

Our Most Important Asset: Our People

As of the end of 2008, Koç Group employed 73,677 people, of which 69,214 work in Turkey and 4,463 abroad. Koç Group aims to be an organization made up of the most successful professionals who create added value that results in sustainable growth. Its goal is to be the most preferred employer, an ideal organization that each employee is proud to be a part of. The current human resources systems and approaches, which are the result of many years of hard work and experience, enable the Company to implement this strategy.



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 that contribute to the overall goals of the company. 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 a 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.

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. 2,535 managers participated in these training programs between 2002-2008.

KoçAilem

KoçAilem program has the vision of enabling Koç employees to consider themselves as members of the Koç Group family. It assists employees in improving their quality of life at all stages. It provides various advantages to employees, such as discounts on Group companies' products and services, and participating in social activities and social responsibility projects organized by the Group.

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 Board

"Koç Group Occupational Health and Safety Board" is composed of occupational health and safety 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. The Group's business processes strive to make this policy widespread and to reach a common standard for OHS practices throughout Koç Group.

Our employees are the foundation of our competitive power.

