



RECREATION AND WELLNESS INTRANET MANAGE YOUR HEALTH INC.

A Report submitted as a part of
the Assignment for the subject CSIT883

System Analysis and Project Management

from

UNIVERSITY OF WOLLONGONG

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Table of Contents

List of Tables	iii
List of Figures/Illustrations	iv
ABSTRACT	v
MEMBER CONTRIBUTION	vi
1 Project Integration Management	1
1.1 Client Case Study	1
1.2 Project Analysis	2
1.2.1 Objectives Analysis	2
1.2.2 Proposal Analysis	3
1.2.3 Weighted Model	5
1.2.4 Financial Analysis	5
1.2.5 Project Selection	7
1.3 Business Case Study	9
2 Project Scope Management	12
2.1 Section1	12
2.2 Section2	12
3 Project Schedule Management	13
3.1 Section1	13
3.2 Section2	13
4 Project Quality Management	14
4.1 Section1	14
4.2 Section2	14
5 Project Resource Management	15
5.1 Section1	15
5.2 Section2	15
6 Project Risk Management	16
6.1 Section1	16
6.2 Section2	16

7	Project Stakeholder Management	17
7.1	Section1	17
7.2	Section2	17
8	Project Closing and Lessons-Learned	18
8.1	Section1	18
8.2	Section2	18
9	UML Diagrams	19
9.1	Domain Class Diagram	19
9.2	Use Case Diagram	20
9.3	Fully Developed Use Case Description	20
9.4	Sequence Diagram	20
9.5	Activity Diagram	20

List of Tables

1	Contribution Table	vi
1.1	Strategic Goals of Manage Your Health, Inc.	3
1.2	Comparison of Project Criteria and Their Impact	4
1.3	Comparison of Project Criteria and Their Impact (Weighted Model) . .	5
1.4	Financial Analysis for Three Projects	8
1.5	Summary of the Recreation and Wellness Intranet Project	10
9.1	The Registration Subsystem Use Cases	20
9.2	The Program Subsystem Use Cases	20
9.3	The Event Subsystem Use Cases	23
9.4	The Payroll Subsystem Use Cases	23
9.5	The Analysis Subsystem Use Cases	25
9.6	Register/Create Account	27

List of Figures

1.1	Weighted Score Model	6
9.1	Domain Class Diagram	19
9.2	Use case diagram for Registration subsystem	21
9.3	Use case diagram for Program subsystem	22
9.4	Use case diagram for Event subsystem	24
9.5	Use case diagram for Payroll subsystem	25
9.6	Use case diagram for Analysis subsystem	26
9.7	Activity Diagram of all the subsystem	28
9.8	Activity Diagram of all the subsystem	29
9.9	Activity Diagram of Create Account use case	30

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University of Wollongong

ABSTRACT

A comprehensive workplace health program is crucial for fostering a positive corporate culture and maintaining a productive workforce. Such programs promote proactive health management among employees, reduce absenteeism, and minimize health-related costs, ultimately leading to higher job satisfaction and productivity. By prioritizing wellness, organizations create a supportive environment that values employees' physical and mental well-being, resulting in long-term benefits for individuals and the business.

Our client, Manage Your Health Inc.(MYH), recognizes the importance of workplace health programs and has tasked us with developing a project that seamlessly integrates a suite of health and wellness modules into their organizational framework. The initiative aims to foster a culture of wellness, improve employee health, and reduce insurance costs, with projected net savings over the next four years.

This report provides a comprehensive overview of system specifications and a detailed blueprint for implementing the project successfully. It presents key components, including system analysis, resource allocation, stakeholder engagement, risk assessment, and UML modeling, which collectively form a cohesive roadmap that ensures the project's effectiveness in achieving the company's health management goals.

MEMBER CONTRIBUTION

Table 1: Contribution Table

Name	Student Number	Contribution
Karan Goel	7836685	contributed
Banin Sensha Shrestha	8447196	contributed
Kushal Rimal	8735876	contributed
Dipesh Baral	8712785	contributed
Affan Mehmood	8228851	contributed

Part 1

Project Integration Management

Our first step in ensuring the successful delivery of this project for our client is to gain a comprehensive understanding of their primary goals and objectives. This part provides an overview of the main objectives, initial proposals, and business case studies that have been developed in consultation with the client.

Here is a refined version of the section on client case study:

1.1 Client Case Study

Manage Your Health, Inc. (MYH) is a global healthcare provider ranked among the Fortune 500. With over 25,000 employees worldwide, including 20,000 full-time and 5,000 part-time workers, MYH is committed to cutting internal costs, enhancing cross-selling of products, and leveraging new web technologies to foster collaboration among employees, customers, and suppliers, thereby enhancing the delivery of healthcare products and services.

MYH has identified three potential projects in line with their strategic objectives:

- 1. Health Coverage Costs Business Model:** This project involves developing a secure application to model and analyze healthcare expenses. It requires an

initial investment of \$100,000 and is projected to save \$20 annually for each full-time employee.

2. Web-Enhanced Communications System: The goal of this project is to implement a web-based system that streamlines the development and delivery of products. With a development cost of \$3 million, the system is expected to save \$2 million annually, notwithstanding ongoing maintenance costs.

3. Recreation and Wellness Intranet Project: This initiative aims to launch an intranet application to enhance employee health and wellness, potentially reducing healthcare premiums and saving \$30 per employee each year through better health outcomes.

MYH requests a preliminary analysis to determine which project best meets their strategic goals and asks for a detailed business plan for the chosen proposal.

1.2 Project Analysis

In response to the request from our client, we initiated a preliminary analysis of the proposed projects.

1.2.1 Objectives Analysis

The analysis began with an understanding of the strategic goals of Manage Your Health, Inc. (MYH), which are summarized in Table 1.1 based on our discussions with the client.

