JobPts

PRODUCT OVERVIEW- Recognition & Rewards

Creating Moments Your Employees Will Remember

"The way to develop the best in people is by appreciation and encouragement!"

CHARLES SCHWAB

BUILDING A **BUSINESS CASE** FOR RECOGNITION AND REWARDS

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Why recognition matters?

...recognition is a crucial driver for business success...

ENGAGEMENT

69%

of employees would work harder if they felt their efforts were better appreciated

RETENTION

31%

lower voluntary turnover at companies that have an employee recognition program

CULTURE

50%

of employees believe being thanked by managers improves relationships and builds trust with their higher-ups

PERFORMANCE

12x

higher likeliness for stronger business results within companies with recognition programs
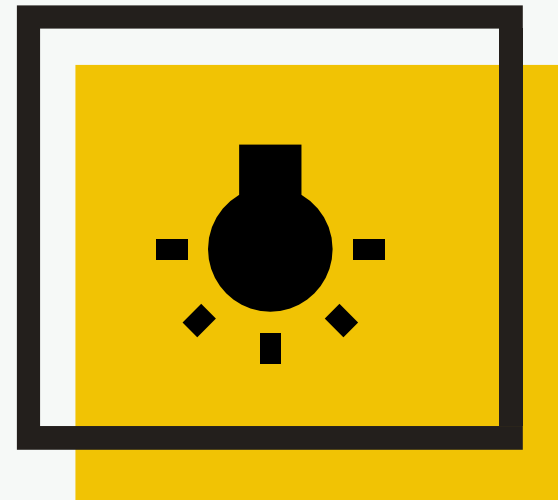
JobPts

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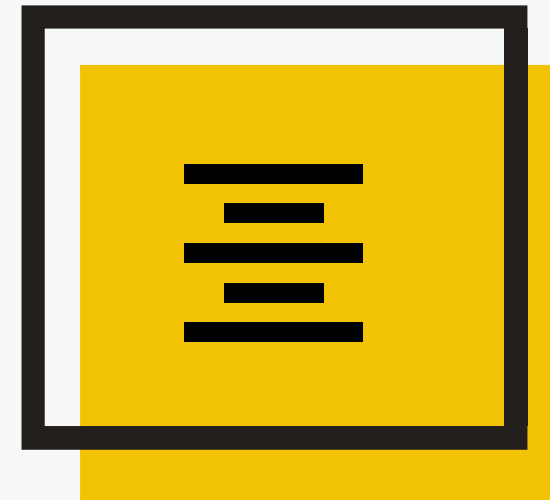# 5 Characteristics of a Successful Recognition Program

Frequent

for more engagement and consistency

Specific

for better understanding about desired outcomes

Aligned with culture & values

to encourage new behaviors that drive business success

Visible & Shareable

for more employee collaboration and transparent workplace culture

Inclusive

for employees, managers, leaders and other stakeholders

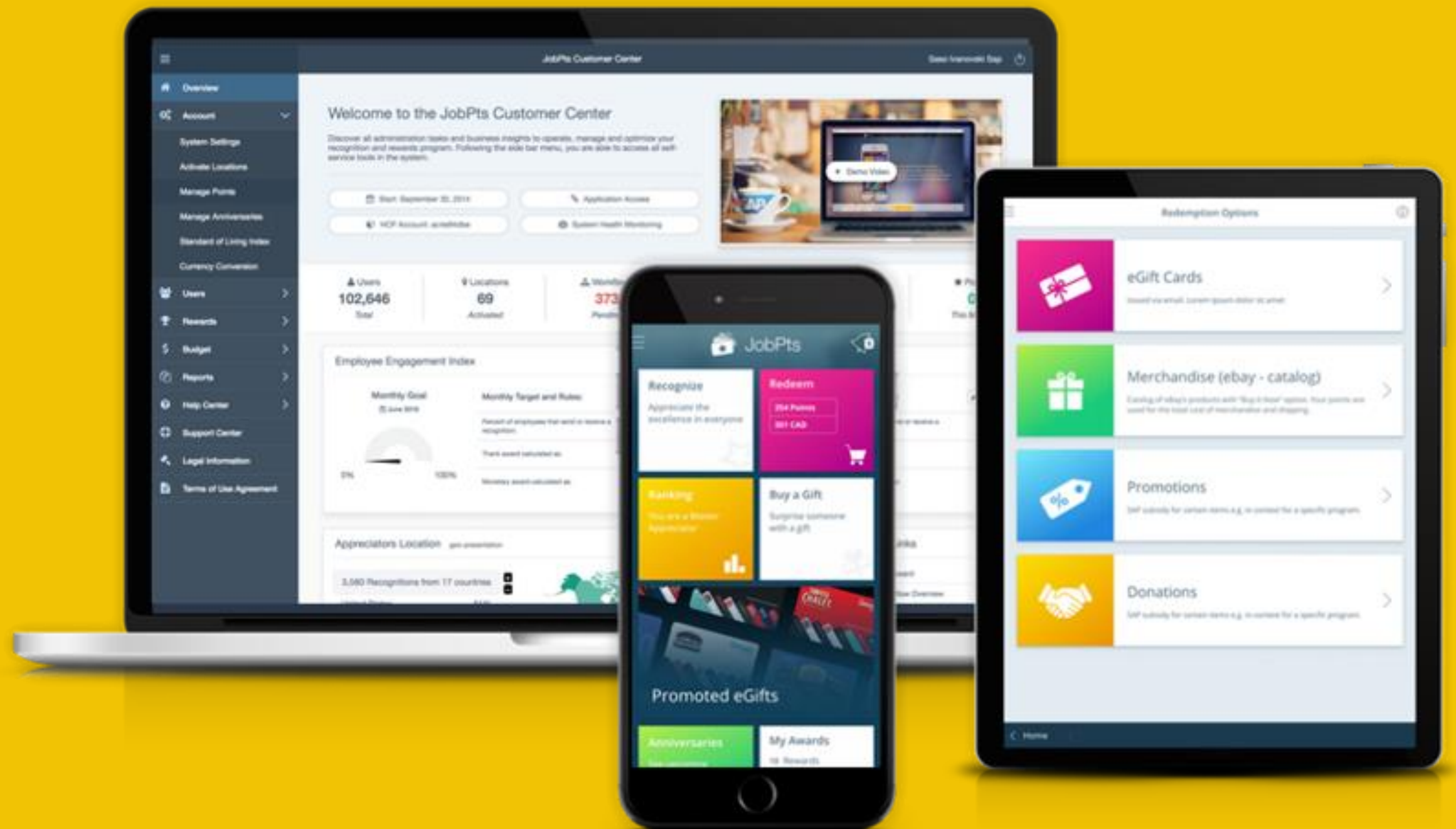**Did you know?**

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ONLY

14%

OF ORGANIZATIONSPROVIDE MANAGERS WITH THE NECESSARY TOOLS FOR REWARDS AND RECOGNITION

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Why JobPts?

JobPts has helped companies across the world **transform their organizational cultures, increase employee engagement rates and improve employee retention efforts**.

Find out **why companies use JobPts**.

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With **JobPts**, recognition programs...

...are flexible and align with your business needs...

Create a recognition program that best **fits your budget**, internal processes and business goals

Recognize
- Non-monetary recognitions
- Monetary awards
- Nomination programs

Voting
Vote for the list of nominees for particular nomination program

Recognitions Feed
Publish & share recognitions on company's social wall

Redeem
- E-gift cards
- eBay
- Custom catalogue

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Buy a Gift
Buy a gift for someone using your credit card

My Awards
Received recognitions and redeemed awards

Leaderboard
- Top recipients
- Top appreciators
- Winners from nomination programs

Anniversaries
Recognize upcoming anniversaries

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PROGRAM TYPES

Choose from monetary, non-monetary and nomination recognition programs.

PRODUCTS AND CATALOGS

Use our existing catalogs of gifts and gift-cards or create your own store to promote company's products or services.

PEER-TO-PEER & TOP-DOWN

Encourage all your employees to participate in you program by implementing both peer-to-peer and top-down recognition programs.
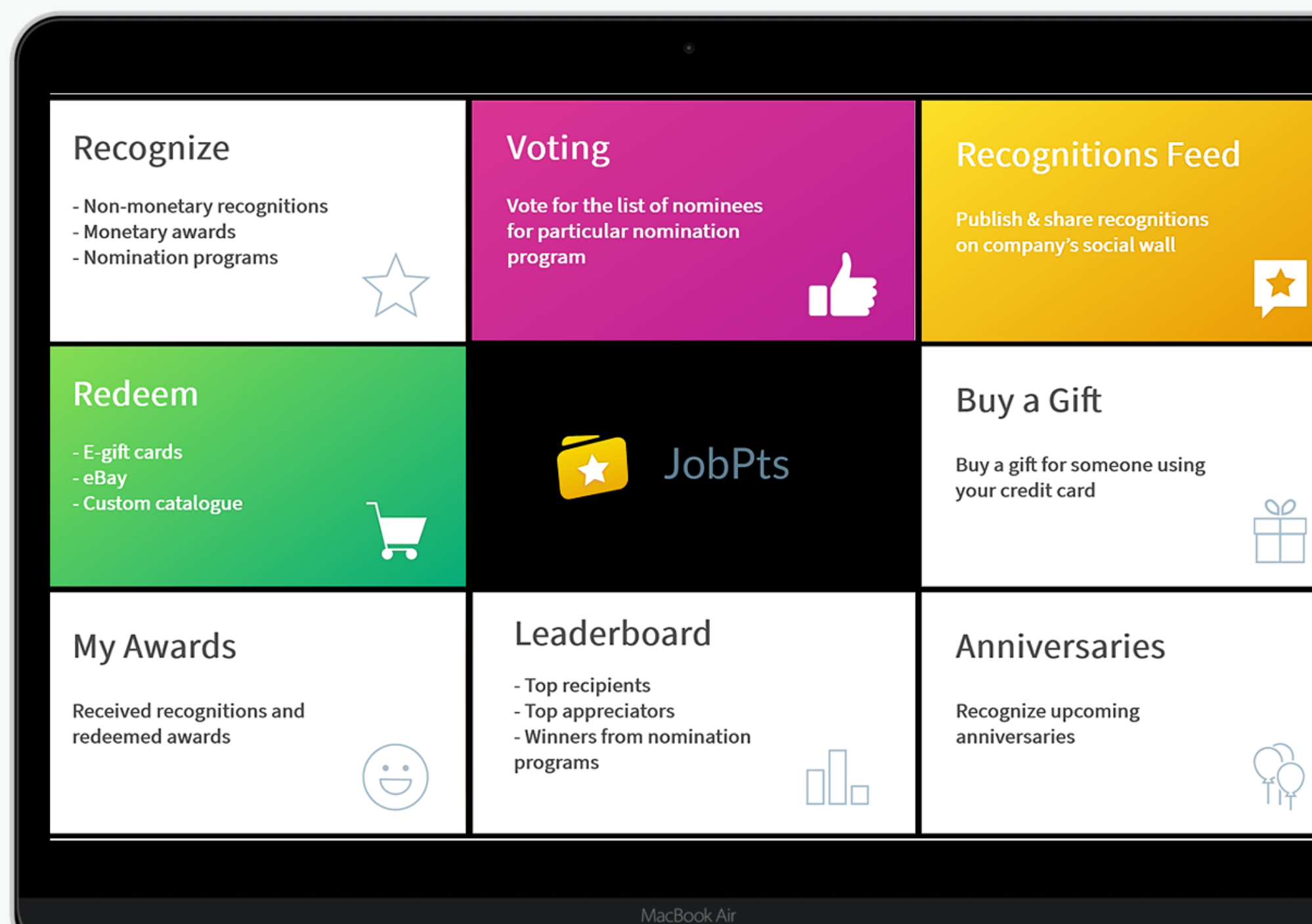
BUDGETING

Easily set up budgets for your recognition programs based on program types, locations, employee roles and positions.

APPROVALS

Have a better control over how rewards are distributed using up to two levels of approvals.

PERMISSIONS AND ACCESS LEVELS

Manage user levels to better control who can see and edit particular parts of the application.

Drive more employee engagement by allowing **everyone to participate**

PEER-TO-PEER

According to research, peer-to-peer recognition is often more appreciated by employees than top-down recognition.

Enable all of your employees to engage in the program and watch how your company transforms culturally.

TOP-DOWN

Enable your managers to get the most out of their employees by improving their experience.

