

# Development of intellectual potential

GRI: **103-1,103-2,103-3,404-1**

Generation of the projected results by the organisation requires reacting to the changing conditions. For that to be possible, employees should be able to analyse, draw conclusions, and react to the originating needs. Moreover, the knowledge of new technologies and the ability to use them are essential.

One of the elements affecting employee development is training, which contributes to maintaining the competitive advantage on the market, on the one hand, and enables the improvement of individual capital, on the other hand. Both of the elements are considered in development planning, which significantly strengthens the assumed effect.

In order to achieve progress, feedback regarding the results obtained is needed. Employees receive such feedback within their daily duties, whereas once a year, during the assessment meetings, the superior and the employee sum up the results and a thorough analysis accompanies that process. On that basis, we develop plans for another year.

## Training and education

**In 2018, 51% of all employees participated in training courses. The largest percentage of participants is 95% at the EPS, followed by 65% at the FPS, and 55% at the ASS. Number of training hours per employee - 7.**

Number of training courses per course participant

		2017			2018		
gender	training participants	training hours	training hours per employee	training participants	training hours	training hours per employee	
EPS women	139	2,708	19.5	165	1,815	11	
EPS men	1,227	23,896	19.5	814	12,335	15.2	
EPS total	1,366	26,604	19.5	979	14,150	14.5	
FPS women	325	1,753	5.4	125	2,462	19.7	

	2017			2018		
FPS men	1,591	6,721	4.2	633	6,915	10.9
FPS total	1,915	8,473	4.4	758	9,377	12.4
ASS women	245	1,400	5.7	277	2,044	7.4
ASS men	639	6,034	9.4	880	6,133	7
ASS total	884	7,434	8.4	1,157	8,177	7.1

Number of training courses per employee

	2017			2018		
gender	training participants	training hours	training hours per employee	training participants	training hours	training hours per employee
EPS women	139	2,708	8.8	165	1,815	5.1
EPS men	1,227	23,896	21.7	814	12,335	10.8
EPS total	1,366	26,604	18.9	979	14,150	9.5
FPS women	325	1,753	14.3	125	2,462	18.8
FPS men	1,591	6,721	10.2	633	6,915	10.4
FPS total	1,916	8,473	10.8	758	9,377	11.8
ASS women	245	1,400	2.4	277	2,044	1
ASS men	639	6,034	4.4	880	6,133	2.9
ASS total	884	7,434	3.8	1,157	8,177	3.9