Goal	Description
Reduce-Cost	Aim to decrease internal costs to enhance efficiency and boost profitability.
Business-Growth	Increase market penetration and revenue through enhanced cross-selling opportunities.
Develop	Improve collaboration among employees, customers, and suppliers with new web-based technologies, thereby optimizing the development and delivery of healthcare products and services.

Table 1.1: Strategic Goals of Manage Your Health, Inc.

This structured approach allows us to align each project proposal with MYH's strategic objectives, facilitating an informed decision-making process for developing the subsequent business plan.

1.2.2 Proposal Analysis

Once the objectives are clear, our team conducted a thorough analysis of each proposal to ensure alignment with client goals. We focused on several key metrics and assigned different weights to each criteria.

- Tie to business strategy - 10%
- Upfront cost - 25%
- Potential net savings - 25%
- Realistic technology - 15%
- In-house expertise - 10%
- Potential resistance - 15%

The results of our finding are summarized in Table 1.2.

Table 1.2: Comparison of Project Criteria and Their Impact

Criteria	Weight	Health age Costs Business Model	Cover- age Busi- ness Model	Web-Enhanced Communica- tions System	Recreation and Wellness Intranet Project
Tie-to business strategy	10%	Reduce-Cost (1/3)		Business-Growth, Develop (2/3)	Reduce-Cost (1/3)
Upfront cost	25%	\$100,000		\$3,000,000	\$200,000
Potential net sav-ings	25%	\$1,600,000		\$6,000,000	\$2,400,000
Realistic technology	15%	Data Analysts needed to analyze the premiums of current and past employees linked to 10 different insurance companies.		The project is highly achievable with modern technology, as we all have experience with similar systems.	The project is highly achievable with modern technology, as we all have experience with similar systems.
In-house expertise	10%	Organization might need to hire more experienced Data Analysts, even though we have expert developers to implement the application to analyze the data.		New components to be implemented and new services to be provided, such as delivery services, customer support, and suppliers management, necessitate hiring quite a few staff.	Project is easy to implement with proper guidance from a Team Lead.
Potential resistance	15%	Project might not face much resistance since the application is relatively easy to build.		Project might not face much resistance since the application is relatively easy to build.	Senior employees might resist involvement in recreational programs due to greater responsibilities like family care. Other employees might also show disinterest.

1.2.3 Weighted Model

To further analyze our findings, we quantified the results from Table 1.2 to create a weighted model, as shown in Table 1.3.

Criteria	Weight	Health age Costs Business Model	Cover- age Busi- ness Model	Web-Enhanced Communica- tions System	Recreation and Wellness In- tranet Project
Tie to business strategy	10%	50		70	60
Upfront cost	25%	70		35	85
Potential net sav-ings	25%	70		30	90
Realistic technol-ogy	15%	60		85	75
In-house expertise	10%	55		40	80
Potential resistance	15%	80		85	60
Total	100%	66.5		52.75	78

Table 1.3: Comparison of Project Criteria and Their Impact (Weighted Model)

The chart shown in Figure 1.1 provides a visual representation of the model.

1.2.4 Financial Analysis

Before reaching a final conclusion on project selection, it is crucial to conduct a comprehensive financial analysis to ensure maximum benefit to our client. Our team performed an analysis on the Net Present Value (NPV) and Return on Investment (ROI) to verify that the selected project aligns with financial objectives and delivers optimal returns.

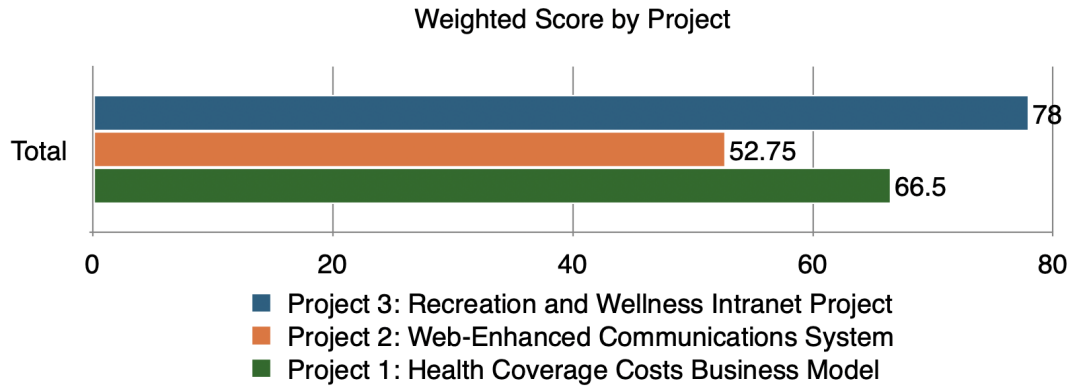


Figure 1.1: Weighted Score Model

Net Present Value (NPV)

Net Present Value (NPV) is a financial metric used to evaluate the profitability of an investment or project. It represents the difference between the present value of cash inflows and the present value of cash outflows over the investment's lifetime. NPV is calculated using the formula:

$$\text{NPV} = \sum_{t=0}^n \frac{C_t}{(1+r)^t}$$

where:

- C_t represents the cash flow at time t ,
- r is the discount rate,
- t is the time period (usually in years),
- n is the total number of periods.

This formula discounts each of the cash flows back to their present value and then sums them up. A positive NPV indicates that the projected earnings exceed the anticipated costs, thus making it a potentially profitable investment.