Employees who feel appreciated by their managers are much more motivated, productive and they stay longer within organizations.
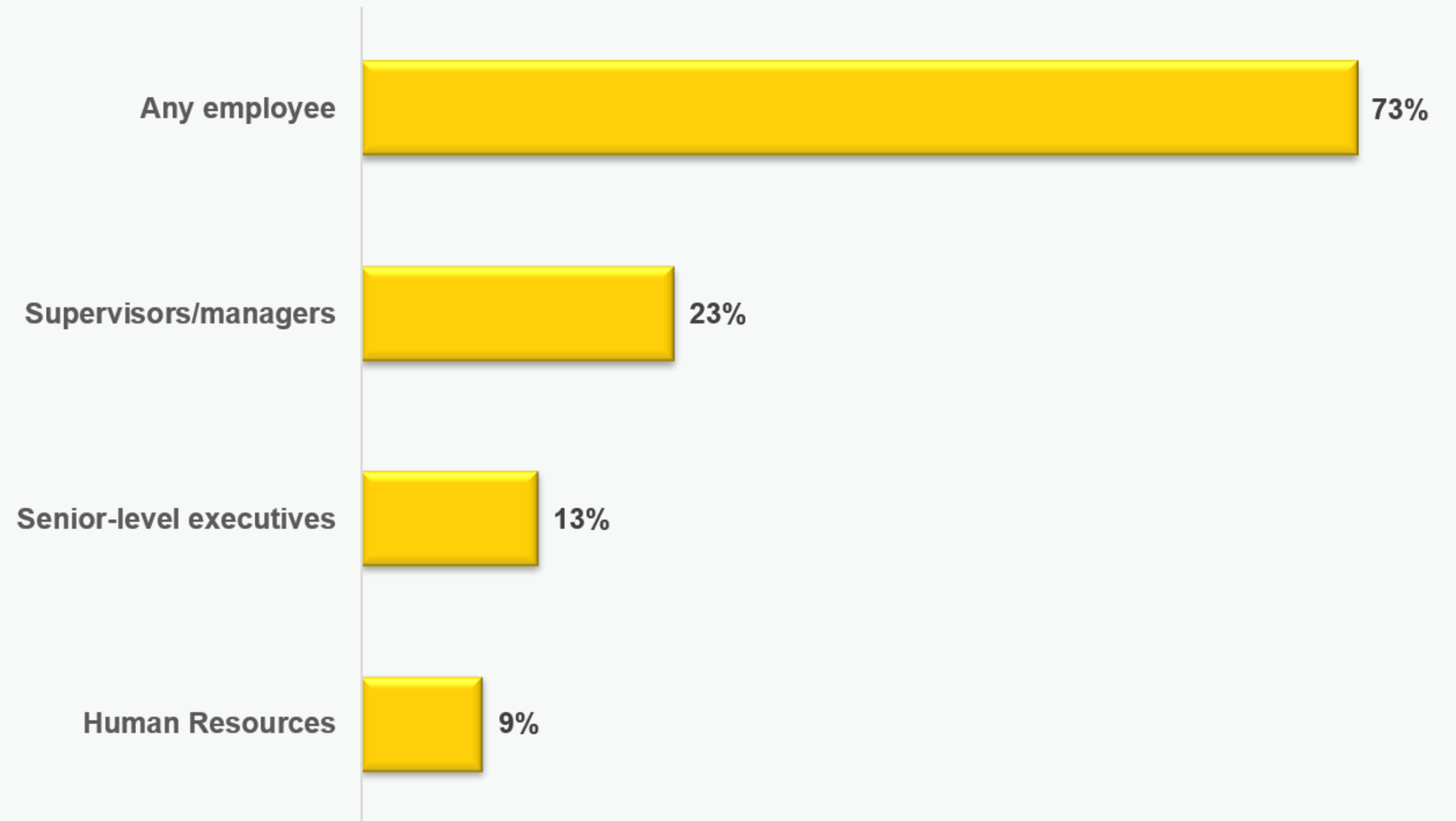
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BEST PRACTICE

Who should be able to give recognition?

Who can nominate or recognize employees at your organization?

Category	Percentage
Any employee	73%
Supervisors/managers	23%
Senior-level executives	13%
Human Resources	9%

Take advantage of our robust **nomination programs**

Nomination programs with JobPts are **flexible, robust, yet easy to set up and manage**. With just a few clicks you can create a program that matches your goals and existing internal processes.

NOMINATIONS

Choose the reason for nomination, nominators eligible to participate, nomination period, and match your program's look and feel with your corporate brand.
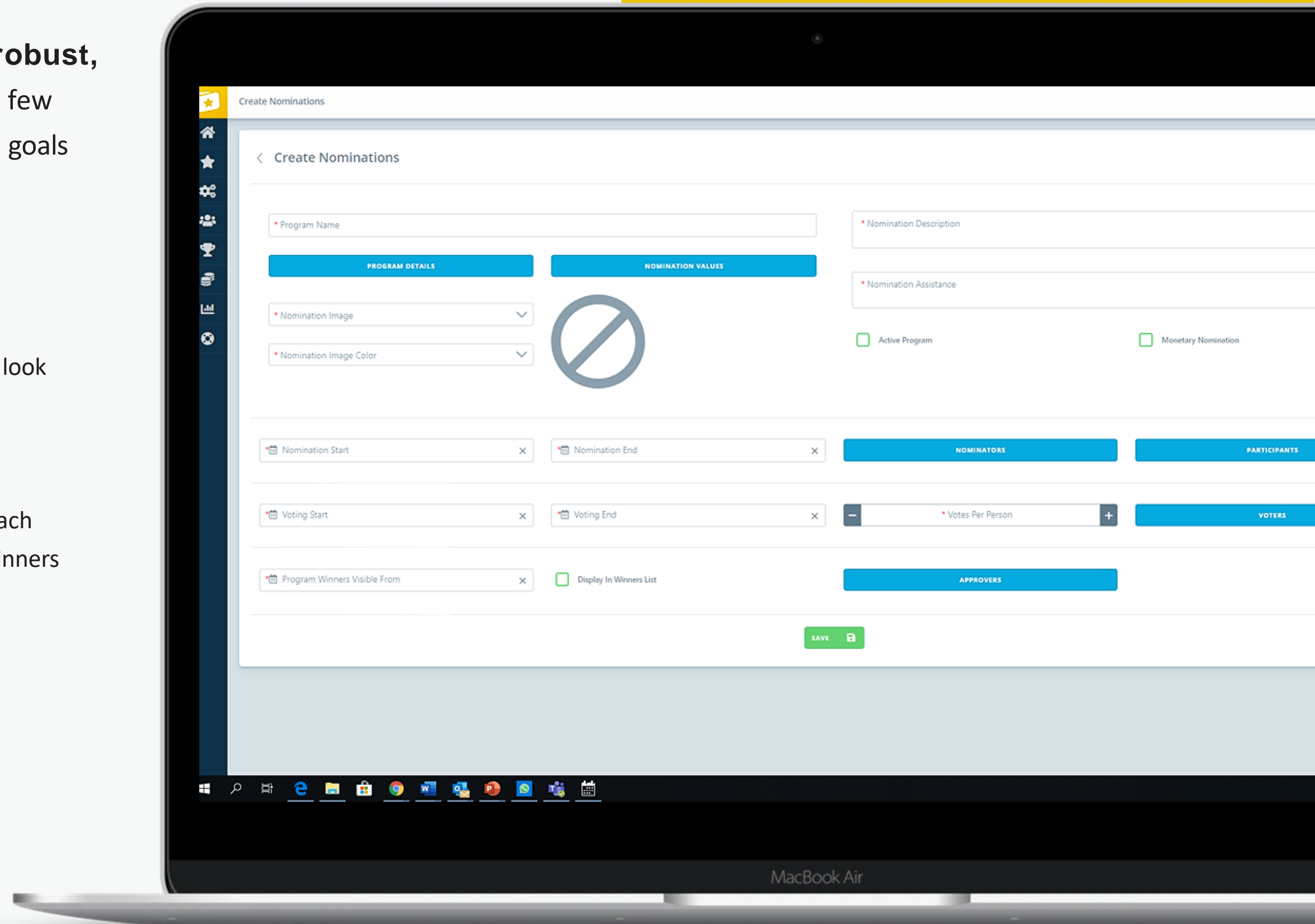
VOTING

Determine who can vote for nominees, how many votes each person can give, voting start and end date, and whether winners should be visible on the leaderboard.

BUDGETING

Nomination programs can be either monetary or non-monetary.
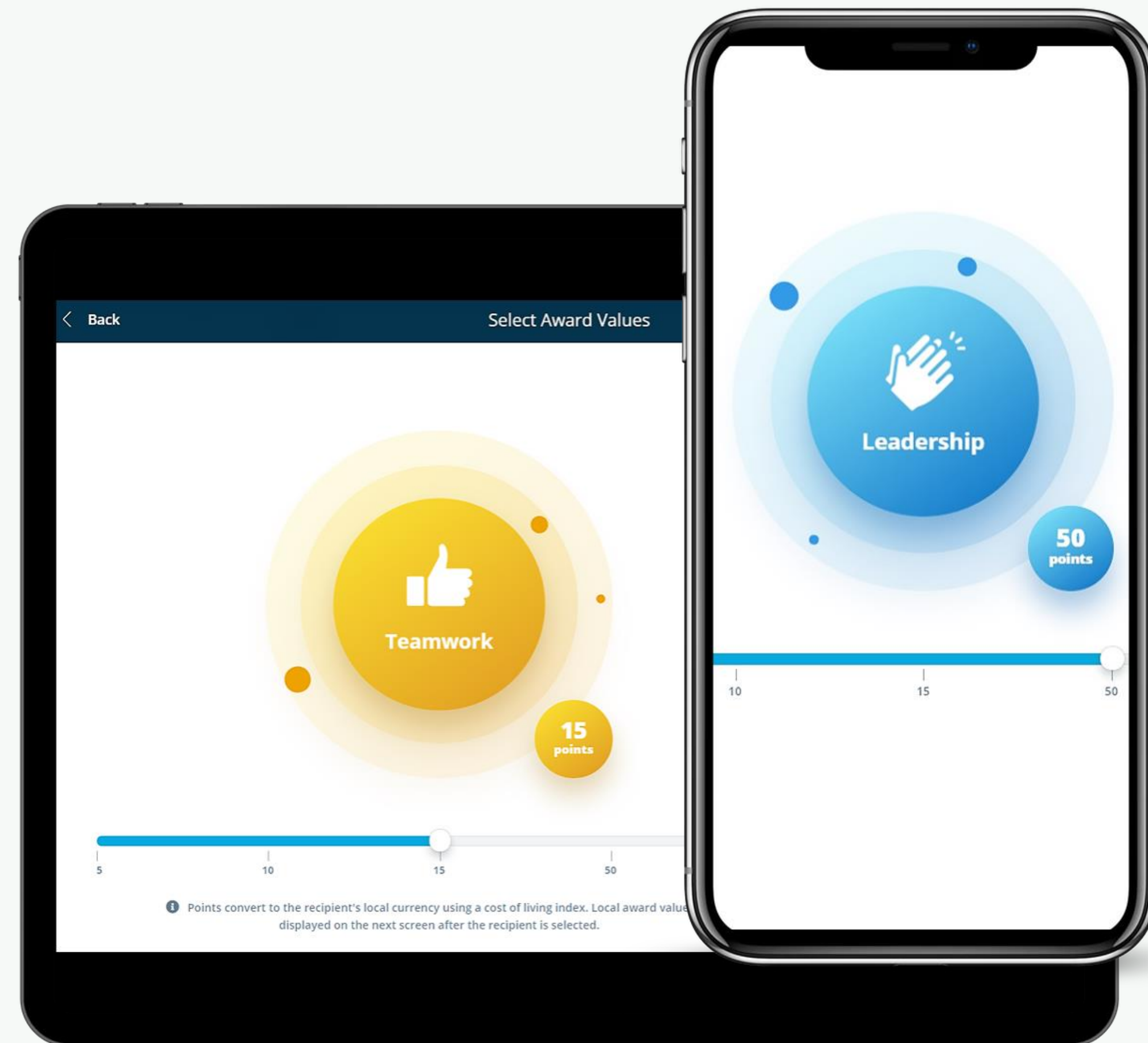
APPROVALS

Appoint users who can promote the winners of your nomination program.

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Align recognition with your company's core values to embed new employee behaviors

Every recognition and rewards programs should have its purpose and goals.
Don't leave recognition all alone—link it. HR professionals at organizations where employee recognition program is tied to the organization's values or is integrated with the talent strategy are **more likely to rate their program as excellent or good** compared with organizations that do not tie recognition to organizational values or talent strategy.

JobPts let's you **create recognition programs that truly encourage employees to live by your core values** and work together towards the same goals.

Select Award Values

< Back

Teamwork
15 points

5   10   15   50

ⓘ Points convert to the recipient's local currency using a cost of living index. Local award value displayed on the next screen after the recipient is selected.

Leadership
50 points

10   15   50

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With **JobPts,** recognition programs...

...generate high Return on Investment (ROI)...

Set up **recognition budgets** that best fit your internal needs and processes

Managing a rewards budget can be tedious and time-consuming, so we made **budgeting within JobPts easy yet flexible** to cover all **your budgeting needs and recognition models**.

