



People Advisory Services

EY provides a full range of HR services to help clients improve all aspects of personnel management. Our services are provided in three main areas: compensation, talent and performance management.

1

Compensation management

is a solution in the field of personnel remuneration aimed at attracting, retaining and increasing the motivation of employees.

Offered solutions:

- ▶ Design of the base remuneration system (grading).
- ▶ Bonus system design:
 - short-term motivation programs;
 - long-term motivation programs.
- ▶ Conducting salary and compensation reviews:
 - annual salary survey;
 - club salary survey.
- ▶ Providing benchmarks (metrics) for the labor market.

2

Talent management – solutions in the field of attracting and retaining talent, as well as managing professional development and employees' performance.

Offered solutions:

- ▶ Employee engagement survey.
- ▶ Corporate culture survey.
- ▶ Development of succession programs and development of a talent pool.
- ▶ Development of a competency model and tools for assessing the potential of employees.
- ▶ Development of corporate training systems.
- ▶ HR brand and employer value proposition (EVP) management.
- ▶ HR training.

3

Performance management – solutions aimed at improving the operational efficiency of the company and business processes.

Offered solutions:

- ▶ HR Strategy.
- ▶ Performance management system and development of key performance indicators.
- ▶ Organizational management and organizational design.
- ▶ Headcount management, labor norming .
- ▶ HR service transformation.
- ▶ HR Analytics and Dashboards.
- ▶ Support for HR issues in corporate transactions.

Our experience

- ▶ A team that brings together specialists in the field of reward systems, assessment, training and personnel development.
- ▶ Extensive experience in implementing integrated HR projects for both major international and local companies.
- ▶ Extensive experience in labor market research and deep understanding of trends.
- ▶ 30 years in the Kazakhstan market

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Our team will gladly explain EY services and best practices in detail.

EY

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30 years in
Kazakhstan