

Xoxoday Empuls vs. O.C. Tanner

If you're evaluating O.C. Tanner and Empuls, this document walks you through where the platforms diverge, and why it matters for your program at scale.

ABOUT XOXODAY EMPULS

Empuls brings rewards, recognition, benefits, surveys, gifting, sales incentives, and social intranet into one AI-powered platform. Trusted by 2,000+ companies across 100+ countries, including enterprises with 50,000+ employees - modular by design, built to scale.

Why Companies Choose Xoxoday

10 enterprise-grade differentiators that set Empuls apart.

1

Multi-Country Enterprise Programs

Designed for large, complex organizations spanning multiple countries, industries, and workforce types - desk-based, deskless, and frontline.

2

One Platform for the Full Employee Experience

Rewards, recognition, incentives, benefits, surveys, gifting, social intranet, and wellbeing - one platform, one vendor, one integration.

3

The Most Comprehensive Reward Marketplace

Xoxoday owns its catalog - most competitors outsource. 10M+ rewards, 20+ categories, 100+ countries. No middlemen.

4

Regional Nuances, Built In

100+ languages, multi-currency, Cost of Living Indicator (COLI) adjustments, purchase parity, local tax governance, local data residency, and local time zone support.

5

Enterprise-Grade Platform

SOC 2, ISO 27001, GDPR, HIPAA, CCPA, DPDP, WCAG compliant. VAPT-tested. Scalable architecture, robust APIs, role-based access, and maker-checker controls.

6

Flexible Deployment

SaaS, API, embedded, or white-label - on any major cloud. Data residency across the US, UAE, India, and Saudi Arabia. Very few vendors offer this range.

7

Deep Integration Ecosystem

60+ HRMS connectors. Two-way integrations with Teams, Slack, Google Workspace, Outlook and Viva. Salesforce, HubSpot, Jira, Zendesk, and more.

8

AI Copilot - Em

On-demand reports, recognition recommendations, writing coach, skill mapping, attrition prediction, and survey sentiment analysis - all live today.

9

Strong ROI & Low TCO

One platform, fewer vendors, lower integration costs, simpler admin. ROI visible across eNPS, retention, sales performance, productivity, and skills.

10

Professional Services & Customer Success

White-glove onboarding, dedicated project management at launch. Named CSM, structured MBRs & QBRs, and 24/7 AI-powered support post-launch.

How Empuls is a Comprehensive Employee Engagement Platform

O.C. Tanner's Culture Cloud has deep roots in long-service and milestone recognition - with strong symbolic awards, leadership branding, and enterprise credibility. Its gaps surface in sales incentives, modern surveys, sales performance management, benefits breadth, and AI-driven engagement automation.

1. Celebrate Milestones & Career Moments

Automate celebrations that reinforce culture and connection across the employee lifecycle - from day one to every year after.

Capability	O.C. Tanner	Xoxoday Empuls
Employee Onboarding	Onboarding moments and welcome recognition	Welcome swag & merchandise fulfillment, celebratory reward points, day-one culture moments
Long Service Awards	Flagship Yearbook and symbolic awards programs	Auto-tiered tenure programs at 3/5/10/15/20+ years with loyalty rewards
Birthdays & Personal Milestones	Celebrations module for life events	Birthdays, anniversaries, graduations, marriages, regional festivals - fully personalized
Year Recaps via Employee Yearbooks	Physical Yearbook hard-copy product	Auto-generated print-ready yearbooks from recognition moments, peer tributes & awards
Video & Multi-Format Messages	Video messages and eCard tributes	Video shoutouts, GIF cards, social wall shares, multi-format celebrations

2. Recognize & Reward Everyday Performance

Appreciation culture relevant across regions, roles, and reward preferences - with governance to ensure fairness and consistency.

Capability	O.C. Tanner	Xoxoday Empuls
Peer-to-Peer Recognition	Peer recognition via Culture Cloud feed	Wall of Fame, badges, likes, real-time appreciation feed, social intranet integration
Manager Spot Awards	Manager-led recognition moments	Instant spot awards, configurable budgets, approval flows, frequency caps
Structured Nomination Programs	Nomination-based award programs	Multi-level jury panels, nomination windows, branded award cycles, AI-powered bias detection against instances of exclusion and favoritism
Gamification	Points, badges, and recognition streams	Leaderboards, badges, streaks, tier progression, contest mechanics across all programs

Capability	O.C. Tanner	Xoxoday Empuls
External Stakeholder Recognition	Not Available	Customers, partners, vendors, contractors can recognize employees on same platform
Values-Aligned Recognition	Values-tagged recognition tied to culture	Company values tagged on every recognition, reports on values adoption by team/region

3. Program Governance, Budgets & Admin Control

Run complex, multi-country R&R; programs without admin chaos - with governance, budget control, and automation built in.

