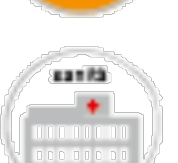
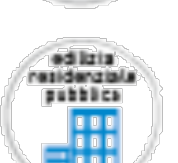
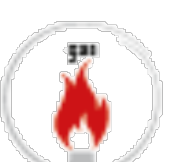
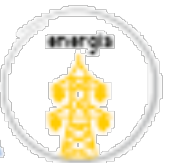
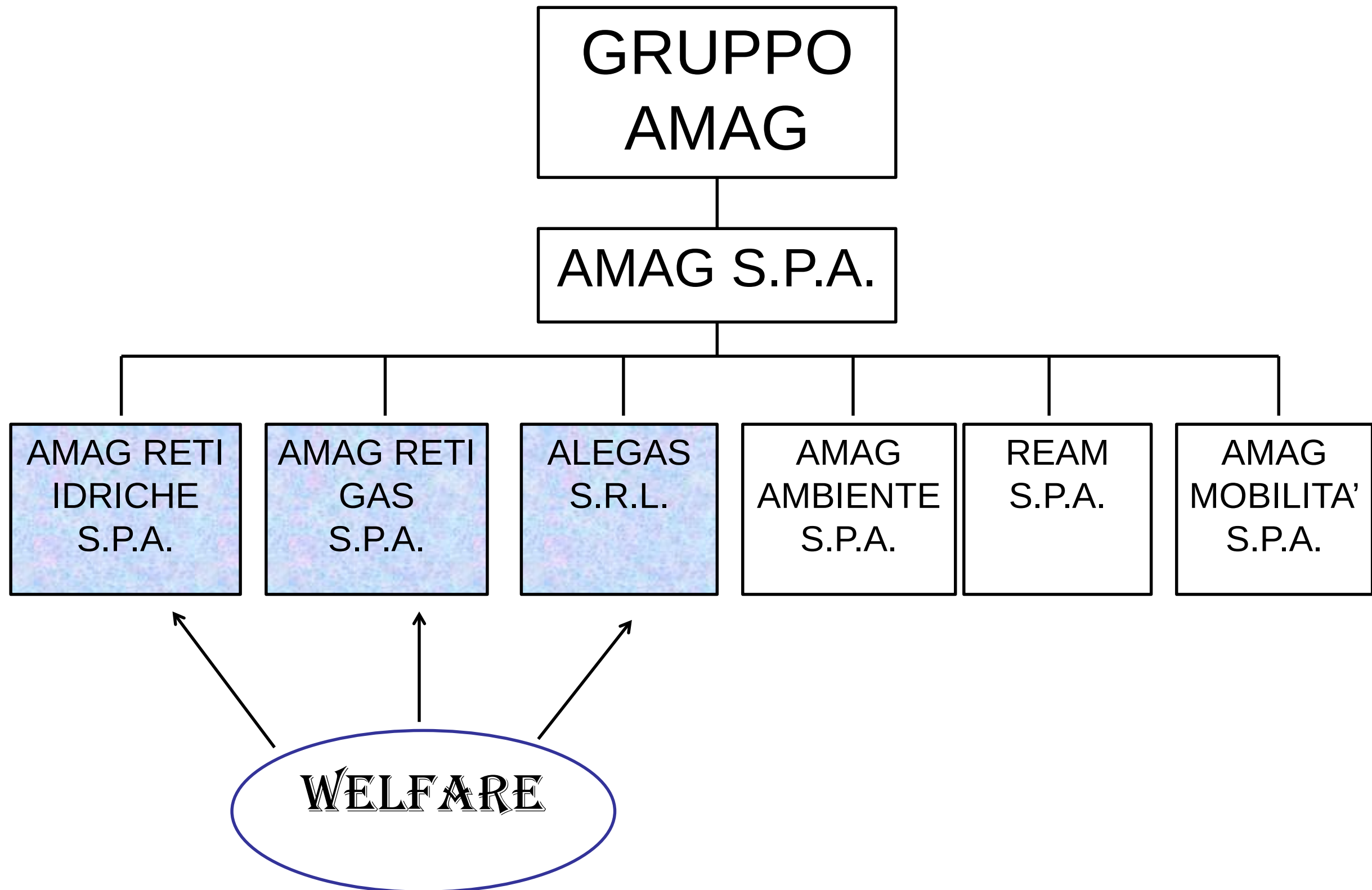




