How BigID uses bob to stay on top of KPIs and boost engagement, recognition, and collaboration



company has remote employees in Australia, Belgium, Brazil, France, India, Singapore, Switzerland, and across the US, with plans to hire in additional locations as they continue to expand. BigID has grown exponentially during the past three years—increasing its headcount from 80 to 400 people, with no signs of slowing down. BigID used spreadsheets and managed HR manually as a smaller company, but it wasn't sustainable as they grew. The company looked for a powerful HR platform that could automate their day-to-day processes, provide real-time employee

with offices in Austin, London, and Tel Aviv. In addition to its physical sites, the

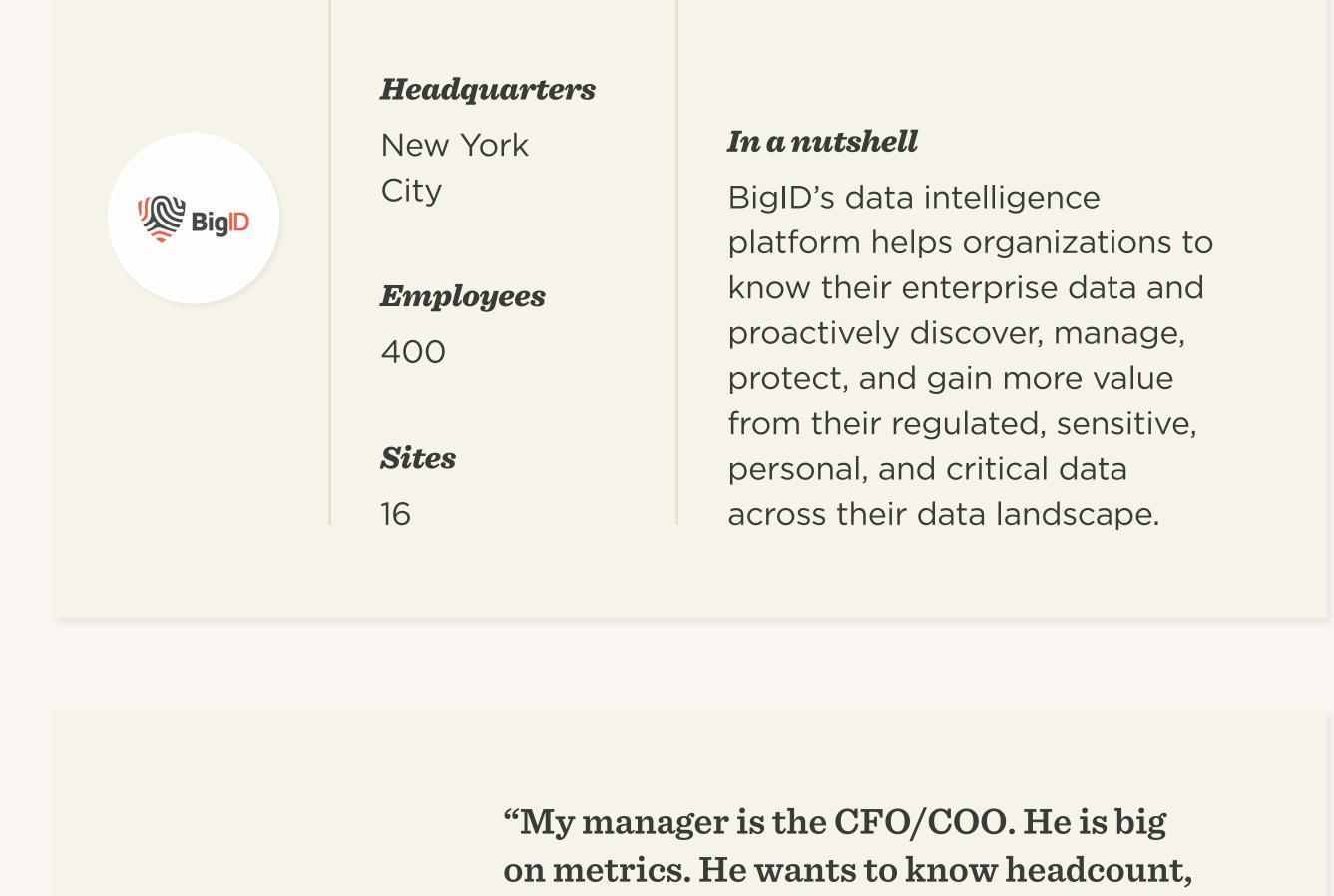
insights, and help manage and measure employee KPIs. They implemented bob and haven't looked back.

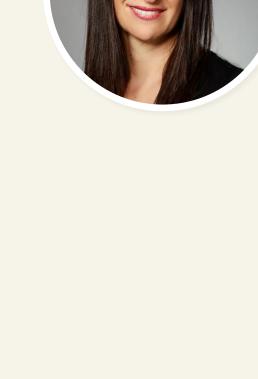
What they do

Actionable data intelligence

Founded in

2016





by division. What are the open roles and who did we hire that didn't start yet, so he can forecast the headcount. He is big on headcount, that's our runway. How much money do we have, what is our average salary, what is the burn rate. With bob, I can very easily provide him with this information." Inbar Dayan | Global VP People at BigID A central place for people data

how many contractors, how many full

time workers—by site, by department and

BigID is serious about its data. The company needed an HRIS that could provide

real-time employee data on KPIs such as headcount, attrition, salaries, and

diversity and inclusion metrics, plus analytics on their best performers and

employees at risk of attrition. They needed this data to report to the CFO/COO

and analyze their current situation, plan for the future, and find ways to improve.

