

Process automation in terms of training and development

Automation of HR processes and service digitalization is the main area to be improved for the purpose of enhanced business efficiency of the HR management function. Process automation will speed up the time of taking personnel decisions and will increase the availability of HR services for employees.

WebTutor platform is the key element of the system. In 2019, we automated the processes of personnel onboarding, training, and assessment. As of the end of 2019, the employees had access to the following functions:

- Personnel onboarding
- 360 competence assessment for all employees and managers, a full Performance Management cycle
- Training: selection of training programs, filing an application for training, long-term planning, selection of training formats

In 2020, it is planned to extend programs and training formats, to automate the organization of external learning, and to carry out integration with the personnel selection module.

Alpina Digital (E-library)

Starting from 2019, all MKB employees received a unique opportunity to have access to the electronic library Alpina Digital at any convenient time and from any device.

Books are grouped by MKB competences. There are more than 2,000 business books in text and audio formats in the e-library: management, marketing, leadership, and personal efficiency summaries. Among the authors there are Stephen R. Covey, Gleb Arkhangelsky, Ichak Adizes, Irina Khakamada, Daniel Pink, Nikita Nepryakhin, Richard Branson, Svetlana Ivanova, and others. Besides, it is possible to see video lectures on the topics, study documents on IT technologies, and view electronic courses.

Corporate Events

Corporate social responsibility is an important part of corporate culture; we share its principles and pay much attention to charitable activities. In 2019, volunteering was developing actively as part of the CSR concept. In 2019, the Bank's employees organized masterclasses and the New Year fest for children of the orphan boarding school, helped the dog's shelter, participated in a number of charitable activities together with Arifmetika Dobra foundation to help orphaned children from Moscow, Moscow Region, and other regions of Russia receive worthwhile education and social adaptation.

The Bank continues to develop corporate sports. Indoor soccer and hockey teams participate in different tournaments, including charitable ones. Participation of the Bank's employees in running events becomes more popular, particularly including charitable runs together with Arifmetika Dobra foundation. In 2019, the Bank held the Donor Day for the first time for the purpose of voluntary blood donation, which had a big resonance.