SET UP BUDGETS BASED ON:

PROGRAM TYPE

Set up your budget for monetary recognition programs or simply run a non-monetary recognition program.
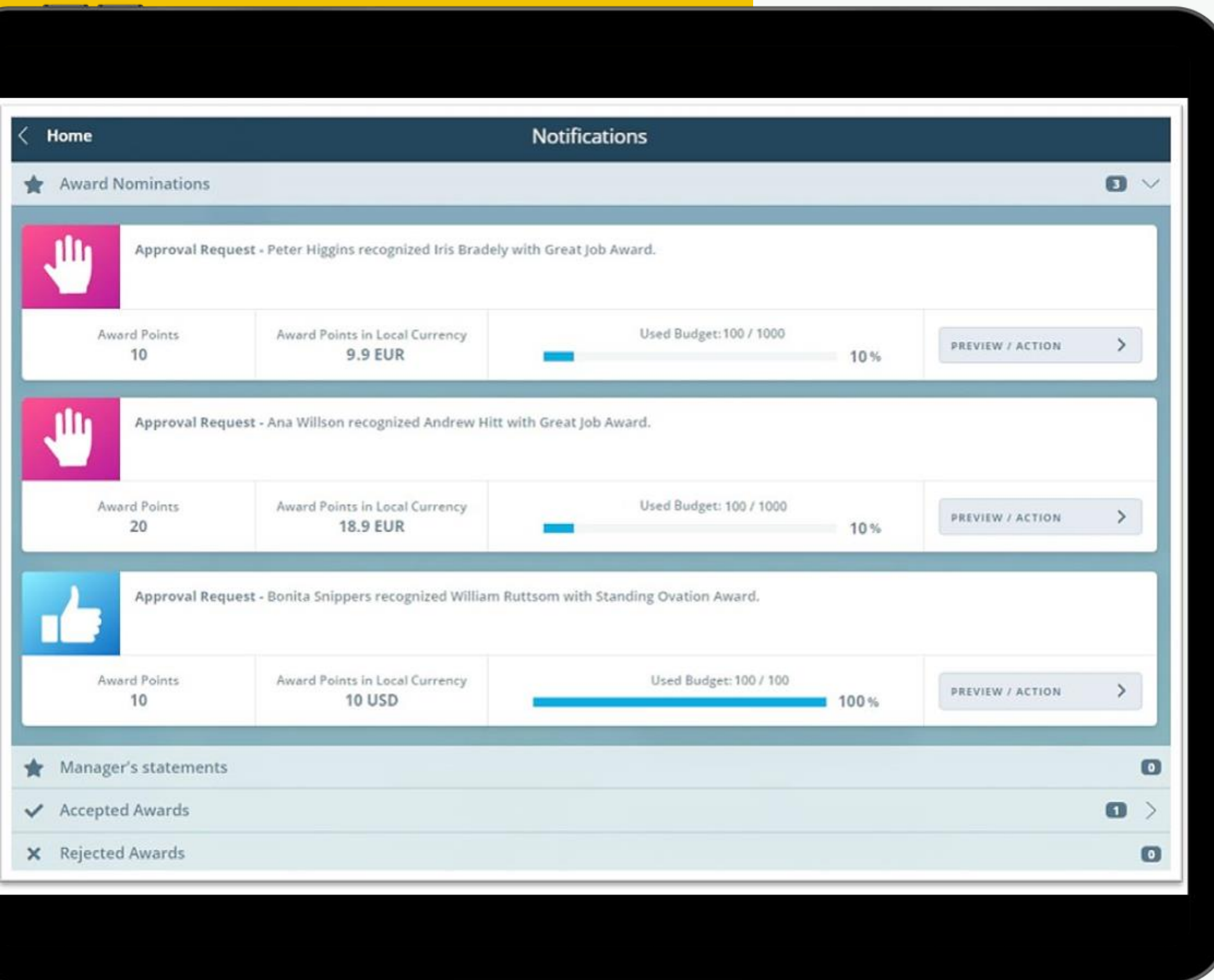
APPROVAL LEVELS

With JobPts, you can set up budgets without approvals, one or even two levels of approval.

ORGANIZATIONAL LEVELS

JobPts let's you create recognition programs on the organizational, country and global levels.

COMPANY ROLES

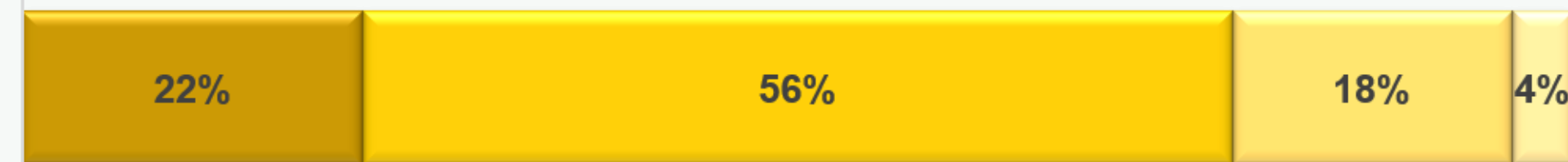Set up budgets for your managers based on their roles and positions within your organization.

Assign budgets as you see fit, and **JobPts will give you reports and analytics** to make sure you **get the feedback you need**.

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BEST PRACTICE

Companies that allocate
**1% of their payroll
budget** to recognition &
rewards, rate their
programs as extremely
successful.

HR's rating of the recognition program based on
the percentage of payroll investment

	Excellent	Good	Fair	Poor
1% or more investment	22%	56%	18%	4%
Less than 1% investment	9%	50%	37%	4%
No investment	2%	40%	43%	15%

■ **Excellent** ■ **Good** ■ **Fair** ■ **Poor**

Source: SHRM

Cut on manual work with seamless **reward distribution**

Easy reward distribution is one of the main prerequisites for a successful recognition program and high user adoption.

JobPts provides you with various types of rewards you can choose from to distribute. You can run points programs based on multiple currencies, denominations, hierarchical levels, geography and budgeting periods.

You can choose to distribute individually or in bulk via email or Slack, and **you can automate reward distribution** based on your HRIS data such as years of service or employee birthdays.
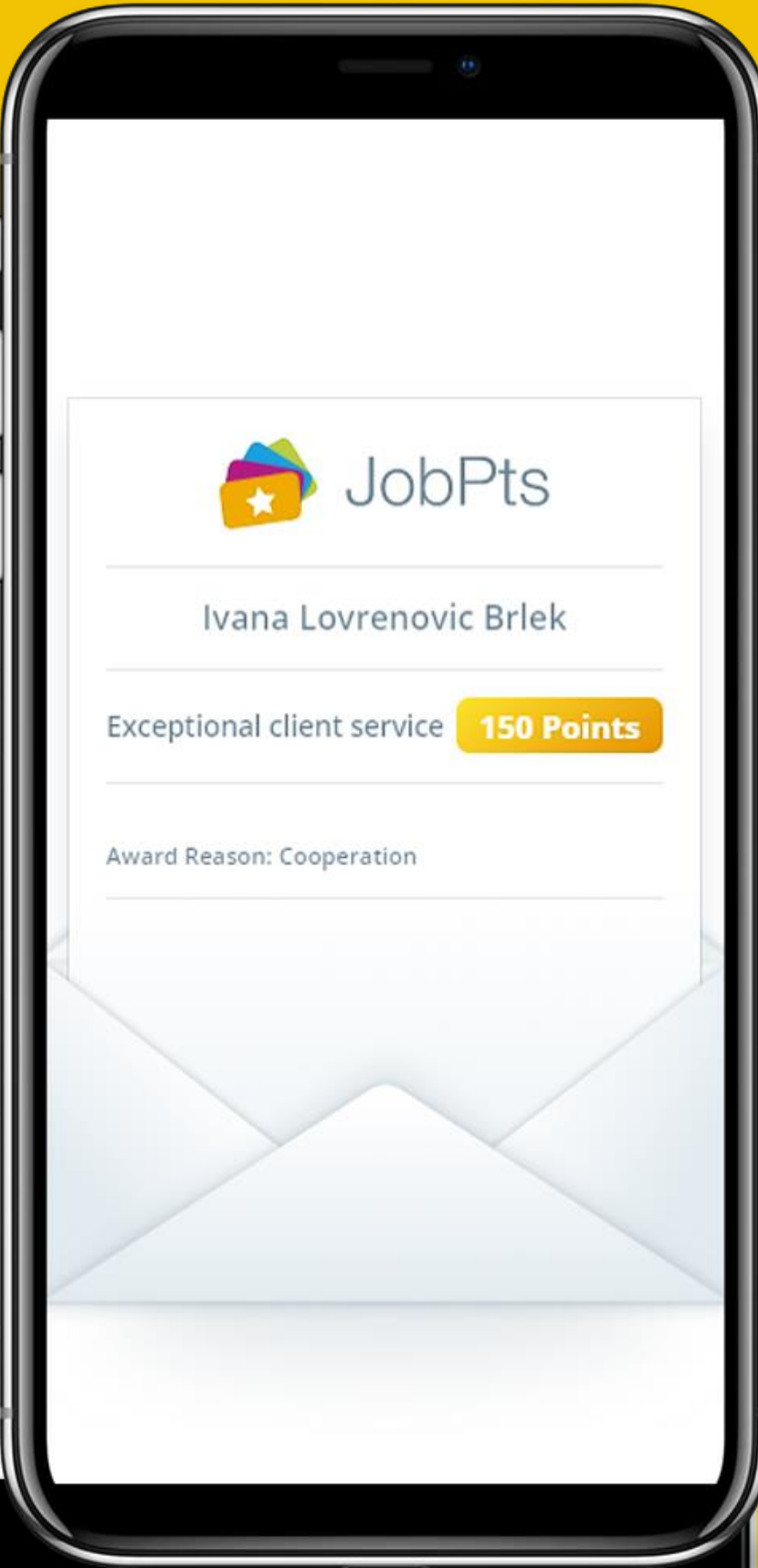
These features are build to **reduce the manual and operational work**, and to making it easy for admins to manage the rewards or incentive programs.

Activate Locations

Activate Locations

Country Name	Currency	Conversion Rate	Purchasing Power
Argentina	ARS	21.69	0.7
Australia	AUD	15.02	2
Austria	EUR	0.9	1.22
Belgium	EUR	0.9	1.12
Brazil	BRL	3.06	0.99
Bulgaria	EUR	0.9	0.91

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Ivana Lovrenovic Brlek

Exceptional client service   150 Points

Award Reason: Cooperation

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Personalize gifts for higher user adoption and engagement

Recognition and rewards programs should be **personalized based on your employees preferences**.

Some employees may want a day-off rather than a gift, some may want an Amazon gift-card rather than a Starbucks gift-card, and some may prefer a simple "Thank you".

For your recognition program to be successful, you need to understand what really motivates your employees to go the extra mile.

That is why JobPts has one of the largest gift catalogs in which every employee can find something for her or himself.

The catalog includes options like gift cards, experiences, perks, benefits, travel, hotels, insurance, wellness and many more.

Remember, irrelevant gift that is not of your employee's interest may be equal to no gift at all.

Unlike many other providers, there are **no markups** on gifts bought from our catalogs!

![JobPts logo]
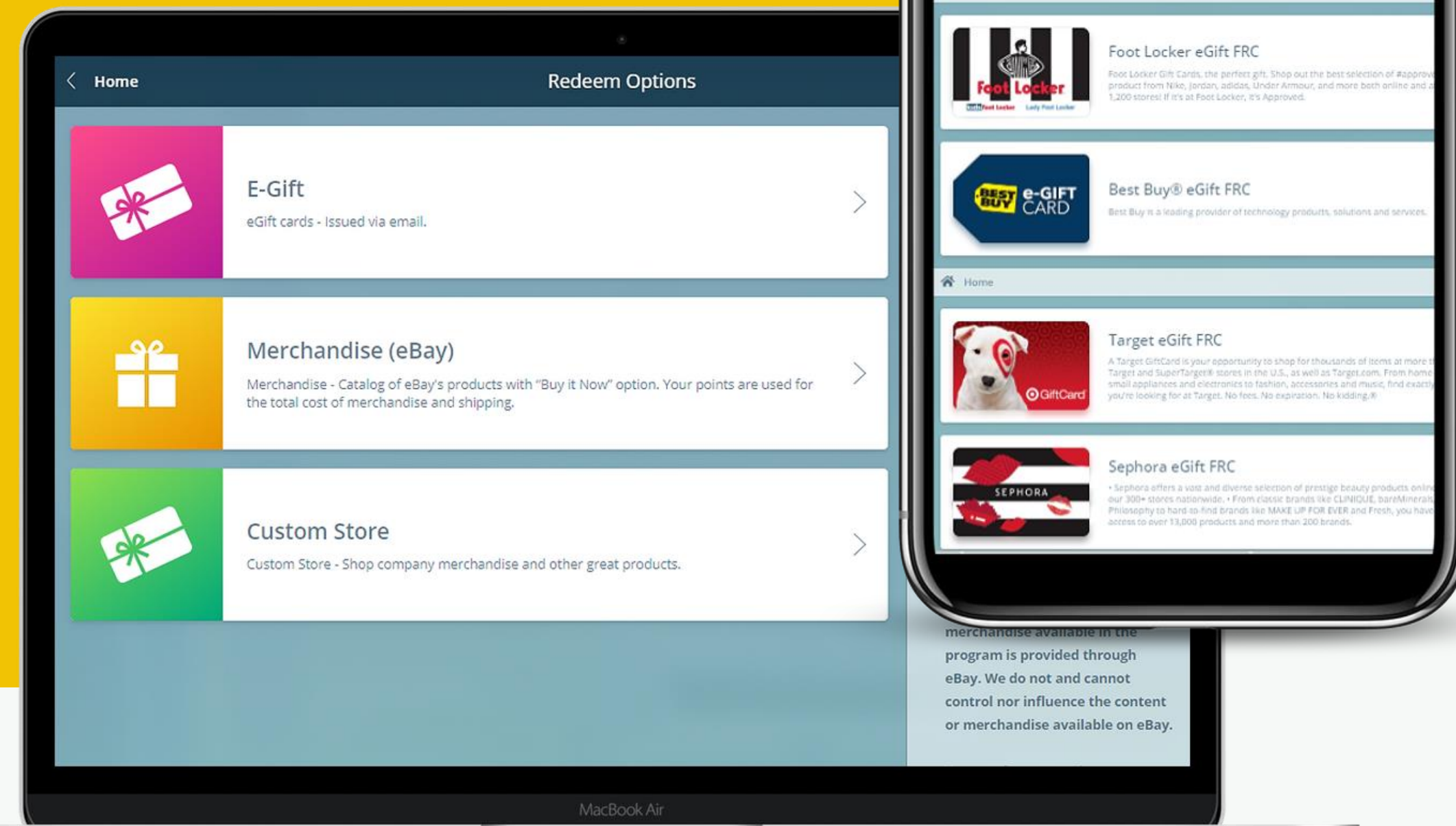
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BEST PRACTICE

Ideas on how you can give recognition to your employees.

With JobPts...

ways to give monetary and non-monetary recognition **is LIMITLESS**!

How other companies give recognition?

