Skills/Knowledge Badging System

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Project Client: State Farm®

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The Big Picture

Since March 2020, the world has been facing the Covid-19 pandemic. The virus has affected many businesses causing a massive change in work environments. There are not a lot of places that can migrate their employees to a virtual workspace, but those who can are stumbling upon a new set of issues. Most companies that were able to operate virtually are finding that many employees are now struggling with motivation, recognition, and many other things that they use to find in the office.

What is the issue?

There currently does not exist a reward system for employees working in the virtual nature. This leads to many employees feeling discouraged as they are not being recognized for their work. It also does not allow an employee to see what their coworkers are achieving in the workplace.

How does this affect State Farm®?

Our team is working directly with representatives from State Farm® Enterprise Technology located in Tempe, Arizona. Their department includes 6,000 employees who are all working virtually. State Farm® is widely known to be one of the best places to work primarily because of the respect and recognition they show their employees. However, there currently is no rewards system in place to continue to provide the famous work environment for their virtual employees.

Welcome to Our Gamified Social Media

A user can select a badge and send it to another user with a personalized message!

A user can send Kudos to another user with a personalized message!

A user can redeem their Kudos for items in the Kudos store. Such as a coffee!

A user can print a badge they have earned to show off in the real world!

A user can generate a custom email signature similar to this one!

Here the user can register a new account or log in to an existing one.

This reward feed displays all badges earned by every user!

The badges earned by the user are displayed here.
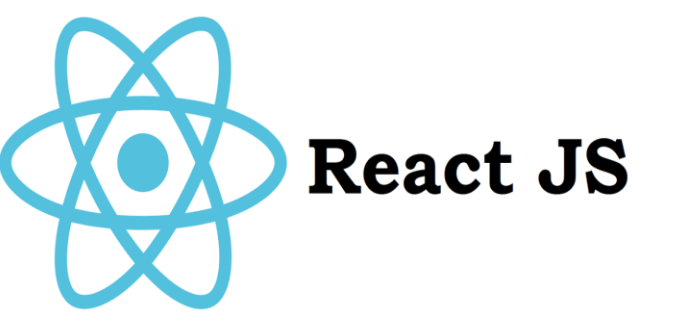
Our Solution

We envision a fast, secure, and easy to use internal social media web application. This application will be similar to a video game reward system to encourage and motivate State Farm® employees who are working virtually. The Skills and Knowledge Badging System would allow employees to acknowledge and reward their coworkers with badges and Kudos which can be shown off and redeemed for real world prizes. Our solution would fill the void of recognition and social interaction that once existed in the State Farm® offices.

Key Features:

- Interesting and responsive GUI
- Secure login / User Authentication
- Badge delivery system
- Badge printing
- Internal social currency (Kudos) system
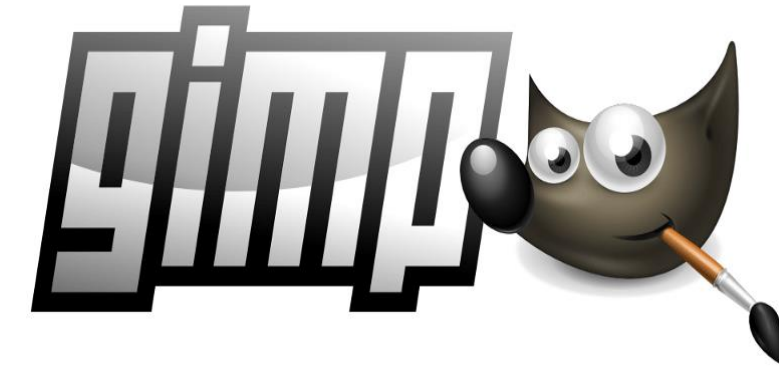- Email signature generator

Technologies

Frontend – ReactJS

Backend – NodeJS (Express)

Database – MongoDB

Graphic Design - Gimp

Future Work

The future of this product has extensive possibilities for new features, such as:

Multiple Access Levels
Adding Manager and Admin access levels.

Team/Group Creation
Allow users to form teams under a manager.

Badge Idea Submission Form
Allow users to submit their own badge ideas to the system admin.

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