Return on Investment (ROI)

Return on Investment (ROI) is a financial metric used to measure the efficiency of an investment or to compare the efficiencies of several different investments. ROI measures the amount of return on an investment relative to the investment's cost, calculated as:

$$\text{ROI} = \left(\frac{\text{Total Benefits} - \text{Total Costs}}{\text{Total Costs}} \right) \times 100\%$$

where:

- Total Benefits represents the total cash inflows from the investment,
- Total Costs represents the total cash outflows for the investment.

ROI is expressed as a percentage; a higher ROI means the investment gains compare favorably to its cost. It is used to evaluate the efficiency of an investment or compare the efficiencies of several different investments.

Financial Analysis of Projects

The NPV and ROI for three projects are calculated and summarized in the Table 1.4, providing insights into the financial viability of each.

1.2.5 Project Selection

After a thorough analysis of each project, considering both financial metrics and qualitative criteria we can make a final decision on project selection for our client.

- **Project 1: Health Coverage Costs Business Model**

– NPV: \$1,134,121.05

Table 1.4: Financial Analysis for Three Projects

Item	Year 0	Year 1	Year 2	Year 3	Year 4	Total
Project 1: Health Coverage Costs Business Model						
Benefits	\$0	\$400,000	\$400,000	\$400,000	\$400,000	\$1,600,000
Cost	\$100,000	\$0	\$0	\$0	\$0	\$100,000
Cashflow	-\$100,000	\$400,000	\$400,000	\$400,000	\$400,000	\$1,500,000
NPV(D=8%)		\$1,134,121.05				
ROI		1500%				
Project 2: Web-Enhanced Communications System						
Benefits	\$0	\$2,000,000	\$2,000,000	\$2,000,000	\$0	\$6,000,000
Cost	\$3,000,000	\$600,000	\$600,000	\$600,000	\$600,000	\$5,400,000
Cashflow	-\$3,000,000	\$1,400,000	\$1,400,000	\$1,400,000	-\$600,000	\$600,000
NPV(D=8%)		\$154,553.58				
ROI		11%				
Project 3: Recreation and Wellness Intranet Project						
Benefits	\$0	\$600,000	\$600,000	\$600,000	\$600,000	\$2,400,000
Cost	\$200,000	\$0	\$0	\$0	\$0	\$200,000
Cashflow	-\$200,000	\$600,000	\$600,000	\$600,000	\$600,000	\$2,200,000
NPV(D=8%)		\$1,654,885.28				
ROI		1100%				

- **ROI:** 1500%
- **Decision:** Project 1 is appealing for selection due to its high ROI and substantial positive NPV, indicating significant profitability and efficient capital utilization but requires careful consideration of the additional staffing needs and its modest strategic tie.

- **Project 2: Web-Enhanced Communications System**

- **NPV:** \$154,553.58
- **ROI:** 11%
- **Decision:** Not recommended for immediate selection due to its lower ROI and marginal NPV, suggesting limited profitability and efficiency.

- **Project 3: Recreation and Wellness Intranet Project**

- **NPV:** \$1,654,885.28
- **ROI:** 1100%
- **Decision:** Project 3 offers a very high ROI and the highest NPV among the evaluated projects, ensuring excellent profitability and effective capital use. It presents a balanced option with moderate costs, significant expertise availability, and high feasibility with current technology, though it might face resistance impacting its implementation.

Based on the comprehensive analysis of financial metrics along with the qualitative assessments from the evaluation criteria table, **Project 3: Recreation and Wellness Intranet Project** stands out as the optimal choice. This project not only demonstrates substantial financial returns but also aligns with technological feasibility and existing in-house expertise. Although there may be some resistance from senior employees, its moderate initial investment and significant long-term benefits warrant its selection. The project's strategic alignment with enhancing employee engagement and wellness further supports its potential for positive organizational impact.

1.3 Business Case Study

This section presents the business case for **Project 3: Recreation and Wellness Intranet Project** which we have selection based on preliminary analyze.

The **Recreation and Wellness Intranet Project** is designed to directly address these challenges by introducing a comprehensive digital platform aimed at enhancing the health and wellness of our workforce. By investing in this project, we anticipate not only a reduction in health-related costs but also improvements in employee productivity, engagement, and overall morale.

The project promises to deliver a dual benefit: immediate financial returns through cost savings and long-term gains from a healthier, more engaged workforce. The strategic alignment of this project with our corporate goals of promoting employee well-being and operational efficiency makes it a critical initiative for MYH’s sustained growth and competitive advantage.

Table 1.5: Summary of the Recreation and Wellness Intranet Project

Section	Details
Project Overview	<ul style="list-style-type: none">• Project Manager: Tony Prince• Client: Manage Your Health Inc.• Duration: 6 months• Budget: \$200,000
Executive Summary	Aims to improve employee health and reduce healthcare costs by engaging employees in wellness and recreational programs, targeting savings of at least \$30 per employee per year.
Mission Statement	To empower and engage employees in enhancing their health and well-being through accessible digital wellness solutions.

Table 1.5 – Continued from previous page

Section	Details
Objectives	<ol style="list-style-type: none"> 1. Reduce healthcare costs by improving employee health. 2. Enhance employee productivity and morale through structured wellness programs. 3. Offer a tailored intranet solution to promote health management.
Project Phases	Initiation, Planning, Execution, Monitoring and Control, Closure, and Post-Project Evaluation. Each phase includes specific tasks and resource allocations.
Financial Appraisal	Project targets net savings of \$30 per employee per year, with a total budget of \$200,000. (NPV: \$1,654,885.28, ROI: 1100%)
Market Assessment	Targets 20,000 full-time and 5,000 part-time employees.
Marketing Strategy	Uses the intranet portal, email campaigns, company meetings, and social media to promote the wellness application.
Conclusion	Strong recommendation for the project based on potential health cost savings and strategic alignment with organizational goals. Project 3 is ideally positioned to provide significant value to the organization, enhancing employee wellness and reducing overall healthcare expenditures.