Category	Percentage
Give public, non-monetary recognition	58%
Give gift cards	57%
Nominate each other for awards	56%
Give company-wide awards	55%
Give other gifts	53%
Give paid days off	45%
Give public, monetary recognition	44%

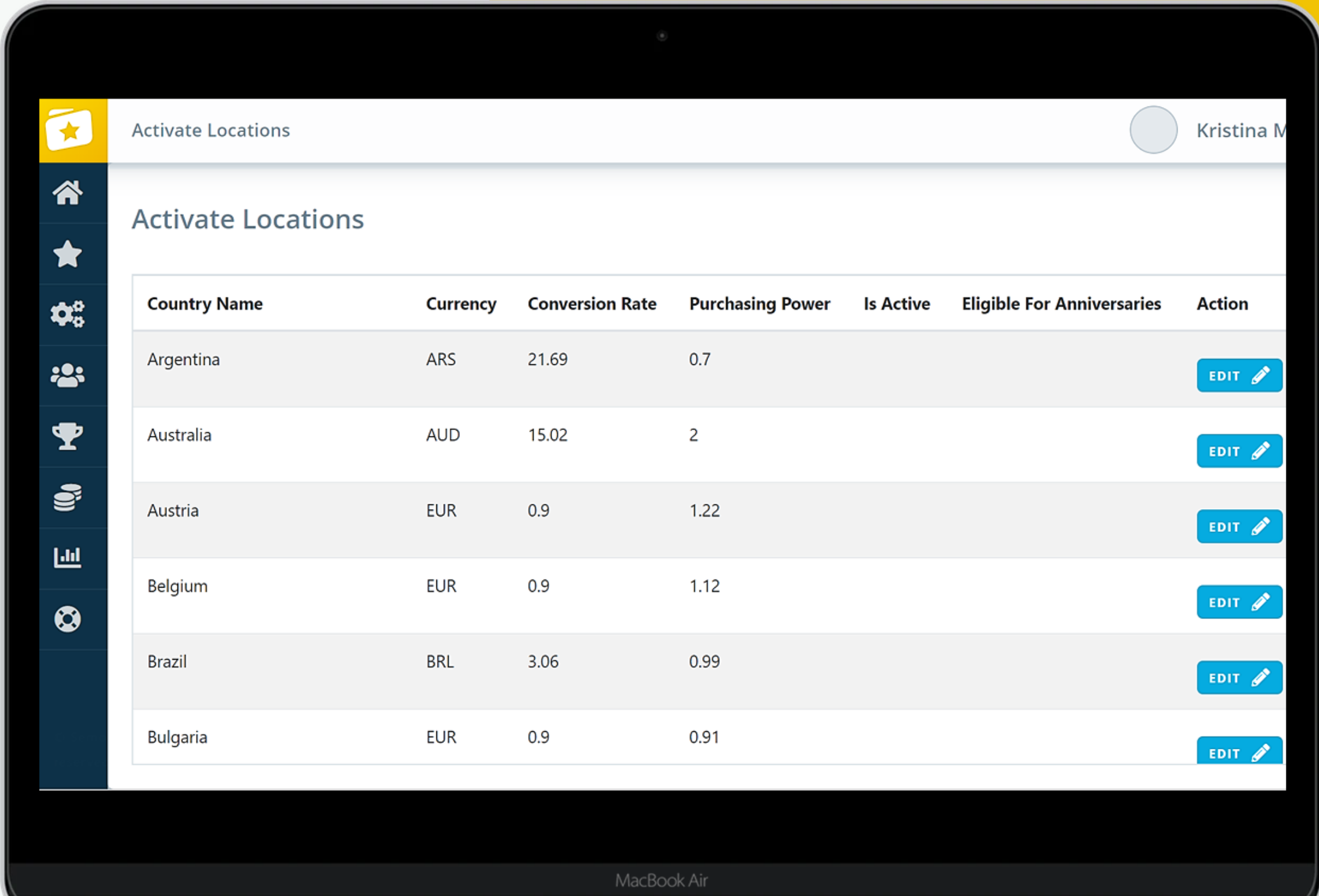# Implement a **fair and equal rewarding** system regardless of your employees' locations

The same amount of money may have completely different purchasing power depending on a country.

Therefore, your recognition programs should be adjusted based on your employees' locations.

We found the solution!

To determine purchasing power for every country, we use the **Standard of Living Index**.

This way, **with JobPts**, you can set up fair recognition programs with **equal opportunities and purchasing power** for all of your employees across the globe!


Activate Locations

Kristina M

Activate Locations

Country Name	Currency	Conversion Rate	Purchasing Power	Is Active	Eligible For Anniversaries	Action
Argentina	ARS	21.69	0.7			EDIT ✏
Australia	AUD	15.02	2			EDIT ✏
Austria	EUR	0.9	1.22			EDIT ✏
Belgium	EUR	0.9	1.12			EDIT ✏
Brazil	BRL	3.06	0.99			EDIT ✏
Bulgaria	EUR	0.9	0.91			EDIT ✏

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With **JobPts,** recognition programs...

...create unforgettable employee experience for moments that truly matter...

Stay consistent with your company's **brand and messaging**

Your recognition and rewards campaigns should be consistent with your business objectives, your **brand imagery and messaging.**
Matching the feel and look of your recognition programs enhances user-experience, engagement and user adoption rates.

JobPts features enable you to completely customize **your own recognition webpage and email templates** to match your branding and communication guidelines.

Change your theme, logos, messages and design either by yourself of with the help of our designated designers to **deliver an extraordinary employee experience** with your recognition & rewards program.
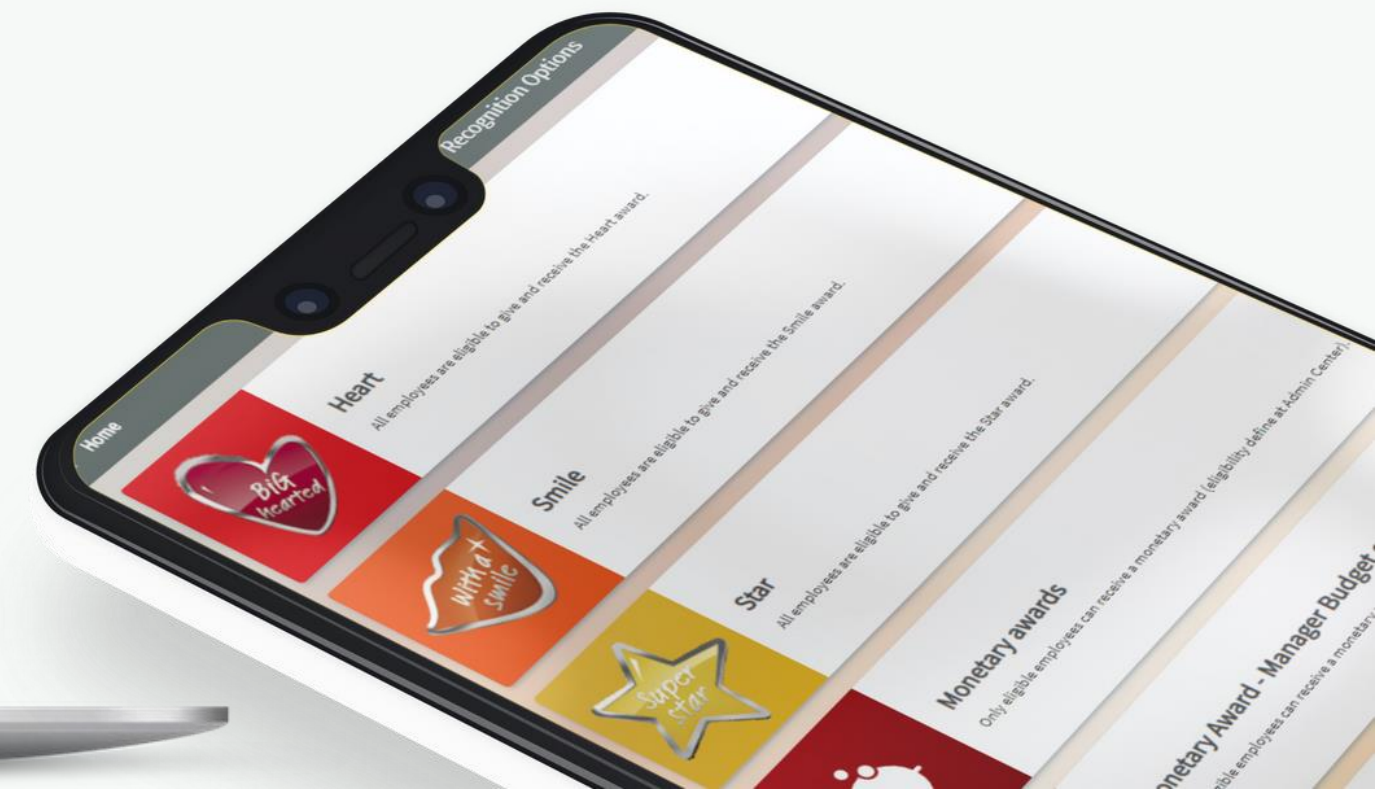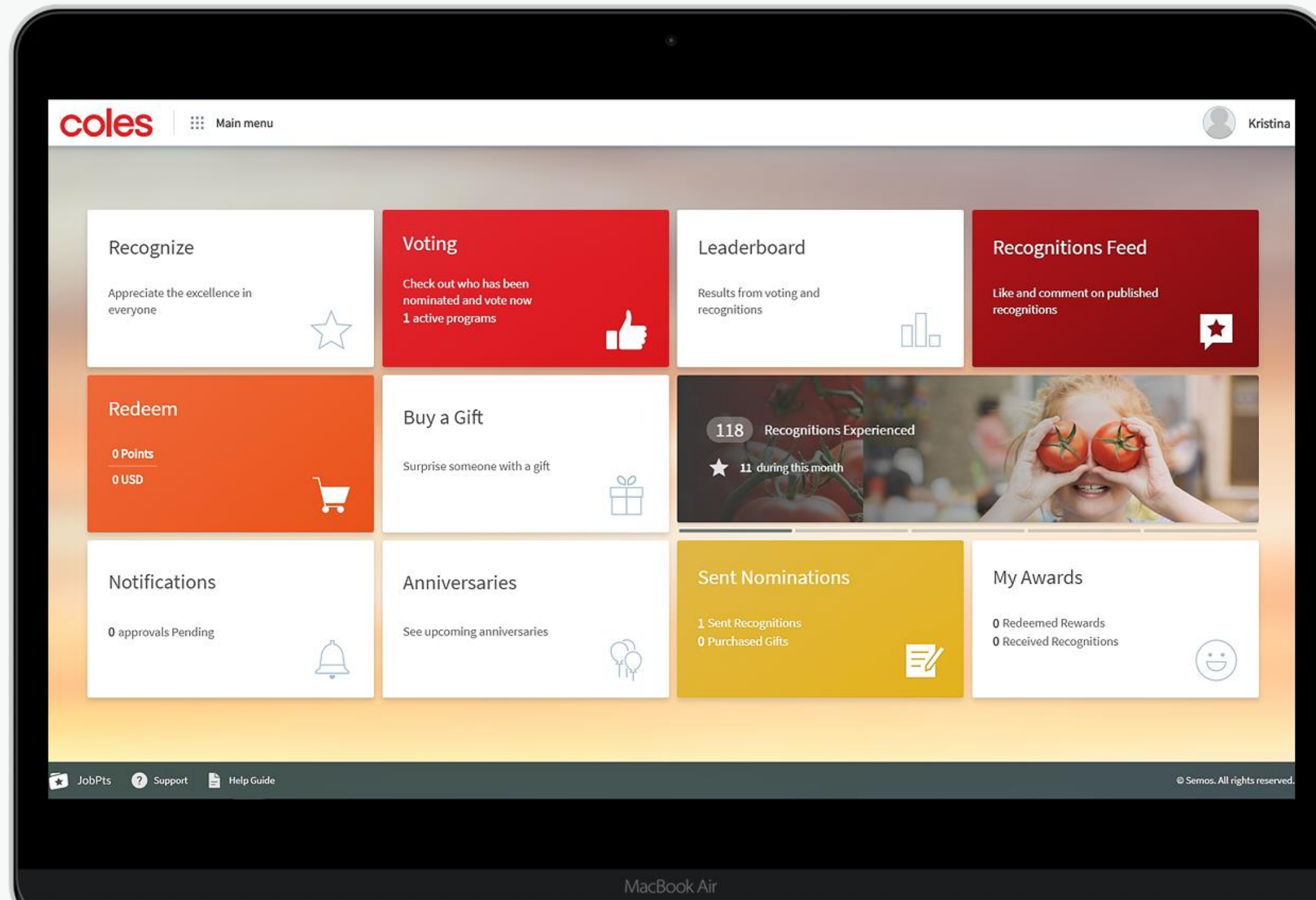
Track and celebrate **every important step** of employee's life cycle

During your employee's lifecycle, there are special occasions they should be recognized for their work, achievements and even their personal milestones and life events.

