

Personnel Policy

KMTF is one of the largest employers in the Republic of Kazakhstan in the maritime industry, with 254 employees.

The largest proportion of employees falls on the age group from 25 to 45 years, which is 82% of the staff and is the optimal ratio that maintains a balance of young workers and workers with practical experience. The average age of KMTF employees is 31 years. Personnel with higher education - 136 employees; with two higher educations - employees; with Master's Degree - 6 people. 111 employees of KMTF have more than 5 years of experience in the maritime industry. Average work experience in KMTF - 6 years.

Staff turnover in 2017 was 6.4%.

In the field of personnel policy, KMTF is focused on effective personnel support to implement the KMTF Development Strategy with a strong corporate culture that provides for a unified approach to working with personnel as part of the best corporate practice. The main goal of the KMTF Personnel Policy is to improve the efficiency of personnel management by integrating into the international system aimed at maximizing profits and ensuring leadership in a competitive environment based on economic incentives and social guarantees, and contributing to a harmonious combination of interests of both the employer and the employee and development their relationship for the benefit of KMTF.

The personnel policy of KMTF is designed to combine existing approaches, proven methods and tools of personnel management in view of the best experience in the field of work with personnel, thus allowing to form a unified approach and develop a corporate value system of KMTF in the field of personnel management.

Actual problems in the field of personnel policy:

- lack of maritime industry specialists in the labor market of the Republic of Kazakhstan to fill the positions of senior officers of ships;

The main directions of personnel policy are:

- employment and recruitment policy;
- personnel development policy;
- improving the quality of working conditions;
- policy of ensuring equal conditions and wages for Kazakhstani workers;
- policy in the field of corporate culture, goals and values.

The KMTF Personnel Policy implementation is designed to eliminate these problems and bring the human resources management of KMTF to a qualitatively new level.