



# Re-defining Employee Engagement & Wellness using AI and Machine Learning

# MonAml is built on E42.ai Trusted By Customers and Partners

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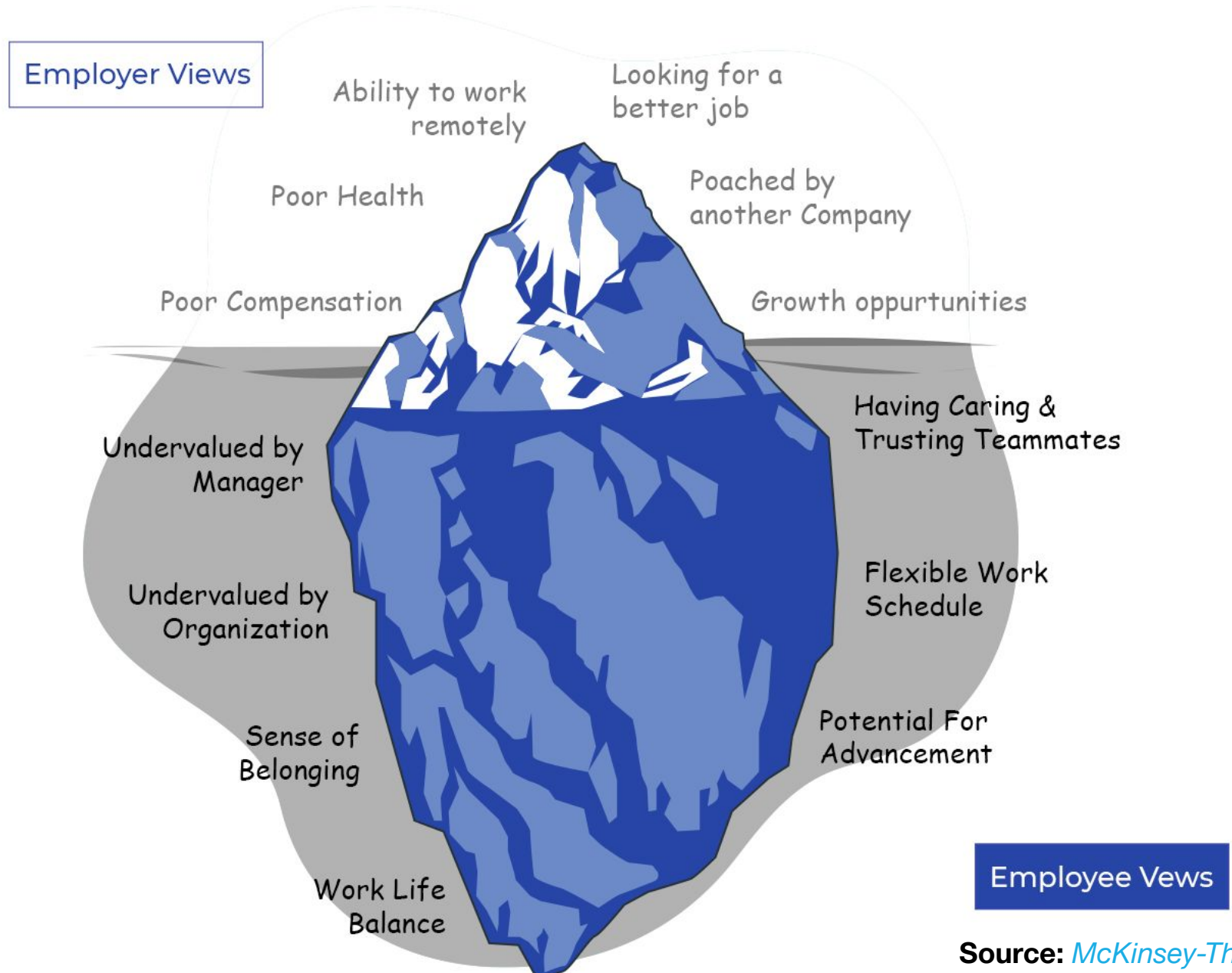
**TATA COMMUNICATIONS**

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+many more

# Reasons behind Attrition



# What is missing?



**An ear to your workforce's voice**



**Data driven decisions  
To Retain your Top Talent**

**Leaders don't fully understand  
why employees are leaving**

# Introducing **MonAml** Employee Engagement Bot

MonAml engages with your workforce frequently and understand their sentiment & help them on:

- Mental Wellness
- Financial wellness
- Physical Wellness(coming soon!)
- Professional Development(coming soon!)