Part 2

Project Scope Management

Need to be added

2.1 Section1

Need to be added

2.2 Section2

Need to be added

Part 3

Project Schedule Management

Need to be added

3.1 Section1

Need to be added

3.2 Section2

Need to be added

Part 4

Project Quality Management

Need to be added

4.1 Section1

Need to be added

4.2 Section2

Need to be added

Part 5

Project Resource Management

Need to be added

5.1 Section1

Need to be added

5.2 Section2

Need to be added

Part 6

Project Risk Management

Need to be added

6.1 Section1

Need to be added

6.2 Section2

Need to be added

Part 7

Project Stakeholder Management

Need to be added

7.1 Section1

Need to be added

7.2 Section2

Need to be added

Part 8

Project Closing and Lessons-Learned

Need to be added

8.1 Section1

Need to be added

8.2 Section2

Need to be added

Part 9

UML Diagrams

Need to be added yet

9.1 Domain Class Diagram

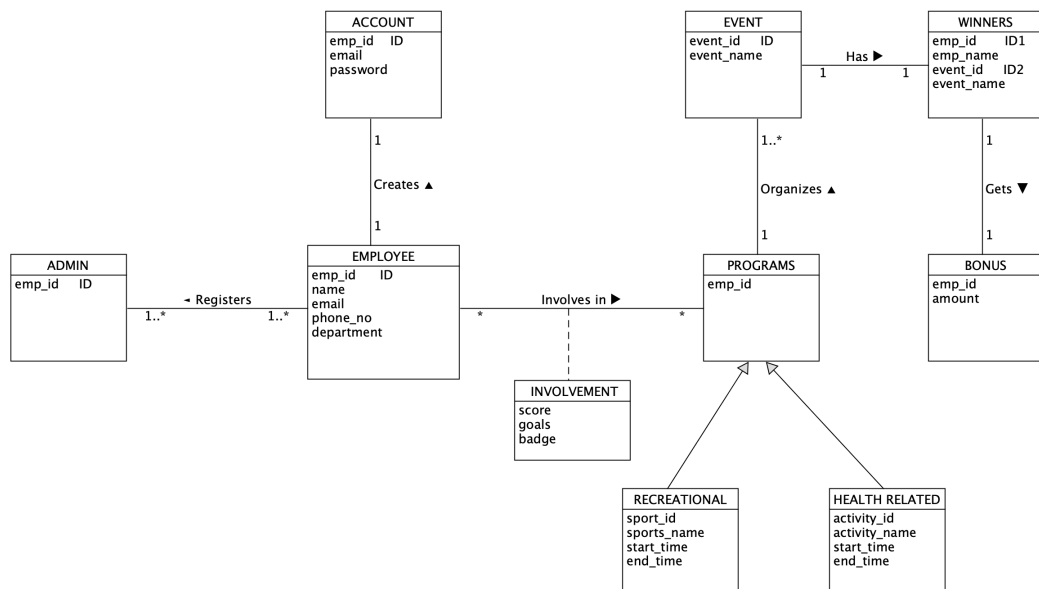


Figure 9.1: Domain Class Diagram

9.2 Use Case Diagram

Table 9.1: The Registration Subsystem Use Cases

RWIP Registration Subsystem	
Use Cases	Users/Actors
Create Account	Employee
Verify Account	Employee
Login to Account	Employee

Table 9.2: The Program Subsystem Use Cases

RWIP Program Subsystem	
Use Cases	Users/Actors
Login	Employee
Select Programs	Employee
Book/Enroll Programs	Employee
Participate in Programs	Employee
Update badges and rewards	Employee