Some of **the most common occasions to use recognition include**:

- Service anniversaries
- Adoption of new employee behaviors that support your company's culture (teamwork, innovation, customer focus...) New employee
- onboarding
- Employee referrals and recruitment
- Learning and development Employee
- milestones
- Project completions
- Career advancements
- Health and wellness activities

...you name them!
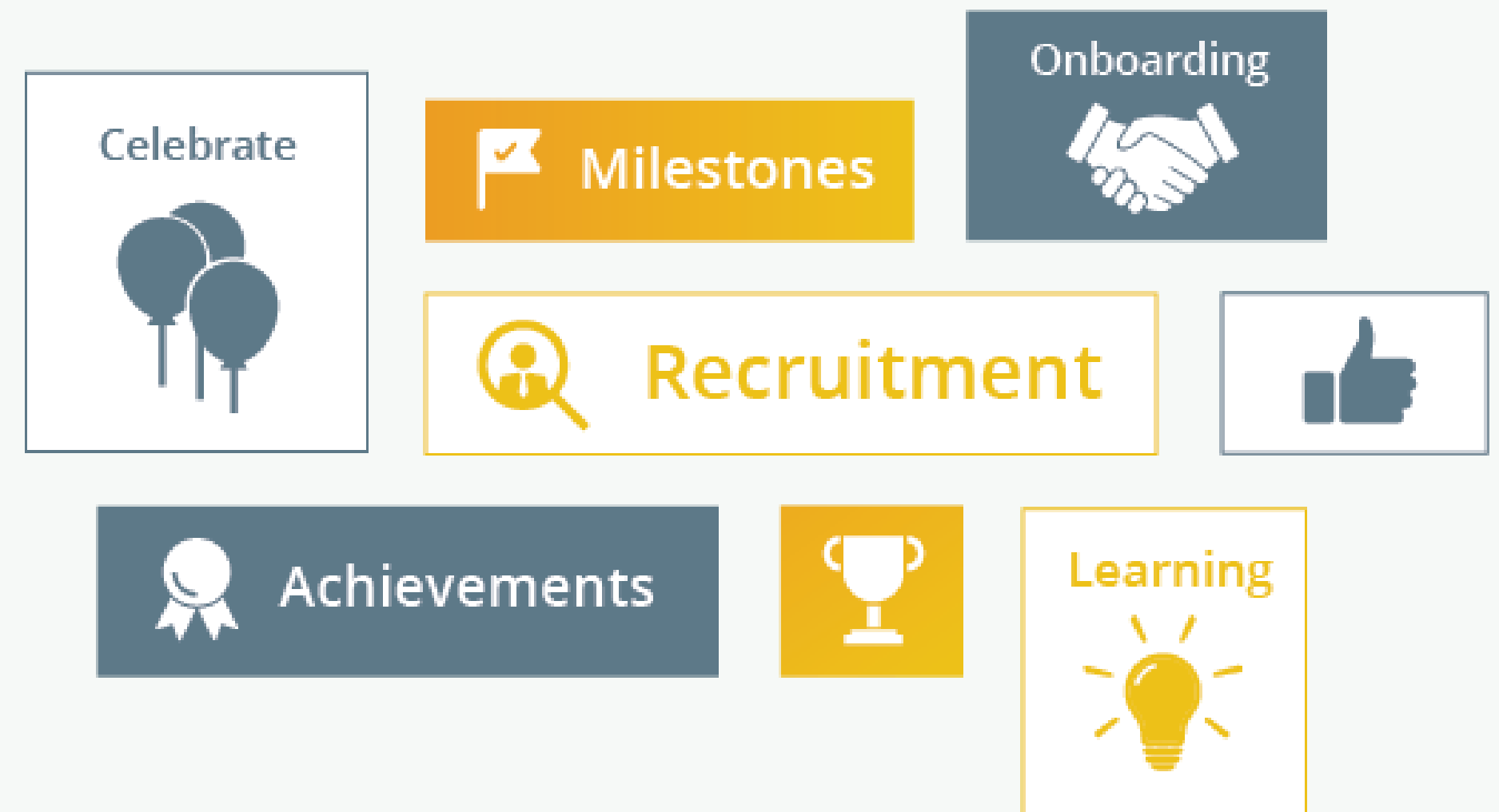
With **JobPts**, you can **create the most memorable moments** for your employees, and the number of various moments you can create is **limitless**!
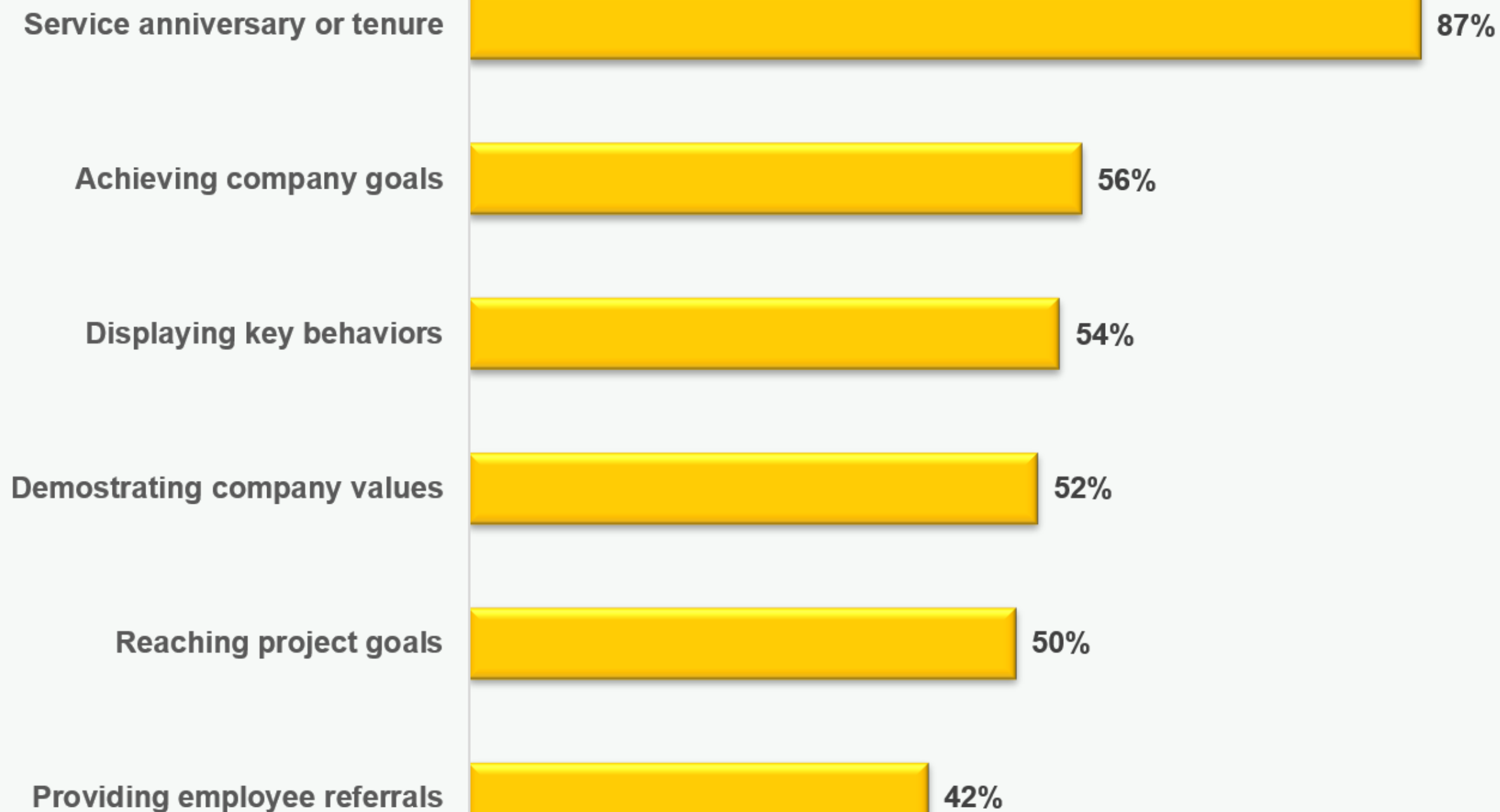
Celebrate

Milestones

Onboarding

Recruitment

Achievements

Learning

BEST PRACTICE

Employee moments that other companies recognize and reward.

With JobPts...

you can recognize employee moments that match your business needs, goals and employee preferences.

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Which employee moments does your organization reward?

Employee moment	Percentage
Service anniversary or tenure	87%
Achieving company goals	56%
Displaying key behaviors	54%
Demostrating company values	52%
Reaching project goals	50%
Providing employee referrals	42%

Source: SHRM

Make recognition **fun** **and addictive**

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GAMIFICATION

Gamifying the whole recognition experience often increases user-adoption. JobPts' leaderboards tracks in real time the best nominators, nominees and rankings of your recognition programs.
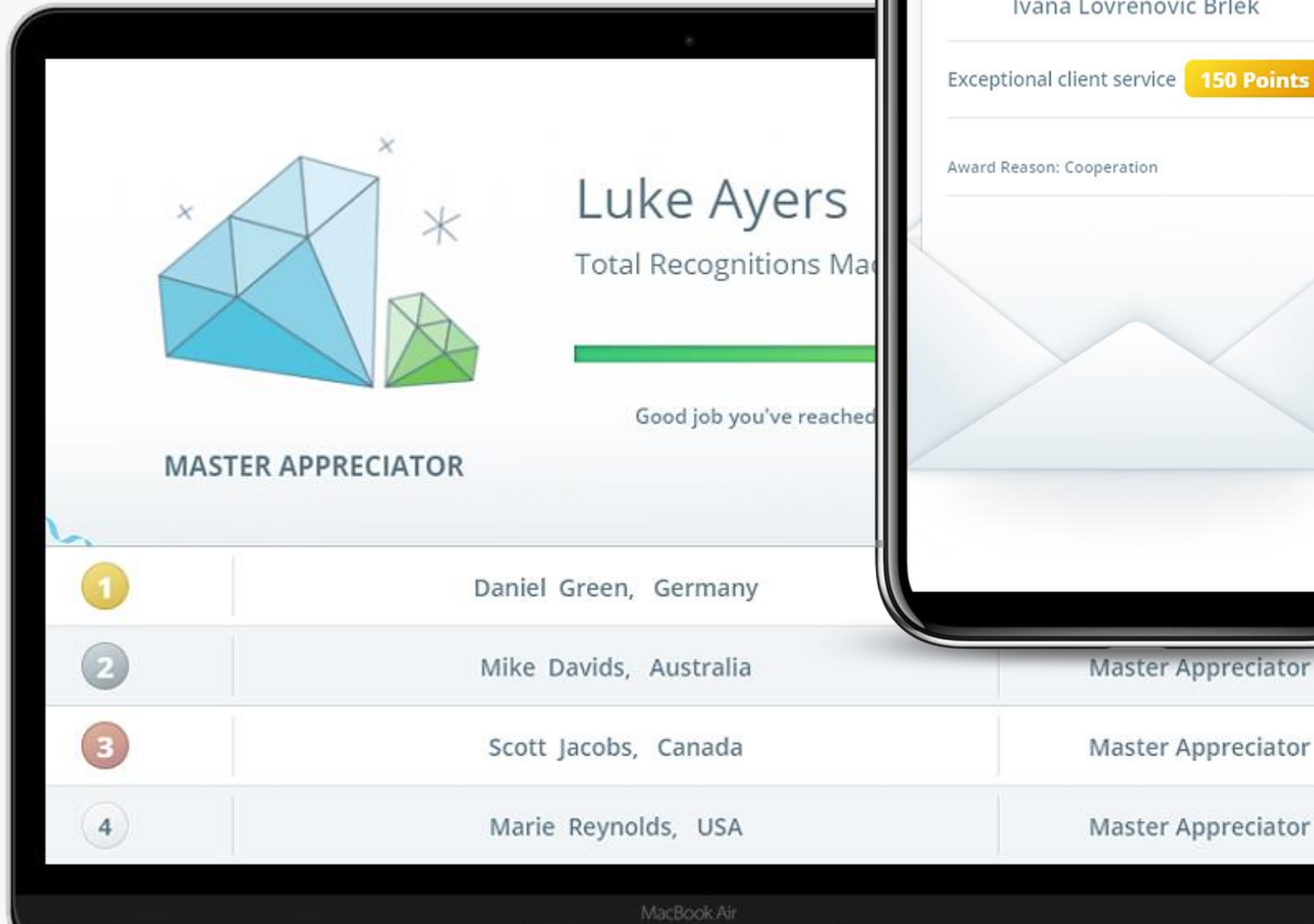
SOCIAL RECOGNITION

Many employees like to show their rewards to the others. JobPts' social walls and Slack integration lets employees tell the others about their reward and build stronger connections with colleagues.

COLLABORATION

Social recognition drives more team collaboration and engagement. Opening conversations about employees' achievements is a great way to build a positive workplace culture.

USER-FRIENDLY INTERFACE

Poor user interface causes low engagement and low employee adoption rates. JobPts' user interface is designed for employees to want to go back and use the tool regularly.

Increase engagement, motivation and collaboration using **social recognition**

Employees want to share their success and achievements with others, and this is where **Social Recognition** comes into play.

...yet...most companies don't do a good job making recognition social!
Empower your employees to give, receive, but also observe recognition within your organization. This will enable them to **collaboratively celebrate** the successes and behaviors they experience each day.
Give them an opportunity to simultaneously shape workplace culture and build a personal legacy for themselves.