“AMAG per te”

Relatore
Simonetta Zaccara





RISORSE UMANE : obiettivo BENESSERE ORGANIZZATIVO

INTERVENTI MIRATI A :

MIGLIORARE LE PROCEDURE ESISTENTI O ISTITUIRNE DI NUOVE

ATTRAVERSO:

REVISIONE DEL SISTEMA DI
RECLUTAMENTO DEL PERSONALE
TRASPARENTE

ISTITUZIONE DEL SISTEMA DI
VALUTAZIONE E ASSESSMENT DEL
PERSONALE

INTRODUZIONE DI CONTROLLI DI 2°
LIVELLO PREVISTI DALLA L.190/12 PER
IDENTIFICARE I COMPORTAMENTI ILLECITI

REVISIONE DELLA POLITICA DEL PREMIO
DI RISULTATO

ISTITUZIONE DELLA POLITICA MBO
PERSONALE CHIAVE

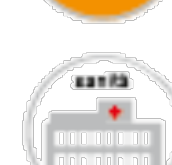
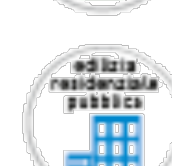
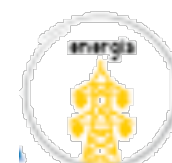
PER:

**GARANTIRE CHIAREZZA E
TRASPARENZA NELLE PROCEDURE E
DI CONSEGUENZA NELLE RELAZIONI
INDUSTRIALI;**

**GARANTIRE MAGGIORE OGGETTIVITA'
NELLA VALUTAZIONE DELLE
COMPETENZE INDIVIDUALI E DEI
PERCORSI PROFESSIONALI**

**RESPONSABILIZZARE IL PERSONALE
SUGLI OUTPUT LAVORATIVI**

GARANTIRE GIUSTIZIA SOCIALE



EVOLUZIONE LOGICA DEL PROCESSO:

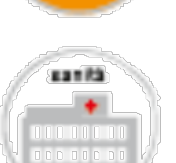
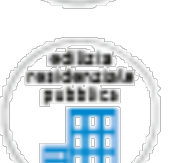
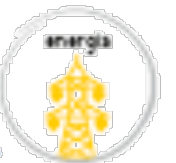
- EROGARE UN VALORE AGGIUNTO
- GARANTIRE BENEFICI INDIVIDUALI PER UN BENESSERE GENERALE
- FAR NASCERE IL SENSO DI APPARTENENZA ALL'AZIENDA
- AUMENTARE IL LIVELLO DI PRODUTTIVITA'

ATTRAVERSO

**INTRODUZIONE DEL SISTEMA
WELFARE,**

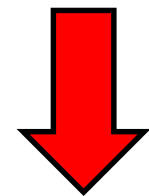
LA GESTIONE INTEGRATA E SISTEMICA DI TUTTE LE INIZIATIVE E SERVIZI CHE L'AZIENDA METTE IN ATTO PER ANDARE INCONTRO ALLE ESIGENZE DEI LAVORATORI E DEI LORO FAMIGLIARI

**Senza ulteriori oneri aggiuntivi
a carico azienda**



PREMIO MEDIO NOMINALE DI EURO 2.000
QUOTA DI PREMIO CONVERTIBILE –VALORE MINIMO

IPOTESI 1: 500 € DI REDDITO EROGATO AL LAVORATORE



EROGAZIONE CASH BUSTA PAGA:

IMPORTO LORDO 500 €

NETTO BUSTA 350 €

150 € IMPOSTE REDDITO

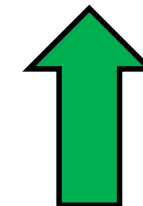
350 € REDDITO NETTO

EROGAZIONE BENEFIT:

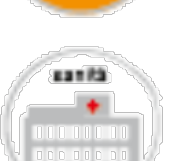
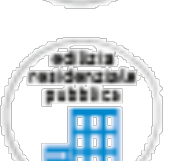
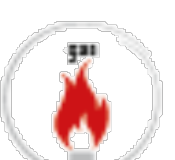
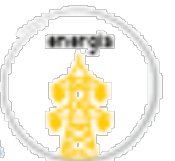
IMPORTO LORDO 500 €