MonAml helps **CHROs** to find gaps in culture with data driven facts and thus helping in talent retention.

Conversational AI Bot Available on:



# Let's see – How she works with 3

MonAml solves every issue using the **3A Use-cases**. Also, it makes both leaders & the workforce **aware** of the problem, **accept** the problem & urges them to **act**.

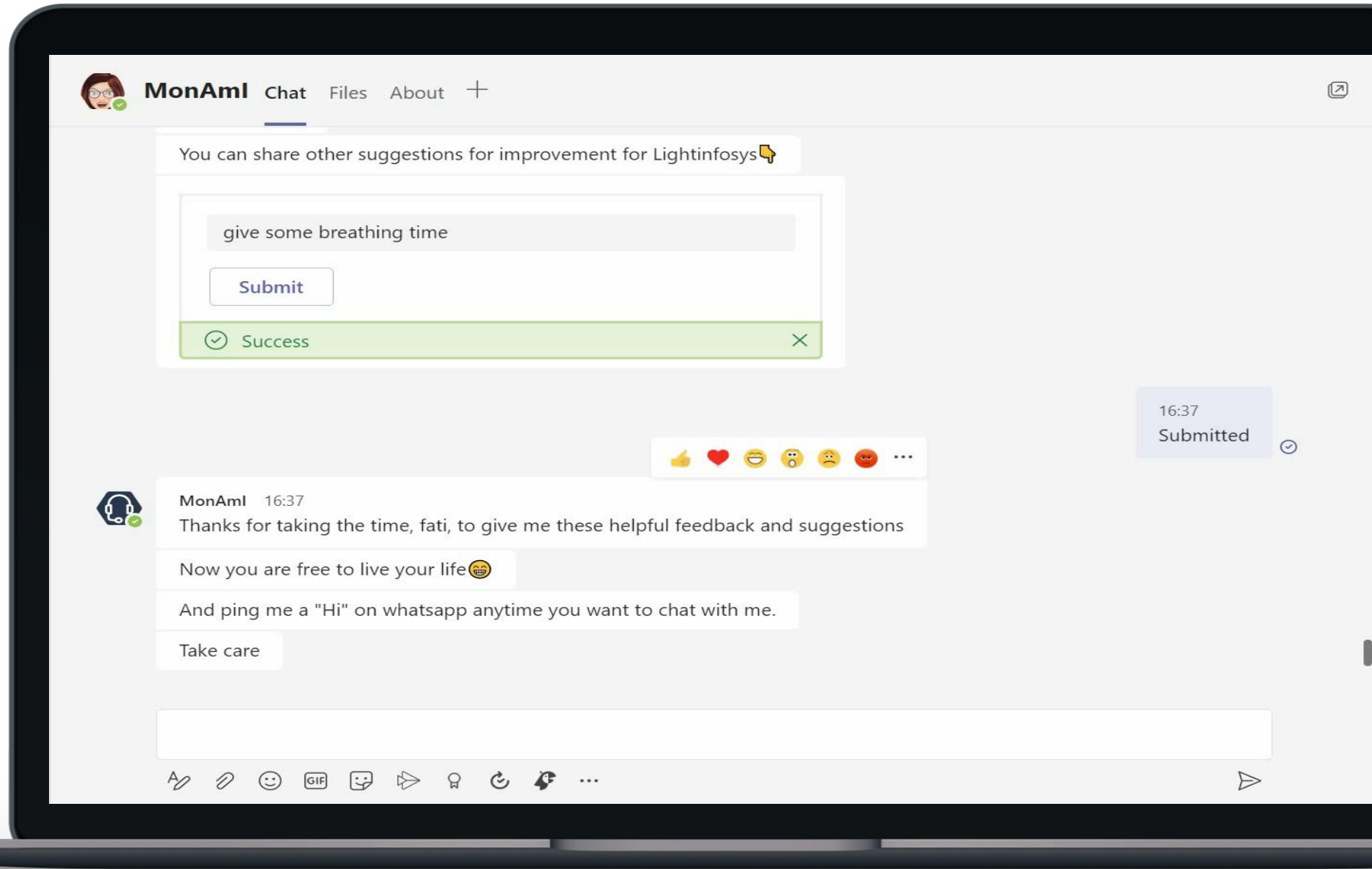


