



Employee Recognition and Rewards App

The recognition and rewards app improved employee satisfaction through appreciation and achievement rewarding.

Overview

An employee recognition and rewards app that enables businesses to acknowledge and celebrate employee achievements and milestones. The unified platform streamlines the process of managing rewards, reimbursements, per diem settlements, events, suggestions, and message broadcasts. Furthermore, the management and employees can perform internal fund transfers and real-time messaging, which improves collaboration and overall workplace satisfaction.

Client Profile

A US-based technology startup focused on delivering business gamification and incentives to improve employee engagement and retention.



Business Requirement

The client wanted to develop a unified platform to oversee and manage employee rewards, interactions, and other engagements. They also wanted to launch it in the market as a SaaS (Software as a Service) platform, enabling other companies to register and use it on a subscription basis. The employees would have access to individual accounts within the system. Additionally, the platform should seamlessly integrate with diverse CRM/HRIS, and CMS solutions, extracting user and statistical data from their existing systems.

QBurst Solution

The web app was developed using Vue.js and mobile app using Flutter, both supported by a PHP Laravel-based backend. The backend's primary application enables user management, company onboarding, rewards, recognitions, and payments. The integration application is used to interface with third-party CRM/HRIS/CMS systems. The integration app ensures continuous data import into the platform and keeps it regularly updated.

A wallet feature enables company owners or administrators to transfer funds to employee wallets. It enables employees to transfer funds to peers, redeem them by purchasing gift cards, transferring to Venmo, bank accounts, or reloading their in-house debit cards offered with the app.

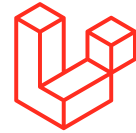
The app manages payments using services such as Stripe, Plaid, and Dwolla. Additionally, CRM module management was incorporated using services such as Service Titan, Housecall Pro, Merge, and integrated wallet redemption options from Venmo, TangoCards, and CardCentral. Furthermore, the platform integrates SalesBricks for invoicing and Okta for single-sign-on (SSO).

Key Features

- Multiple payment features to ensure seamless money transactions through e-wallets. This helps users to initiate real-time, scheduled, and recurring payments.
- Friendly and interactive avenues to express appreciation, start instant chats, and send company-wide broadcasts.
- Options to create pulse surveys, contests, event calendars, and communication check-ins.
- Suggestion box provides valuable suggestions to enhance company operations.

- AutoCUES feature to automatically send gifts for occasions such as birthdays, work anniversaries, and milestones.

Technologies Used



Business Benefits

- The platform enhanced business productivity by improving workforce satisfaction.
- Enables the company management to monitor financial activities and cash flows as the platform meticulously records wallet transactions and redemptions
- The transparent top-down communication channels allow employers to effectively encourage, motivate, and address employee queries
- The app establishes a collaborative and informed environment by updating clear notifications regarding incentives, payments, and team



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