Reward & Recognition
program for increased
Employee Engagement

Sector:	IT Solutions and Services
Company:	Software & Services company providing data management software solution
Location:	Research Triangle Park, NC
About the company:	Client is a privately owned software, and services company that provides data management software and solutions for big data scale-out architectures. The company focuses on management of data with it's two major products.
Problem Statement/Challenge:	❖ Client required a robust solution to reward their employees ❖ They wanted a platform which could serve various purposes of aligning their R&R program, employee engagement, increased collaboration along with an option to create various groups and communities.
Existing solution:	❖ They did not have any platform or framework for reward & recognition
Solution offered by Xoxoday:	❖ Xoxoday offered them the enterprise lite platform which is a self-serve platform where one can manage rewards anytime, anywhere instantly ❖ Set-up in less than 5 minutes, it measures the effectiveness of your reward program
How does the R&R portal work:	❖ The HR admin can set-up account, create workflows, create user accounts, set rewards with assistance from Xoxoday program manager ❖ The HR admin can allocate reward points to managers/department heads or can directly allocate points to employees as per the budgets and reward criteria ❖ The employees can accumulate points and send peer to peer non monetary 'cheers and badges' highlighting company values and leadership principles ❖ The employees can redeem the points against a catalogue of experiences and gift vouchers available in the redemption section.

Perks of R&R Portal:

- 📢 **Campaigns:** create and manage reward campaigns
- ⏰ **Reminders:** automated points redemption reminders to improve utilization
- 🧍 **Employee mood:** real time employee mood survey to analyze the pulse of the organization
- 👥 **Nominations:** design nomination workflows on unlimited reward possibilities
- 💰% **Allocate budget:** allocate reward budget by departments, business verticals and as per workflows
- 🔀 **User management:** create multi-layered users and workflows for points allocation, approval, redemption
- 🪙 **Badges:** provide non monetary but motivating badges to employees to boost their morale
- 🎨 **Polls & surveys:** design and manage organization wide polls & surveys for feedback on critical organizational decision points
- 👥 **Community/groups:** create like minded communities within the organization to increase participation and engagement e.g. music, arts, travel, trekking, and sports communities
- 🤝 **Kudos & greetings:** design and greet employees on organizational values, leadership qualities for all occasions in the organization
- 🌐 **Global catalog:** over 10,000+ experiences, gift vouchers for all major global locations
- 📋 **Reporting/analytics:** detailed and exhaustive reports on redemptions, point recharge, allocations, campaign effectiveness and more

Results:

- ❖ The R&R platform has facilitated spot awards, performance awards, rewarding on anniversaries and birthdays that has ultimately improved the employee performance
- ❖ The communities have resulted in increased collaboration amongst the employees
- ❖ The R&R program saw employee productivity and recognition ratings improve month by month
- ❖ Xoxoday enabled the company to implement various awards and the HRs now have an automated platform to run their R&R program

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About Xoxoday

Xoxoday Enterprise is a technology platform helping organizations manage rewards, incentives and loyalty programs. We work to develop scalable, secure, distributed and seamless solutions that help your employees, consumers, and channel partners engage with your brand. With our unparalleled catalog of curated experiences, perks, products and gift vouchers, Xoxoday can create captivating mechanics to enhance stakeholder engagement. Xoxoday enterprise works with over 800 global clients. Our business portfolio comprises of experiences & activities, enterprise SaaS rewards platform, and gift vouchers. We have offices in Bangalore, Delhi, Mumbai, UAE, USA and Australia.