

German-Based Manufacturing Organization Increased their Engagement Levels upto 10.70% with the help of Vantage Circle

Industry: Manufacturing

Company Size: 4,00,000

Headquarters: Germany

Type: Private Company

Company Profile

Our Bangalore-based client is a German multinational Manufacturer. With over 4,00,000 employees spread across all countries, including 18,000+ in India, it services the global market.

Key Objective

The company is motivated by the desire to develop products that are “Invented for life,” that spark enthusiasm, that improve quality of life, and that help conserve natural resources. On top of that, they believe in openness, trust, fairness, diversity, responsibility, and sustainability in the workplace. Moreover, they also want to promote a work culture that encourages recognition and boosts the organizations’ engagement level up to the mark.



Problem Statement

To boost their efforts in achieving their mission, they were in search of a platform that would make their work culture more engaging and people-centric. They wanted to incorporate the idea of recognition in their organization assisted by a competitive employee benefits package.

The major challenges faced by the organization-

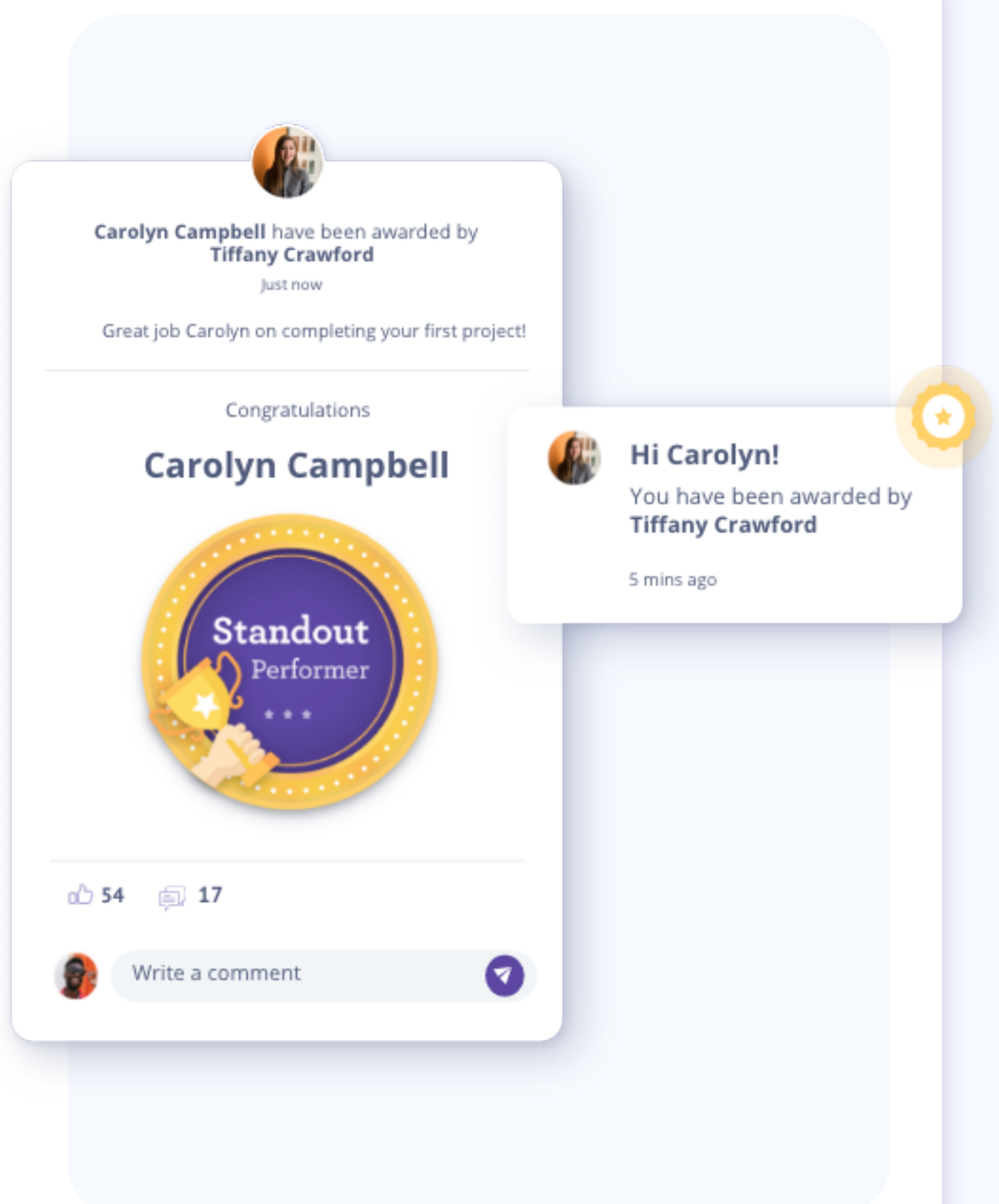
- Onboarding a cloud-based Rewards and Recognition platform that can provide remote access to everyone in the organization.
- A platform that would assist the organization in developing a reliable and transparent reward system.
- To make room for a program that would elevate employee experience with an interactive and user-friendly interface.
- Increase the employee satisfaction levels within the organization with the help of an employee benefits package that would ease the financial burden.

Solutions we offered

Keeping these requirements in mind, we at Vantage Circle were able to cater to their needs with the help of Vantage Rewards & Perks.

With Vantage Rewards, the organization had the flexibility to name and award their employees with different titles of their choice. On top of that, the users could constantly appreciate their peers that were a significant morale booster.

And with Vantage Perks, the users could access exclusive deals from a wide range of global brands on the platform. With specially designed discounts for the employees, they could now shop from their desired brands without having to spend a hefty amount of money.



Key Action

- With the help of Vantage Circle, the company was able to elevate the employee experience levels and improve its awarding process.
- The platform allowed the employees to show their appreciation towards their peers which improved the overall relationship between the employees.
- With the help of customizable award options, the platform was able to increase employee involvement and engagement in the organization.
- The availability of exclusive offers and specially curated discounts helped the employees to enjoy an extra added benefit.

Key Stats

- In the 1st quarter of 2021, the percentage of engagement was more than 10.70%.
- The organization saw an increase of about 2.4X times in peer-to-peer recognition in the first quarter of 2021.
- The percentage of appreciation was around 2.2X times for the first quarter of 2021.

10.70%

Increase in
Engagement

2.8x

Increase in
Peer-To-Peer
recognition

2.2x

Increase in
Appreciation



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www.vantagecircle.com