Keeping an eye on KPIs Having accurate data is key to measuring employee KPIs. BigID's People Team has rigid rules regarding who has access to bob's data, and they run audits every two weeks to ensure data integrity.

growth and retention, drilling down to measure attrition rates by department, site, manager, and tenure for a deeper understanding. They also keep a close eye on

is growing with us."

Inbar Dayan | Global VP People at BigID

employee diversity. While their headcount is predominantly male, 25% are women compared to 15% three years ago, and they are committed to hiring an ethnically diverse workforce across their sites.

bob's people data uses different metrics and visual formats that keep BigID's

People Team mindful. The attrition indicator creates attrition-risk scores that

alert them about employees who may be at a high risk of attrition. Having this

The People Team uses bob's Analytics to view KPI dashboards on the company's

information enables the People Team to take action to retain their people. They also use bob's performance mapping, which creates a 9-box visual representation of their employees following their performance reviews. bob's performance mapping plots BigID's people according to any two criteria from the performance review, providing a visual representation of where each employee stands and enabling them to identify outstanding employees to earmark for

requested from the CEO in years past, and it had taken hours to create manually. Now, it is automatically generated in bob. These tools provide the People Team with valuable data on their people and alert them to any issues they should be aware of.

"bob is different today than it was two and a half years ago.

Every time I go in, I see enhancements to the look and feel

or a new feature. I love that. We are growing, and the tool

promotional opportunities and retention. Creating a 9-box grid had been

BigID's People Team works hard to provide a positive work environment for their

people. Before implementing bob, they ran several surveys to gain employee

feedback using Google Forms. However, collating the responses was a time-

reacts, and provides the best employee experience for their people.

consuming task. They aspired to build a positive company culture that listens,

Improving the employee experience

Boosting employee engagement, recognition, and collaboration

bob provides BigID with the tools to create a better working environment for their

employees. bob's surveys provide HR with valuable employee feedback on a wide

range of topics. They create company-wide surveys and surveys that focus on

The People Team runs company-wide employee engagement surveys twice a

year using bob's survey templates to gauge employee satisfaction—see what

smaller groups—by site, department, or to a specific group of employees.

is working and how they can improve. One of these surveys revealed that their people wanted opportunities for career advancement, so the People Team reacted by introducing LinkedIn Learning courses for career training. When they

and the option to work part of the week from home.

recognized at the company all-hands meeting.

their preferred communication channel.

Sometimes the People Team runs quick surveys for specific groups of people to gain feedback on various projects and initiatives. For example, when they were planning to open a new office, they surveyed employees from that area, asking them for the best location for the office and how many days a week they planned to work onsite.

The People Team also uses surveys as part of their employee recognition

program. They run a company-wide survey every quarter asking employees to

nominate three employees who have made a big impact at work. The five people

with the most nominations are given a generous recognition reward and publicly

BigID is passionate about employee recognition and engagement. As a rapidly

saw concerns with work-life balance, they started to offer flexible working hours

growing global company with people working from many different countries worldwide, they wanted to find a way to bring everyone together. bob's homepage fills that need, providing a forum for company announcements and employee collaboration. The People Team announces every new hire with a photo and a bio, and people react with welcome wishes and emojis. BigID's people also post Kudos and Shoutouts that recognize their peers for their hard work and achievements. Every post to bob's homepage is also communicated to employees via email and through bob's Slack integration, reaching every employee through

bob provides BigID with all the tools they need to create a better workplace for

their people. It is a place where diversity is celebrated, people's needs are met,

and employees are engaged and recognized for their hard work and dedication.

Main takeaways: BigID uses bob's Analytics to view dashboards on a wide range of KPIs such as company growth, retention and attrition, and DE&I metrics. bob's performance mapping automatically creates a 9-box visual representation of outstanding employees, saving BigID's People Team hours of work. BigID's People Team runs regular surveys to gain valuable feedback from their people on a wide range of topics.

bob's homepage provides a central place for company-wide announcements,

BigID's people love to post Kudos and Shoutouts celebrating employee

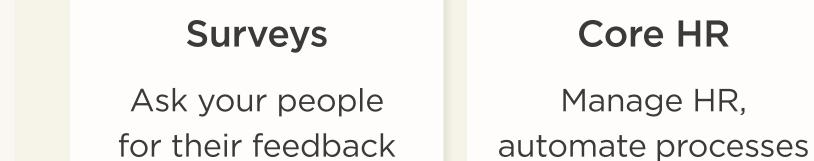
achievements, and their peers respond with comments and emojis,

which is invaluable for BigID as a global company with many

creating a culture of celebration and collaboration.

and build culture

BigID's favorite bob features



on any topic

** slack

remote employees.





BigID's workflow integrations



okta

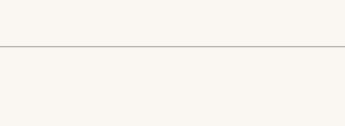
Reports

View insights

and track people

analytics trends

"bob's reporting tool is great, and I love that I can download all the fields. I always want to look at data in different ways-division, department, site, length of service, by manager...I look at turnover in many different ways. Without bob, it would be very difficult. Relying on the accuracy of the data is the core." Inbar Dayan | Global VP People at BigID



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