



Explore



About PeopleCart

- Peoplecart is modern Engagement, Feedback & Recognition Platform. Our apps enable organizations to improve engagement & real-time feedback, tech-drive R&R, and simplify global redemption.
- Company HQ in Hyderabad, India and operates in North America, South East Asia and Middle East.
- Our mission is to enable employees (client teams & own teams) accomplish possibilities.
- SAAS deployment, ISO 27001 & VAPT certified, Tech stack: Microsoft Azure/ PostGres SQL, Go Lang & Vue JS
- Member of France Canada Chamber of Commerce (FCCCO) & Confederation of Indian Industry (CII)



WINNER
Innovation in Talent Management
 6th HR Tech Asia Congress, Kuala Lumpur 2015

WINNER
Best Rewards & Recognition Programs
 24th World HRD Congress, Mumbai 2016

WINNER
KPI Gamification, In House Large BPO
 Contact Center World Awards, Las Vegas 2016

WINNER
10 Best HR Solution Providers
 The Silicon Review, 2018

WINNER
India's top 50 Startups to Work with
 The Silicon India, 2017

WINNER
Les Innovateur Top 15
 France Canada Chamber of Commerce | Toronto 2018



“We enable employees accomplish possibilities, and in turn improve workplace happiness”

On an average 1/3 of our active life is spent at workplace

We are what our customers say about us!

PeopleCart assisted us to be Great Place to Work-Certified!!

A milestone attained Inbox x

Farhana Chowdhury /HRD/Srei
to me, Abhik, Supti, Rajanikanth, Chyanika

3:41 PM (1 hour ago)

Dear Vamsi,

We are delighted to share with you that our organization has been **Great Place to Work-Certified™** by Great Place to Work Institute.

We congratulate you as well since Peoplecart has been a partner with us to enhance employee engagement and experience. Please share this applaud with the entire Peoplecart team.

Thank you for your support, together we will reach newer heights in the times to come.



This is to certify that **Srei Infrastructure Finance Limited** has successfully completed the assessment conducted by Great Place to Work® Institute, India and is certified as a great workplace in the category: Small and Mid-Sized Organizations.

Just wanted to thank you and your team for the efforts they took to get our KRA filling exercise closed. I think this is the first time when we have actually finished of KRA upload on the first deadline without any extension.

The Peoplecart team was extremely responsive and quick to close the issues during our last days of the exercise.

Swetank Jain
Future Group



'Good product accompanied by good service'

Aug 10, 2016

Soumya De

HR Manager,
Kohler

Consumer Goods, 1001-5000 employees
Employees

Used the software for: Less than 6 months

4/5

Overall

★★★★☆ 4/5

Ease of Use

★★★★★ 5/5

Customer Support

★★★★★ 5/5

Features & Functionality

★★★★★ 5/5

Value for Money

Likelihood to Recommend:



Comments: Kohler India has been using Peoplecart's product for over 60 days now. We are happy with the new platform iterations provided almost on a bimonthly basis. Their service has been spot on too.

Pros: Comprehensive Rewards & Recognition solution. Employee referral module is being customized for us.

Sep 02, 2016



Abhik Sinha

Head - Talent Management,
Srei Infrastructure Finance Limited

Banking, 1001-5000 employees Employees

Used the software for: 6-12 months

5/5

Overall

★★★★☆ 4/5

Ease of Use

★★★★★ 5/5

Customer Support

★★★★☆ 4/5

Features & Functionality

★★★★★ 5/5

Value for Money

Likelihood to Recommend:



Comments: Our experience with the Peoplecart team on this product we call "Srei - Sampark" has been amazing. We looked at the vanilla product and liked it but wanted a lot of customization to suit our requirement. We were not sure if so much of customization would be possible as we had not received great response from few other vendors. Two months of close coordination and work with

Dec 04, 2015



'This has helped us build the culture of appreciation and reward with ease and convenience.'

Vaibhav Date

Head Talent Management,
Future Group

5/5

Overall

★★★★★ 5/5

Ease of Use

★★★★★ 5/5

Customer Support

★★★★★ 5/5

Customer Support

Comments: " Future Group has been using Peoplecart for close to 6 months now and we are very pleased with the platform and the positive impact it has created. What I love most about the platform is its flexibility to configure a wide variety of RnR schemes and the new gamification tools and features that they keep launching. They have superb team who are open to customize the product to suit your needs.



