

JobPts

Customer Success Stories



SAP Endorsed App
Premium Certified



Inspire Awards: Non-Monetary Recognition Program that Promotes the Top Performers and Mentors in Japan Tobacco International

Company
JTI
[JTI.com](https://www.jti.com)

Industry
Tobacco Industry

Revenue
[18\\$ billion](#)

Semos Cloud Solution



JobPts



[Read whole Case Study](#)



JTI were looking to introduce a new recognition program as part of their transformation process that is putting the employees to the front stage of their daily operations. JTI were looking to start a creative and non-monetary program that would promote companies' cultural values while recognizing individual top performers through a company wide, peer-to-peer nomination program that works as a social tool that involves everyone in the process through the voting period

Challenges and Objectives

- Increase employee engagement
- Get a modern, easy to use and easily accessible solution.
- Find a program that would give high engagement without monetary aspect involved
- Option to customize solution per company culture and needs.

Why Semos Cloud

- The application is built on SAP Cloud Platform, so it was entirely tied to existing data in SuccessFactors hence it was a very fast implementation process
- From start solution offered a lot of unique and very attracting features like peer-to-peer recognition, celebrating special occasions and implementation of a very rich award catalog.
- Possibility to do a Proof of Concept to test the program out and develop additional features per specific company requirements before going live globally

Value-Driven Results

- From free-trial to POC and then to go-live in 4 months
- Implemented a unique nomination program that is using the social peer-to-peer power to engage people hence hitting a high employee engagement index score in the first 2 months from the launch of the program
- >30% engagement in the first 2 weeks of the program go-live. Multiple nominations from the 13,000 users that have used the program

Future Plans – Intelligent Enterprise

- Introduce health and wellness solution – Healthain, tie points and recognition with activity achievements.
- Introduce additional recognition programs such as learning with gamification – complete the course and earn points.

"We wanted a solution that would help us drive cultural change in JTI. As our employees were looking for more appreciation, implementing Rewards & Recognition program with JobPts was the perfect solution."



30%
Employee Engagement



13000
nominations



27 winners
Across the world



Andrew Bean from JTI



SAP Appreciate: Motivating and Engaging Employees with JobPts and SAP® Cloud Platform

Company

SAP SE
Walldorf, Germany
www.sap.com

Industry

High Tech

Products and Services

Business software, services,
and technology solutions

Revenue

\$23,4 billions

Semos Cloud Solution



JobPts



Adding a recognition and rewards program not only drives employee engagement and retention, but it can also enhance existing performance and compensation programs. Companies know they should do this, but they get bogged down in the details of how to do it. SAP SE, with over 84,000 employees worldwide, started its search for a tool to facilitate peer-to-peer.

Objectives

- Make rewards programs more engaging for employees
- Introduce innovative programs while maintaining the integrity of HR data
- Maintain a single source of employee data, social recognition, and payroll

Why Semos Cloud

- Competitive advantage with a partner solution on SAP® Cloud Platform that extends SAP SuccessFactors® solutions
- Security and data privacy maintained in SAP data centers
- Peer-to-peer recognition framework with approval workflows for governance
- Advanced reports and analytics based on the SAP HANA® database

After: Value-Driven Results

- Improved user experience and anytime, anywhere access on any device, leading to greater acceptance by employees
- Flexible setup of award levels and integration with corporate culture and values
- Accelerated recognition feedback and reward redemption with electronic gift cards

Future Plans

- Use JobPts to initiate reward programs that enable employees to spend points for special purchases such as wearables
- Run surveys triggered through processes enabled by SAP SuccessFactors solutions, including self-service reporting of survey results



85%
Employee Engagement



-19,7 %
Attrition Rate
Improvement



+4 %
Profitability



>100,000
employees rolled
into recognition
program

"JobPts is a superb example of our competitive advantage in HR extensibility and another showcase of drinking our own champagne by combining SAP SuccessFactors solutions and SAP Cloud Platform."



