



Smart-Working: opportunità e vincoli di un nuovo approccio al lavoro



The Mitsubishi Electric Company specialized in hydronic systems for air conditioning and IT Cooling solutions.

It designs, manufactures, and markets high efficiency, reliable, economically viable, eco-sustainable solutions and value adding services worldwide, in particular by embracing renewable energy sources.

Headquartered in Italy.

Production facilities in Italy, China, and India.

We operate in the market with two brands:



A leading brand in central climate control systems and Process Cooling with 45 years' experience, providing products and value adding services in the most demanding projects worldwide.



Leading IT cooling solutions with 50 years' experience, a proven track of innovations, high quality and successful projects worldwide.

Please consult Climaveneta and RC websites for further details on the product ranges

Europe

M11

Bassano-Italy

Productive area: 12,500 m²



- Scroll compressor chillers
- Scroll compressor reversible chillers
- Heat pumps up to 700 kW
- ISO 9001 / ISO 14001 / OHSAS18001

M12

Belluno-Italy

Productive area: 25,000 m²



- Screw and oil-free compressor chillers
- Screw and oil-free compressor reversible chillers / Heat pumps
- Shell&tube evaporators
- ISO 9001 / ISO 14001 / OHSAS18001

M13

Belluno-Italy

Productive area: 7,000 m²



- MEHITS Training Centre

M14

Treviso-Italy

Productive area: 10,000 m²



- Residential chillers and fan coils
- Air handling units and Rooftop
- Heat pumps up to 50kW
- ISO 9001 / ISO 14001 / ISO 18001
- OHSAS18001

M21

Valle Salimbene-Italy

Productive area: 36,500 m²



- Telecom solutions
- Rack cooling air conditioners
- Splitted air systems
- ISO 9001 / ISO 14001 / OHSAS18001

M22

Valle Salimbene-Italy

Productive area: 2,300 m²

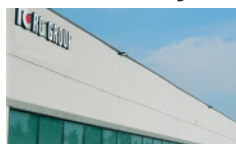


- Scroll compressor chillers and heat pumps up to 200 kW
- ISO 9001 / ISO 14001 / OHSAS18001

M23

Zeccone-Italy

Productive area: 7,500 m²



- Close control air conditioners
- Telecom solutions
- ISO 9001 / ISO 14001 / OHSAS18001

India

M81

Bangalore - India

Productive area: 2,500 m²



- HPAC units
- Screw compressor chillers
- ISO 9001

China

M91

Shanghai-China

Productive area: 15,000 m²



- Liquid chillers
- Reversible chillers for the Chinese and SEA market
- ISO 9001, ISO 14001, OHSAS18001

M92

Shanghai-China

Productive area: 2,500 m²



- HPAC units for the Chinese and SEA market
- ISO 9001, ISO 14001, OHSAS18001

M93

Shanghai-China

Productive area: 3,000 m²



- AHU units
- Fan coil units
- Aluminium fin and copper tube coils
- ISO 9001, ISO 14001, OHSAS18001

M94

Shanghai-China

Productive area: 2,000 m²



- Shell & tube Heat Exchangers
- Condensers and evaporators
- ISO 9001, ISO 14001, OHSAS18001