# MonAml supporting Mental Wellness with human intervention

1.

1.1 MonAml frequently connects with the workforce and understand sentiment on everything that matters

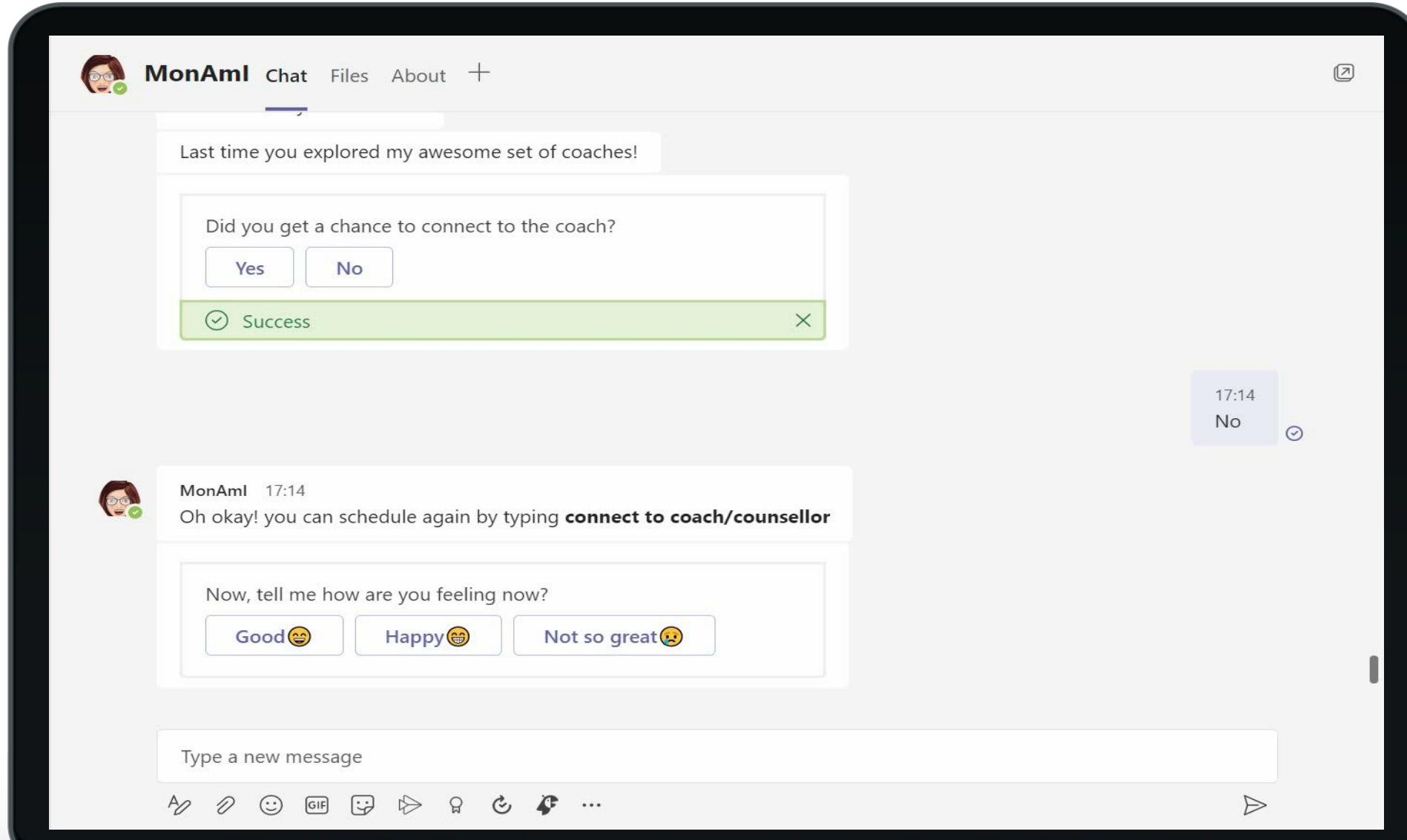
1.2 If employee's mood is continuously negative, AI recommends employees to connect to counsellors and experts for guidance And thus supporting mental Health.



