

Human Resources

Making a Difference through Our Most Important Asset: Our People

As of the end of 2009, Koç Group employed 71,221⁽¹⁾ people, of which 66,798 work in Turkey and 4,423 abroad. Koç Group aims to be an organization employing the most successful professionals who create added value that results in sustainable growth. Its goal is to be the most preferred employer, and ideal organization that each employee is proud to be a part of. In order to implement this strategy, Koç Holding utilizes human resources systems and approaches, which are the result of many years of hard work and experience.



Koç@İnsan

Koç@İnsan enables all employees to access the systems that implement the company's human resources policies via a single interface. This platform, where employee data is managed, makes the policies and applications transparent by providing an open communication environment.



Integrated Performance Management and Planning

The Performance Management System facilitates focusing employee efforts on specific targets by delegation of the Company's overall goals. It also provides the tools for performance evaluation and reward mechanisms and planning individual career paths by competency assessments.



Salary Management System

Koç Group companies' Salary Management System is based on factors such as the salary market, current salary structure of the company and payment power, salary policy, individual performance and level of the employee. With regular market analyses, a competitive and fair salary policy is applied. Job evaluation is conducted through an international system that operates across Koç Group and ranks all jobs according to their potential contribution to organizational goals and their responsibility levels.



Competency Assessment System

To enable our employees to sustain their levels of success, a 360-degree competency assessment tool is used. Employee competencies are assessed, employees with high potential are identified and plans are made for their development.

Koç Academy

Koç Academy is an educational and developmental platform shared by employees. On Koç Academy, activities that support the development of Koç Group employees are planned and implemented in the light of the Group's, the company's and employees' needs. It allows each employee to plan and monitor its own progress.

Leader Development Training

Koç Group Leader Development Programs have the main aim of creating and establishing a common management and leadership culture in our Group. They also create a learning and cooperation development environment where managers from different Group companies can share their knowledge and experience. 3,031 managers participated in these training programs between 2002-2009.

KoçAilem

KoçAilem program provides various advantages, similar to a loyalty program, in using the products and services of Koç Group and external companies. Its objective is to increase employee satisfaction and loyalty and establish a common corporate identity through the benefits it offers and social activities and social responsibility projects it organizes. All permanent Koç Group staff that have completed their probation periods, their 1st degree relatives, Koç Group retirees, Koç University students and Koç Group's exclusive dealers, agents and authorized services are eligible to benefit from the KoçAilem program.

Koç Holding Pension and Assistance Foundation

As part of the value Koç Group places on employees, additional social security options and support are provided to employees via Koç Holding Pension and Assistance Foundation during their retirement periods.

Occupational Health and Safety (OHS) Board

"Koç Group Occupational Health and Safety Board" is composed of occupational health and safety managers and experts employed in Koç Group companies. It aims to ensure a healthy and safe work environment for Group employees and to improve the safety levels of the companies and processes. The Board's objective is to achieve widespread implementation and reach a common standard for OHS practices throughout Koç Group.

All our systems and applications are based on our founder Vehbi Koç's motto "Our most important asset is our people". Koç Holding derives its strong standing and competitive edge from its employees.

(1) Total number of employees including the companies that are not consolidated.