



How Direction Software made it possible to Recognize Employee's Efforts and Reward them

Client

This Company is the market leader in Europe, having 24 years of experience in Rewards & Recognition, Loyalty & Promotions space.

Summary

- Easy to use portal where in managers can easily allocate points as per the employee's performance or award certificates and thank you notes depending on the policy of the company. In case of monetary benefits, the employees can redeem the points against the products available in the program.

Challenges

- It's a challenge for the company supervisors to maintain the employee point list in excel files and provide details of how the points were collected and the status of redemption and current points to employees
- Companies needed a way to motivate and appreciate the employees without getting involved into monetary benefits

Solutions

- Web Application is created using .Net Framework 3.5 using ASP.net and C# and SQL server (for database)
- Complete Employee performance tracking is done online via points awarded
- Application allows to define programs and the participants mapping. As per performance an excel of points can be imported in the application. Participants can see real time point status and redeem
- The Points allocated to the participant can also be utilized by them to gift a product to colleagues
- In a hierarchy, the manager/managers can reward their team mates down the line in real time; he can also allocate points to a team leader to further reward his team mates. The employees can track their own performance and also what they have given to peers
- In case company does not wish to get into monetary benefits to employees they can award certificate, thank you notes to participants
- Easy availability of performance level and points status. No Manual Intervention required

Executive Summary

Technologies used

- UI - ASP.Net Web Forms (4.0) with C#
- ADO.Net - Database operation library
- SQL Server - Procedures / Functions coded for Various Functionalities

Control and Tools used

- Massive increase in sales, almost 3 times
- UI - ASP.Net Web Forms (4.0) with C#
- All Controls - Asp.Net controls
- Reporting tool - CrystalReports and Microsoft's report viewer is used
- Pdf Operation - FDFACX.dll
- Logging - NLog
- Version Control - TortoiseSVN

About Direction Software

We are a software services firm, specializing in developing & implementing Internet strategies for businesses & providing high-end software development services including Custom Programming & Offshore Development.

With 17,000 sq. ft. of space in a modern building in central Mumbai the hub of all business activities in Mumbai, Direction Software is fully equipped with state-of-the-art infrastructure and networked with redundant high speed, dedicated internet access from different providers.