# MonAml supporting Financial Wellness

2.

MonAml also guides employees in **financial wellness** by giving tips, tools, reminders and financial **experts connect**



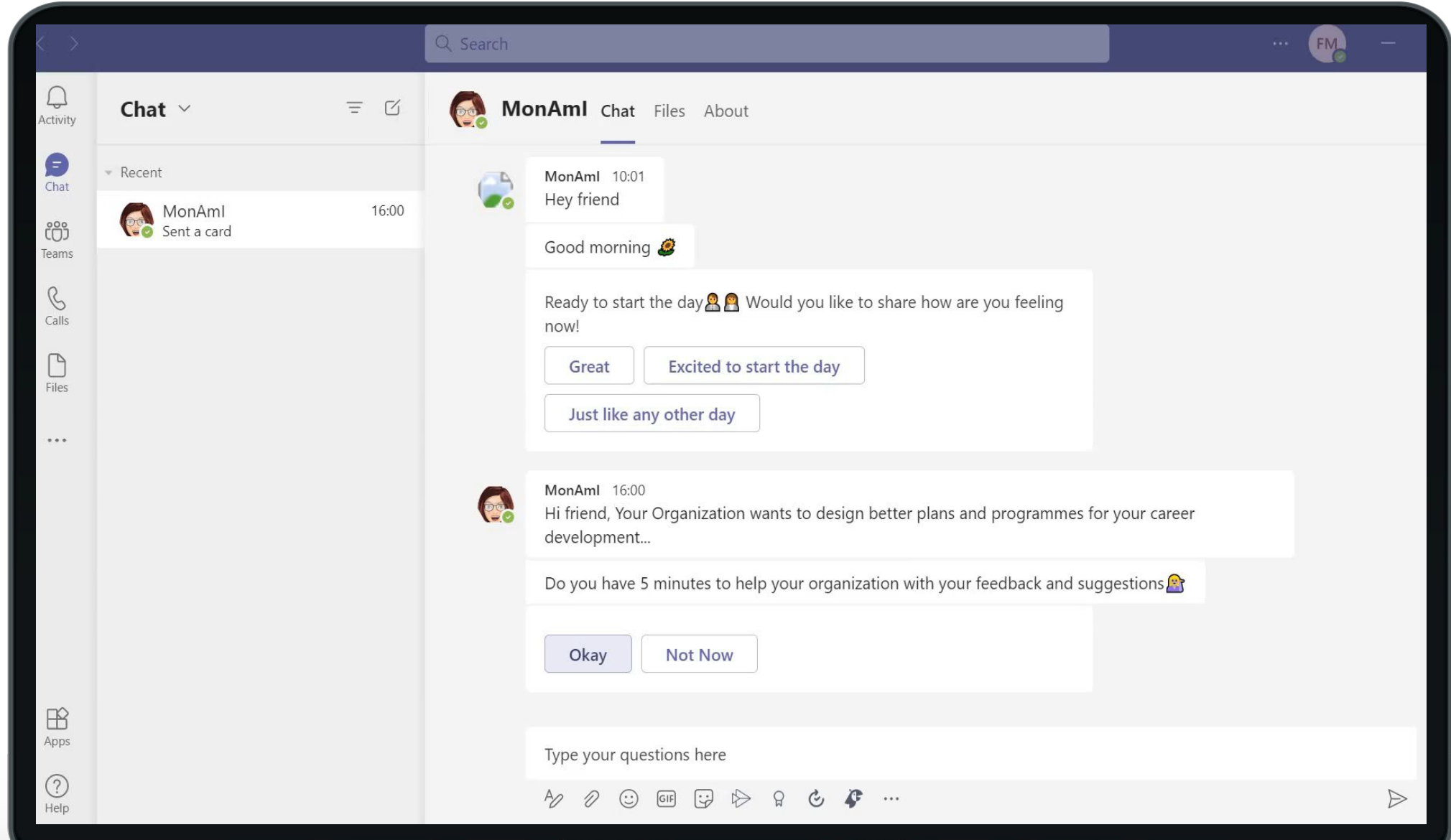


# Understand Work Health Index

## 3.

3.1 MonAml also captures feedback, ideas, issues & challenges.

3.2 Based on score MonAml suggest to connect to Mentors, organizational resources etc.



