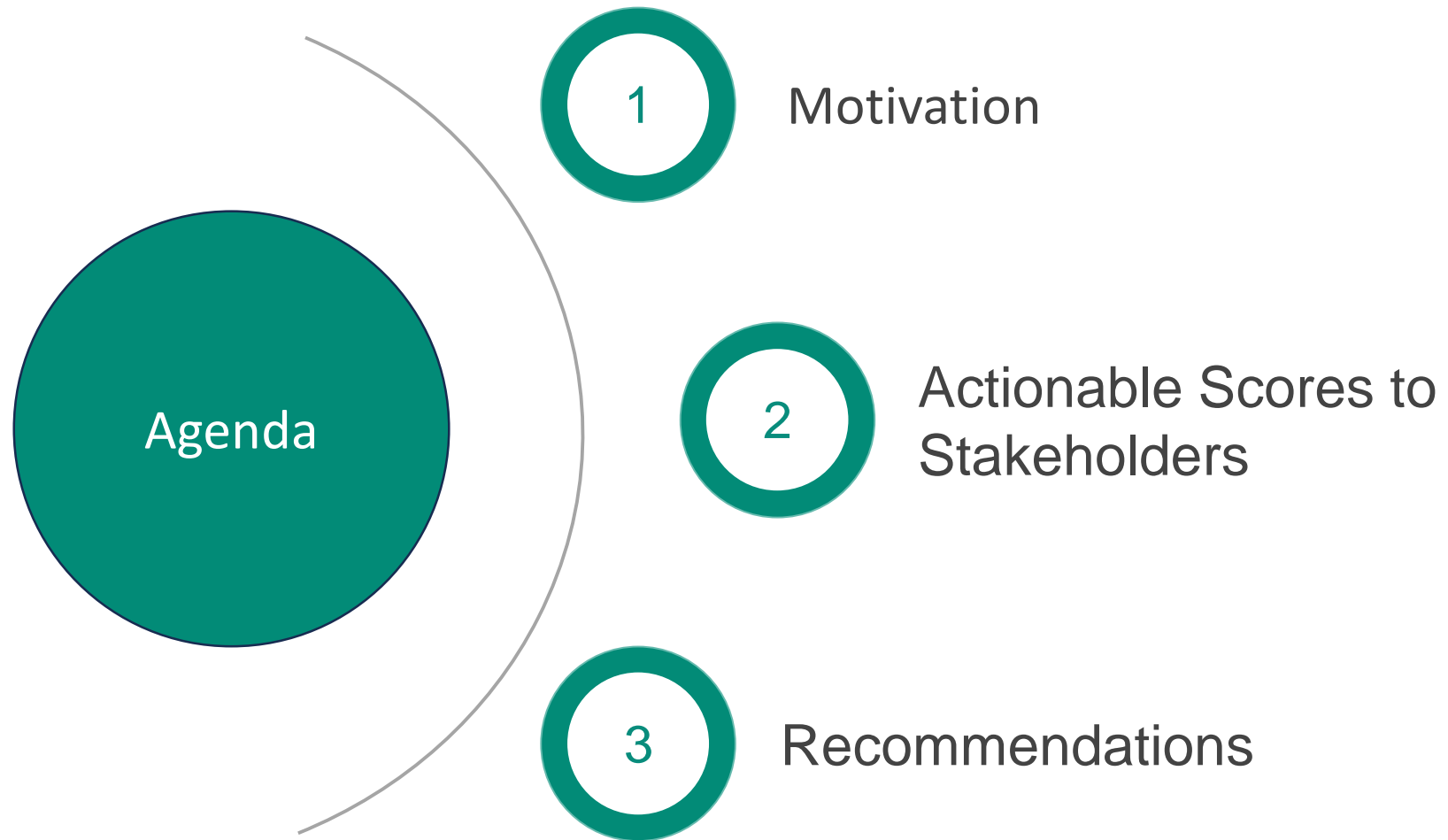


Career Development and Employer of Choice

Recommendations



Motivation

\$ 51%

of YoY increased expenditure is personnel cost, \$1022 M



30 Acquisitions
\$70M

Talent Scarcity^{*}
Major pain point

Attrition Rate
Comfortable Levels >

75%
Brand reputation^{**}

Actionable Scores to Stakeholders



Program Effectiveness Score

Stakeholder : Chief Human Resource Officer(CHRO), Talent Manager



Skill Readiness Index

Stakeholder : Hiring Manager



Candidate Alignment Score

Stakeholder : Talent Manager

