

Case Study

Bursa Company for Trading

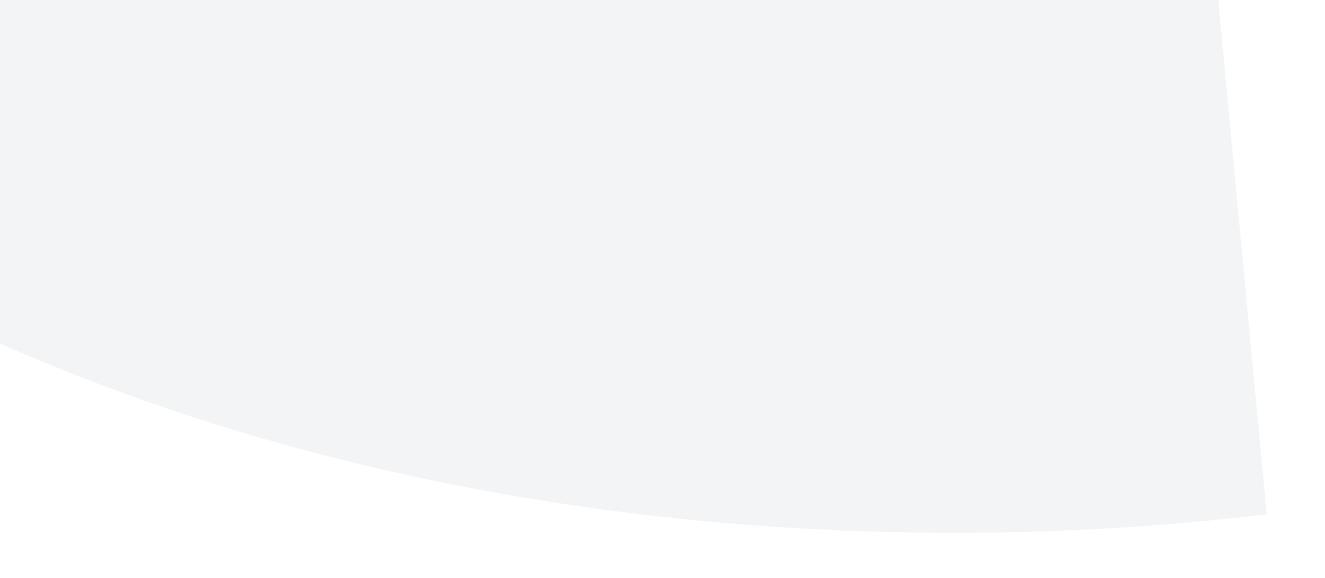
Bursa company experience after implementing Jisr system for HR Management



JISC

Aim of Study

This study was held to review Boursa company experience in HR management after implementing Jisr







Content of the Study

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What are the challenges faced by Boursa company in HR Management?

How did the challenges affect HR management at Boursa Company?

How has Jisr changed HR Management at Boursa Company?

Cost-cuts achievement

09

80

06

07

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Boursa Company in Lines

Boursa is a furniture and manufacturing company that has successfully operated in Saudi Arabia market since its establishment in 1960. The company has 31 branches covers wide areas of the country, and it has more than 600 employees Boursa Company experience after implementing Jisr, the major challenges faced by the HR department, and how the central management department in Riyadh was able to manage all the 31 branches easily and accurately

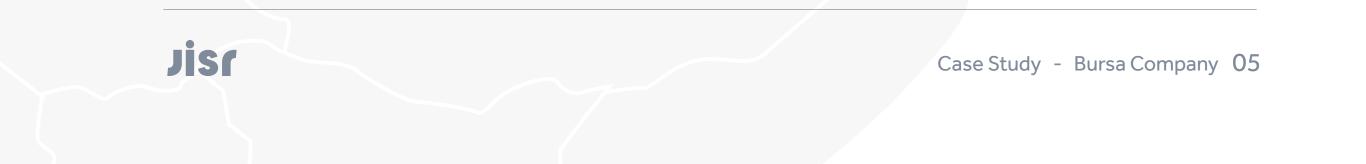


Boursa Company in Lines

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years of Branches employees experience

Mr. Suliman Bin Sa'ed HR Manager at Boursa Company The board of directors witnessed a real change and improvement concerning productivity after implementing Jisr system



What are the challenges that Boursa Company faced in HR management?