5.

## MonAml helps HR Leaders with Predictive People Analytics

### HR Analytics & Dashboard

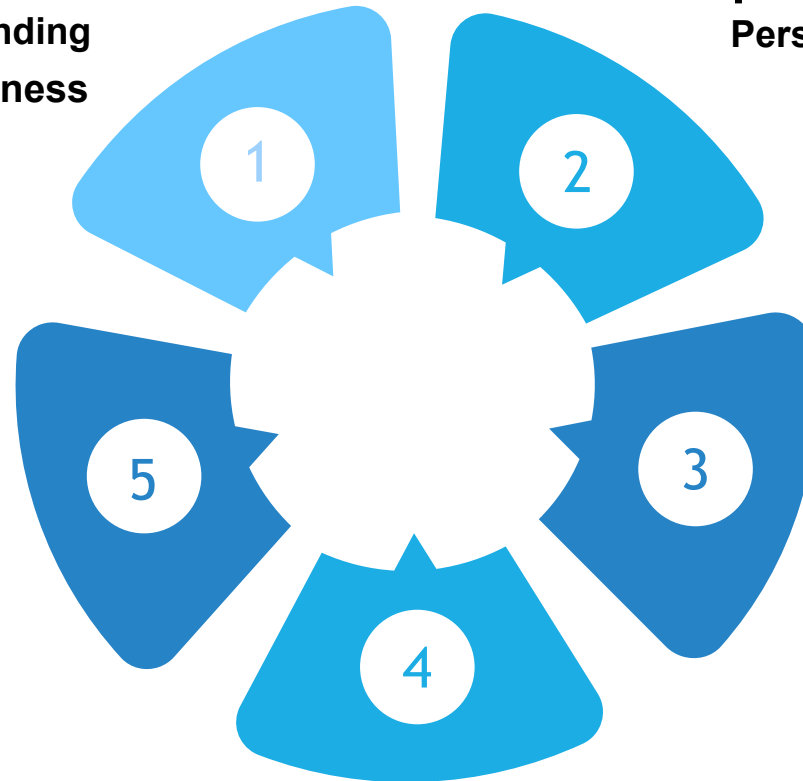
AI based dashboard for better understanding the effectiveness of Employee Wellness Programs

### Improved Employee Engagement

Personalized Touch and Interventions and Recommendations

Integration with existing wellness Platform/Contract to deliver enhanced Adoption

