


Evyap's Digital Transformation in HR

5 Countries 3 Plants 7 Factories 4000+Employees

With Sorwe, more accurate, fast and effective career management has been provided with instant surveys, performance, potential & competency information. A communication network was established with Sorwe, where employees can deliver their suggestions directly to management. A fully digital Human Resources is achieved with the newly introduced digital processes through Sorwe's single platform.



Fast and effective feedback with Jet Survey

Jet Survey, a smart survey and analysis platform, is frequently used to get instant feedback from all units in the global organisation that creates a collective mind.



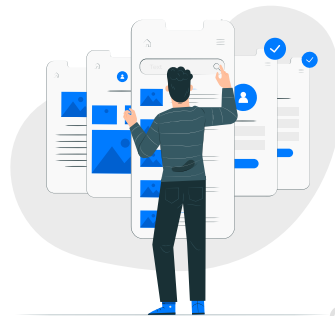
Participation increased by 80%

Participation in surveys and feedback increased by 80% thanks to Sorwe's mobile technology and employee-oriented interfaces.



Instant communication with 1,514 employees in 6 countries

More accurate and effective career management and a customisable communication network have been launched with instant surveys that provide fast and useful feedback, employee performance, potential and competency information.



Follow the entire journey of an employee in a single page


Each employee has an individual summary page, One-Pager, gathered with their engagement data and their career prospects. Managers have access to the One-Pager for the related team members, which ease the effective and transparent feedback process, and a clear career path in further periods.



Increased confidence and trust in HR Practices

With an employee-oriented digital transformation, Evyap employees' confidence and trust for all HR applications have grown.

Adoption of End to End Performance System in 2 days



The Performance System was moved from another system to Sorwe in 2 days and 359 people were managed in the same week.

Challenges

- Providing digital transformation by connecting the processes in an integrated way in a single center.
- Simultaneous implementation of the whole system in 6 different country.
- Active participation of 4000+ employees to Sorwe without training.
- Collecting and analyzing instantaneous feedback by establishing individual communication with all employees.

Solutions

- Screens were designed for Evyap, and the datas in the previous systems and were transferred to Sorwe quickly.
- Communication pages and messages were specially re-designed for Evyap
- Thanks to the employee-oriented mobile application, the participation of employees was ensured without any training.
- A broad participation and instant feedback system was created with the Jet Survey and Suggestion System.

Employee Oriented Digital Transformation

Evyap is one of the world's largest soap and personal care products manufacturer with more than 4,000 employees. In addition to the manufacturing facilities in Turkey, Evyap has a production plant in Egypt from 2002 onwards. Furthermore, Evyap Malaysia Oleo-chemistry and Soap Production Plant Investment came into operation in 2014. Evyap is a leader in beauty soap, skin-care products, pre-shave and after shave categories in Turkey.

In addition to a well-known global software solution that was previously adopted in Evyap's human resources, many processes were also carried out manually by different teams. The fact that the previous software solution did not have an employee-friendly design, problems arose in the inclusion of employees and caused additional need for manual maintenance that created a huge workload and time loss for the human resources team. Above all, processes and outputs were unable to communicate with each other; an overall practical analysis was hard to establish.

Evyap Holding Human Resources team shares their challenge and the experience with Sorwe as follows; "In the periods when we do manual processes in our HR practices, getting feedback from the employees and managing the operations at different times on separate screens caused delays despite lot of efforts.

With the digitalisation of all our processes with Sorwe, we have a system that touches our employees and strengthens our mutual communication. Sorwe, being user-friendly, increased the interaction of our employees with the company. Thus, while the demand for our HR practices has hiked, our information and announcement messages have seen by more employees."



Why Sorwe



**User Friendly
Mobile Technology**



**Intelligent Visual
Reporting**



Gamified Experience



**End to End Digital Process
in single interface**



7/24 Technical Support

Receive Quick and Effective Feedback

Evyap says and follows; “We frequently used the Jet Survey infrastructure to get useful and quick feedback right after the events, trainings and meetings that we did within the company. In addition, when we needed an idea about a product, we had the opportunity to get feedback from the users of that product within the organisation.