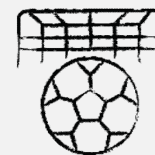
OFFICE BUILDINGS



The Willis Building
London – UK
Hydronic System



SPORT FACILITIES



Singapore Sports Hub
Singapore
Hydronic system



HOTELS



Sheraton Mirage Resort
Gold Coast - Australia
Hydronic System



SHOPPING CENTRES



Marks & Spencers Dundrum
Dublin - Ireland
Hydronic System



EXHIBITIONS



Milan EXPO 2016
Milan
Hydronic System, Air-to-air System



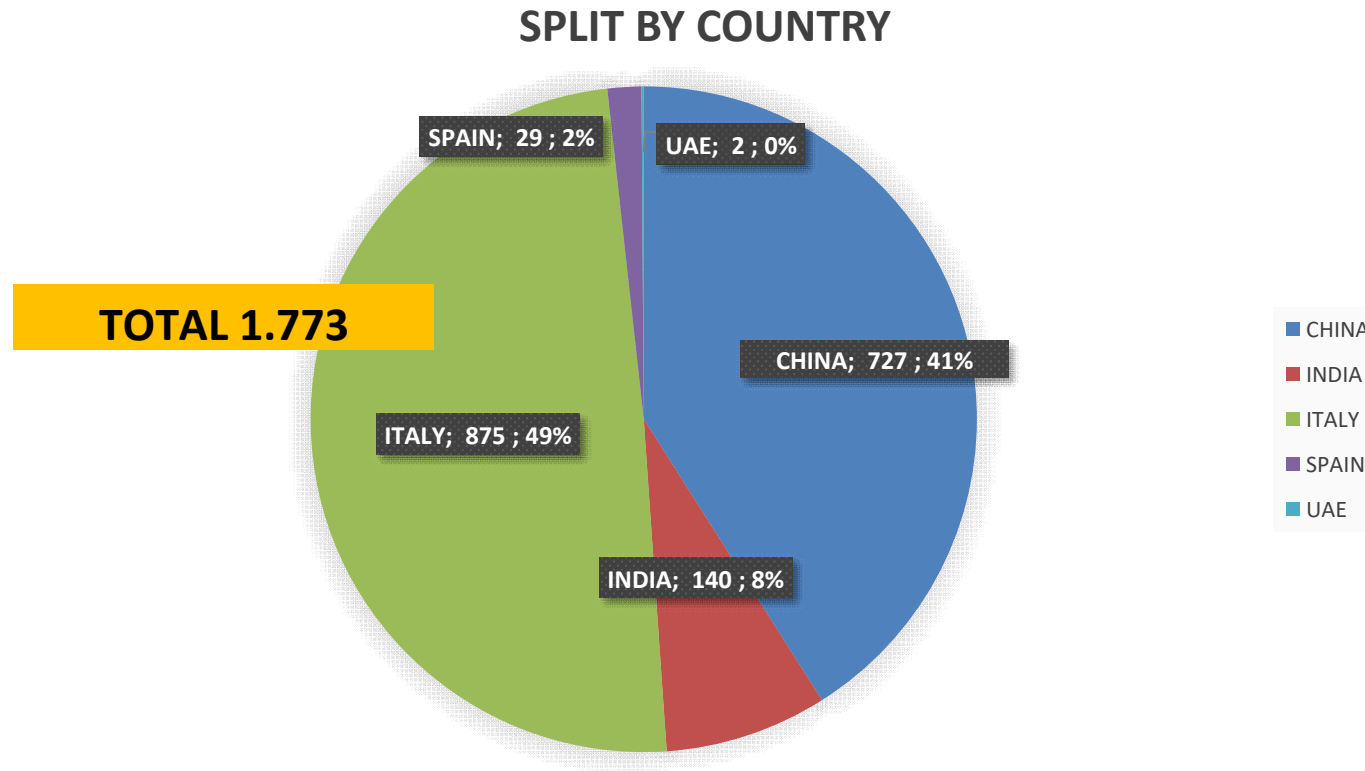
THEATRES



La Fenice Theatre
Venice, Italy
Hydronic System

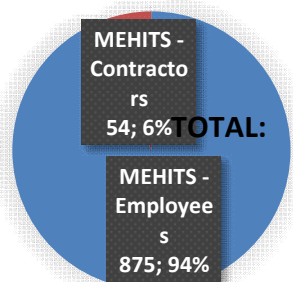


WORLDWIDE HEADCOUNT (Employees only) – UPDATE 31.03.2019

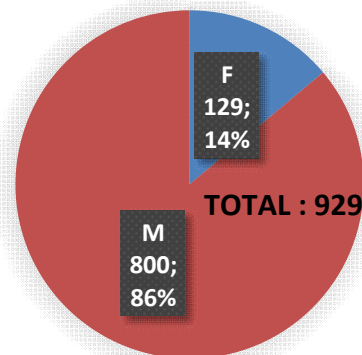


ITALY HEADCOUNT (Employees + Contractors) – UPDATE 30.09.2019

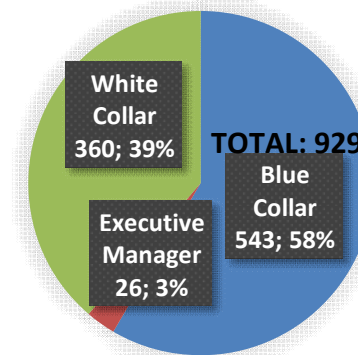
SPLIT BY TYPE OF LABOR AGREEMENT



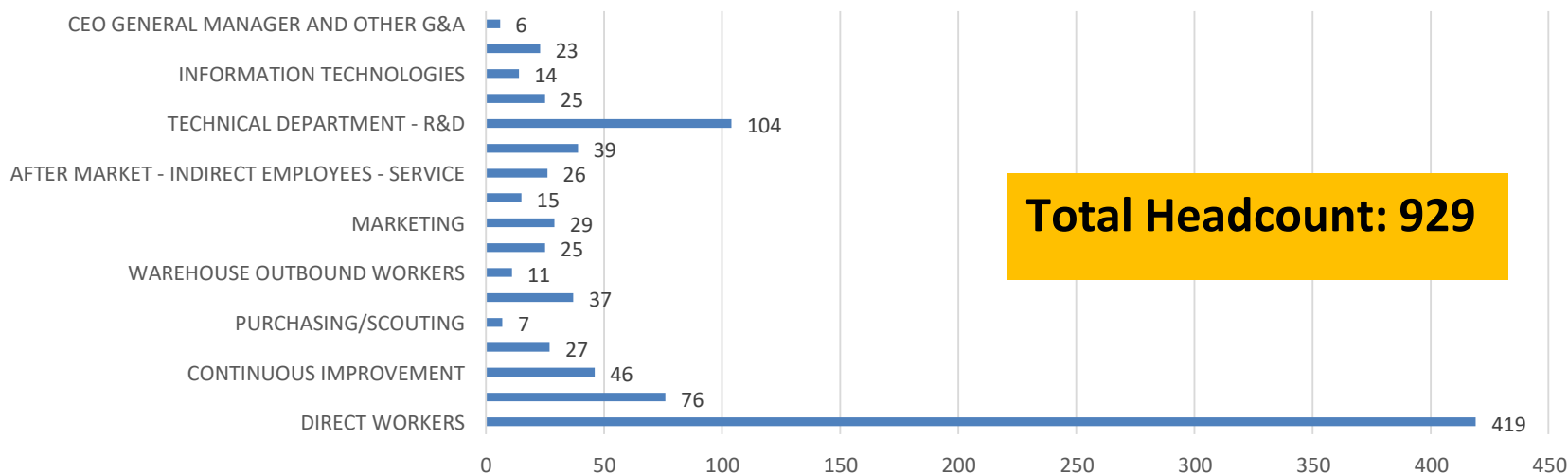
SPLIT BY GENDER



SPLIT BY LEVEL



SPLIT BY SRP





CHI HA COINVOLTO?

CIRCA 100 PERSONE PRESSO L'HEADQUARTERS NELLE AREE:
SALES & MTKG, HR, ICT e Amministrazione Finanza Controllo e Acquisti

CON QUALI CRITERI?

Compatibilità con ruolo rivestito, distanza dalla sede di lavoro, presenza di carichi o esigenze familiari, particolari necessità di tipo fisico legate allo stato di salute.

COSA SIGNIFICA?