9.3 Fully Developed Use Case Description

9.4 Sequence Diagram

9.5 Activity Diagram

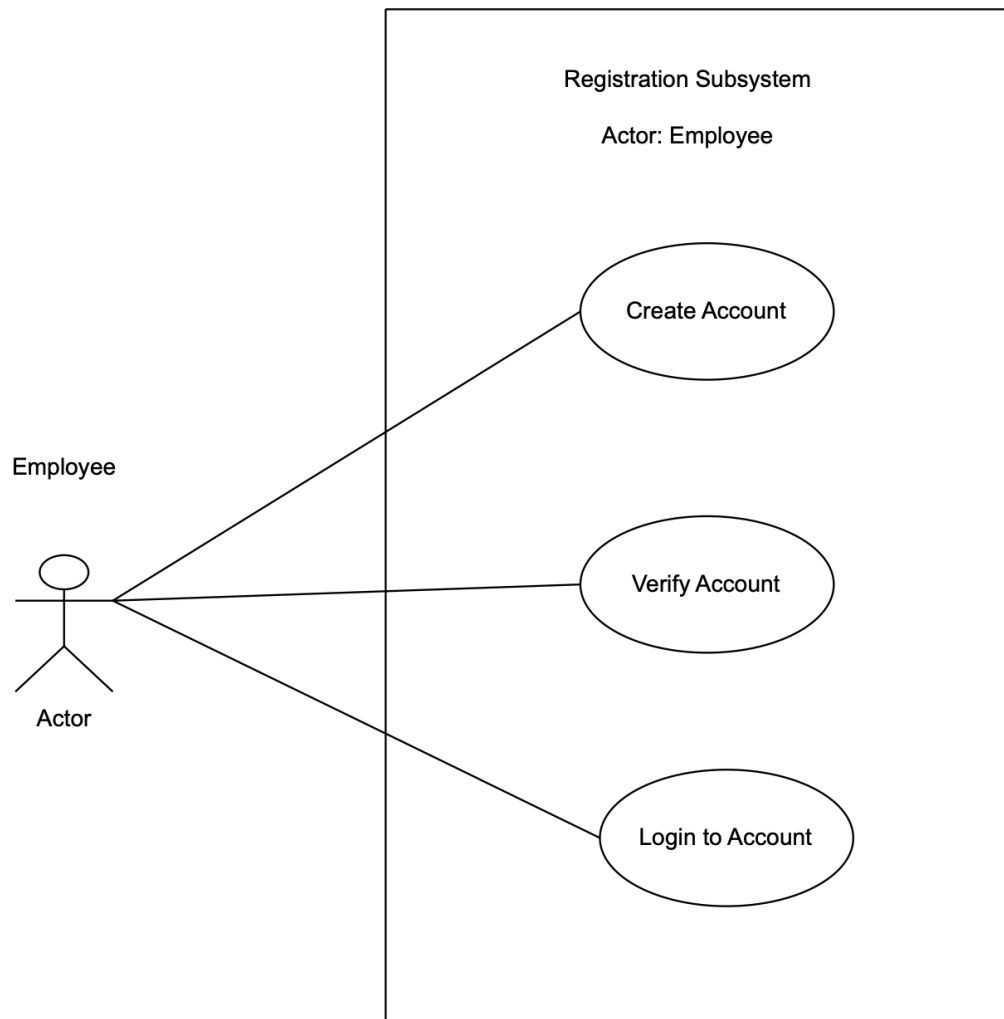


Figure 9.2: Use case diagram for Registration subsystem

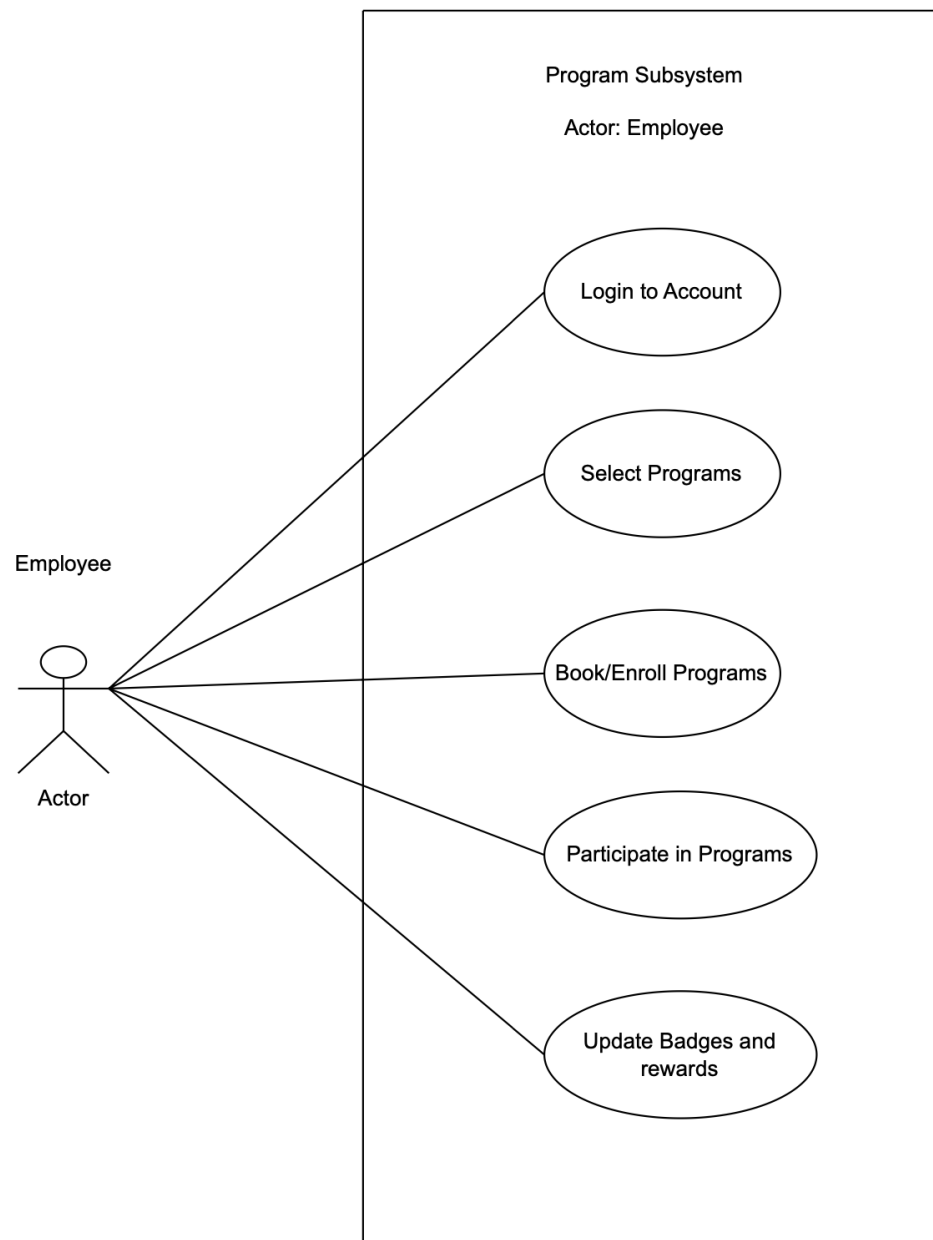


Figure 9.3: Use case diagram for Program subsystem

Table 9.3: The Event Subsystem Use Cases

RWIP Event Subsystem	
Use Cases	Users/Actors
Organise Events	HR/Admin
Notify Events	HR/Admin, Employee
Design Banner	HR/Admin
Participate in Events	Employee
Declare winners	HR/Admin, Employee

