

Human resources development



The newest members of the OCI family at OCI Malaysia

// Our people are our greatest resource. It is their diverse set of skills, personalities, and experiences that make us who we are. By cultivating teamwork, brilliance, and personal growth, we empower our people to succeed as one integrated team. //

Fostering organizational excellence

As a leading global company, we recognize that diversity is central to building an excellent organization. Our elite group of people from all over the world embodies this perspective.

As part of our systematic approach to talent development, we offer a number of programs to equip our people with the skills, knowledge, and leadership vital to their success in today's competitive global marketplace. New hires go through an intensive 3-week induction program followed by a 3-month project, where they work with real teams in real contexts. We

also hold a first-year workshop to give new hires a chance to reflect on their experiences.

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 business feasibility and profitability study are among our focuses for internal programs. For team managers, we conduct biennial leadership assessments that serve as the foundation for our coaching programs tailored to support and enhance their leadership competencies. In addition to assessing team managers, we carry out leadership assessments for our managers to get a grasp of their leadership capacity. For our engineers, we continue to upgrade our self-development program. A total of 63 junior engineers took advantage

of career counseling with plant managers in 2017 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 for both engineers and researchers covering areas in both chemical process engineering and safety engineering such as chemical plant instrumentation design, heat exchanger design, process design, and chemical accident prevention.

On a more general note, requests for childcare leave by employees of both sexes are on the rise. Beyond offering paternity leave and childcare leave, we opened our first childcare center at our Gunsan plant in April 2017.