Current events are placing pressure on business leaders to adjust short and long-term plans, and in some cases, to help identify cost saving opportunities or to understand how changes may impact employees (i.e., return to work planning). Our platform uses a personalized, web-based experience to provide actionable, quantitative insights on employee preferences. This platform is next generation conjoint analysis - using preference data to preserve employee engagement while simultaneously lowering costs.

- Measures in real-time ‘what’ employees value, their preferences, perceived dollar value, expectations and value gaps
- Provides robust and reliable insights on the impact of changes on an ongoing basis to understand the changing employee sentiment and business impact
- Powered by over 460 algorithms, fast deployment with minimal IT involvement
- No PII data required, General Data Protection Regulation (GDPR) compliant
- Measurable impact - Past applications have yielded $1,500 - $4,000 in cost savings per employee per year while increasing retention, satisfaction, engagement, and performance

One platform, many applications, measurable impact:

1. Assess and adjust HR cost
2. Improve retention, engagement, performance
3. Alternative work arrangements (remote, etc.)
4. Actionable downturn protection
5. Employee well-being
6. Redundancy management

- Employees
  - Personalized employee experience
  - Analytics powered user experience for digital decision support
  - Fast, easy-to-use, engaging, works on digital devices
  - Proven high response and completion rates

- HR departments
  - Targeted interventions and communication
  - Rich individual profiles can be filtered by demographic category — integrates with HRIS
  - Individual data can be used for personalized offers and value messaging

- Management
  - Real-time insights, fact-based decisions and measurable impact
  - Continuous, real-time insights to inform HR decisions, risk management, strategy, employee experience, offer augmentation, etc.
  - Rich dashboard provides instantaneous scenario modeling of cost and employee impacts

- Fast and effective implementation - Custom solution in weeks
- 75+ Fortune 500 success stories
- 30m+ Users
Our process and outcomes help you balance employee engagement with cost efficiency

**Content design**
- Create customized survey content based on your specific fiscal and human capital goals
- Design the platform and interface according to your branding

**Dynamic, personalized data collection**
- Your employees compare different elements of rewards and employee experiences in terms of their needs and preferences
- Adaptive survey technology creates personalized tradeoff scenarios for employees

**Powerful data analytics**
- Patented technology powered by over 460 econometric algorithms
- Allows collection of more precise data with fewer respondents in less time compared to traditional survey techniques
- Rich dashboard with segmentation capability
- Quick identification of key opportunities for potential investment and cost savings
- Real-time scenario modeling

**Outcomes**
- Predict and quantify the impact of potential program modifications on costs and employee satisfaction
- Identify where costs can be reduced while maintaining or potentially increasing employee satisfaction
- Identify key opportunities to enhance existing or introduce new programs in a cost efficient way
- Collect insight on how to better align current spend with what employees value

**Why PwC?**
Our support includes designing the survey based on your specific goals, perspectives and constraints, interpreting results, providing training on the technology, extracting actionable insights, and developing/implementing an action plan. This combination of data-based and people-based consulting services helps to create the increased value for our clients and their employees.

**Expertise and Support**
- Recognized leaders in total rewards strategy, costing, administration, and compliance
- Specialists in the areas of workforce effectiveness, engagement and advanced analytics
- Collaboration throughout the process

**Technology**
- Flexible and customizable for your organizations’ specific look, feel, and needs
- Engaging, easy-to-use, dynamic, and high-speed interface
- Rich dashboard with segmentation ability

**Analytics**
- Advanced analytic modeling measures ‘how’ individual employees make decisions – quantifies their needs, preferences, perceived value, and satisfaction
- “What if…?” analyses identify return on investment of different reward alternatives
- Consultants who help extract the “so what” behind the results and translate them into practical, actionable results

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