

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?



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.

Metric and unit of measurement	Quartile data				Quartile data for your country*				Data for the full CEE database
	Client	25th	Median	75th	Rank	25th	Median	75th	Rank
Revenue per FTE (\$)	180,824	132,067	187,102	259,885	56	90,975	152,223	256,703	58
Cost per FTE (\$)	158,129	110,457	161,800	227,951	72	87,267	144,282	244,411	76
Profit per FTE (\$)	22,695	1,317	9,600	33,948	14	472	4,999	14,592	59
Wealth created per FTE (\$)	3,192	-12,822	-572	2,489	78	-4,562	-123	3,445	75

Your metrics results

Your percentile rank versus the peer group ranges

Survey dates

April 2015 : Registration of participants and distribution of questionnaires

May - June 2015: Data collection

July 2015: Data analysis and report release

Contact our survey team:

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

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

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