With **JobPts**, you employees can choose to **share their achievements and rewards** with their teammates and other employees within the organization.
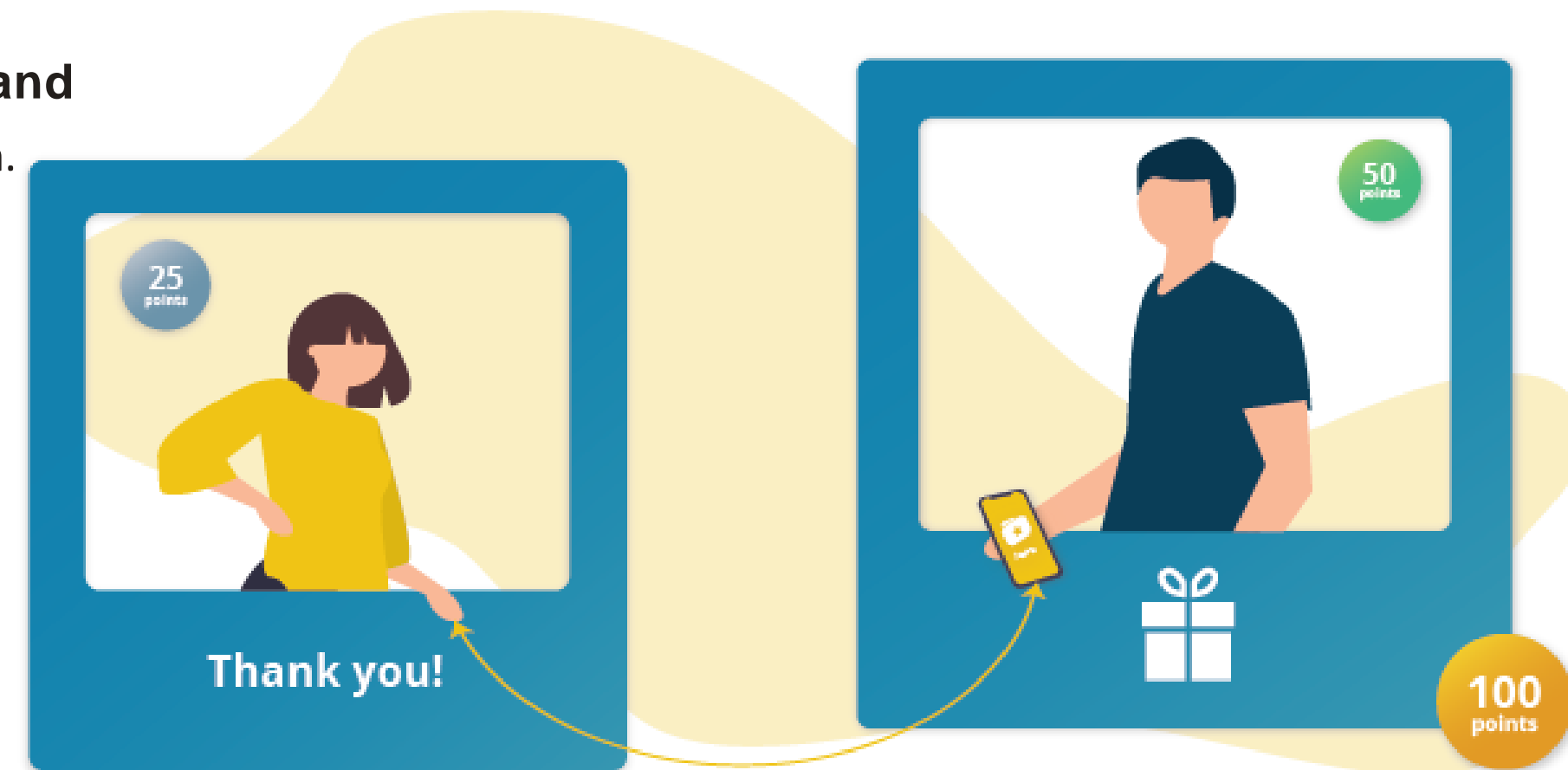
How can they do that?

VIRTUAL SOCIAL WALLS

Social wall is a Social Media like set-up in which employees can easily observe recognition distribution and socialize while appreciating each other.

SLACK

Your employees don't have to leave their favorite chat channels to give, receive and observe recognitions being made. They can now easily do it within Slack.

With **JobPts,** recognition programs...

...are insightful and data-driven...

Measure everything.
Guess noting.

*There is no improvement without measurement!*

With your recognition and rewards solution, you should be able to **measure the success of your campaigns and programs**.

JobPts enables you to make better decisions based on real data.

Our analytics, dashboards and reports give valuable insights on program spends, usage patterns, demographics, geographies and more.

You can run detailed reports on employee redemptions, or grab a redemption summary report for your payroll team. You can also set up access controls for different reports.

This intelligence can **help you optimize your campaigns for higher ROI and program effectiveness**.
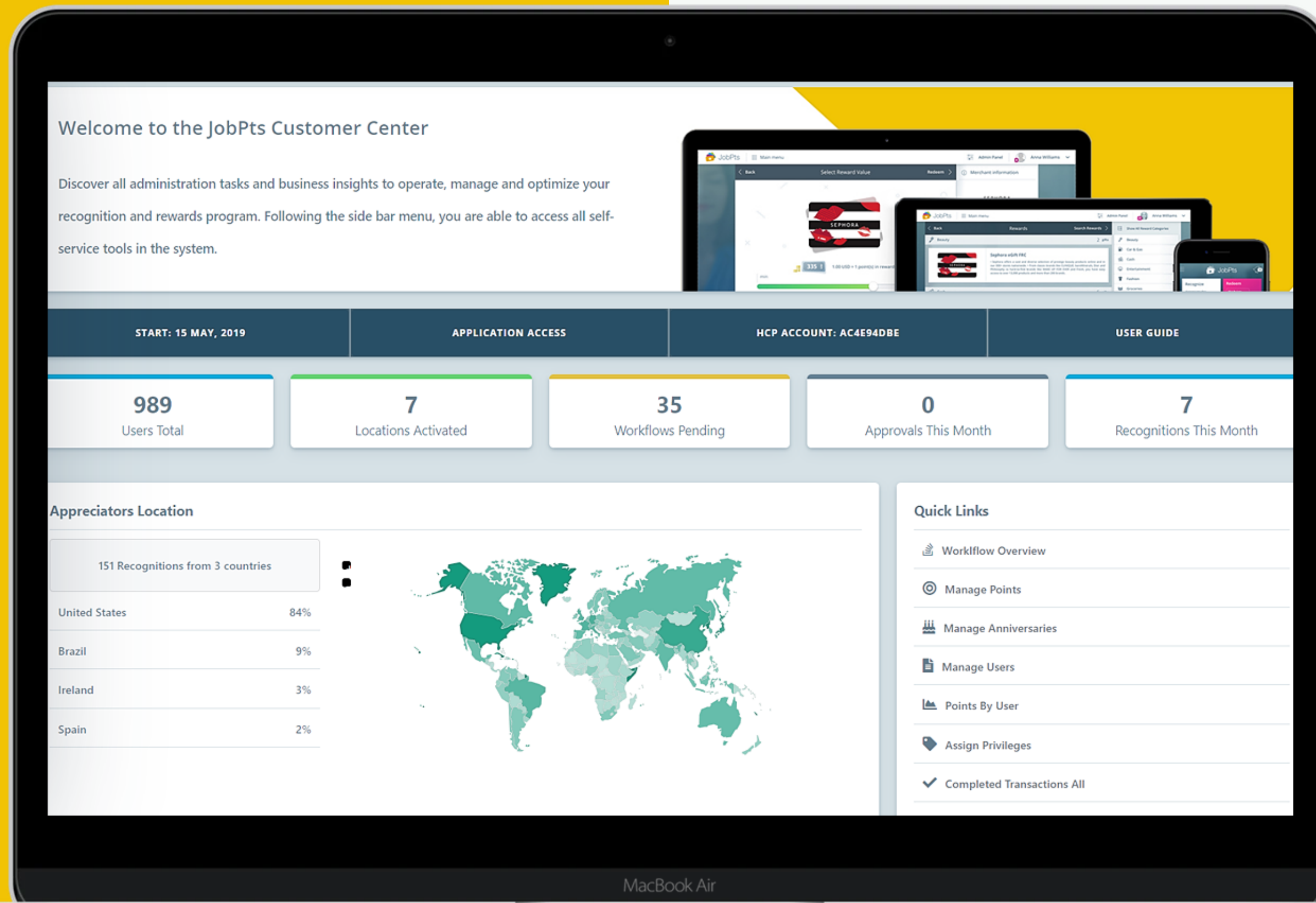
# Analyze data and export reports in real-time

Managers should have an easy access to their employees' engagement in the recognition or nomination program.

JobPts enable managers to **access, create and export** various types of reports based on data they are looking for.
Reports can also be automatically delivered to managers' emails on daily and monthly basis.

Data is easily filtered and segmented, and it provides **valuable insights and information** such as:

- current program status
- requests for approvals
- budgets spent and budgets remaining
- reasons for rewards and nominations and
- many more.
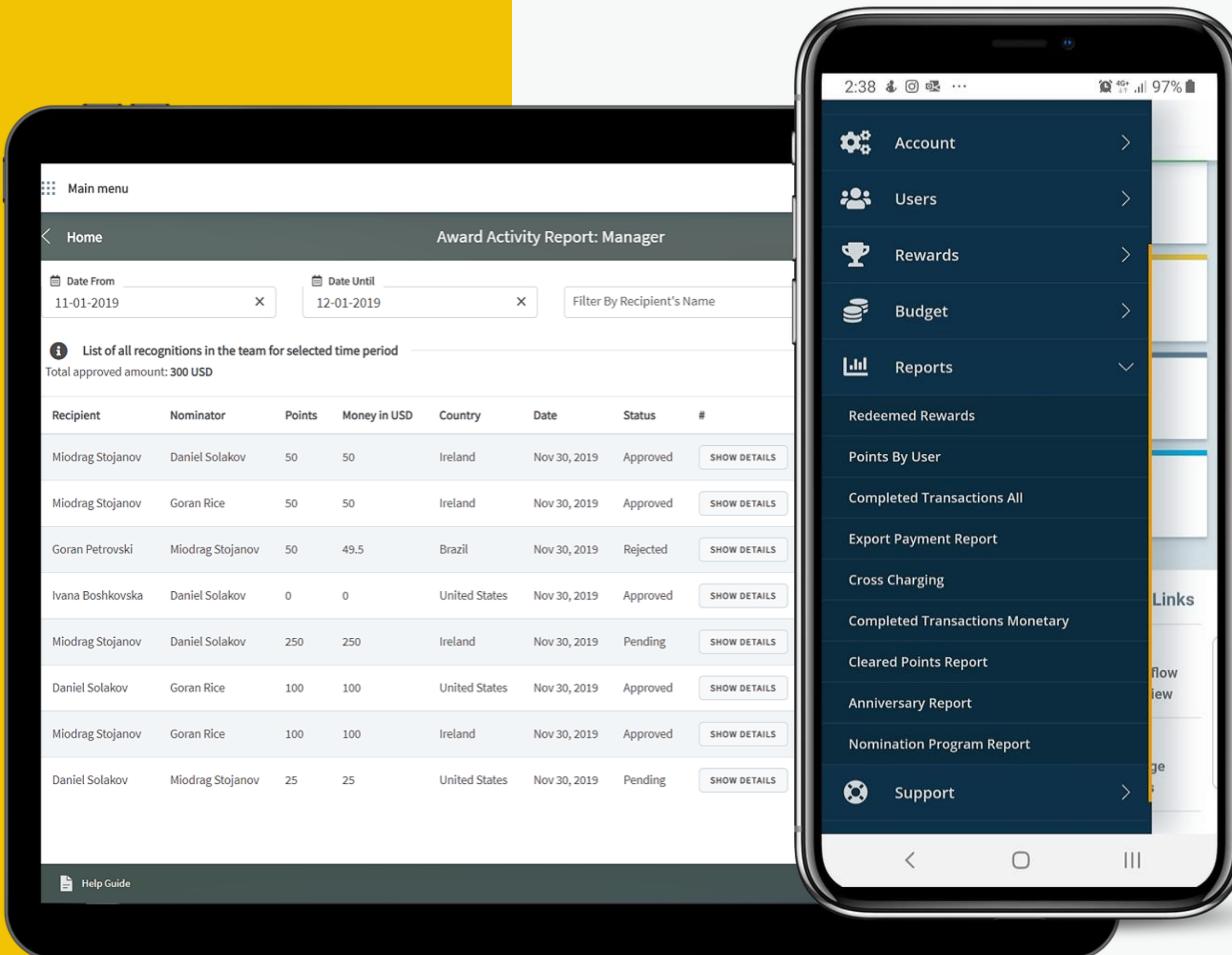
With **JobPts,** recognition programs...

...are streamlined and integrated with your favorite tools...

Forget about **manual work** and repetitive tasks

EMAILS

With JobPts, you can send automated and branded recognition and "Thank-you" emails individually or in bulk.

APPROVALS

You may use up to 2 levels of recognition approval. Managers will automatically get approval requests as their employees send rewards that need to be approved.

BIRTHDAYS & HOLIDAYS

Never miss a birthday with automated early birthday reminders and automated birthday and holiday rewards.

SERVICE AWARDS

Pulling data from your HRIS solution or employee databases, you can automate service anniversary awards and reminders.

BUDGETS

Use our workflows to organize and monitor your recognition budgets using specific rules and triggers.