Enhanced Employee adoption with modern AI & Machine Learning Algorithms

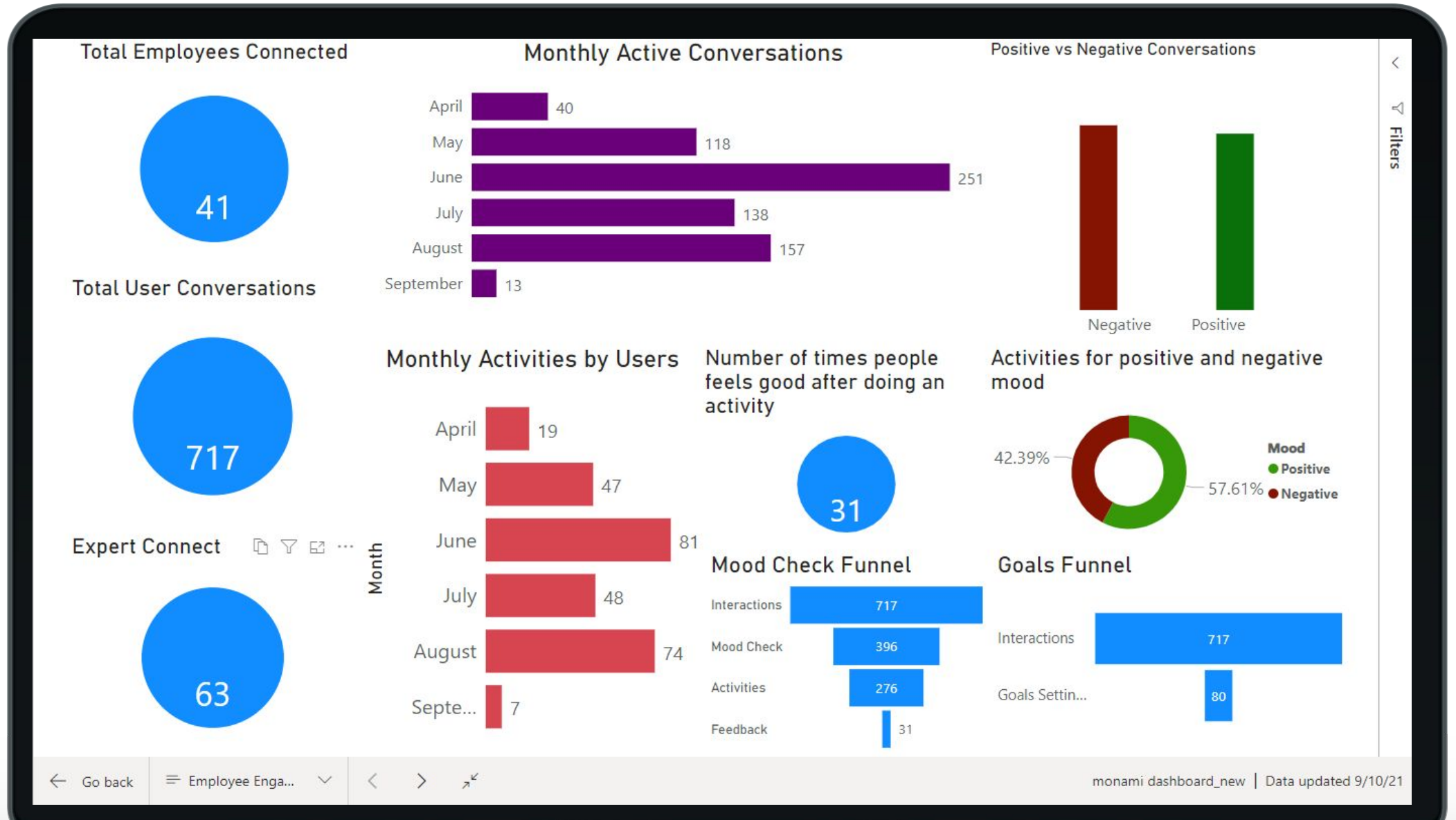


Increase Idea generation & Feedback

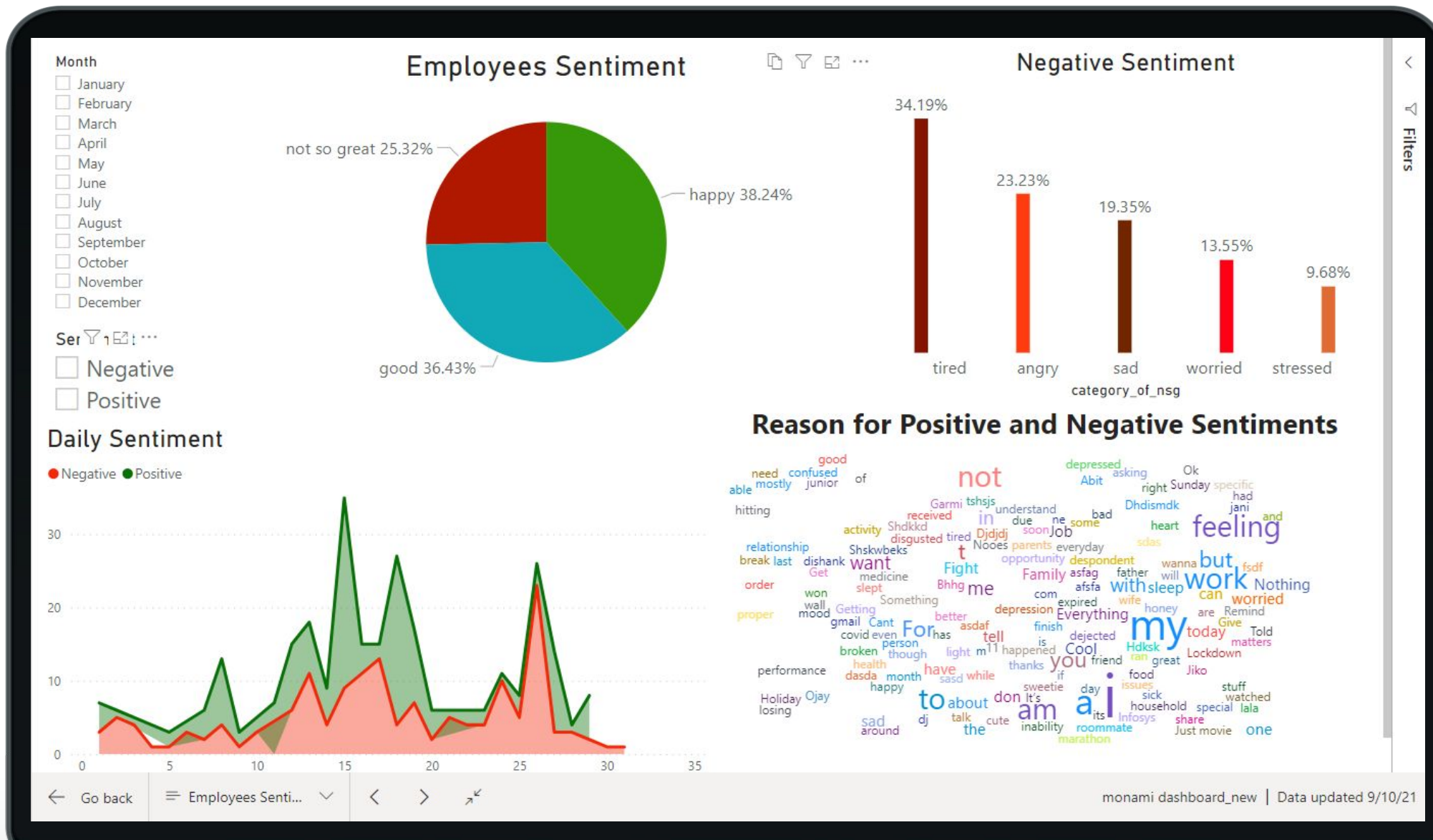
Scaling culture of agility and innovation

