Saratoga Mongolia

Human Capital Effectiveness Survey 2015

Employees should no longer be considered an "intangible asset". The contribution of the workforce is fundamental to sustainable business performance.



What is Saratoga?

Saratoga is a comprehensive HR measurement tool that helps you understand:

- how effective is your effort in the investment of people
- how you measure the output of people
- which aspect of HR to improve to gain efficiency
- where you stand in workforce efficiency compared to your competitors

We can show you exactly where you measure against your competition, and where you can improve.

Saratoga is a comprehensive tool that provides you with methodology and description of HR efficiency measurements.

Survey results give insight into existing human capital profiles and to highlight opportunities to gain competitive advantage.

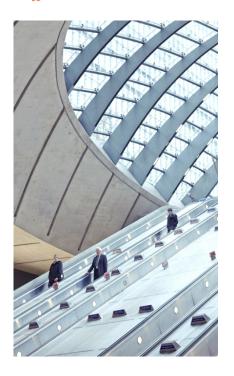


"What cannot be measured cannot be improved"

Do you know how much you get back for every dollar you invest in your people?

What is staff turnover and absenteeism costing your organisation annually?

Are learning and development costs effective?



Survey dates

Contact our survey team:

Bayasgalan Naran +976 7000 9089 ext. 1505 bayasgalan.naran@mn.pwc.com

Why Saratoga?

- A tool to bring an objective evidence-base to managing people in organizations;
- More than 30 years of experience in Human Capital effectiveness measurement;
- In-depth analysis of areas of Human Resource management;
- Possibility to identify strengths and weaknesses of organization compared to the market.

Survey Features

- You will be able to compare your own company's data with other companies in other countries (e.g. Kazakhstan, Central and Eastern Europe and globally);
- You will have opportunity to measure more than 100 indicators in 9 areas (Financial results, Productivity, Turnover, Resourcing, Learning and development, HR department and etc.);
- You will have access to precise descriptions and definitions of all metrics of the survey;
- Easy to complete questionnaire.

Example from Saratoga Survey results

Human Capital Impact: Financial impact

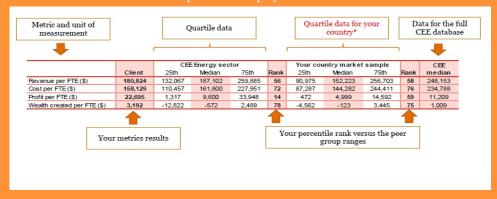
Revenue per FTE = Revenue/FTEs*

This indicator provides an indication of how much money employees are bringing into the business, either directly or indirectly

Total Costs per FTE= Total Cost/FTEs*

This represents the total organisational costs per employee

*FTEs includes all full-time and part-time employees in the "core" workforce



April 2015: Registration of participants and distribution of questionnaires

May - June 2015: Data collection

July 2015: Data analysis and report release

Gerelmaa Lkhagva

+976 7000 9089 ext. 1508 gerelmaa.lkhagva@mn.pwc.com

Tuul Tserendorj

+976 70009089 ext. 1511 tuul.tserendorj@mn.pwc.com