



# HR Consulting



We help companies improve employee motivation in line with their corporate strategies, identify their most talented employees and implement programmes to support professional development and employee retention, and improve HR systems and processes.

## Our services



### Designing remuneration systems

- Performing diagnostics and needs analysis
- Developing concepts for remuneration systems
- Developing detailed remuneration programmes, including basic salary and benefits, short-term and long-term remuneration



### Designing models of professional and technical competencies

- Developing and implementing models of corporate and professional competencies
- Developing job profiles
- Developing tools to assess employee competency levels
- Assessing the competencies of employees and developing personal development plans



### Designing grade systems

- Assessing positions using the PwC Strata international methodology
- Developing grading systems
- Developing basic pay ranges



### Assessing the effectiveness of personnel management systems (PwC Saratoga)

- Assessing than 200 performance indicators for personnel management systems
- Benchmarking the effectiveness of key areas of personnel management systems against market practice
- Benchmarking headcounts of basic support functions
- Assessing the maturity of HR processes



### Conducting the PwC Top Management Survey (TMS)

- Benchmarking managers' compensation levels against the market
- Identifying the company's positioning against the market
- Developing compensation packages for executive management



### Conducting the PwC PayWell survey

- Studying key remuneration components across positions
- Preparing detailed analytical sections devoted to policies and practices on remuneration and additional benefits
- Preparing analytical sections on the main trends in the employment market
- Benchmarking headcounts by function and department
- Preparing salary surveys for various economic sectors



### Managing talent

- Developing and implementing programmes to develop talent pools
- Analysing and preparing employer value propositions
- Preparing job descriptions
- Developing and implementing career routes and career management processes
- Developing and optimising performance management systems



### Developing an HR strategy and implementing the transformation of personnel management functions

- Developing personnel management strategies
- Developing remuneration policies
- Performing diagnostics and transformation of HR processes, including performance assessments
- Designing HR - SSC





We would like to thank PwC for their consulting services on providing an independent expert assessment and report on how well the company's management achieved their KPIs. PwC provided the services in a professional manner, meeting all deadlines and obligations. We look forward to working with PwC in future.

## Why PwC?



PwC is a recognised international leader in the measurement and benchmarking of HR indicators.



We follow the highest confidentiality standards for data.



PwC has years of experience in designing remunerations systems, including developing grade systems using the PwC Strata international methodology for position assessment.



We have conducted the PwC Saratoga survey on personnel management effectiveness for more than 12 years in Russia and 40 years globally. The survey includes:

- more than 200 performance indicators on personnel management systems;
- more than 2,600 companies from 15 economic sectors, including 117 Russian companies;
- the largest database in the world on the effectiveness of personnel management systems.



PwC conducts the PayWell and Top Management Surveys of large Russian and international companies. In 2020, the surveys covered:

- More than 100 companies in various industries;
- 80 Russian respondents;
- More than 2,000 unique positions and ten job levels (grades);
- Salary data on more than 900,000 employees.

## Contact us



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