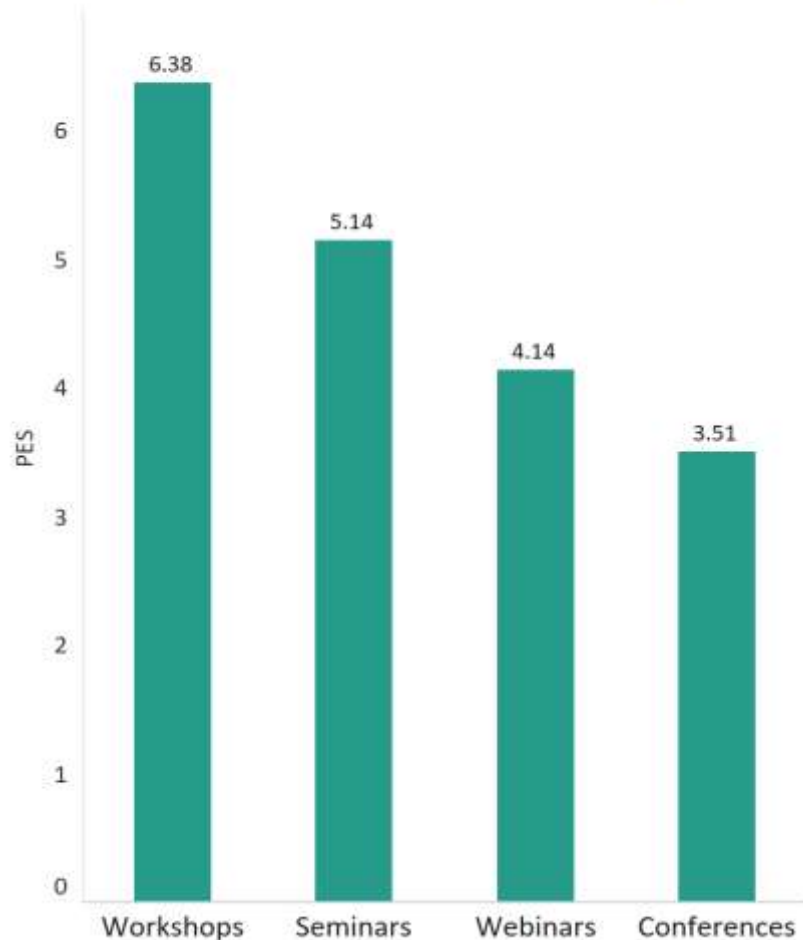


Organization Health Score

Stakeholder : Chief Human Resource Officer(CHRO)

Program Effectiveness Score

Program Effectiveness Score Q2 FY2023



Utility

- Determine the career development methods with highest return on investments
- Budget , Human effort allocation

Recommendations

- Allocate 50% of budget to workshops, 30% to seminars and distribute the remaining 10% equally between webinars and conferences.

Benefits

- Assist the Chief Human Resource Officer in selecting cost-effective programs that will yield a higher ROI.

