

FULFILMENT OF 2017 GOALS AND OBJECTIVES

Level of fulfilment	Goals and result achieved
	<ul style="list-style-type: none"> <li data-bbox="261 534 1212 608"> ■ ENHANCE THE COMPANY'S APPEAL AS THE COUNTRY'S BEST EMPLOYER. INTRODUCE THE VALUE PROPOSITION INTO THE PRACTICE OF WORKING WITH EMPLOYEES AND OUTSIDE AUDIENCES <p data-bbox="299 619 1030 644">Training of lower- and mid-level managers on non-financial incentive tools:</p> <p data-bbox="299 646 1281 697">A number of projects that aim to enhance the effectiveness of the remuneration system and, as a result, increase the loyalty, involvement, and productivity of employees</p> <p data-bbox="299 708 1207 759">Integration of the value proposition into HR management processes and regular management practices:</p> <p data-bbox="299 761 1262 840">The value proposition is built into the processes of recruiting and hiring staff as well as the adaptation and training of managers. The introductory block 'Involving managers' has been added to training on regular management practices for managers</p> <p data-bbox="299 851 596 876">Launch of a new career portal:</p> <p data-bbox="299 878 1009 904">In April 2017, a career portal was launched www.gazprom-neft.com/career</p>
	<ul style="list-style-type: none"> <li data-bbox="261 921 1286 1019"> ■ IMPROVE THE QUALITY AND EFFECTIVENESS OF STAFF RECRUITING. FURTHER DEVELOP THE OPERATING MODEL FOR ATTRACTING EXTERNAL CANDIDATES AND INCREASE THE NUMBER OF SUBSIDIARIES THAT UTILIZE THE SERVICES OF INTERREGIONAL AND REGIONAL RECRUITMENT CENTRES TO 18 <p data-bbox="299 1029 1189 1081">In 2017, a new recruitment model was introduced at the Corporate Centre and 27 subsidiaries. Regional recruitment centres were opened in Noyabrsk and Omsk</p>
	<ul style="list-style-type: none"> <li data-bbox="261 1102 1017 1153"> ■ ENHANCE THE PROFESSIONAL LEVEL OF THE COMPANY'S EMPLOYEES. DEVELOP THE CORPORATE UNIVERSITY <p data-bbox="299 1164 857 1189">Opening of new departments at the Corporate University:</p> <p data-bbox="299 1191 1257 1270">The departments 'Licensing and Subsoil Use', 'Commerce', 'Risk Management', 'Production', 'Procurements', and ten other departments were opened. Experts and trainers at these departments include more than 1,000 managers and specialists of Gazprom Neft</p> <p data-bbox="299 1281 1191 1306">Improve the quality of targeted programmes for managerial and professional development:</p> <p data-bbox="299 1308 1286 1432">Sessions on digital business transformation were held, modular targeted the 'Partnership Management' and 'Leadership 3D' programmes were launched, and a pilot project was held to provide personalized training on individual tracks for the development of employees and managers. A total of 29 targeted vocational training programmes were held and attended by more than 16,000 employees of the Company and its partner organizations</p> <p data-bbox="299 1442 860 1468">Introduce a regular assessment of training effectiveness:</p> <p data-bbox="299 1470 1298 1602">An automated trainee questionnaire system was introduced on the knowledge portal via which more than 5,800 employees provided feedback. The average score was 90%. The Company developed a methodology and introduced an assessment of the quality of distance courses using NPS (loyalty indicator to the Corporate University's educational programmes) and the average value of NPS in the distance courses was +54%</p> <p data-bbox="299 1613 835 1638">Support for the introduction of corporate programmes:</p> <p data-bbox="299 1640 1283 1740">In order to support the operations management system, the Corporate University opened the Production Efficiency Department. Training programmes, courses, and mobile apps were developed to the introduction of a unified standard in the work of managers. More than 800 executives attended the programme</p>
	<ul style="list-style-type: none"> <li data-bbox="261 1757 959 1783"> ■ ENHANCE THE EFFECTIVENESS OF HR MANAGEMENT FUNCTIONS <p data-bbox="299 1793 1212 1819">Establish the General Service Centre at the Company for HR function transactional processes:</p> <p data-bbox="299 1821 1262 1953">A General Service Centre was established for HR function transactional processes – the HR Solutions Centre (HRSC). As part of the project, a model of the Centre's organizational structure was developed, its IT infrastructure was deployed, a team of employees was put together, an investment budget was approved, and a schedule was created for subsidiaries to transition to obtaining their services at the Centre</p>