CONTRIBUTO AZIENDA 90€

REDDITO SPENDIBILE 590 €

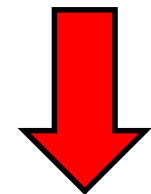


**590 € REDDITO
SPENDIBILE E
FLEXIBLE BENEFIT
(+240€)**



PREMIO MEDIO NOMINALE DI EURO 2.000
QUOTA DI PREMIO CONVERTIBILE –VALORE MEDIO

IPOTESI 2: 750 € DI REDDITO EROGATO AL LAVORATORE



EROGAZIONE CASH BUSTA PAGA:

IMPORTO LORDO 750 €

NETTO BUSTA 525 €

225 € IMPOSTE REDDITO

525 € REDDITO NETTO

EROGAZIONE BENEFIT:

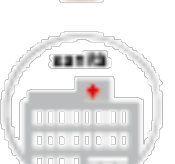
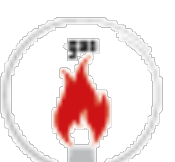
IMPORTO LORDO 750 €

CONTRIBUTO AZIENDA 190€

REDDITO SPENDIBILE 940 €

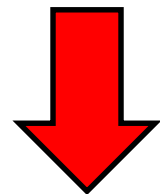


**940 € REDDITO
SPENDIBILE E
FLEXIBLE BENEFIT
(+415€)**



PREMIO MEDIO NOMINALE DI EURO 2.000
QUOTA DI PREMIO CONVERTIBILE –VALORE MASSIMO

IPOTESI 3: 1.000 € DI REDDITO EROGATO AL LAVORATORE



EROGAZIONE CASH BUSTA PAGA:

IMPORTO LORDO 1.000 €
NETTO BUSTA 700 €

300 € IMPOSTE REDDITO

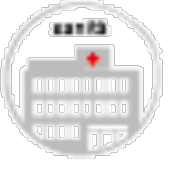
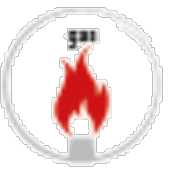
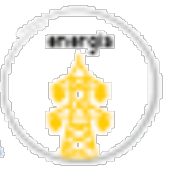
700 € REDDITO NETTO

EROGAZIONE BENEFIT:

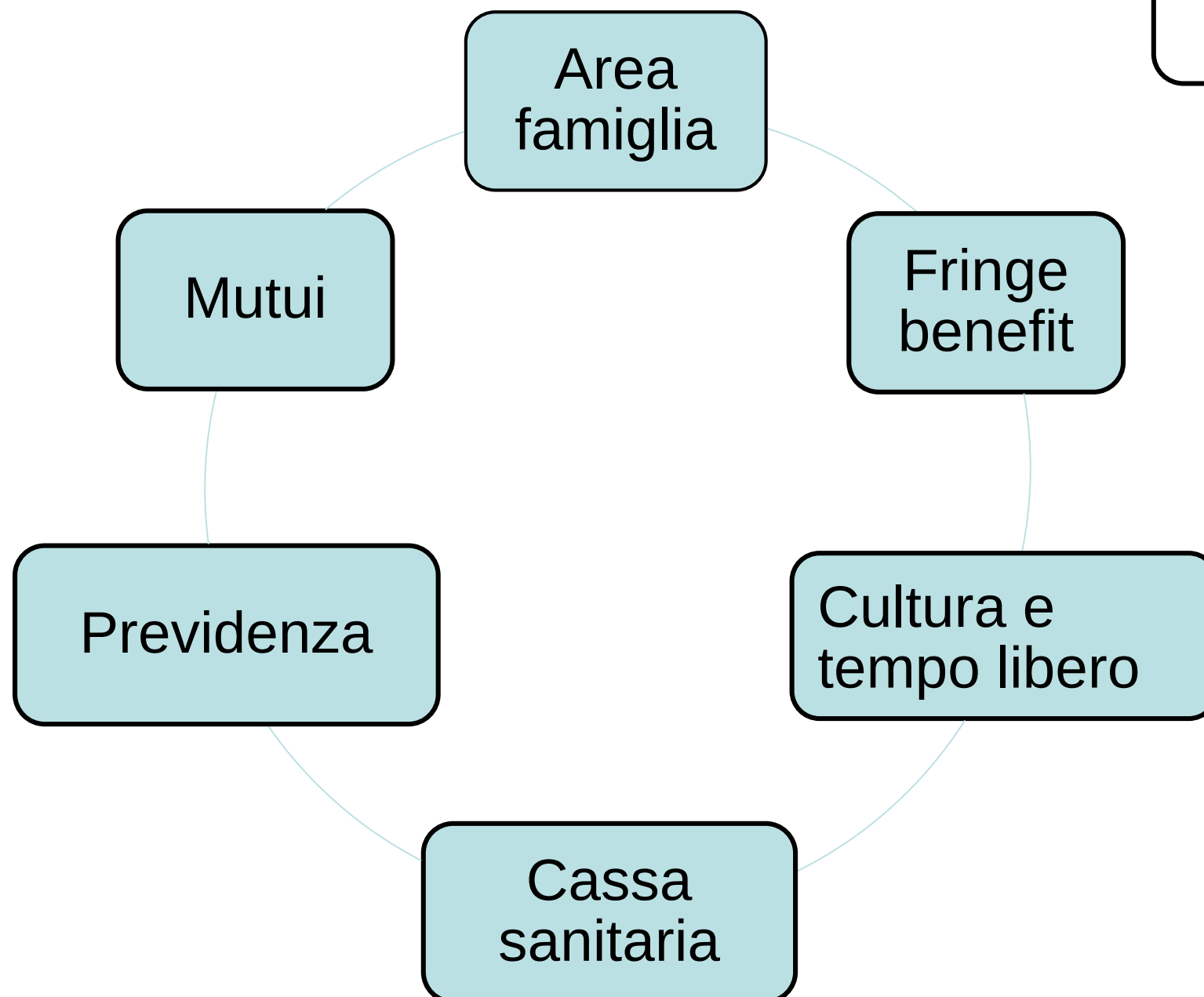
IMPORTO LORDO 1.000 €
CONTRIBUTO AZIENDA 250€
REDDITO SPENDIBILE 1.250 €



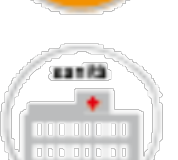
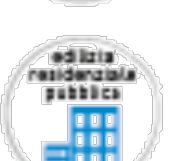
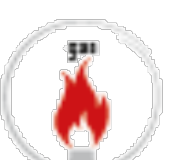
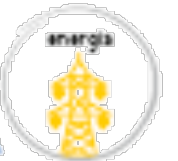
**1250 € REDDITO
SPENDIBILE E
FLEXIBLE BENEFIT
(+550€)**



AMAG *per te*



AREA BENEFIT E
WELFARE



E per il
futuro..

Work life balance:

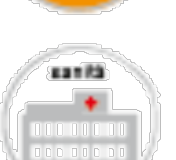
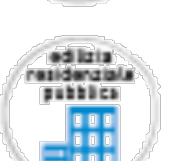
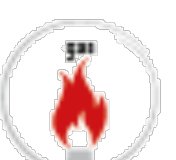
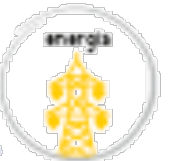
AREA CLIMA E
AMBIENTE DI
LAVORO

Ad esempio

- Tuttofare per piccole commissioni:
 - disbrigo pratiche varie (ritiro pacchi-pratiche postali ecc.)
 - lavaggio autovettura
- Servizio lavanderia settimanale
- Smartworking

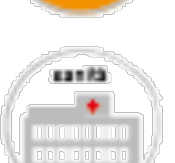
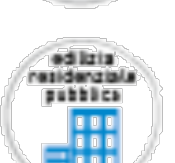
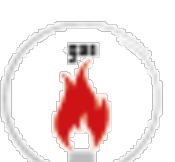


altre idee?



AMAG *per te*


benessere organizzativo = benessere individuale



*Grazie per
l'attenzione*