Overview of Recognition Platform

Peer to Peer Appreciation

Appreciation around the Year

RECOGNIZE COLLEAGUES

RECOGNIZE REPORTEES

RECOGNIZE TEAMS

CHOOSE AN APPRECIATION

Above & Beyond

Ownership

Pat on the Back

Teamwork

THANK YOU!

The Racer

ABOVE AND BEYOND

OWNERSHIP

PAT ON THE BACK

TEAMWORK

THANK YOU

THE RACER

FIND A COLLEAGUE

Enter first 3 letters of the name/ email to select your co-worker

 Georgia Bruce
HR | Dubai | Manager

Comments

Georgia, has been instrumental in timely delivery of our "Tesla" project.

APPRECIATE NOW

- Automate Peer to Peer recognition/appreciation
- Define badges aligned to org values, behaviours, competencies
- Customized badges/icons for each promotable behaviours
- Facilitate employees to appreciate instances of positive contribution/ behavior, demonstration of organizational values, desired behaviours
- Gamify by creating progressions leading to titles like Value Champion, Trailblazers, True Citizen etc.
- Flexibility to create monetary/non-monetary badges

Approval Based/ Manager Driven Nominations



Automate
Nomination
Workflows

- Automate Manager driven approval based Nomination Programs
 - Individuals/ Teams
- Define multi layer approval workflow
- Attach multiple files to support nominations
- Customized icons for each nomination type
- Enabling Managers/ Team Leads to nominate high performers
- Peer participation through likes/comments on WoF
- Flexibility to configure Panel approval awards as well

FIND A COLLEAGUE

Enter first 3 letters of the name/ email to select your co-worker

 Bethany Mason
Finance | Chicago | Senior Manager

Comments

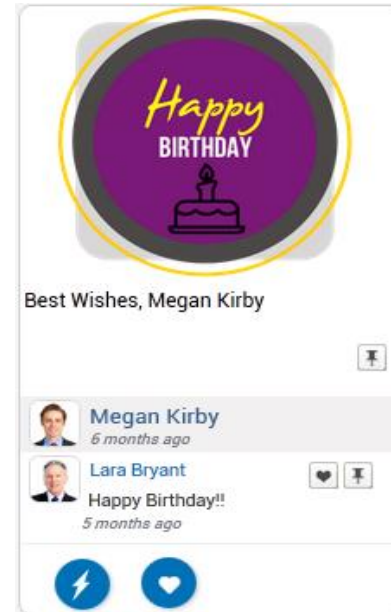
Bethany, has been a key player driving our team's performance.

 Attach a file

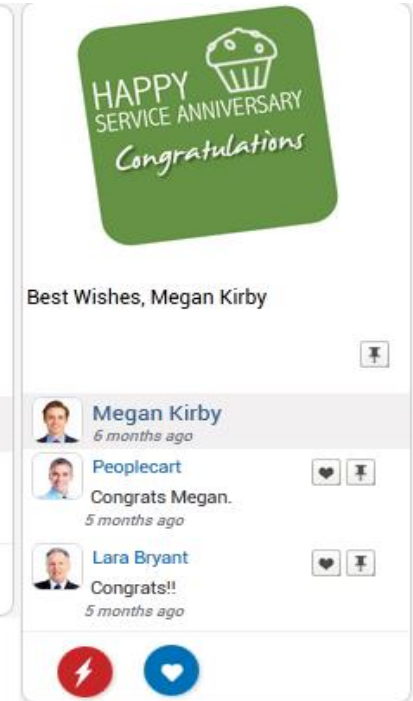
Milestone Awards



- Make your employees feel special on their personal & service milestones
- Automated celebration feeds on the employee social space
- Allow peers to become part of the celebration and make the occasion more special
- Develop connect on a personal level
- Infuse confidence in the company's future
- Flexibility to upload rewards & recognition through xls uploads using the administrative backend-