Capability	O.C. Tanner	Xoxoday Empuls
Multi-Level Approval Workflows	Standard approval chains	Maker-checker flows, multi-tier approvals, threshold-based auto-routing, audit trails
Budget Governance & Allocation	Program budget management	Configurable budgets by country/department/manager, real-time utilization, rollover controls, alerts
Role-Based Access Controls	Admin role segmentation	Granular RBAC, data residency by role, country-scoped admins, segmented visibility
Anti-Bias & Fairness Guardrails	Not Available	Quid-pro-quo detection, favoritism pattern flags, mandatory review for high-value awards
Program Templates & Playbooks	Culture Cloud design templates	Pre-built program templates, launch playbooks, manager nudge automations
Admin Reporting & Audit Logs	Recognition analytics dashboards	Real-time dashboards, audit-ready logs, configurable exports, scheduled reports

4. Drive Sales Performance

Unify sales, channel, and partner incentives with end-to-end plan design, tracking, and payout - no disputes, no delays.

Capability	O.C. Tanner	Xoxoday Empuls
Sales Quota Tracking	Not Available	Individual quota progress dashboards, milestone benchmarking, CRM-synced
Incentive Simulation	Not Available	What-if simulator projects earnings vs targets using historical data
Sales Leaderboards	Not Available	Persona-based leaderboards, regional splits, AI-powered nudges for laggards
Automated Incentive Payouts	Not Available	One-click payouts on deal closure, multi-hierarchy commissions, dispute workflows

5. Wellbeing, Benefits & Professional Growth

Go beyond cash - engage employees through healthy habits, community recognition, and growth moments that reinforce culture.

Capability	O.C. Tanner	Xoxoday Empuls
Incentivize Healthy Habits	Wellbeing recognition modules	Reward points, gift cards, fitness integrations & more for completing wellness stages and goals
Community-Led Wellness Moments	Community shoutouts on culture feed	Social intranet achievement posts, peer cheers, group challenges across teams and regions
Learning & Development Recognition	Career growth and learning tributes	Certification rewards, skill endorsements, training badges tied to recognition
Talent Referral Programs	Not Available	Automated referral bonuses, tracking workflows, payout on hire milestones
Employee Voice & Surveys	Culture Cloud Influence: engagement & pulse surveys	eNPS, pulse, lifecycle & 360 surveys with AI sentiment analysis, Mood-o-Meter

6. Deliver Rewards Employees Actually Want

Redemption drives program success - the catalog must be abundant, locally relevant, and frictionless to redeem.

Capability	O.C. Tanner	Xoxoday Empuls
Global Reward Catalog	Global rewards marketplace with symbolic awards	10M+ options across 100+ countries with partners like Amazon, Visa & MasterCard. 30+ categories, Xoxoday-owned catalog
Catalog Ownership Model	Hybrid - some owned merchandise, rest via partners	Owned & operated - no middlemen, no markup on redemptions
Local Redemption Options	Regional catalog support	Country-specific brands, Cost of Living Indicator (COLI)-adjusted values, local currency, local tax compliance
Experience Rewards	Experiences, merchandise, charitable giving	Curated experiences, wellness, travel, dining, charity donations, e-gifts, merchandise
Seamless Redemption Tech	Culture Cloud redemption portal	Instant redemption, SMS/WhatsApp redemption, kiosk support, omnichannel access

7. Scale Globally with Enterprise Confidence

Global enterprises demand multi-country compliance, flexible deployment, robust integrations, and data sovereignty - non-negotiables for scale.

Capability	O.C. Tanner	Xoxoday Empuls
Deployment Flexibility	SaaS Culture Cloud platform	SaaS, API, embedded, or white-label; mobile-first; data residency across US, UAE, India, Saudi Arabia

Capability	O.C. Tanner	Xoxoday Empuls
Security & Compliance	SOC 2, ISO 27001, GDPR	SOC 2, ISO 27001, GDPR, CCPA, HIPAA, DPDP, WCAG; VAPT-tested annually
Multi-Language & Currency	20+ languages, multi-currency	100+ languages, 50+ currencies, Cost of Living Indicator (COLI) adjustments, auto-conversion, local tax handling
HRMS & Integration Ecosystem	Workday, SuccessFactors, Teams, Slack	60+ HRMS (Workday, SAP, ADP, Darwinbox); Teams, Slack, Viva, Salesforce, HubSpot; robust APIs
Marketplace Scale & Economics	Hybrid catalog, premium-positioned	10M+ rewards; 100+ countries; owned catalog - no middlemen, no markup
Customer Scale & Support	Fortune 500 focus, 100+ countries served	2,000+ companies, 100+ countries; 24/7 AI copilot + human support across time zones

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 to ensure your program lands with momentum, not a quiet rollout that fades in weeks.

Post-launch, a named Customer Success Manager actively drives adoption, recognition frequency, and participation - through targeted campaigns, manager nudge programs, and structured Monthly and Quarterly Business Reviews. A 24/7 AI-powered support bot keeps your teams unblocked, backed by a global team across time zones.

On AI, Empuls is already ahead. Em generates reports on demand, recommends who to recognize, coaches award writing, maps skills, and predicts attrition. It also automates full engagement calendars and lets admins plan and execute entire campaigns through simple conversation.

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