Employee's different backgrounds in terms of technical knowledge The challenges faced by the company's HR department including managing Employee's attendance

Issuing comprehensive and periodic reports about several tasks such as attendance, number of employees, and their data **Difficulty** in

communication between the employees and the different departments due to differences in communication methods

Difficulty and delay in responding to employees' different requests

The absence of clear evaluation standards

Synchronization between employees' vacations and managing their leave balance

Different working hours between branches

Mr. Suliman Bin Sa'ed HR Manager at Boursa Company We achieved our goals in terms of management by implementing Jisr system





How did these challenges affect HR management at Boursa Company



01

Granting the employees additional vacation days and salary raise to ensure their rights are protected in the absence of a reliable source to refer to

02

Lack of punctuality in terms of attendance among some employees in various departments and branches





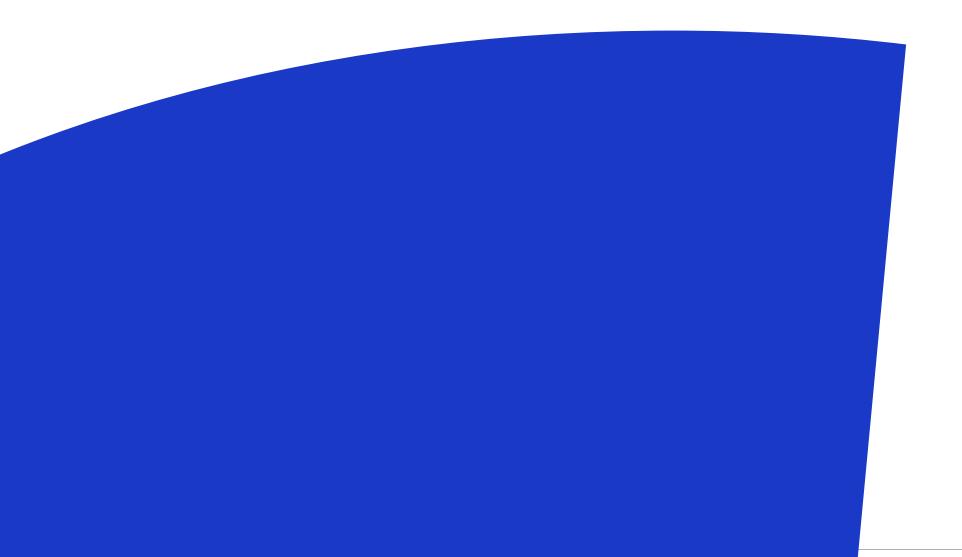
Delaying the HR work in the case of employee's absence Outdated data that hinders making appropriate decisions

05

Recruiting more HR employees to accomplish the increasing tasks

06

The sales are affected by employees' absence and lack of punctuality in terms of attendance







How has Jisr transformed HR management at Boursa Company





Prepared data that helps in employees' assessment according to evaluation criteria

Real-time updated reports that help in decision making Achieving a full digital transformation







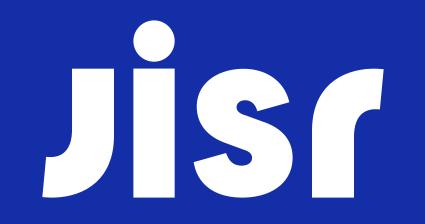
Achieved goals in saving cost

Salaries and wages are one of the companies' largest annual expenses, accounting for around 70% of companies' annual costs. It is affected .by attendance, deductions and overwork At Boursa Company , in the first three months of the year ; the waste in salaries and wages reduced by an average of 70,000 Saudi Riyals

Mr. Suliman Bin Sa'ed HR Manager at Boursa Company We reduced the monthly salary waste about 70,000 Saudi Riyals in the first 3 months of the year







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