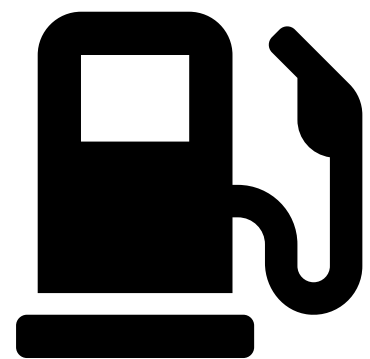




Bridging the Global Divide: A Petrochemical Giant Unifies Recognition and Rewards



Maximizing stakeholder value by providing quality products and services to our customers



Challenges



Solutions



Results

THE COMPANY

A global leader in petrochemicals, our client ranks among the top 3 producers of Ethylene Glycol. Spanning continents with \$2 billion in annual impact, they create essential materials and champion sustainability.

Their 1,500-strong workforce, representing 25+ countries, thrives in a culture of recognition fueled by shared values and public appreciation.

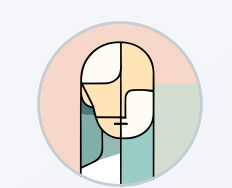



The Challenge

For a leading global producer of Ethylene Glycol, recognizing the achievements of its diverse workforce of over 1500 employees stretched across eight locations in three continents presented a unique challenge. While the company proudly upheld its core values of excellence, quality, and unity, its reward programs needed more consistency.

- 1. Localized Practices:** Different subsidiaries adopted varying approaches, some utilizing point-based systems and others relying on cash awards. This created a patchwork of practices that did not foster a unified sense of appreciation across the global team.
- 2. Manual programs:** Traditional, text-based recognition methods felt outdated and failed to truly engage and motivate the diverse workforce.
- 3. Operational Complexities:** Managing these disparate programs across various locations presented logistical challenges. From translating messages to navigating different tax regulations and payroll procedures, the system lacked efficiency.
- 4. Unified Culture Hurdle:** The fragmented approach made establishing a shared sense of value and a unified global culture difficult. This potentially impeded the company's ability to leverage recognition as a powerful tool for driving employee engagement and overall success.

The integration with SuccessFactors, the international coverage, and the intuitiveness of the platform makes it natural to use it. It was very well received and easy to implement. We launched the system, and everybody started using it right away. And that is where we knew we made the right choice.- says our client's HR Specialist

 *HR Specialist at our Petrochemicals Client* 

The Solution

Recognizing the fragmented nature of their existing reward programs, the company sought a solution that could bridge the gap and establish a unified platform for global recognition. They turned to JobPts by Semos Cloud, a well-established employee recognition and rewards platform offered on the SAP Store.

This solution addressed their key challenges by:

- Unifying local recognition programs across all eight locations into a single platform fostered a sense of unity and shared values.
- Replacing manual methods with a user-friendly interface, JobPts empowered meaningful peer-to-peer recognition, boosting engagement and appreciation.
- Eliminating program management complexities for platform and program managers across diverse regions.
- Adapting to location-specific preferences while maintaining a standardized framework.

82%
of the appreciations
are sent from one
leading country

40%
Employee
engagement rate

**OUR CLIENT'S
employees
receive at least
one recognition
every month**

In one year since our
client launched their
recognition program,
their teams have given
20,143
recognitions

The Challenges

The Solution

The Results



The Results

Implementing JobPts by Semos Cloud led to several positive outcomes:

- 1. Increased Engagement:** The platform became a hub for celebrating achievements and expressing gratitude. Gamification features like leaderboards and badges fueled engagement, turning recognition into a fun and interactive experience. This fostered a stronger sense of community and belonging, where employees actively acknowledged each other's contributions.
- 2. Streamlined Operations:** JobPts eliminated program management complexities, significantly reducing administrative burdens and saving time for HR teams. The platform's efficiency ensured smooth operation across different locations and languages.
- 3. Global Consistency:** The unified platform ensured consistent recognition practices across all locations, promoting a cohesive global culture. This fostered a sense of unity and shared values among employees worldwide.
- 4. Motivated Workforce:** The engaging platform and gamification features fueled employee motivation. Recognition became a positive and enriching experience, leading to a more satisfied and productive workforce.



increased
engagement



innovation and
productivity increase



customized
messages