Comment



Like

Recognition Feed Screen

Social recognition, proliferation of role models - via web/ mobile app

The screenshot shows a navigation bar with 'APPROPRIATE FEEDS', 'APPROPRIATE REFERENCES', and 'APPROPRIATE TAGS'. Below it are icons for 'ACCOUNTABILITY', 'OWNERSHIP', 'PAT ON THE BACK', 'STAR', and 'THE RACER'. A 'WALL OF FAME' section lists members like Paul Perri, with a search bar and filters for 'Pinned Date', 'Member Name', 'Likes/Comments', and 'No. of Awards'. Other sections include 'CIRCLEBACKFENNESS', 'LEADERSHIP', 'OPENNESS', and 'VALUING AND NURTURING RELATIONSHIPS'.

Badge Endorsement Post

The post features a profile picture of Rosie Perkins, a 'PAT ON THE BACK' badge, and the text: 'Rosie Perkins (Boston) Operations | Manager Received an Appreciation-- "Pat on the Back" Congrats Pat on the Back'. A comment from John Matthew reads: 'Rosie has been instrumental in timely execut...'. The post is timestamped '5 sec. ago'.

Leader Boards

The 'Top Award Scorer' board for 21 Jan 2017 to 1 Feb 2017 shows a 2nd place position with a count of 8. The list of scorers is as follows:

Rank	Name	Count
1	Benjamin Dennis	9
2	Daniel Ben	8
3	Abby Dadswell	8
4	Emma Beuzeville	5
4	Alyssa De Largie	3
4	Charles Bates	3
4	Amelia Waters	3
5	Rebecca Campbell	2
5	Georgia Bruce	2
5	Isaac Chapman	2

- WoF auto publishes “Recognition Post/Feed” on completion of recognition/award process
- Colleagues can contribute to the live recognition feeds and build success stories from each achievement
- Real-time comment / like option for social participation
- Leader boards displaying Top Award / Badge Scorers across the organization

Share & Engage Through People Buzz

The screenshot displays the People Buzz interface with several sections:

- People buzz**: Includes navigation tabs (View all, View Posts, View Ideas, View Contest Entries, View Policy Update) and a search bar.
- POSTS & IDEAS**: Shows a post by ADAM SCOTT with a picture of a landscape and the text "Make the world a better place". Below it are comments from Amit Sharma, Subhramanyam Swamy, and Brian Dodd.
- Birthday**: Shows a birthday post for AMELIA WATERS with a picture of a cake and the text "Happy birthday!! wish you all the best from the bottom of my heart.". A dropdown menu is open over this post, showing options for "Posted Date", "Member Name", and "Likes/Comments".
- Upcoming Events**: Lists events for AMELIA WATERS, including "Work Anniversary WED" and "Marriage Anniversary WED".
- Top Scorer Wall**: Shows a ranking of top scorers for the period 01 Dec 2016 to Till date. The top scorer is AMELIA WATERS with 1363 credits.

PeopleBuzz

- Share organizational and personal updates, connect & engage better
- Make selective/organization wide announcement

The screenshot shows the Mood Meter interface with a poll titled "How are you feeling today?". The poll options are:

- Happy
- Excited
- Nothing for today
- Angry

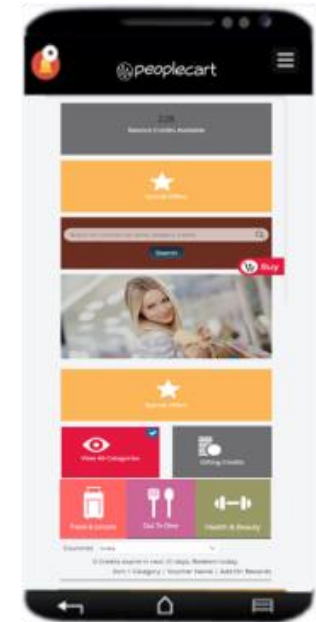
A "Submit" button is visible at the bottom of the poll.

