

Case Study **Employee Recognition Management System**



EMPLOYEE RECOGNITION

A LITTLE THANKS GOES A LONG WAY

Customer Location

Mumbai, India

Industry

Packaging

Client Overview

Our Client is global leader in specialty packaging sectors, manufacturing laminated plastics tubes catering to FMCG and Pharma companies.

Platforms

Microsoft SharePoint

Solution

Employee Recognition Management System

Benefits – to Business

- ✓ *Reinforcing positive behaviour.*
- ✓ *Increased individual productivity*
- ✓ *Lowering Stress levels.*
- ✓ *Increasing customer retention.*

Benefits – to employees

- ✓ *Greater Motivation.*
- ✓ *Peer acknowledgement.*
- ✓ *Empowerment and inclusion.*

Challenges

Our client is a largest global speciality packing company has employees in 12 countries. Their existing recognition scheme structure was hierarchical with many different levels. Due to this mechanism relatively few people get recognised and it was time consuming to operate.

Their challenges were to create a web-based enterprise-wide strategic recognition program which create a system that employees owned and drove themselves, which generated its own excitement. They want to provide an opportunity to acknowledge efforts and successes that might otherwise go unseen and uncelebrated.

Solution

Octaware provide a solution which go beyond rewards, and help client to create a performance-driven culture and motivate the people around the organisation. We have created a solution that replaced hierarchical structure with very simple online recognition platform. With a centralized platform, employees have one place to access all of the company's recognition program. The new programme has two recognition level: -

- 1. GEM (Going the Extra Mile)**
- 2. BEEP! (Behaving Extraordinarily @EP!)**

The 'GEM' website enable employees to recommend each other for all those times someone does something special for a colleague. Both individuals and teams can be recognised for helping out and making a difference. These recognitions are delivered in the form of a personalised gifts item or a cash rewards to the employee.

On the other hand, BEEP! website provide a peer-to-peer program which create a foundation for a culture of recognition. This program puts ownership of engagement in the hands of the individuals itself, increasing responsibility and commitment and driving home the co-ownership of success. These recognitions are delivered in the form of a personalised e-card to the employee.

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Product Profile

Employee Recognition Management System: -

Octaware A recognition platform with performance visibility features that allows you to manage all your recognition programs in one stop.



Platforms Profile

Microsoft SharePoint

Microsoft SharePoint is one of a leading portal technologies. It has been around since 2001. It is a browser-based collaboration, content management and extensible platform from Microsoft.

SharePoint provides collaboration, websites, social networks, intranet and extranet portals, document & file management, enterprise search, websites and business intelligence. It also has system integration, process integration and workflow automation capabilities.

Benefits of Employee Recognition Management System

- Increased individual productivity
- Greater employee satisfaction and enjoyment of work - more time spent focusing on the job and less time complaining.
- Direct performance feedback for individuals and teams is provided.
- Higher loyalty and satisfaction scores from customers.
- Teamwork between employees is enhanced.
- Retention of quality employees increases – lower employee turnover.
- Better safety records and fewer accidents on the job.
- Lower negative effects such as absenteeism and stress

About OCTAWARE Technologies

Octaware Technologies, a SEI-CMMI Level 3, ISO 9001:2008 & IEC 27001:20013 certified company, is highly experienced software development, enterprise solution and consulting firm with its offices in India, and presence in USA, Singapore, UAE, Qatar, Saudi Arabia, Nigeria and Zimbabwe. The company has been serving Fortune 500 corporates across the globe since 2005.

Octaware was founded as information technology company specializing in Microsoft technologies stack, focusing on Healthcare, Finance and e-Government sectors. Since then, company has grown into a multifaceted business that offers a diverse line of services and solutions for clients ranging from small businesses to large Fortune 500 corporations.

Depending on the ever-changing requirements, we come up with the essential and up-to-date tools and skills to enhance the clients' confidence in us. Octaware - we believe it as an expression of our creative, innovative and ground-breaking ideas and experiences.

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