Table 9.4: The Payroll Subsystem Use Cases

RWIP Payroll Subsystem	
Use Cases	Users/Actors
Get the list of winners in different Programs	Payroll Officer, Employee
Provide bonuses	Payroll Officer, Employee
Update Payroll	Payroll Officer

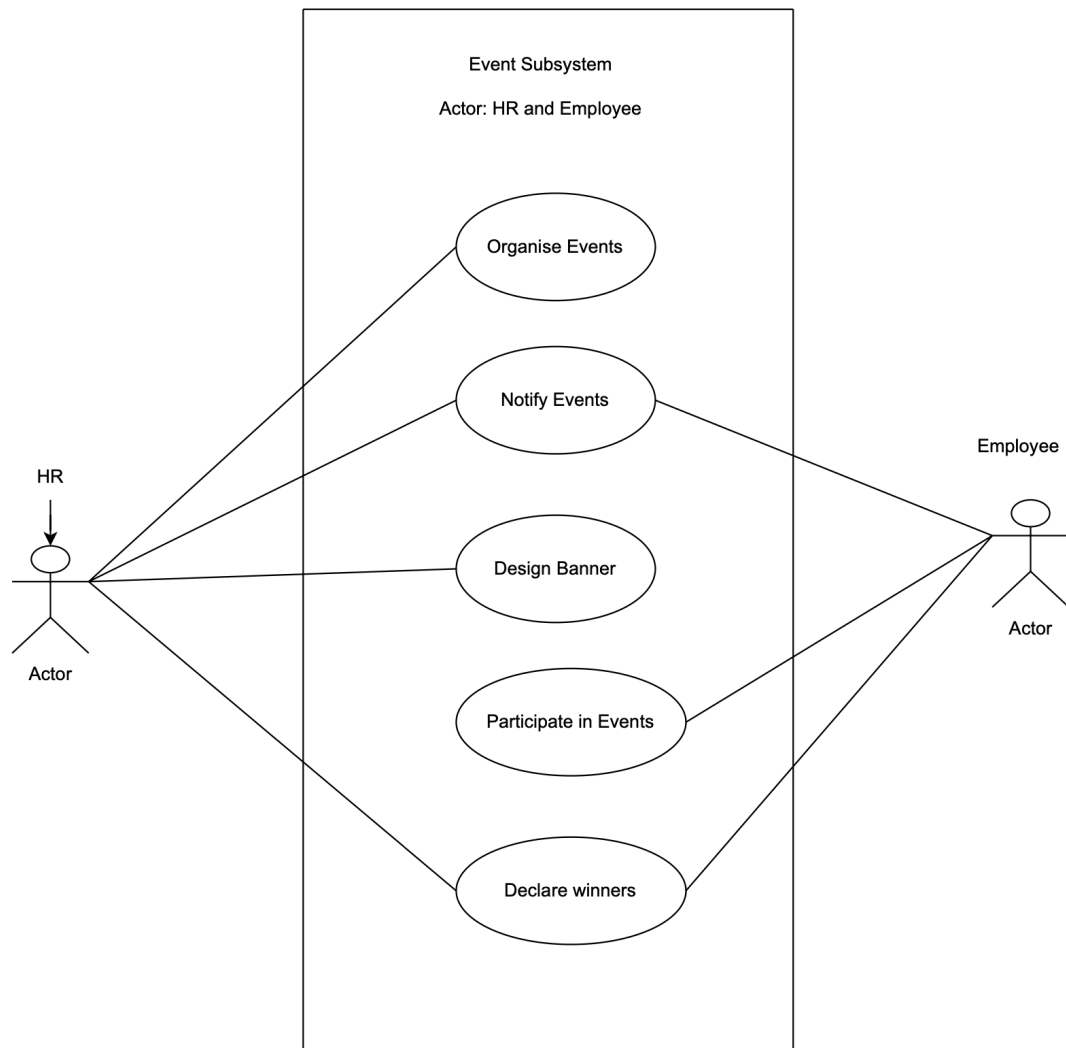


Figure 9.4: Use case diagram for Event subsystem

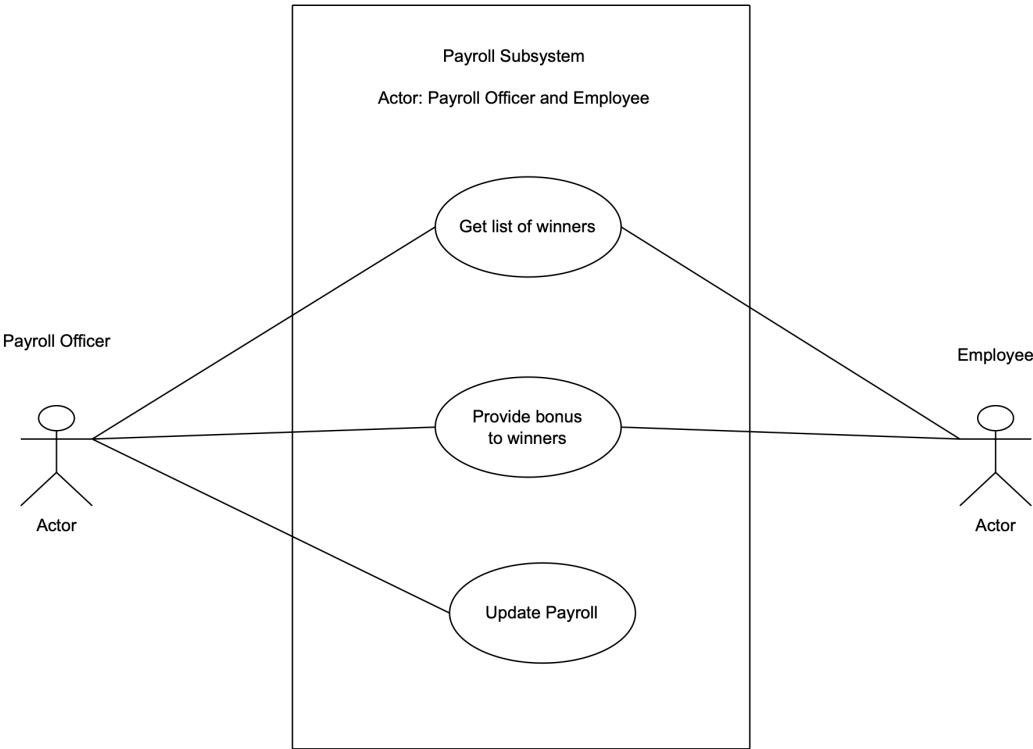


Figure 9.5: Use case diagram for Payroll subsystem

Table 9.5: The Analysis Subsystem Use Cases

RWIP Analysis Subsystem	
Use Cases	Users/Actors
Register as Admin	Analyst
Login as Admin	Analyst
Fetch Data	Analyst
Analyze Data	Analyst
Generate Report	Analyst, Developers
Make Decisions	Analyst



Figure 9.6: Use case diagram for Analysis subsystem

Table 9.6: Register/Create Account

Use case name:	Create employee a
Scenario:	Create online employe
Triggering event:	Employee wants to join the recreation
Brief description:	Employee signs up or creates new account by providing their emplo
Actors:	Employees
Related use cases:	Admin can create account on 1
Stakeholders:	Admin, HR
Pre-conditions:	Registration subsystem mu
Post-conditions:	Employee account must be c
Exception conditions:	Employee might not have email id