Mood Meter

- Instant pulse polls to identify employees mood on daily basis

Global Reward Redemption

- Provide employees with a greater choice of rewards that are exclusive & experiential in nature and culturally relevant
- Experiences make memories and memories create repeated behaviours
- User can choose from a variety of options to redeem his/her credits
- User can filter the voucher by categories
- User can search by a keyword for a specific voucher



3000+ Ready options across 70+ countries

Catalogue gives access to millions of products

On demand alliances for new geographies

Culturally relevant & locally redeemable options

Reward value standardization across currencies - PPP Index



CASE

STUDY

Fueling Organizational growth through agile Performance & social Recognition

Alignment by culture and to organizational vision was identified as a critical intervention, against the background of fierce competition. Client was early to recognize the value of this initiative to ALIGN across all its retail concepts spanning a diverse workforce of over 35,000 people.

Approach: In such a scenario speed (in thought & action) and strength (in perseverance & change absorption) became important cultural objectives sought to achieve (which was driven and achieved during the first 24 months of the platform implementation). Inculcating a deeper alignment through cascaded goals all the way from organizational vision onto one's individual goals is then achieved through a highly digitized solution that is flexible, fast. Through PeopleCart's Perform & Engage platform with inbuilt social features, flexible technology and gamifiable rules, the group embarked on a journey to make Speed, strength and quantitative holacracy goals a way of life at work.

PeopleCart's solution was built with the following features:

- Flexibility to align individual goals with the org. vision & mission and percolating Speed & Strength into the workforce DNA
- Multi-layered and multi-directional cascading of goals, real-time feedback on configurable goal milestones, crowd sourced endorsements from peers and a culture of on the spot appreciation.
- Gamification of entire framework to amplify value proposition & drive greater alignment to objectives.

Transformed culture aligned to org goals & values



Tremendous workplace positivity attracting best talent



All set for achieving year 2020 goal of cross market supremacy



Highlights

Award Winning Use Case

Real Goals & feedback system

- Cascading of goals from CEO/ vision, real-time WhatsApp interface for feedback, summary and analytics at various reporting levels, Holacracy options

Recognition Awards

- Peer-to-Peer Badges - Value Cards, Individual Awards - Mustang (or) Top Gun, Team Awards - The A Team, Privilege Circles - Future Gold/ Platinum Clubs, Chairman Club

Milestone Awards

- New Arrivals - Value Litmus, Personal & Service Milestones - 2gether, Development Plan Milestones

KPI Gamification

A global company intended to drive performance to improve individual employee KPIs, get recognition based on continuous improvement, and lastly drive team level competition based on composite Game score. Key features of the solution:

- **KPI based data inputs around 20 identified metrics such as attendance, outcalls, call time, success rate and many others** – Enabling team leads/ leaders and admin to input the KPI data for Parameter wise gamification as well as composite scores
- **Individual tracking** – daily data and monthly summaries
- **Team and Tribe level gamification for competition themed along “Hunger Games”** – Flexibility to group teams, tribes, custom logos, and backgrounds
- **Organization wide display of performance of Teams** – Access to employees to the Wall of game to compare their team’s and individual performance against other teams and individuals
- **Analytics dashboard and leaderboards** – Decision enabling analytical dashboards to display the top performing teams, top performing individuals of respective teams. Leaderboards displaying the overall weekly top scores
- **High engagement** – Connect to employees through mobile notifications and updates

Highlights



Award Winning Use Case

- Organization wide proliferation of KPI data increased transparency and healthy competition amongst teams
- Custom analytics and dashboard views for leaders
- Increase the use of best practices through communication

Driving Innovation from Spark to Sparkle

A Fortune 500 global company into the premium Bath & Kitchen fittings business, was looking for a solution that could help them drive innovation through the entire lifecycle right from the time an idea is born till the commissioning of the project. They wanted to extend the same program across its entire workforce of 30,000+ employees across 25 countries globally. PeopleCart created an Innovation platform called **Spark to Sparkle** built to not just gather, but also nurture and implement new ideas that create value for the organization or the stakeholders.