Ralph Schneider, HR Business Information Officer, Global HR, SAP SE



Reinventing Existing Recognition Program with Flexible, Integrated and Tailored JobPts Solution



Company

Sun Communities and Sun RV Resorts
Michigan, SAD
www.suncommunities.com
www.sunrvresorts.com

Industry

Real state investment trust, banking

Products and Services

Ownership and development, and financing of manufactured housing communities and RV resorts

Revenue

\$982 million

Semos Cloud Solution



JobPts



SUN Communities and Sun RV Resorts are public traded real investment trust, with more than 350 locations throughout the US and Ontario. With large seasonal workforce fluctuations, and wide profiles of employees they needed a solution that will touch all employees on a daily basis, using technology but without needing a sitting next to the computer. Existing recognition program was outdated and with limited capabilities. JobPts showed as a perfect solution which offered everything they needed.

Challenges and Objectives

- Increase employee engagement which was in dropoff phase.
- Get a modern, easy to use and easily accessible solution.
- Give the employee a maximum value for earned points, cut down high markup for.
- Option to customize solution per company culture and needs.

Why Semos Cloud

- The application is built on SAP Cloud Platform, so it was entirely tied to existing data in SuccessFactors – very fast implementation process.
- From start solution offered a lot of unique and very attracting features like peer-to-peer recognition, celebrating special occasions and implementation of a very rich award catalog.
- Possibility to develop additional features per specific company requirements, implement company catalog.

Value-Driven Results

- Custom tailored and SUN branded product went live in only 90 days.
- Implemented additional great features: custom redemption options, custom catalog, scratch cards as an option to redeem points, enter a raffle to win a prize, donate to charities, automated anniversary messages and with associated points.

Future Plans – Intelligent Enterprise

- Introduce health and wellness solution – Healthain, tie points and recognition with activity achievements.
- Intelligent learning with gamification – complete the course and earn points.
- Automate exit surveys with SurveyRocks – complete the survey and earn points.

"Semos Cloud was EXCEPTIONAL to work with. We now have a highly branded tool that seamlessly fits within our intranet and features a ton of awesome rewards options for our team. Feedback since go-live has been very positive, but even better is the measurable adoption of the product we've seen through user engagement and reporting"



175%
Employee Engagement



\$76,000
Saving per year



180 hours/year
Saved in system management



2,1 → 3,9
Glassdor average rating in under 12 months



Marc Farrugia, Vice President of Human Resources, Sun Communities



OMV Becomes an Employer of Choice by Implementing Semos Cloud's Employee Recognition and Rewards Solution

Company

OMV
Vienna, Austria
www.omv.com

Industry

Oil and gas

Products and Services

Oil and gas exploration and production, natural gas trading and transportation, oil refining, electricity generation

Revenue

853€ million

Semos Cloud Solution



JobPts



OMV strives to be a place where people can learn, grow and collaborate to achieve recognized and rewarded top performance in a continuously changing environment.

Challenges and Opportunities

- Introduce a digital and modern peer-to-peer recognition and rewards solution.
- Increase employee engagement with tailored recognition program.
- Get a modern, easy to use and easily accessible solution.
- Improve recognition culture and reduce exit rate of employees.

Why Semos Cloud

- The application is built on the SAP Cloud Platform, so it was entirely tied to existing data in SuccessFactors.
- JobPts was highly flexible and offered a number of unique and very attracting features like peer-to-peer recognition, nominations, excellence awards, celebrating special occasions, implemented very rich award catalog. Points as a reward, instead of money. Points brought much more flexibility to the users.
- Possibility to develop additional features per specific company requirements, implement company catalog and charity donations.

Value-Driven Results

- Custom OMV branded product went live in less than 90 days. Fast integration and development.
- Developed additional features per company need: nomination of peers for donation purposes, custom redemption options, automated anniversary messages and with associated points.



