

Human Resources KPI 2024							
Area	Strategy Segment	KPI No.	Description	Measurement Criteria	Value out of 100%	Value out of Overall Wt %	Yearly Target
OPERATIONS (Overall weight 50%)	RESOURCES	KPI-1	Technology	As per plan	100%	10.00%	100.00%
		Total			100%	10.00%	
		OVERALL WEIGHT			10%		
PEOPLE (Overall weight 50%)	RESOURCES	KPI-2	Localization	As per HR Manpower report	20%	9.00%	100.00%
		KPI-3	Rapid development programs for N1, N2, & N3 Levels	As per Training records	10%	4.50%	100.00%
			Implementation of leadership training	As per Training records	10%	4.50%	100.00%
			Analysis and preparation for the Implementation of Mentorship Program	As per Training records	10%	4.50%	100.00%
		KPI-4	Organizational Structure	Restructure SMSA business model, structure and processes.	20%	9.00%	100.00%
		KPI-5	Benefit & Compensation	Reveiw Benefit & Compensation	10%	4.50%	100.00%
		KPI-6	Governance	Enhancing Transparent Governance - Create Policies and procedures for accountability	10%	4.50%	100.00%
FINANCE (Overall weight 45%)	MONETIZATION	KPI-7	Employee	As per Survey results	10%	4.50%	100.00%
		Total			100%	45.00%	
		OVERALL WEIGHT			45%		
FINANCE (Overall weight 45%)	MONETIZATION	KPI-8	Financial Performance	As per FIN report	100%	45.00%	100.00%
		Total			100%	45.00%	
		OVERALL WEIGHT			45%		100.00%

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