![JobPts logo] **JobPts**
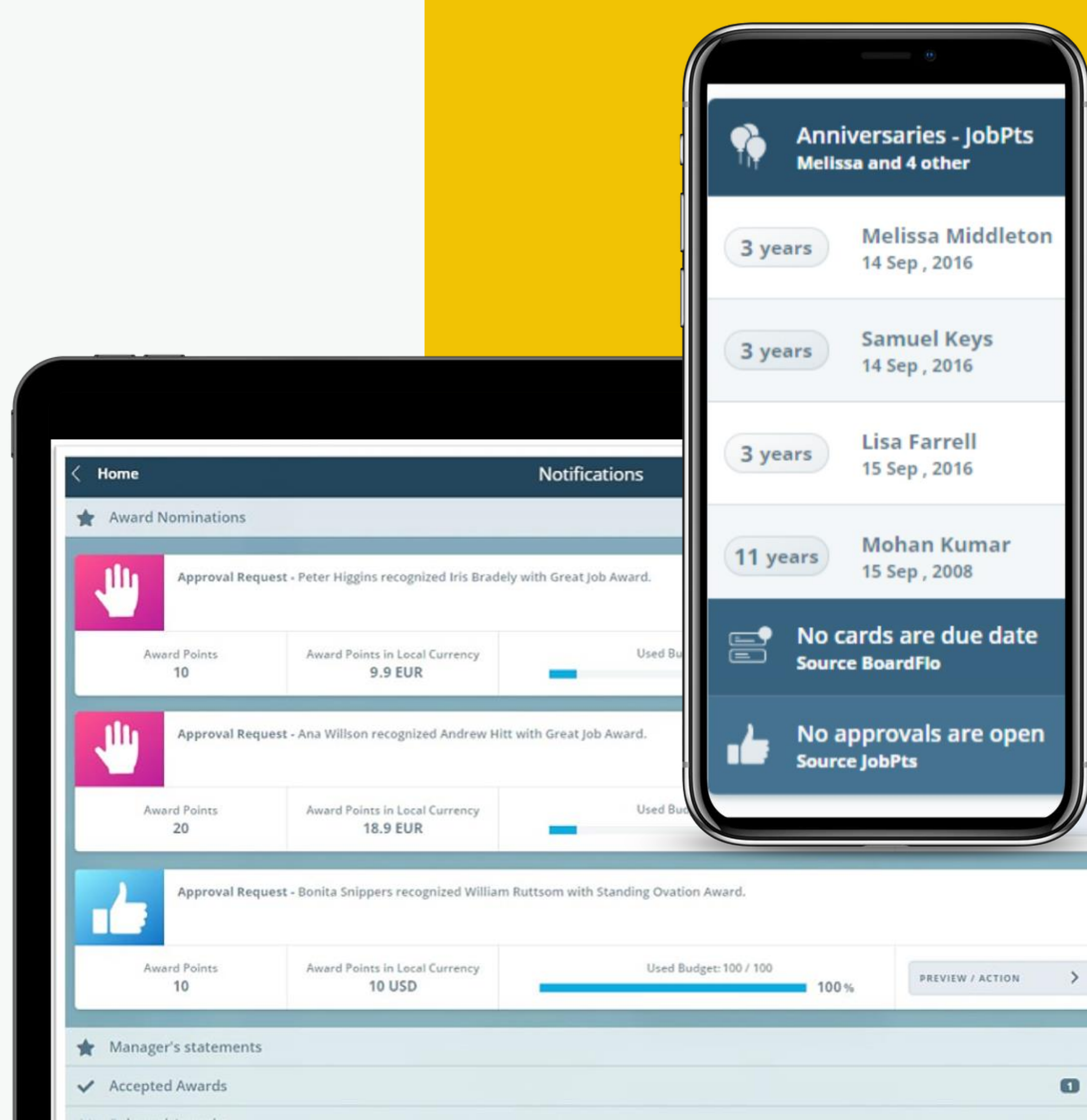
Best-of-breed of your favorite technology

HRIS

JobPts is compatible with HRIS systems and can streamline the process of importing employee data onto the platform.

SLACK

Our integration with Slack enables your employees to send instant recognition though their favorite communication channel.
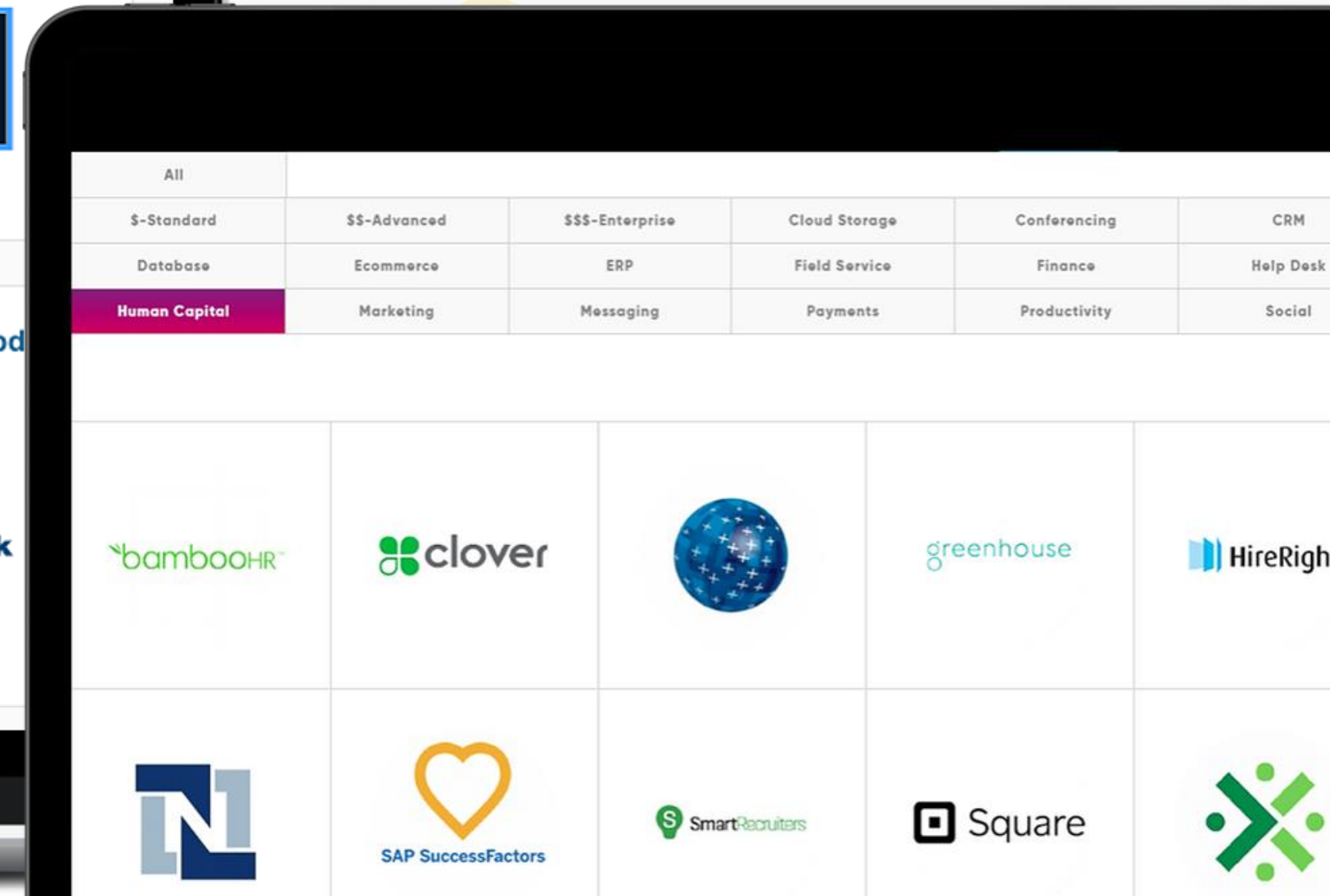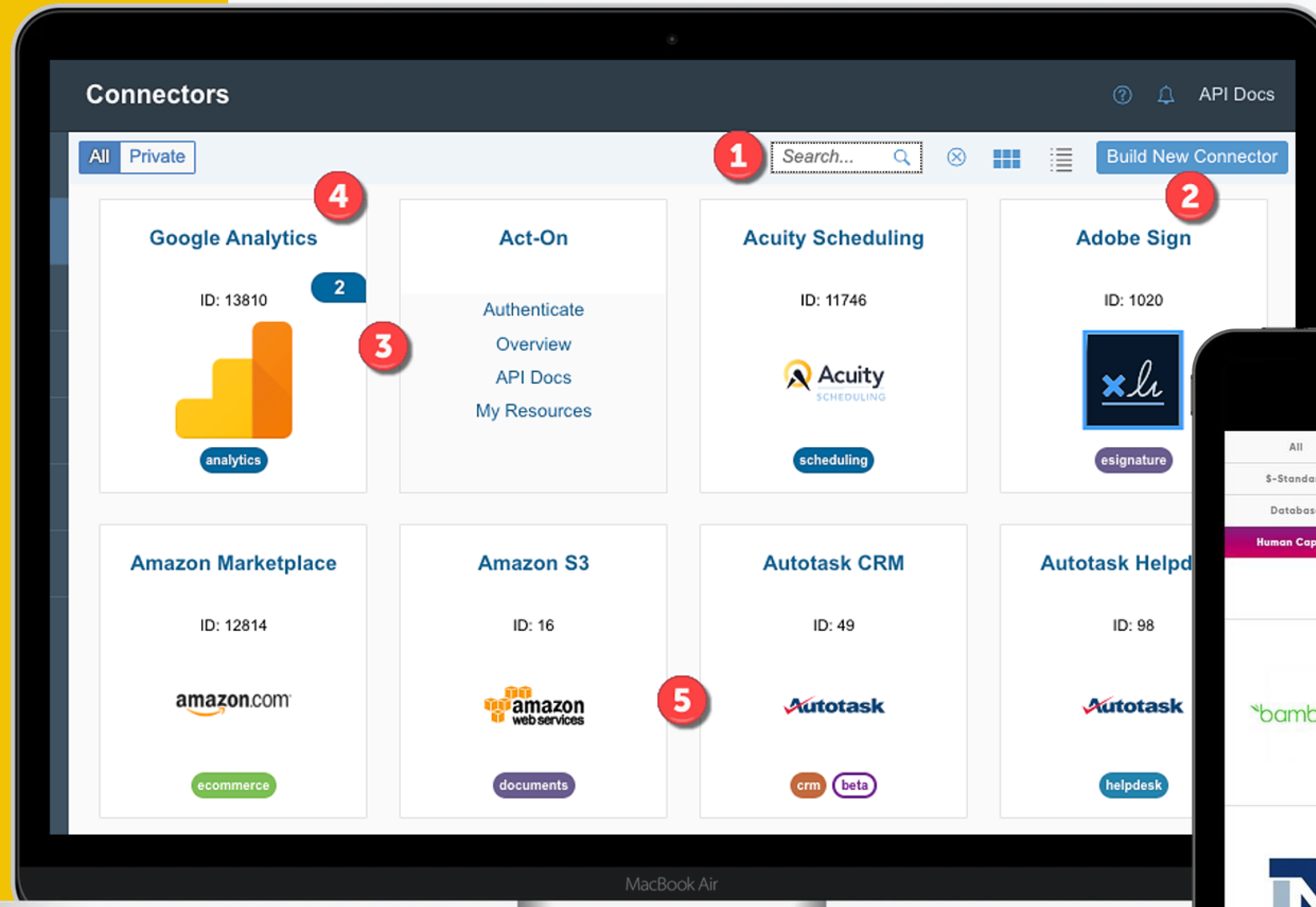
OPEN API

Our open API enables you to seamlessly connect JobPts to the other tools your and your employees are using on a daily basis.

SSO

Fully integrated with your existing SSO and role- based permissions to create a unique and tailored experience for your workforce.

Access and connect **150+ various** cloud solutions

JobPts

A word from our SAP partner

"JobPts is a superb example of a solution built on SAPCloud Platform that gives us competitive advantage in extending HRfunctionalities within SuccessFactors."

-Ralph Schneider, HR Business Information Officer at SAP

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With **JobPts,** recognition programs...

...are transparent, easy to implement and highly supported by our Customer Success team...

JobPts

Full transparency with no hidden costs

No markups

By eliminating markups we ensure more recognition budget to your employees.

We handle your employees' requests

Our support takes care of all your employees' requests such as returns and changes.
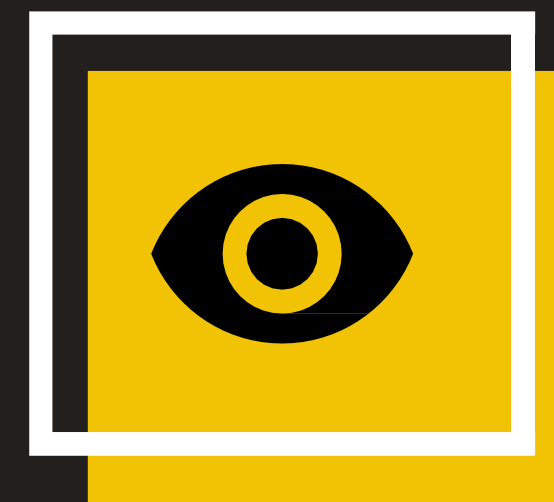
Shipped to employee's doors

Employees can choose the address where the gifts should be delivered.

Professional services

Implementing the right recognition program can be tricky...but we are here to help you apply best practices.

No hidden costs

You know exactly what you are paying for; one- time implementation fee and a software license fee.

Fast, collaborative and agile
implementation process

PROFESSIONAL SERVICES

Our total rewards professionals will help you figure out which **best practices to implement** in order to get the most out of your recognition program.