15,000
Active users of JobPts



70
countries of operation



OMV was ranked
amongst world's best
employers 2017

Supporting Innovation and Employee Growth with Recognition and Rewards Software Solution

Company

Asian Paints Limited
Mumbai, India
www.asianpaints.com

Industry

Chemicals

Products and Services

Decorative and industrial paints, wall coverings, adhesives, and kitchen and bath solutions

Revenue

>US\$2 Billion

Semos Cloud Solution



JobPts



As Asian Paints pursues aggressive expansion goals, it needs technology to support innovation and employee growth. With SAP Cloud Platform, it has the solid yet agile foundation to introduce new technologies into factories and back-end operations. Plus, the JobPts app from Semos Cloud, which fully integrates with SAP SuccessFactors solutions, helps better position and reward employees for success.

Before: Challenges and Opportunities

- Transform HR systems to support a new employee value proposition agenda by transforming the way the company recognizes exceptional work

Why SAP and Semos Cloud

- Centralization of employee data across global subsidiaries in the cloud using SAP SuccessFactors solutions
- Powerful analytics that provide a 360-degree view of each employee within the company ecosystem, helping make better, more informed HR decisions
- Option to enhance and expand SAP software capabilities without affecting the overall IT architecture using SAP Cloud Platform Employee recognition program based on the JobPts app from Semos, built on SAP Cloud Platform
- Full integration of SAP Cloud Platform, SAP SuccessFactors solutions, and SAP S/4HANA®

After: Value-Driven Results

- Recognition and reward process and associated experience that is comprehensive, incorporating a wider range of feedback and highlighting success to a broader audience
- Transform the reward system from a process to an employee experience, thereby creating a cherished employee recognition system.

"A strong, scalable platform engine coupled with agile, composable infrastructure and development in the cloud make SAP Cloud Platform the tool that can truly help us achieve digital transformation."

Harish Lade, Vice President for Information Technology, Asian Paints Limited



India's leading paint company, and among the top 5 decorative-coating companies in the world



16
countries
of operation.



45,000
Local stores in India
selling
Asian Paints products



6,000
employees rolled into
recognition program



JobPts Recognition & Rewards

Appreciate Your Employees and Create “Moments that Matter”

EMPLOYEE EXPERIENCES

Social Home & Community



Fiori Tiles & Localizable Terms



Progressive Web/Mobile/TVs



Branded E-mail Notifications



Analytics & Reports



SuccessFactors Embedded



Slack Embedded



MS Teams Embedded



CORE FUNCTIONS

Monetary & Non-Monetary Programs

Nomination, Voting, Ranking

Claimable Behavior Bonuses



Global eGift Rewards

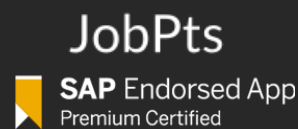
Unlimited Merchandise

Payroll Payouts

Budgets & Workflows

Milestone Automations

Bulk Recognitions



Leaderboards & Gamification

Donations & Experiences

Custom Catalogs

SUCCESS FUNCTIONS

Turnkey Integration



Data Privacy & Security



HR & Employee Enablement



Communication Engagement



Feedback Management



Premium End-user Support



Self-Service Administration



Extensions & Tailoring



About Semos Group

Key Facts

30+

Years in the business of providing reliable enterprise software solutions, IT consulting and implementations

20+

Global deployments of our solutions on SAP CP.

Few of our case studies: SAP, JTI, OMV, Allianz Group, MAPFRE and Asian Paints

#1

We partner with the #1 leading enterprise software in the world, SAP, and have built all of our solutions using the [SAP Cloud Platform](#)

IP

Our intellectual property with Extensions is protected as part of the SAP agreement signed for development cooperation

APP CENTER

Our solutions are available on

[SAP's app center Marketplace](#)

Brief History

Semos is an independent software company focusing on design, development, implementation and technical support of sophisticated enterprise solutions. We have experience in building, implementing and delivering on-premise and cloud solutions.

In 2013, we were accepted by SAP to participate in the Development Accelerator program. For 7 years, we are delivering Extensions and APIs on SAP Cloud Platform with the technical, partner and business support from SAP teams. In 2018, we also won the SAP Pinnacle Award and in 2020 became an SAP Endorsed Partner which is a premium partnership program of SAP

Semos Cloud is a founding member of SAP's PACI Group (Partner Advisory Council for Innovation) and works alongside with SAP and other top SI's and ISVs on building a competitive SAP cloud offerings.

