

Xoxoday Empuls vs. Connecteam

Connecteam runs your frontline's schedules, time clocks, tasks and team chat in one app. Empuls gives the same workers a reason to stay, with recognition, a global rewards catalog, surveys and a mobile-first app that needs no work email. Here is how they compare, so you can see where each fits.

About Empuls — Empuls is Xoxoday's AI-powered employee engagement platform. It brings rewards, recognition, benefits, surveys, gifting, sales incentives and a social intranet into one modular platform, built to scale across desk, deskless and frontline workforces in 150+ countries.

Why Companies Choose Xoxoday

10 enterprise-grade differentiators that set Empuls apart.

1

Blue Collar First Access

Log in with a mobile number or employee ID, with no work email needed. Reach workers through the mobile app, SMS, WhatsApp and kiosks.

2

Recognition and Rewards, Not a Side Module

Peer, manager and spot awards, milestones, nominations and gamification, all tied to rewards workers can redeem.

3

An Owned Global Rewards Marketplace

10M+ reward options in 30+ categories across 150+ countries. Xoxoday owns its catalog, so there are no middlemen and no per-redemption markups.

4

Regional Nuance, Built In

50+ languages, 50+ currencies, cost-of-living adjustments, purchase parity, local tax governance and local data residency.

5

Listening That Drives Action

eNPS, pulse and lifecycle surveys with AI sentiment analysis and a mood meter, linked to the recognition and rewards you run.

6

Program Governance and Fairness

Maker-checker approvals, budgets by country, department and manager, and AI detection of favoritism and quid-pro-quo patterns.

7

One Platform, One Vendor

Recognition, incentives, benefits, surveys, gifting and a social intranet on a single integration.

8

Enterprise-Grade Security

SOC 2 certified and GDPR compliant, with SaaS, API, embedded or white-label deployment and data residency in the US, UAE, India and Saudi Arabia.

9

AI Across the Platform

Em, the Empuls AI copilot, recommends who to recognize, coaches award writing and runs reports on demand. MCP support lets AI assistants run recognition, rewards, survey and engagement workflows on Empuls through simple prompts.

10

Hands-On Customer Success

White-glove onboarding, a named Customer Success Manager and 24/7 support.

How Empuls Addresses Feature Gaps with Connecteam

Connecteam is a strong all-in-one frontline operations app. It is well rated for ease of setup and support, offers scheduling, time clocks, tasks, forms, chat and training, publishes clear per-hub pricing and is free for up to 10 employees. Its Recognition and Rewards module covers badges and digital tokens that employees redeem for gift cards. Empuls does not replace scheduling or time clocks. Where Connecteam's public pages stop, Empuls adds a global owned rewards catalog, structured award programs, survey depth, governance and multi-country reach for the same frontline.

1. Recognition and Rewards

This matters because recognition only sticks when the reward is one people want.

Feature	Connecteam	Xoxoday Empuls
Recognition	Digital badges, personal messages, and celebrations with comments and reactions	Peer, manager and spot awards, badges, milestones and structured nominations
Rewards	Digital tokens redeemable for gift cards from the app	10M+ rewards in 30+ categories across 150+ countries, Xoxoday-owned
Local relevance	Not publicly documented	Local currency, local brands and cost-of-living adjusted values
Gamification	Not publicly documented	Leaderboards, streaks, tiers and contests across programs

2. Access for Every Worker

This matters because many shift workers have no work email or desk.

Feature	Connecteam	Xoxoday Empuls
Mobile app	iOS and Android	iOS, Android, web and desktop
Login	Not publicly documented	Mobile number, employee ID or HRMS SSO
Languages	Not publicly documented	50+ languages
Channels	In-app chat and updates	App, SMS, WhatsApp and kiosk

3. Surveys and Listening

This matters because engagement data only helps when it leads to action.

Feature	Connecteam	Xoxoday Empuls
Surveys	Surveys within the Communications hub	eNPS, pulse and lifecycle surveys with AI sentiment analysis and a mood meter
Closing the loop	Not publicly documented	Insights linked to recognition and rewards programs

4. Workforce Operations

This matters because the best frontline stack often uses both tools.

Feature	Connecteam	Xoxoday Empuls
Scheduling	AI-assisted scheduling and shift management	Not offered. Empuls does not replace a scheduling tool
Time and attendance	Time clock with location verification, NFC tracking and automated clock-outs	Not offered
Tasks, forms and training	Task management, digital forms, checklists, training and onboarding	Not offered. Integrates with your HRMS stack

5. AI

This matters because AI is only useful when it connects to the work employees and admins do daily.

Feature	Connecteam	Xoxoday Empuls
AI assistant	AI scheduling built from plain-language prompts	Em: recommendations, writing coach, skill mapping, attrition prediction and sentiment analysis, all live
MCP capability	Not publicly documented	Empuls connects to AI tools and agents through MCP, so teams can query programs and run actions from the AI assistants they already use

6. Governance, Integrations and Security

This matters because programs must scale across countries without admin chaos.

Feature	Connecteam	Xoxoday Empuls
Integrations	Integration catalog, including earned wage access	60+ HRMS connectors, plus Teams, Slack, Google Workspace, Salesforce and HubSpot
Budgets and approvals	Not publicly documented	Budgets by team and country, maker-checker approvals, audit trails
Certifications	SOC 2 Type 2, ISO/IEC 27001, GDPR and CCPA	SOC 2 certified and GDPR compliant

Beyond the Platform — What You Get When You Choose Empuls

Empuls is more than a recognition tool - it's the engagement infrastructure your people strategy runs on.

At launch, you get dedicated Implementation Engineers, structured onboarding, promotion kits, manager toolkits and adoption workshops, built so your program lands with momentum and not a quiet rollout that fades in weeks.

Post-launch, a named Customer Success Manager drives adoption, recognition frequency and participation through targeted campaigns, manager nudges and structured Monthly and Quarterly Business Reviews. A 24/7 AI-powered support bot keeps your teams unblocked.

On AI, Em generates reports on demand, recommends who to recognize, coaches award writing, maps skills and predicts attrition, and lets admins plan entire campaigns through simple conversation. With Model Context Protocol (MCP) support, AI assistants can connect to Empuls to run insights, rewards, recognition, survey and engagement workflows through prompts.

The longer you run Empuls, the smarter and more impactful your programs become.

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