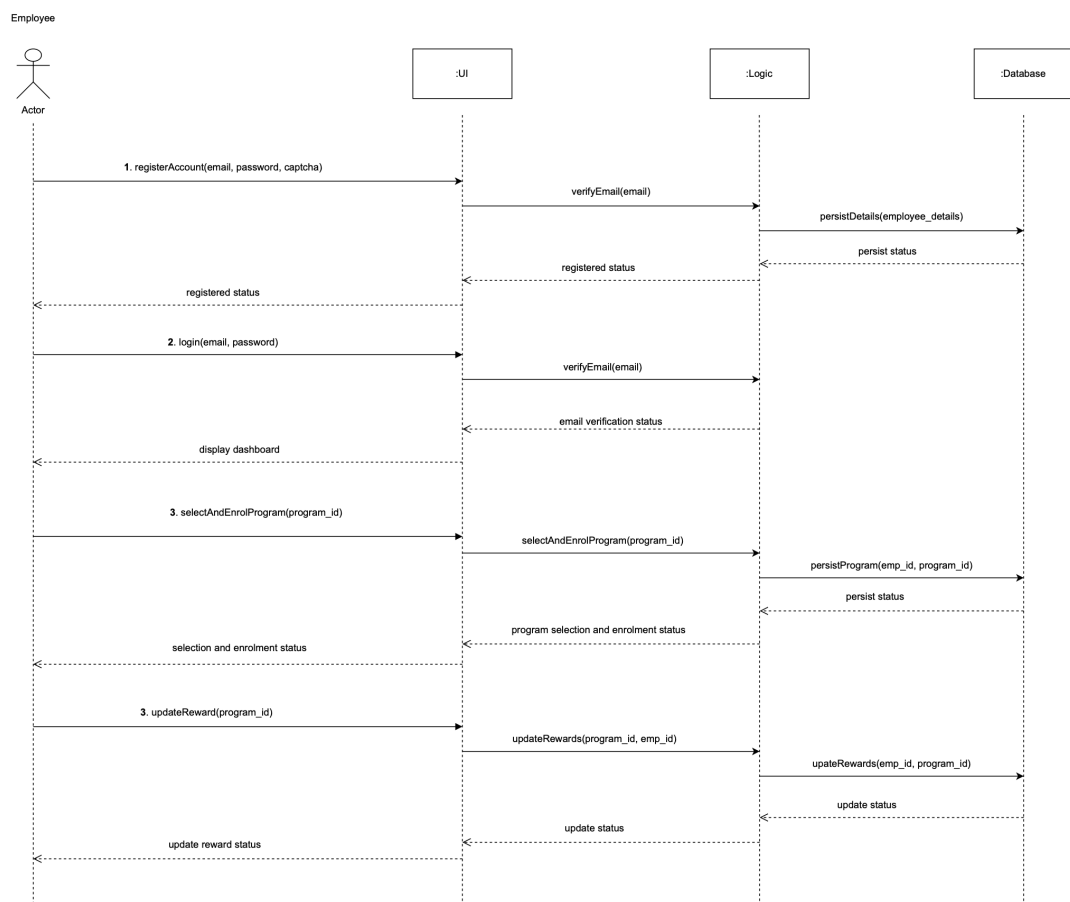


Figure 9.7: Activity Diagram of all the subsystem

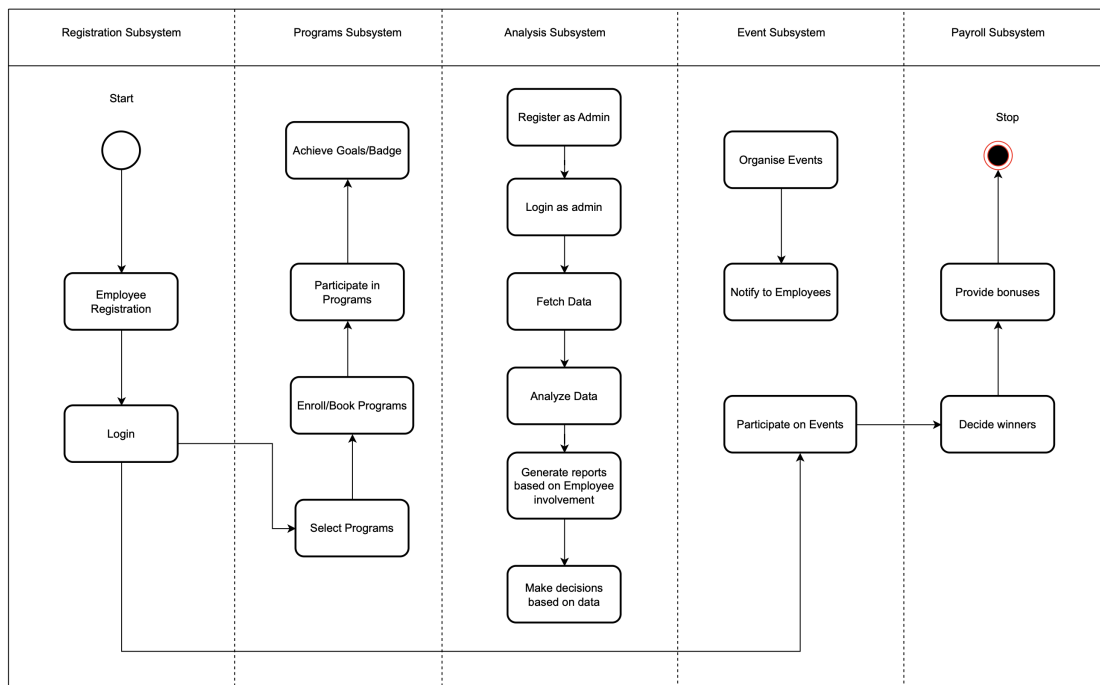