Predicts Attrition  
Advanced Analytics

# Helps HR Leaders with Predictive People Analytics



# Helps HR Leaders with Employee Sentiment



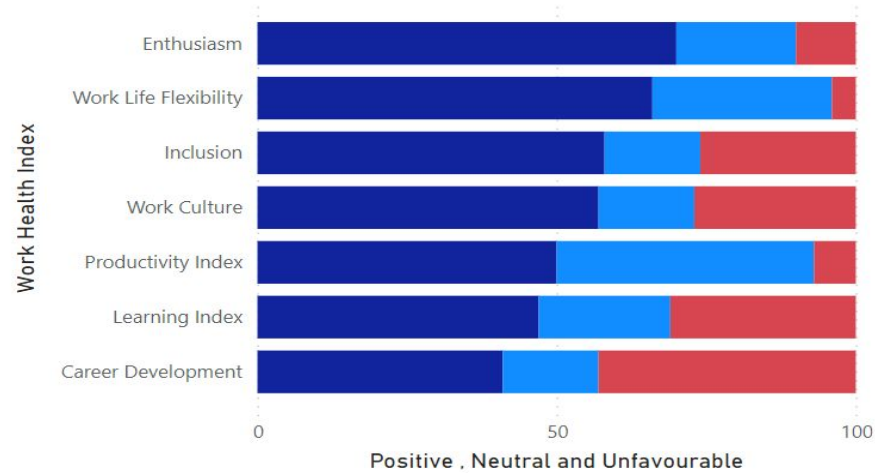
# Helps HR Leaders with Employee Interest Areas