Creating a space where we can communicate with our employees strengthened the link between HR and the employee. The rate of participation in our surveys and the number of employees we received feedback increased by 80%.

We care about our employees’ ideas in our corporate development, and we attach great importance to including them in our development. Therefore, we needed a suggestion system that is both employee-friendly and easy to manage and follow the outcomes.

“We further adopted Sorwe’s Suggesto Suggestion System with the help of Sorwe team, making it an active suggestion and feedback tool for our entire organisation. Especially the short-term immediate ones and the medium and long-term ones that may require investment were separated. The follow-up of the long-term suggestions, the transfer to the related Commission teams and their follow-up processes were carried out entirely online.

With the user-friendly mobile screens, our employees participated in suggestions and feedback processes more actively and willingly.”

“With this application, we observe that our employees’ confidence and trust for all HR practices have increased.”

Fatma Nur Aygün
HR Associate Manager

What is Jet Survey

It is an advance in house survey and analysis tool to collect realtime feedback for companies. Companies can use many ready to use surveys or can design their survey or tests in 4 easy steps. Our infrastructure is also allowing us to create intelligent flow and segmentation depend on a different focus group in your study.

Design your survey, collect answers and analyse results. Complete all process within minutes.

Intelligent reminder system will increase participation in your all surveys which you need a quick reaction.

What is Suggesto?

It is a gamified digital suggestion system where employees can convey their suggestions on many different topics to their companies independent of location and time from their mobile devices and earn badges and points for each suggestion.

With text interpretation and sentiment analysis, you can deep-dive on the content of thousands of suggestions and emotional distribution in a smart, single-page report.

What is Intelligent Text Analysing

Companies with high employee numbers receive more than thousand suggestions, complains or feedbacks in short times. Who can really read all of them and analyse to turn into action plans quickly? Sorwe can.

AI based Sorwe Analytics can categorise all of text-based feedbacks depending on topic, plus understand the emotional situation of the message and report you as positive, negative or neutral in one-page report.

End-to-End Digital HR and Employee Experience Vision; Performance System, 360-degree Competency System, One-Pager...

Evyap carried out all systems related to employee experience from the single platform of Sorwe to create career development journeys, successions and talent profiles of employees. The fact that Sorwe keeps all engagement data from surveys and critical data such as assessment results in one place for each employee made our HR team's management very easy as it enabled meaningful strategies.

With the One-Pager report (Career Summary), each employee has an individual summary page gathered with their engagement data and their career prospects. Managers have access to the One-Pager for the related team members, which ease the effective and transparent feedback process, and a clear career path in further periods. Evyap says they observed that employees' confidence and trust for all HR practices have increased after using this application.

“Endless thanks to the Sorwe Business team, who accomplished all our dreams in a very short time in the digital transformation adventure of Evyap Human Resources and accompanied us with 7/24 technical support and guidance.”

Kader KARACA
International & HQ HR Manager

Evyap achieved a higher viewer rate and interest to Sorwe's Career Summary screen page which includes more personal development data compared to the previously used the Self-Future Assessment Form.

Following the 360-degree assessment completion, managers and senior management start to organise active feedback sessions for their employees by drawing reports from this One-Pager career summary screen for each individual employee.

About Sorwe

Sorwe is the end to end digital employee experience platform. We combine employee experience with human analytics and create happier and more connected teams with the solutions we offer to modern companies who believe in human-oriented approach for the secret of success. Sorwe is selected one of the best innovative companies by Global Entrepreneurs Program (GEP) by the UK movement in 2019. Sorwe has offices in London and Istanbul while Sorwe's end to end digital HR services are being used in +10 countries. We are aiming to create sustainable high performance culture for future of companies globally.