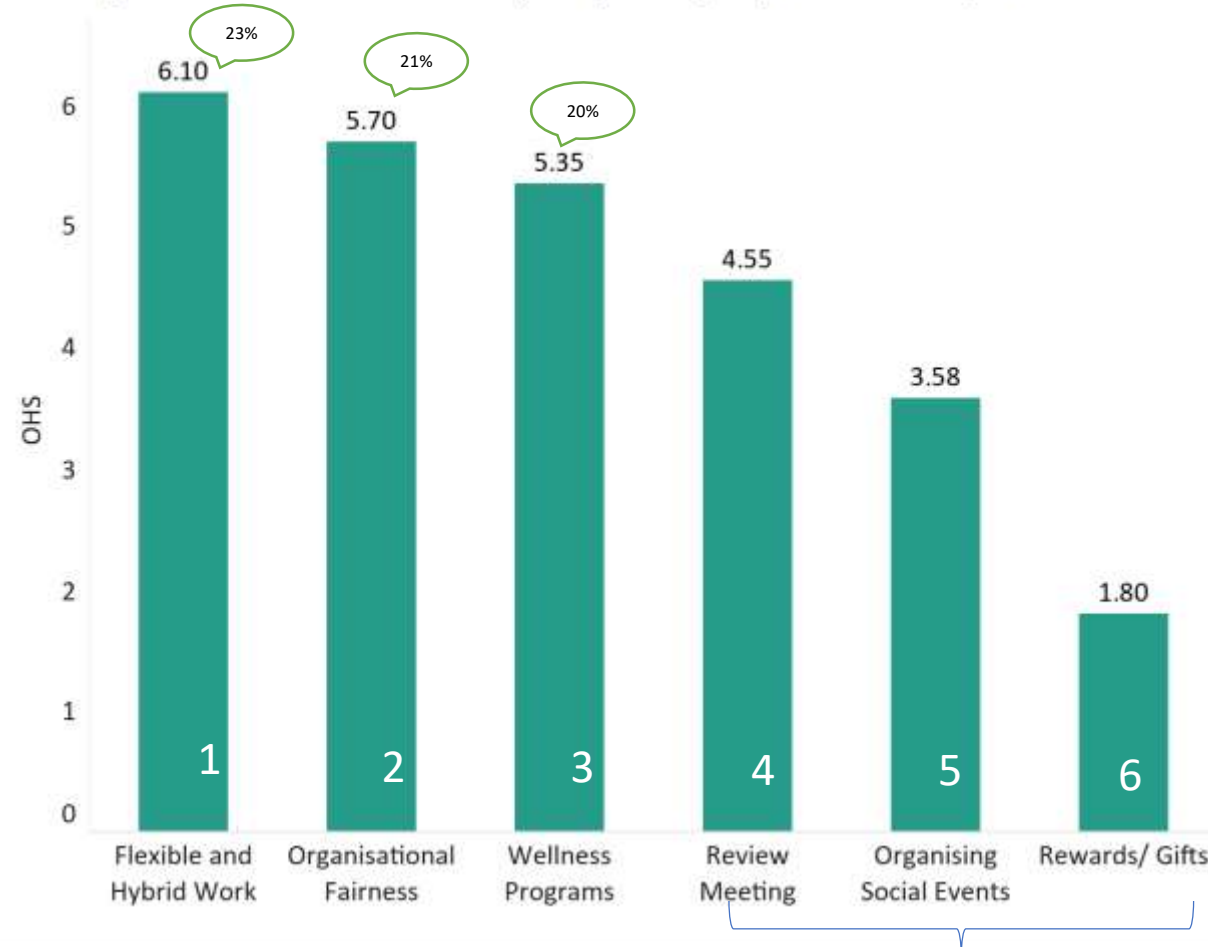


$$PES = (0.2 * \%change\ in\ performance + 0.2 * \%change\ in\ skills + 0.2 * \%change\ in\ error\ rate) + 0.4 * (Total\ Cost / No\ of\ employees\ attended)$$

The data used for the graphs is for illustration purpose only and is assumed

Organization Health Score

Organisational Health Score (OHS) change by initiatives Q2 FY2023



Utility

- Organisation Performance Indicator
- Budget allocation
- Strategy prioritization