PeopleCart's S2S solution was built with the following features:

- Social interface to make innovation a way of life where the entire workforce internalizes the tenets of innovation and practice the desired actions repeatedly till they become a habit.
- Ability for BUs to create relevant themes and for employees to submit ideas across themes, regions together with colleagues.
- Ability to map a variety of subject matter experts to select and nurture relevant ideas
- Ability for Leaders to identify best ideas (basis cost benefits analysis, budget vs ROI) and assign resources for implementation tracked through real time progress
- Recognize and reward the top contributors on a global platform
- Involve all employee in nurturing of best ideas and drive organization wide engagement

Highlights



- Program rolled out to 8,000+ employees across 12 countries. To be extended to other 22,000+ employees and additional 13+ countries in Phase 2
- Abilities for each Business Unit to create themes specific to their business and specific to a period
- Unified single platform for global workforce
- Platform accessible for cultural relevance and higher adoption in English, French, Spanish, Thai, Mandarin, Hindi (Phase 2)
- Structured evaluation process with crowdsourced inputs to drive engagement
- Integration with client existing HRMS system for low day to day administration

Peer Appreciation

A renowned Financial Services Company was looking at an integrated solution to develop a culture of positive appreciation across its 10,000+ workforce in India. PeopleCart deployed an automated solution with the following features:

Peer to Peer Endorsements

- **Across the organization** - any employee within the organization can give away a badge to another employee within, across designations, Service lines, locations etc.
- **One per Month** - each employee can give away one badge a month to his applaud
- **Names of the Badges** - These badges could be defined as simple badge such as “I applaud” with option to comment, initially and will be subsequently extended either by ABC’s organization values (for ex: Gr8 on integrity, respect & teaming etc.) or by Balanced score card components (for ex: Hi5 on Market leadership etc.)
- **Hall of Honor** - 5 such badges would get an employee entry into Hall of Honor. Each entry will be part of Hall of Honor for minimum 90 days. Hall of Honor in the landing page would show recent 10 entries
- **Rewarding** - Badges could have monetary value of INR 250 (or any other value) each and could be redeemed against multiple national vouchers such as Shoppers Stop, Spencers, Café Coffee Day, Tanishq etc.
- **Baseline Appraisal Reports** - Analytical insights based on real-time data on organizational / BSC values

Highlights

- Connect Workforce
- Recognize top contributors
- Access analytics & pre-appraisal reports
- Identify gaps in practice of key organization values/ parameters



Automated & Integrated Platform

The largest generic pharmaceutical manufacturer in the United States wanted to automate their Rewards and Recognition process for 4,000+ employees. PeopleCart is deployed to replace a manual reward system, where employees were being rewarded but were not socially recognized.

PeopleCart deployed a solution with the following features:

- **Use case for distributed Pharmaceutical/ Manufacturing set ups** - Created and successfully implemented work flows that address Employees' low mobile / internet penetration
- **Real time recognition of employee actions** - Dashboards facilitate the real-time analytics with respect to the Organizational and Individual progress.
- **Evaluate Effectiveness of Recognition Framework** - Defined assessment metrics and reports provide the insights for framework utilization
- **Real-time Recognition of Employee progress** - Dashboards facilitate the real-time analytics with Organization progress, Individual's progress
- **The Reward of Choice** - Employees have the freedom to redeem reward points across variety of options.

Highlights

- Use case for distributed Pharmaceutical/ Manufacturing set ups. Created and successfully implemented work flows that address Employees' low mobile / internet penetration
- Integrated framework to provide highly impactful experience.
- Instant gratification through Automated redemption process which provides varied options to employees.



Global Redemption

A global technology company focusing on VAS based solutions for Telecom companies, was looking for a solution that could extend the same rewards experience to all its employees across 22 countries in America, Europe, Asia & Africa:

PeopleCart's solution was built with the following features:

- **Local reward options in each of the 22 locations** - First time catalogs were set up in countries like Burkina Faso, Gabon, Chad, Niger, Indonesia & Philippines
- **Regional mapping of employees to catalog** - System validates location with login credentials to ensure employees are directed to the relevant catalogs with reward options in the local currencies
- **Region wise Analytics dashboard** - Decision enabling analytical dashboards for leaders with metrics based on geography, business unit, and reward classifications
- **High engagement** - being created through a series of interventions that include catalog promotions



1 Integrated Platform



250 Reward Options



22 Countries



Highlights

- First time ever local redemptions in West African Nations
- Wide variety of experiential reward options across all geographical location.
- Custom analytics and dashboard views for leaders
- All Recognition programs to be managed on a single integrated platform



Thank You