IMPLEMENTATION SERVICES

You will get a **designated team** of people who will work with you to seamlessly implement your recognition and rewards program.
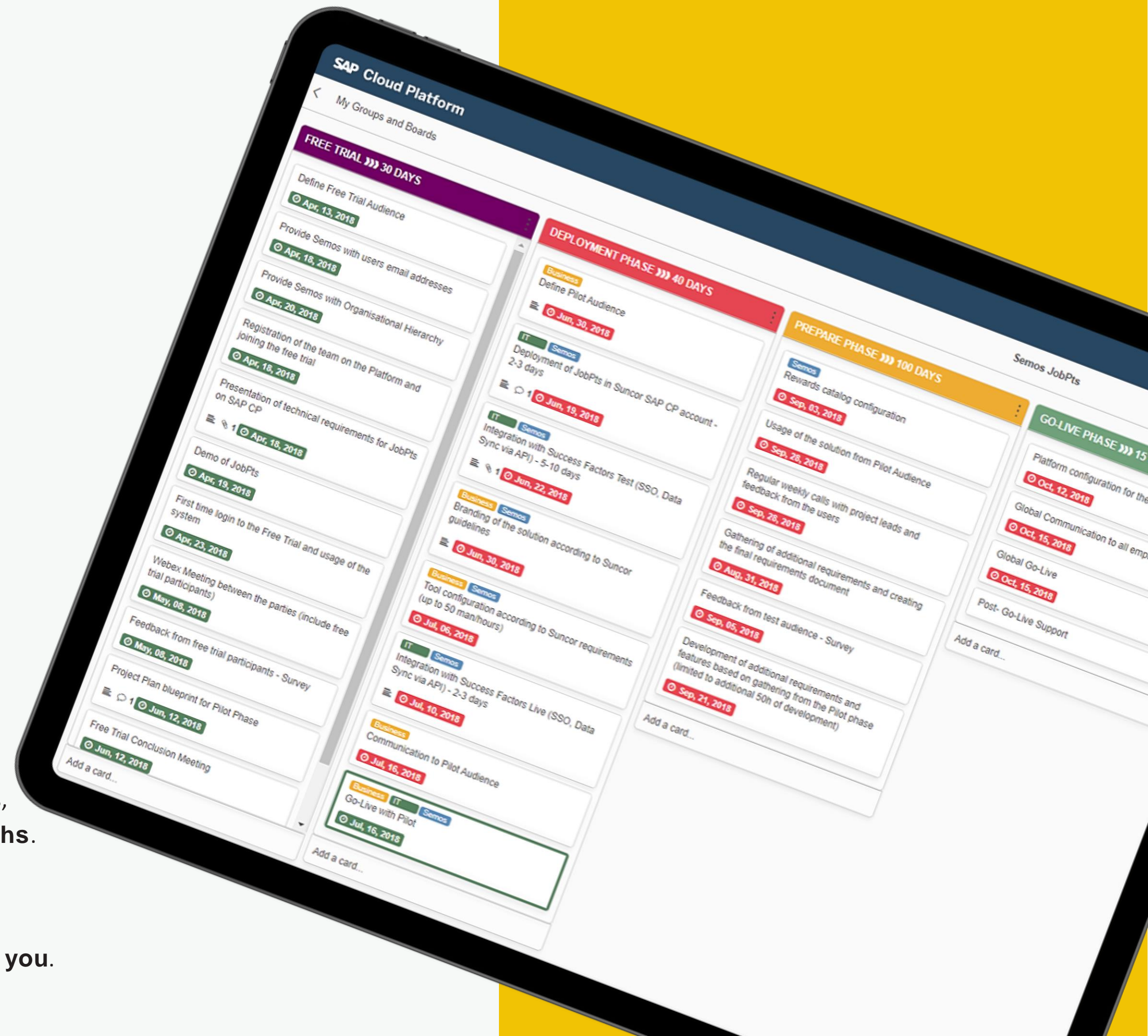
PROJECT PLANNING

We will **collaboratively work with you** to set up a pre and post-implementation plan.
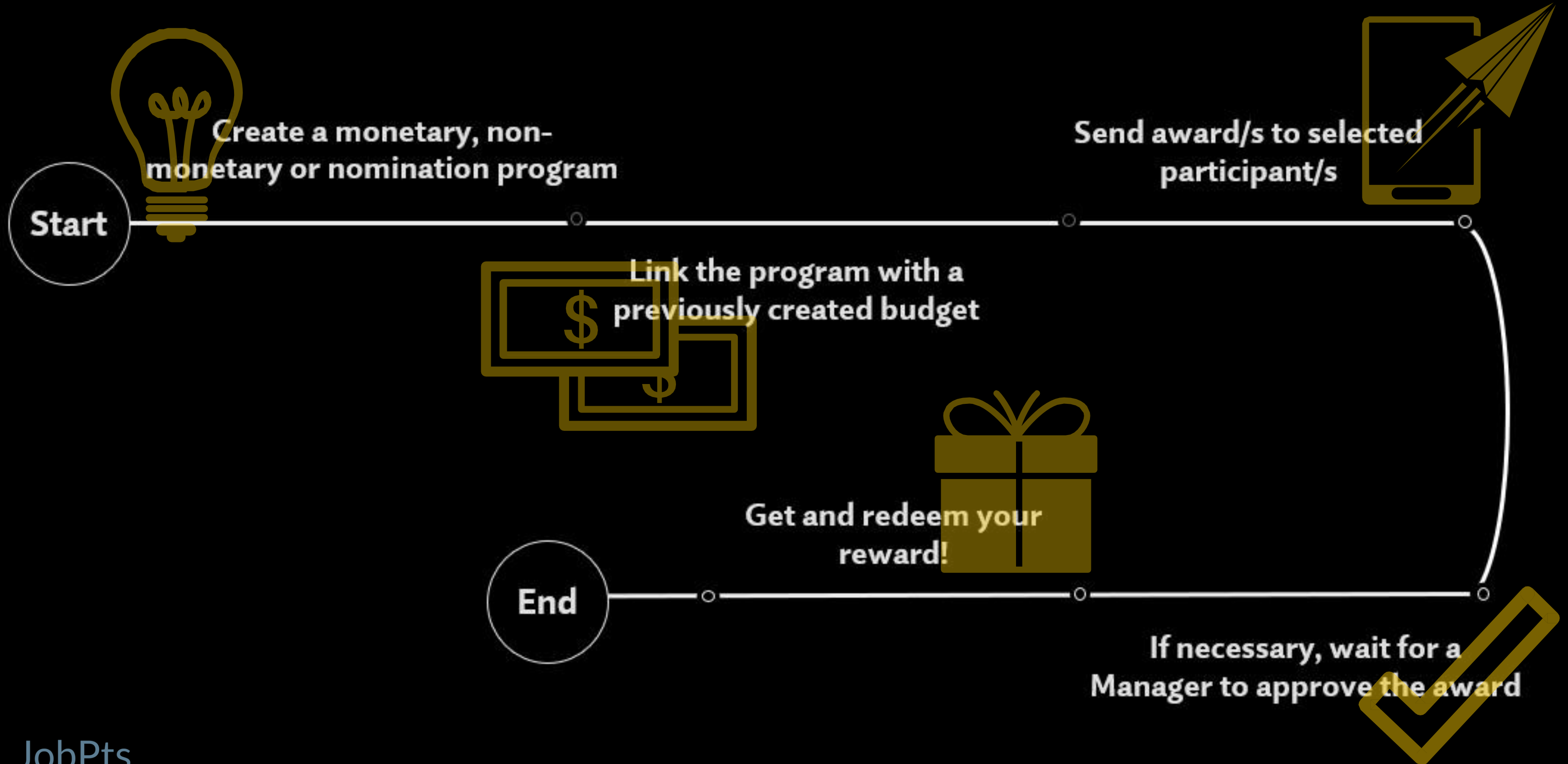
FAST IMPLEMENTATION

With most of our clients, even the ones with the most requirements, implementation (from free trial to go-live) **takes up to few months**.

POST-IMPLEMENTATION SUPPORT

After the implementation, our team will **continue to work with you**.

Powerful yet extremely easy to run

Start

Create a monetary, non-monetary or nomination program

Link the program with a previously created budget

Send award/s to selected participant/s

If necessary, wait for a Manager to approve the award

Get and redeem your reward!

End

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Designated support you can rely on

CUSTOMER SUPPORT THAT **CARES ABOUT YOUR SUCCESS**

Customer support is extremely important to us. Not only that we continuously work with you to optimize your employee recognition efforts, but we also have a **24/7 support** for you as well as your **employees' requests** related to items bought from our catalogs.

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With **JobPts,** recognition programs...

...are used by companies of various sizes in different industries...

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Some of our happy customers

What do our **enterprise, medium and SMBs** customers all have in common?

They all use **the same JobPts product** for their very **diverse needs** in the very diverse industries they serve.

OMV

SAP

JTI

MAPFRE

equate™

SUN
SUN COMMUNITIES, INC.

Words from our customers

"Recognition and rewards at SAP is rated as the number one HR service by both employees and managers"

-Maike Kunz, Head of Recognition at SAP

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Case study

175%
Employee
Engagement

$76,000
Saving per year

180 hrs/year
Saved in system
management

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

CHALLENGES

- Increase employee engagement which had been continuously decreasing
- Get a modern, easy to use and easily accessible solution
- Give employees a maximum value for earned points, cut down high markups
- Option to customize solution based
- on company's culture and needs

RESULTS

- Custom tailored and SUN branded product went live in only 90 days
- Implemented additional features requested by the customer: 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 with associated points

WHY JOBPTS

- The application is built on
- SAP Cloud Platform and entirely tied to existing data in SuccessFactors
- Unique and very attracting features like peer-to-peer recognition, automated celebration of special occasions and implementation of a very rich award catalog
- Development of additional features per specific company requirements could only be provided by JobPts

"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"

Marc Farrugia, Vice President of Human Resources, Sun Communities

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![SAP logo]

Case study

85%
Employee
Engagement

+4%
Profitability

-19,7 %
Decrease in employee
trunover

>100,000
employees
rolled into recognition program

CHALLENGES

- Make rewards programs more engaging for employees

- Make recognition more fun to increase user adoption of the new program

- Introduce innovative programs while maintaining the integrity of HR data
- Maintain a single source of employee data, social recognition, and payroll

RESULTS

- Improved user experience with an easy access on any device, leading to greater adoption rates by employees
- Flexible setup of award levels and integration with corporate culture and values
- Accelerated recognition feedback and reward redemption with electronic gift cards
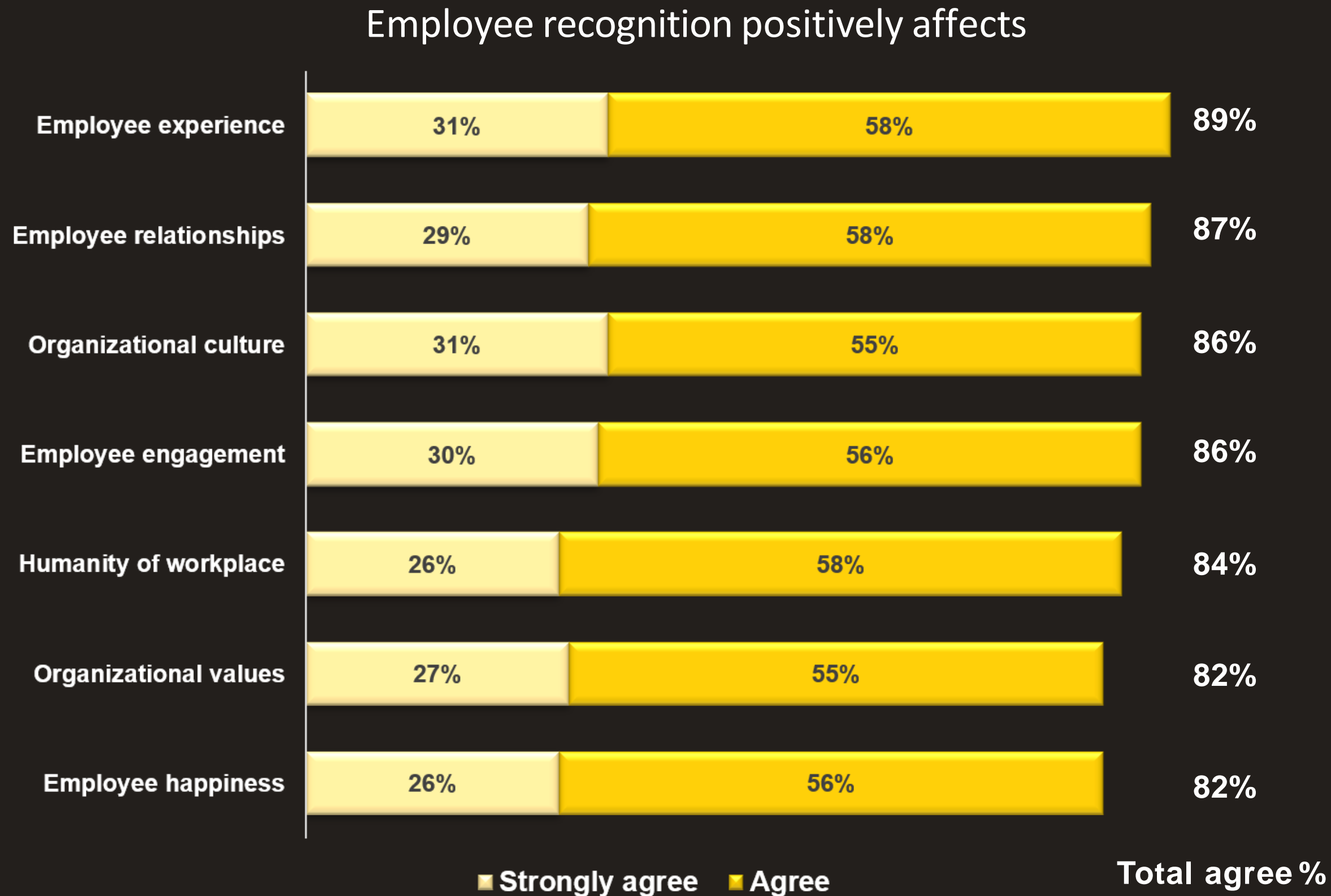
WHY JOBPTS

- 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

""Recognition and rewards at SAP is rated as the number one HR service by both employees and managers"

-Make Kunz, Head of Recognition at SAP

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...so why should you implement a recognition and rewards program?

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Employee recognition positively affects

	Strongly agree	Agree	Total agree %
Employee experience	31%	58%	89%
Employee relationships	29%	58%	87%
Organizational culture	31%	55%	86%
Employee engagement	30%	56%	86%
Humanity of workplace	26%	58%	84%
Organizational values	27%	55%	82%
Employee happiness	26%	56%	82%

Strongly agree Agree

Total agree %

Source: SHRM

"People work for money but go the extra mile for praise, recognition, and rewards!"

DALE CARNEGIE

JobPts

HEADQUARTERS

Lewisville, TX

PHONE NUMBER

+385 91 797 5165

EMAIL ADDRESS

info@semoscloud.com

WEBSITE

www.semoscloud.com

Schedule a free demo

Start giving your employees appreciation that they deserve!

Schedule demo

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Connect With Us