Recommendations

- Prioritise Flexible and Hybrid Work, Organisational Fairness and Wellness Program strategies.
- Allocate 23%, 21% and 20% to 1,2,3 respectively and distribute the remaining 36% equally between 4,5,6

Benefits

- Reduce attrition, enhance reputation and job satisfaction

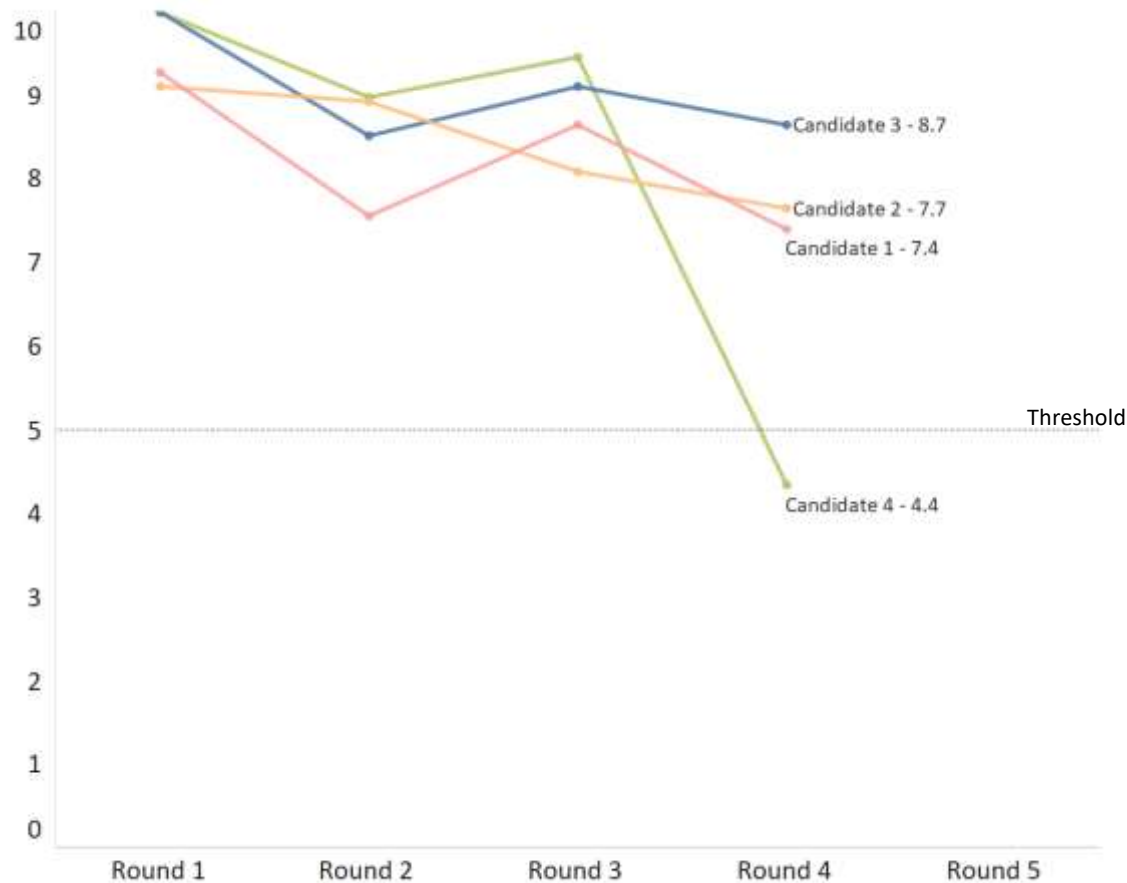


$$\text{OHS} = (0.2 \times \% \text{ change in Organisational Reputation}) + (0.2 \times \% \text{ change in Job satisfaction rate}) - (0.3 \times \text{Total Investment}) - (0.3 \times \% \text{ change in Attrition rate})$$

The data used for the graphs is for illustration purpose only and is assumed

Candidate Alignment Score

Candidate Alignment Score for Clinical Project Manager (IE1234)



