

Human resources development



OCI China, Shanghai, China

Our people are fundamental to achieving our goals. By fostering collaboration, excellence and personal growth, we are empowering them to reach their full potential.

Our commitment to our people

As a leading global company, we recognize that diversity is central to building a world-class organization. This global perspective is reflected in our talented and ambitious team of professionals from all over the world.

We believe in the value of systematic talent development. We operate a number of programs to equip our people with the skills, knowledge and leadership essential to their success in today's competitive global marketplace.

New hires participate in an immersive 5-week induction program, followed by tenure workshops during the sixth and twelfth months of their employment. Beyond these first-year programs, we offer a variety of mandatory and specialized in-house and external training programs for each position level. Practical skills such as financial and cost accounting, Chinese language, and country of origin and trading business management are one of our main focuses for internal programs. For team managers, we conduct biennial leadership assessments to create coaching programs tailored to support and enhance their leadership competencies. For our engineers, we continue to upgrade our self-development program. A total of 80 junior engineers took advantage of career counseling with plant managers in 2016 to better understand their strengths and developmental needs and start a personalized self-development program with monthly progress checks. We also operate specialized outside engineering programs covering areas such as chemical process simulation and design, mass and heat transfer, fluid mechanics, and safety and reliability.

On a more general note, we continue to expand benefits to create a workplace that is more supportive of working mothers. Beyond offering maternity leave and childcare leave, we plan to open our first childcare center at our Gunsan plant in April 2017.