|  |  |  |  |
| --- | --- | --- | --- |
| Objective | HR Measure | Target | Initiative |
| Working conditions | Percentage of employees reporting a comfortable and safe working environment | 95% | Conduct ergonomic assessments of workspaces and make necessary adjustments. |
| Ensure regular maintenance and cleanliness of the workplace. |
| Implement safety protocols and provide safety training. |
| Relationship between colleagues | Employee engagement survey results indicating positive working | 90% favourable rating | Organize monthly team-building activities and social events. |
| Establish a mentorship program to foster positive relationships.  Offer conflict resolution |
| workshops and training. |
| Job Satisfaction | Employee satisfaction survey score | Increase by 10% within one year | Conduct quarterly employee engagement surveys to gather feedback. |
| Create action plans based on survey results to address concerns. |
| Recognize and reward outstanding performance with a quarterly "Employee of the Month" program. |
| Company’s Policy | Percentage of employees aware of and understanding company policies | 100% | Review and update company policies to ensure clarity and fairness. |
| Communicate policy changes and updates through regular company-wide meetings and emails. |
| Establish a dedicated HR helpline for policy-related inquiries. |
| Rewards and Awards | Competitive salary and benefits benchmarked against industry standards | Increase by 20% | Conduct a market salary analysis to ensure competitive compensation. |
| Implement a  performance-based bonus program tied to individual and team achievements. |
| Introduce an annual awards ceremony to recognize exceptional contributions. |
| Workload and Support | Employee feedback on resource adequacy and support services | 90% satisfaction rate | Conduct workload assessments to identify and address areas of excessive work pressure. |
| Provide training and development opportunities to enhance employee skills. |
| Assign dedicated mentors to new employees for guidance and support during their initial months. |