

We are a strong team and a big family of 73,000 people.

HUMAN RESOURCES

Koç Group aims to be an organization employing the most successful professionals who create added value that results in sustainable growth. Our goal is to be the most preferred employer, and an ideal organization each employee is proud of which to be a part.



As of the end of 2010, Koç Group employed 73,063* people, of which 68,379 work in Turkey and 4,684 abroad. Koç Group aims to be an organization employing the most successful professionals who create added value that results in sustainable growth. Our goal is to be the most preferred employer, and an ideal organization that each employee is proud of which to be a part. 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 are used to implement the Company's human resources policies via a single interface. This platform, where employee data is managed, provides transparency on the policies and applications 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 through competency assessments.

Salary Management System

Koç Group's 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.

LiderSensin

"You are the leader" Program

Koç Group companies define career paths for employees at all levels based on their competencies. In addition, successful employees with leadership skills are identified and included in a special program as potential senior managers.

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. In total, 3,844 managers participated in these training programs during the last eight years.

* Total number of employees in consolidated subsidiaries.



KoçKariyerim

Koç Group employees have priority when filling vacant positions that are available at the Group companies. KoçKariyerim is a portal that is used to announce all available positions within the Group and enables our employees to actively participate in shaping their career paths.

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 his/her own progress.

Work Environment Evaluation Survey

The Work Environment Assessment Survey is conducted every year to measure the loyalty, satisfaction and enthusiasm of our employees. Group companies are given goals on employee satisfaction and the results are closely monitored.



KoçAilem

KoçAilem program provides various advantages, similar to a loyalty program, in using the products and services of Koç Group and external companies, participating to the program. 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. KoçAilem has 83,000 members.

Industrial Relations

The Industrial Relations Department deals with seven different trade unions on behalf of Koç Group in seven different industry branches, coordinating collective labor agreements and organizing periodic meetings to establish and protect labor peace during the negotiations. Industrial Relations is responsible from establishing and developing a sustainable, proper and constructive social dialogue with the labor unions within the context of Turkish regulations, EU regulations and the UN Global Compact.



Occupational Health and Safety (OHS) Board

Koç Group Occupational Health and Safety Board aims to ensure a healthy and safe work environment for Koç Group employees and to improve the safety levels of companies and procedures. The Board's objective is to achieve widespread implementation and reach a common standard for OHS practices throughout Koç Group. The total amount of training given at the Koç Group companies on occupational health and safety in 2010 was 214,705 man-hours.

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 employment and retirement periods.

Our most important asset is our people.



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Recruitment Specialist

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