Figure 9.8: Activity Diagram of all the subsystem

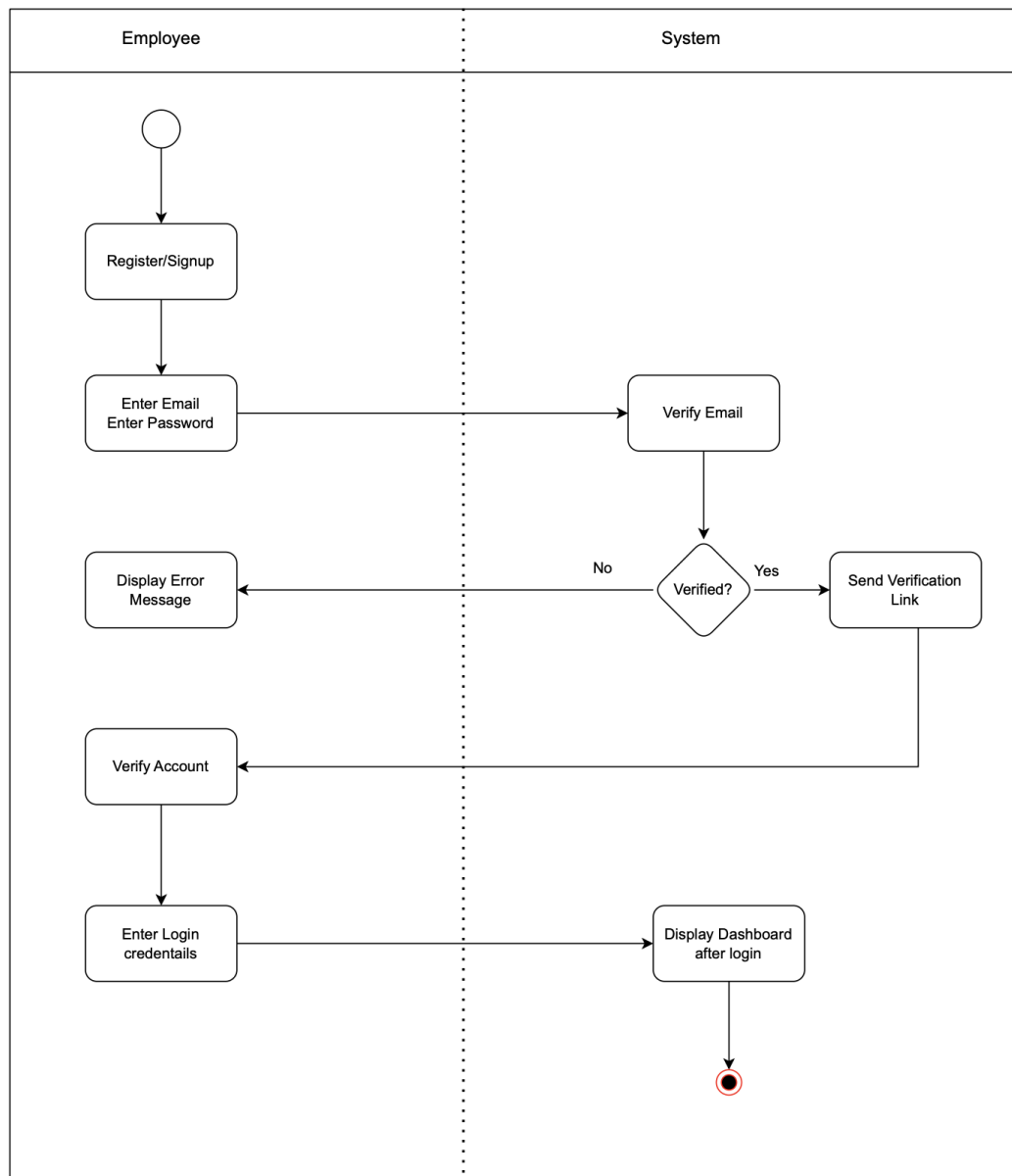


Figure 9.9: Activity Diagram of Create Account use case