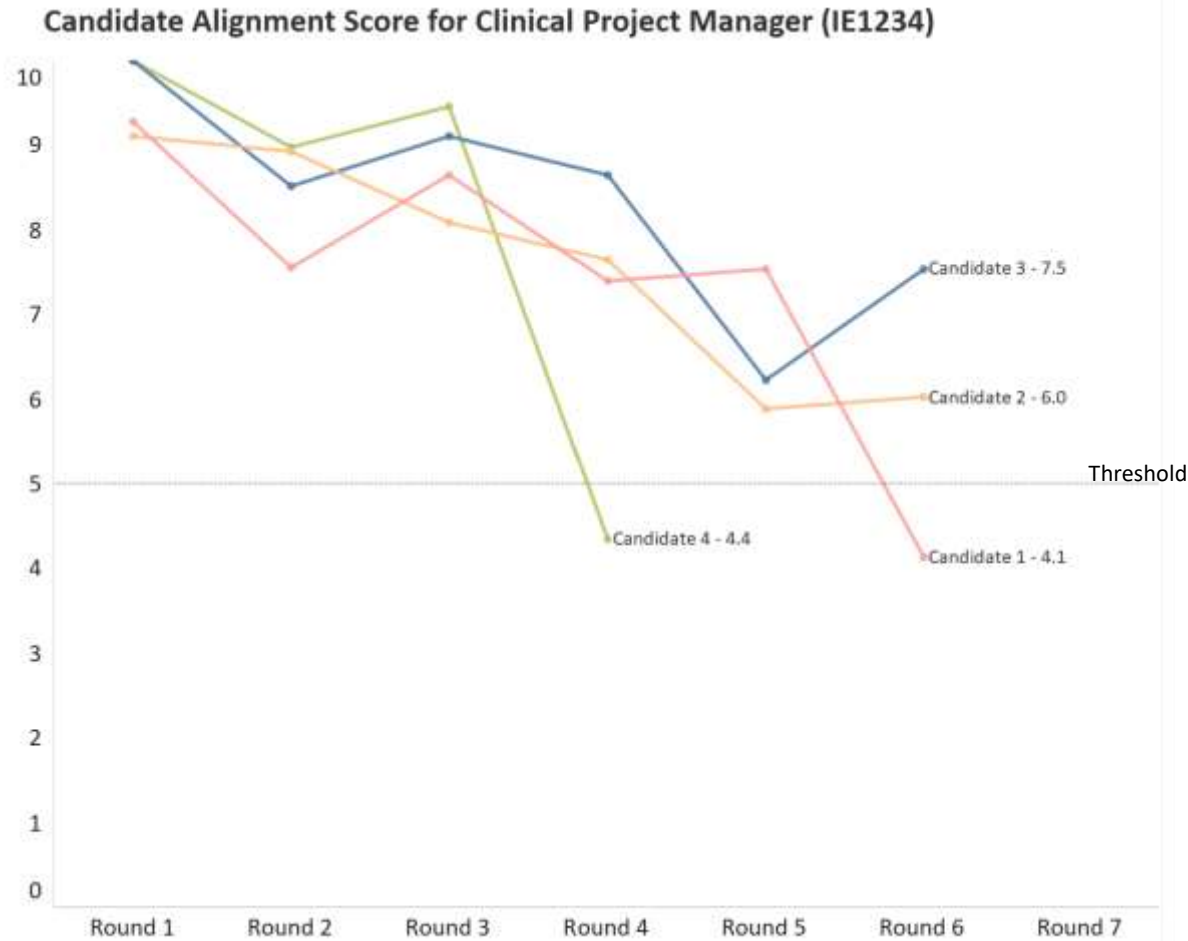
Utility

- Candidate selection

Recommendations

- Eliminate Candidate 4.
- Candidate 1,2 and 3 proceed to Round 5.

