



Case Study

Bursa Company for Trading

Bursa company experience after
implementing Jisr system for HR
Management

Jisr.net

Jisr

Aim of Study

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

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Bursa Company in Lines

Bursa 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 Bursa 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

Bursa Company in Lines



62

years of
experience



31

Branches



600+

employees

Mr. Suliman Bin Sa'ed
HR Manager at
Bursa Company

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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

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

— Difficulty and delay in responding to employees' different requests

— The absence of clear evaluation standards

— The challenges faced by the company's HR department including managing Employee's attendance

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

— Synchronization between employees' vacations and managing their leave balance

— Different working hours between branches

Mr. Suliman Bin Sa'ed
HR Manager at
Boursa Company

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We achieved our goals in terms of management by implementing Jisr system

How did these challenges affect HR management at Bursa 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

03

Delaying the HR work in the case of employee's absence

04

Outdated data that hinders making appropriate decisions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 Bursa Company



01

Integrating a comprehensive attendance system and connecting it with employees' data such as vacation balance and annual reports

03

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

02

Real-time updated reports that help in decision making

04

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 Bursa 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
Bursa Company

We reduced the monthly salary waste about 70,000 Saudi Riyals in the first 3 months of the year

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