

# Welfare Plan Implementation

How do we identify the  
benefits for our employees?

# Procedure



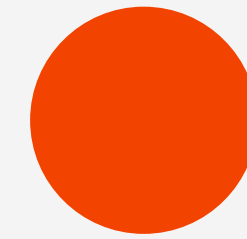
## Step 1: Data collection

- Employee profile creation
- Personal information
- Surveys
- Data protection



## Step 2: Data analysis

- Data cleaning
- Macro-categories
- Preference identification



## Step 3: Optimization

- Budget allocation
- Benefit update
- Network expansion

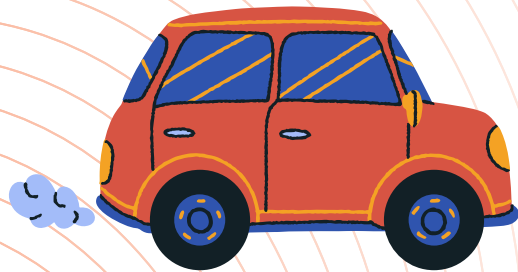
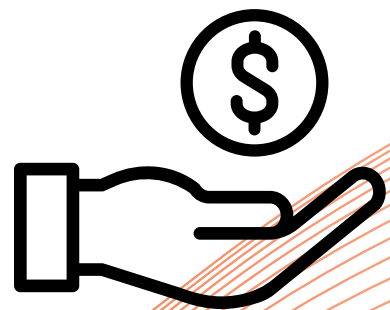
# Step 1: Data Collection

<b>Portal access</b>	We created a private portal for employees of the company that will enable them to access the benefits
<b>Survey</b>	To access the portal, employees will be asked to answer specific questions about their lifestyle and personal preferences
<b>Personal preferences</b>	<p>The typical questions will involve:</p> <ul style="list-style-type: none"><li>• Lifestyle</li><li>• Free time habits</li><li>• Education</li><li>• Distance from workplace</li></ul>



# Step 2: Data Analysis

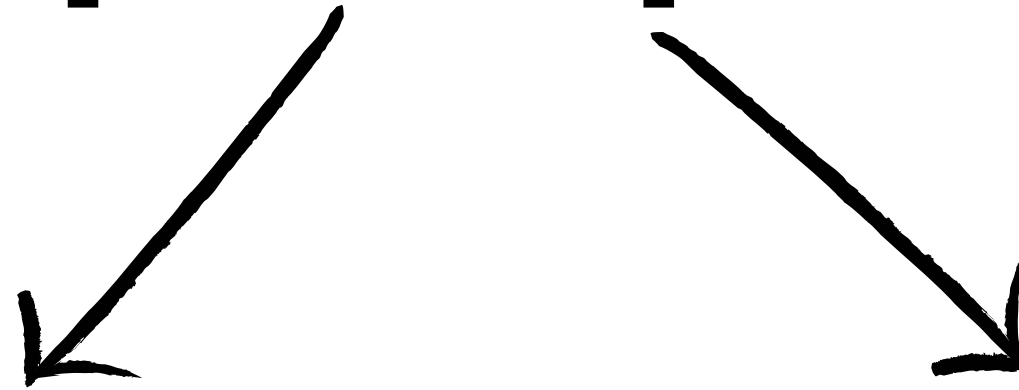
This step of the process consists of adopting a programming language to clean the collected data given in input and re-organize them in order to create macro-areas of available benefits.



Some examples of macro-areas are:

- Family support
- Health and Prevention
- Sustainability and Mobility
- Extra benefits and saving measures

# Step 3: Optimization



## Fixed benefits

These benefits are provided to all employees because they are considered essential for the well-being in the company

## Optional Benefits

These benefits are added depending on the personal preferences of the employees expressed during the portal registration

# Step 3: Optimization

After getting all the data from the employees, we are now able to present them some possible plan configurations that will contain different combinations of benefits.

## PLAN A

- Health insurance
- Child support
- Rent support

## PLAN B

- Health insurance
- Transportation support
- Lunch Voucher

## PLAN C

- Health insurance
- Language courses
- Sport activities



# Feedback from AI

Decision support mechanism: AI will suggest removal or inclusion of new benefits depending on past data to optimize the allocation of the total budget

## PLAN A

- Health insurance
- Child support
- Rent support
- School fee support

## PLAN B

- Health insurance
- Transportation support
- Lunch Voucher

## PLAN C

- Health insurance
- Language courses
- Sport activities





# Thank you!

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