Candidate Alignment Score



Recommendations

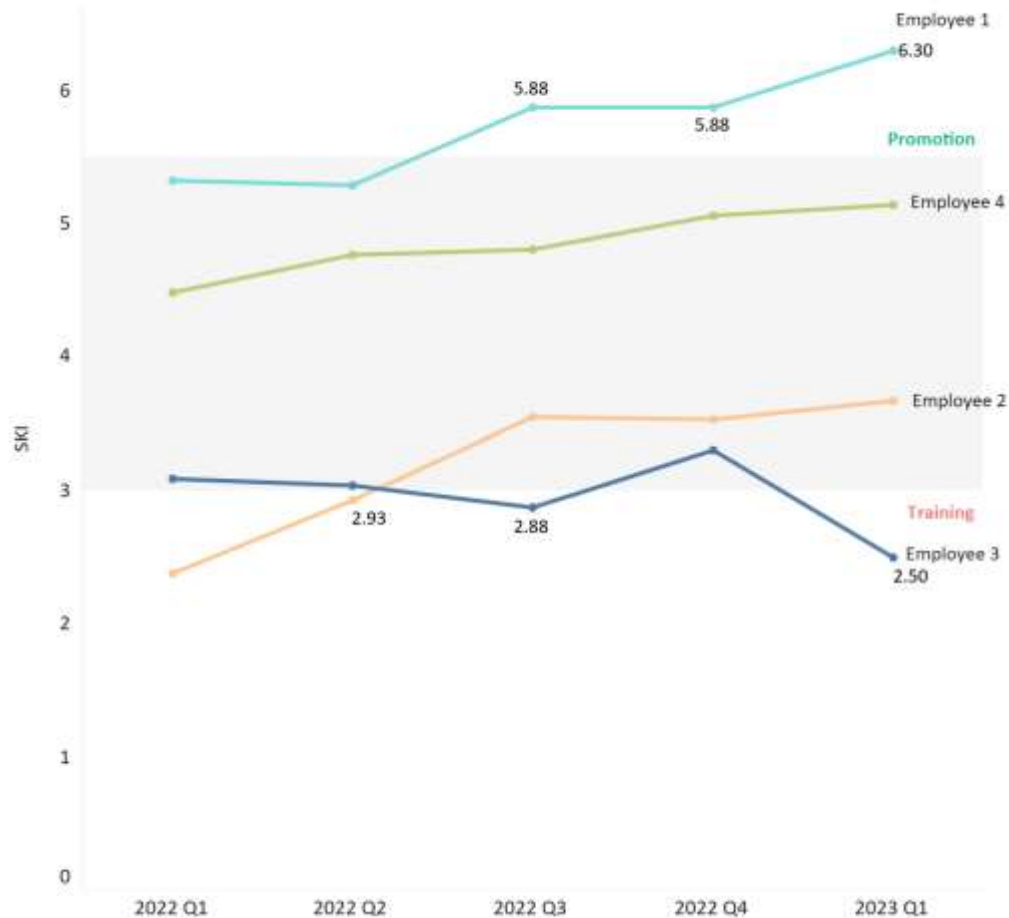
- Eliminate Candidate 1.
- Candidate 2 and 3 advance to the 7th Round.

Benefits

- Cost of interview savings
- Minimise time and human effort

Skill Readiness Index

Skill Readiness Index by Each Quarter



Utility

- Identify skills to be acquired
- Suggest certifications to pursue
- Enhance employee recognition, rewards and responsibility

Recommendations

- Employee 3 requires skill enhancement.
- Recommend promoting Employee 1.

Skill Readiness Index

Employee 3

2.50

Skills to focus :

- Clinical data management
- Clinical Trial Budgeting
- Risk-Based Monitoring

Certifications :

- CCRA - Certified Clinical Research Associate
- CCDM - Certified Clinical Data Management

Recommendations

- Employee 3 requires skill enhancement
- Mentoring / Counselling session

Benefits

- Precision upskilling
- Continuous learning
- Targeted budget allocation
- Chart skill driven career path

THANK YOU