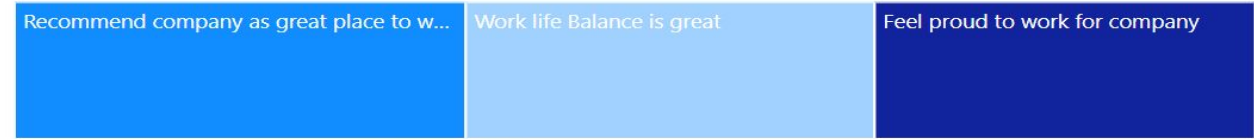
# Helps HR Leaders with Work Health Index

## Positive, Neutral and Unfavourable by Work Health Index

● Positive ● Neutral ● Unfavourable



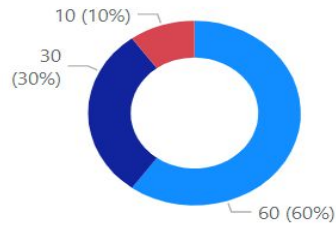
## by Things that worked well



## Areas of Improvements by Work Health Index



## %Response by Maximum tenure to work for this company



### Maximum tenure...

- 3-5 years
- <3 years
- 5-10 years

Career Development	Response %
Right now I see myself pretty successful at my work	19
My organization constantly invest and empower me in my career development	33
My Job makes good use of my skills and abilities	6
I put a lot of emphasis and invest time on continually improving my skills and career development plan	18
I am not sure how my career will progress in next 2-5 years	23

6

Risk of Attrition (%)

# Engagement Touchpoints : How MonAml Engages with Employees



# MonAml Vs Employee Engagement Vs Employee Wellness

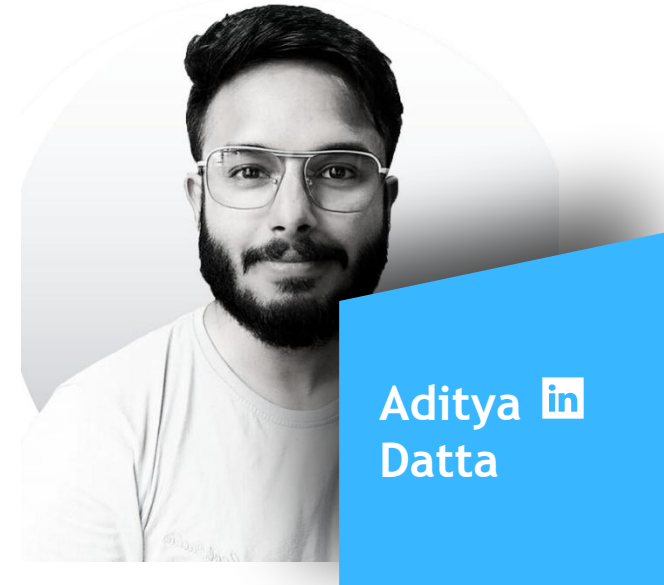


	MonAml	Employee Surveys	Employee Engagement	Employee Wellness
Automated Feedback Collection				
Survey Approach	Not more than 5 questions at a time	Mandatory Survey with 50-100 questions at one go	15-20 questions	Survey Not applicable
Touchpoints with employees	Daily/Weekly	Once a year/half yearly	3-10 times in a year	Reactive – No proactive intervention
Curative and Preventive approach to employee feedback and issues	Collect Feedbacks and provides recommendations/solutions		Only Collect Feedbacks	Only Curative
Mental, Physical and Financial Wellness				No Financial Wellness
Coaches, Counsellors, Financial Advisor				Only Counsellor
HR Analytics and Dashboard				
Personal Development Skill Gap Analysis				





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Schedule A Call