public statements that are not currently available are subject to change at Workday's discretion and may not be delivered as planned or at all. Customers who purchase Workday services should make their purchase decisions based upon services, features, and functions that are currently available.

<https://newsroom.workday.com/2026-04-16-Workday-and-Achievers-Launch-AI-Powered-Recognition-and-Rewards-Solution-to-Boost-Employee-Engagement-and-Retention>