1. What does HR mean to Emaar?

Answer: Emaar believes in a performance-based culture where each and every employee delivers their best work to Emaar.

1. How does Emaar deal with gender discrimination.

Answer: Emaar strongly believe on gender equality and it reflects on the presence of females in all departments. Emaar management always emphasizes in women empowerment. At Emaar we exercise women friendly environment.

1. What are the key points/Factors when hiring for a position within the company.

Answer: Firstly, the person’s qualification is checked to ensure he is capable of handling the tasks at Emaar. Next, their experience in the relevant field is verified to ensure no maliciousness. Lastly, their presentability and attitude are checked to ensure that they will be okay within the company.

1. How does HR bridge the gap between upper management and the employees.

Answer: Emaar HR organizes many different employee engagement activities in which the corporates are very involved in to reduce workplace toxicity such as Cricket and Football matches between departments.

1. How does Emaar retain and handle talent.

Answer: Emaar has many policies to ensure that talented employees think they are an integral part of the company. These include Cost Of Living Adjustments (COLA) and Leave Travel Allowance (LTA). They also have performance-based evaluations to ensure high performers get bonuses such as salary increments and specialized trainings.

1. What does Emaar do or plans to do to manage employee health and well-being.

Answer: Employees are fully insured along with their family. They are also given in house gaming services like futsal.

7.How Emaar conducts its interviews for appraisals.

Answer: Emaar has a robust process for yearly appraisals. They are given yearly goals which are evaluated quarterly with project completion.

8.What risk mitigation techniques does Emaar employ should an employee leave.

Answer: Emaar asks a leaving employee to sign and fill an assessment form in which they assess their time in the company.

9.How does Emaar manage remote workers.

Answer: No remote employees

1. At Emaar how frequently are employees reviewed formally and informally.

Answer: At each Quarter line managers perform evaluations both formal and informal and send the reports to their senior manager.

1. What Emaar does to train and develop employees in a rapidly changing environment.

Answer: Emaar arranges training sessions for skill development from renowned trainers/motivational speakers and experts.

1. What steps Emaar uses to maintain or increase productivity within the workplace.

Answer: Emaar celebrates its employee’s achievements and reward them to ensure a positive relationship such as Certificates, Cash Rewards, etc.

13. How does Emaar keep a positive relationship between coworkers.

Answer: Emaar holds yearly events like beach parties with fun events such as competitions and games to ensure employees socialize and keep a good relationship with each other.