

## Employer of the Year 2012

Employees throughout Mongolia have had a chance to vote for their employers as Employer of the Year via an online survey. Almost 1,500 individuals have registered their views, representing 272 companies. The respondents segmented as follows:

- ⇒ Even breakdown between the genders: 54% female, 47% male
- ⇒ Good spread across experience levels: 0-2 years (37%), 2-5 years (28%), 5-10 years (23%), and 10+ years (12%)

## Executive Summary

The Top Employers were determined by a combination of number of votes and strength of agreement with the following statement: 'My Employer Deserves to be Employer of the Year'. This was calculated as follows:

- Points were allocated per respondent based on their individual response
  - +2 points per respondent to 'Strongly Agree' with the statement
  - +1 point per respondent to 'Agree' with the statement
  - 0 points for respondents who 'Neither Agree nor Disagree' with the statement
  - -1 point per respondent to 'Disagree' with the statement
  - -2 points per respondent to 'Strongly Disagree' with the statement
- These points were totalled by company to give a final 'score' for the organisation

## Overall Results

Top Employers 2012
1) Golomt Bank
2) Wagner Asia
3) Xac Bank
4) Shunkhlai Group
5) PwC Audit
6) Mining National Operator
7) MAK
8) UMC Group
9) Mahoney Liotta
10) KPMG Audit

**Golomt Bank** was voted as Top Employer 2012 driven by positivity of response but also overwhelming level of participation from Golomt Bank Employees. Employees were particularly positive about the company's people management, in addition team & company atmosphere and promotion and advancement also emerged strongly.

Despite the recent challenges experienced by the company it appears that staff engagement remains high and employees are supporting the company as a great place to work.

Golomt Bank's HR Director, had this to say about the company culture and employee strategy:

*"I think our employees are so motivated because working in this company allows them to develop in their professional fields, in a good work environment, with long term stability and a fair chance of promotion and advancement, earning fair salary and bonuses, and with good community strategy. We care about our staff and benefits can include loans with less interest, shares/bonds in our company (long term staff), good retirement fund etc."*

**Wagner Asia** also received extremely strong feedback from their employees with both a high number of votes but also the positivity of the response. One of the key strength's highlighted by employees was the Training & Development the company provided as well as a sense amongst employees that they received a Fair Deal in terms of the wage they earned.

## Employer of the Year 2012 Results



The HR Director who created the Training & Development program had the following advice:

*“Our people are the life blood of our business and we’ve always prioritised developing talent and providing opportunities to grow and develop within our organisation. Historically our strength was primarily our technical training, but in 2011 we conducted a full needs assessment and developed a much broader training plan, which was implemented throughout 2012. We’ve seen the benefits of this in both business performance and staff motivation. In good times or in bad this will remain a key part of our organisation.”*

**Xac Bank** also performed extremely strongly both in terms of breadth of response but also strength of response and are therefore recognised in the Top 3. The particular areas of strength reported for Xac Bank were Giving Something Back (CSR) and Leadership and Vision. We spoke with the President of Xac Bank to understand how they achieved this and he had the following to say:

*“I believe that the reason for success is a good teamwork. Therefore we always try to create a team of responsible and talented individuals and work as a team. We always know that our company is made to serve the people and we work towards the best interest of the people. Each staff in our team deeply understands the company's vision and responsibility, by knowing that they feel the importance of their job in the company's development and work hard responsibly.”*

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### Looking Forward

Since this is the first year of the Top Employer survey, the Top 10 was driven to some extent by the companies that most actively promoted the survey amongst their employees. If we look instead at average score, companies like Energy Resources, Ernst & Young, and United Projects Corporation join the front runners. We hope that with even wider participation next year we can make the results even more meaningful.