

# The recognition overhaul that changed how ANCA Machine Tools celebrates people

ANCA Machine Tools replaced manual, inconsistent R&R with Empuls - achieving a 90% faster rewarding cycle, 100% increase in engagement scores, and 80% employee promoter rate across its Asia operations.

## CAPABILITIES USED



### RECOGNITION & REWARDS

#### Automated nomination and award workflows

Empuls replaced manual spreadsheets and email-based nominations with automated end-to-end recognition workflows - performance milestones, peer nominations, and instant awards all triggered automatically, cutting the rewarding cycle by 90%.



### REDEMPTION CATALOG

#### Extensive personalized reward catalog

Employees gained access to hundreds of redemption choices - gift cards, experiences, wellness perks, and lifestyle benefits - increasing excitement and satisfaction around earning and redeeming points.



### SURVEYS

#### Integrated engagement surveys and pulse tracking

Empuls replaced ad-hoc Google Forms with integrated survey workflows, enabling HR to measure engagement trends, pulse scores, and sentiment shifts over time - and use insights to refine recognition and communication programs.



### PEOPLE ANALYTICS

#### Recognition dashboards and engagement ROI

Configured dashboards showed frequency of recognition, engagement participation, and ROI from R&R programs. Engagement trends were monitored monthly, giving HR a clear view of cultural health across teams.

## THE CHALLENGE

### Recognition that couldn't keep pace with a growing, distributed workforce

As ANCA continued to grow, its existing recognition practices couldn't keep up with the needs of a modern, distributed workforce. Employees wanted timely appreciation, clearer processes, and a more consistent experience across teams.

These gaps highlighted the need for a structured, always-on engagement approach - one that could bring fairness, visibility, and momentum to how achievements were celebrated.

**Unsystemized rewards and recognition**, recognition at ANCA was largely limited to annual functions or festival events, leaving everyday achievements unnoticed. Employees rarely received timely appreciation for quality work, project wins, or initiative-taking - impacting motivation and visibility across teams.

**Lack of transparency and frequency**, employees felt recognition was irregular and unclear. With no visibility into how nominations were made or awards decided, engagement levels began to dip - creating an uneven experience where many employees felt overlooked despite strong contributions.

**No unified platform for rewards**, recognition efforts were spread across emails, spreadsheets, and multiple tools, creating confusion and delays in approvals. Without a single platform to manage the entire rewards cycle, redemption timelines slowed down and HR struggled to maintain consistency.

**Disconnected feedback channels**, feedback processes were run through ad-hoc Google Forms, making it hard to track sentiment over time or identify engagement gaps. The absence of integrated survey workflows made measuring cultural health an ongoing challenge.

## THE SOLUTION

### A structured, automated recognition system that made appreciation an everyday experience

To create a workplace where appreciation felt consistent, visible, and meaningful, ANCA needed more than manual tools - it needed a structured system that could turn recognition into an everyday experience.

Empuls provided the foundation to remove bottlenecks, improve transparency, and build a culture where achievements were celebrated promptly and fairly - empowering leaders to recognize employees in real time while giving HR the automation and insights to strengthen engagement across every region.

**Systemized reward process**, Empuls transformed recognition at ANCA from an occasional practice into a continuous, automated workflow. Managers nominate employees directly on the platform, HR approvals are instant, and recognition moments are captured and celebrated company-wide.

**Automation for speed and accuracy**, automated reward workflows eliminated manual tracking and drastically reduced processing time. Performance ratings, project completions, customer appreciation, and team contributions automatically triggered points - cutting the rewarding cycle by nearly 90% and reducing human error.

**Transparency through nomination workflows**, employees gained visibility into nominations, award decisions, and peer recognition. This openness boosted trust, encouraged cross-team appreciation, and ensured every achievement - big or small - was acknowledged promptly and publicly.

**Actionable engagement insights**, integrated surveys and real-time analytics empowered HR to measure engagement trends, pulse scores, and sentiment shifts. Insights helped refine recognition themes, reward structures, communication planning, and engagement campaigns.

## THE RESULTS

### Less waiting, more celebrating and a workforce that genuinely feels seen

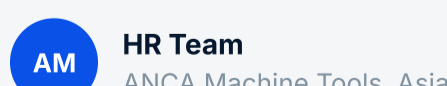


Through Empuls, ANCA Machine Tools successfully turned its recognition framework into a continuous, automated, and transparent process. Every employee now experiences timely acknowledgment for their achievements - resulting in higher engagement, stronger morale, and measurable cultural transformation across its Asia operations.



Recognition at ANCA used to happen once a year at an event.

**With Empuls, every achievement gets noticed in real time. Our engagement scores doubled and employees genuinely feel appreciated for the work they do every day.**



## COMPANY PROFILE

INDUSTRY  
Machine Manufacturing

LOCATION  
Bengaluru, India (Asia Region)

EMPLOYEES  
1,000+

USE CASE  
Digital rewards and recognition, engagement tracking

## CAPABILITIES

Recognition & rewards   Automation   Surveys   People analytics

Peer-to-peer recognition   Culture

ANCA Machine Tools is a global CNC grinding solutions leader founded in 1974, serving 45+ countries. Its Asia subsidiary in Bengaluru used Empuls to overhaul R&R and achieve a 100% increase in engagement scores.