Significa svolgere la propria attività lavorativa presso la propria abitazione o presso strutture esterne/co-working sites da 1 a 3 giorni settimanali.

Costruzione di un regolamento/guide lines – policy interna. Firme di contratti individuali (NO INTEGRATIVO DI II LIV.)

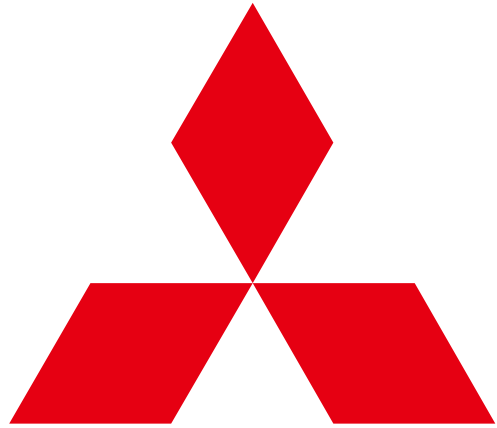
ED ORA COME FACCIAMO A CONTROLLARLI?



CAMBIO DI MINDSET DAL CONTROLLO ALL'INGAGGIO

- **FORMAZIONE SICUREZZA E MODULAZIONE DVR**
- **FORMAZIONE A RESPONSABILI ED ADDETTI**
- **NUOVI DEVICES E ACCESSORI (SUPPORTO PC E LAPTOP)**
- **MODALITA' DI GESTIONE DELL'ORARIO DI LAVORO
(SISTEMA ON LINE)**
- **IMPLEMENTAZIONE/SVILUPPO VPN (Virtual Private Network)**
- **RIMODULAZIONE DEGLI SPAZI – LAYOUT UFFICI**

- **CRESCITA DEL LIVELLO DI SODDIFAZIONE DEI DIPENDENTI**
- **CRESCITA DEGLI INDICI DI PRODUTTIVITA' DEL 13% NELL' INSERIMENTO ORDINI E FATTURE e RIDUZIONE ERRORE (3.7%)**
- **SPINTA AD UNA MAGGIORE PIANIFICAZIONE DELLE ATTIVITA', IDENTIFICAZIONE DEI PROCESSI E INDIVIDUAZIONE KPI**
- **RIDUZIONE DI COSTI DI COMMUTING/RIDUZIONE EMISSIONI**
- **ELEMENTO DI ATTRATTIVITA' IN SEDE DI RECRUITMENT E RIDUZIONE DEL TURN OVER**



**MITSUBISHI
ELECTRIC**

Changes for the Better

Arigatou gozaimasu.

ありがとうございます

[thank you very much]