



BSC



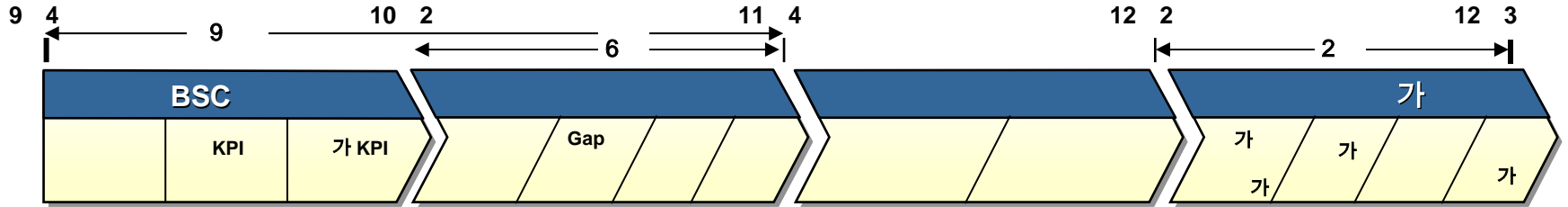
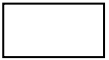
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This Document Provides an Outline of a Presentation and Is Incomplete Without the Accompanying Oral Commentary and Discussion.

- **BSC**

- 가

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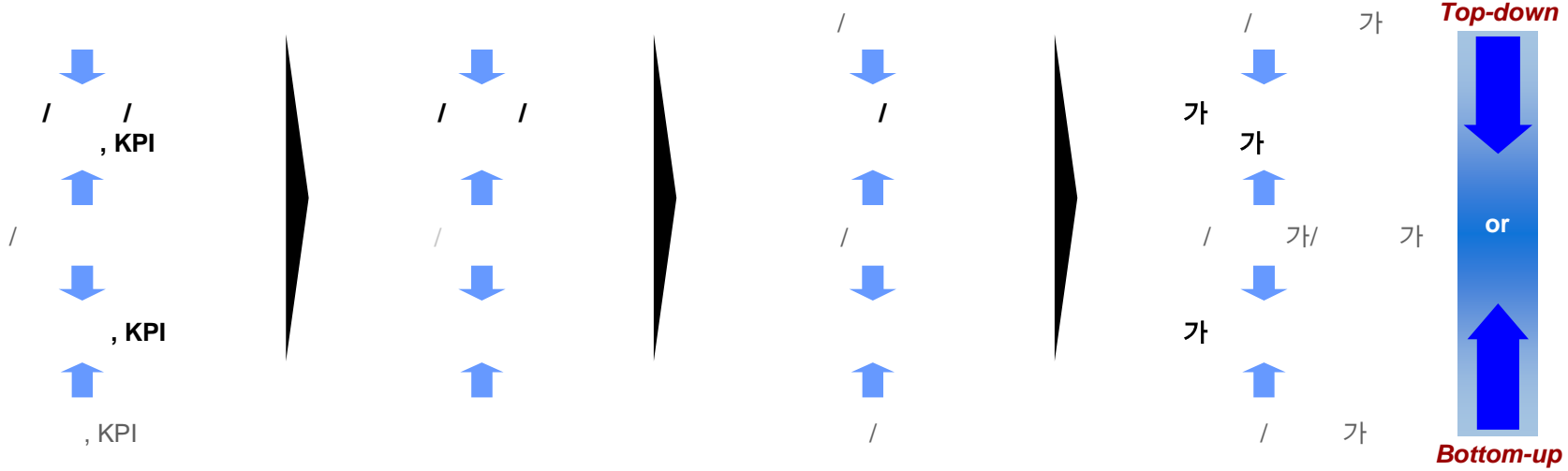
- Discussion



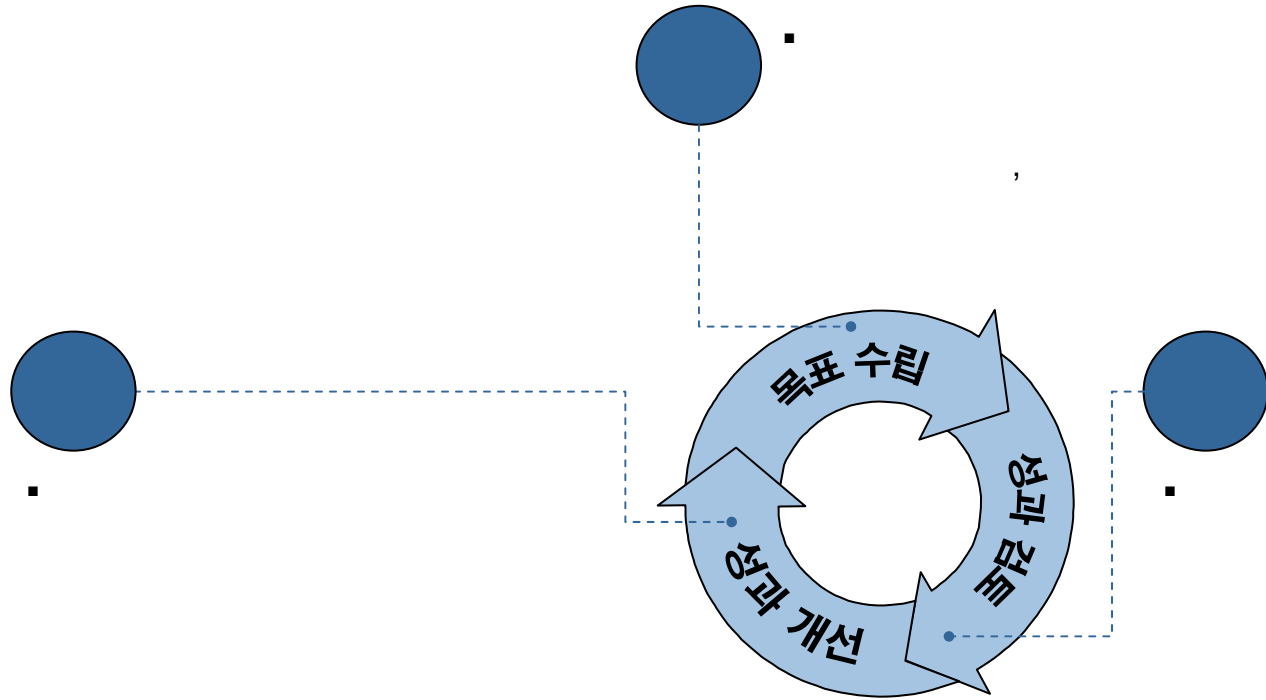
CEO

/

1)

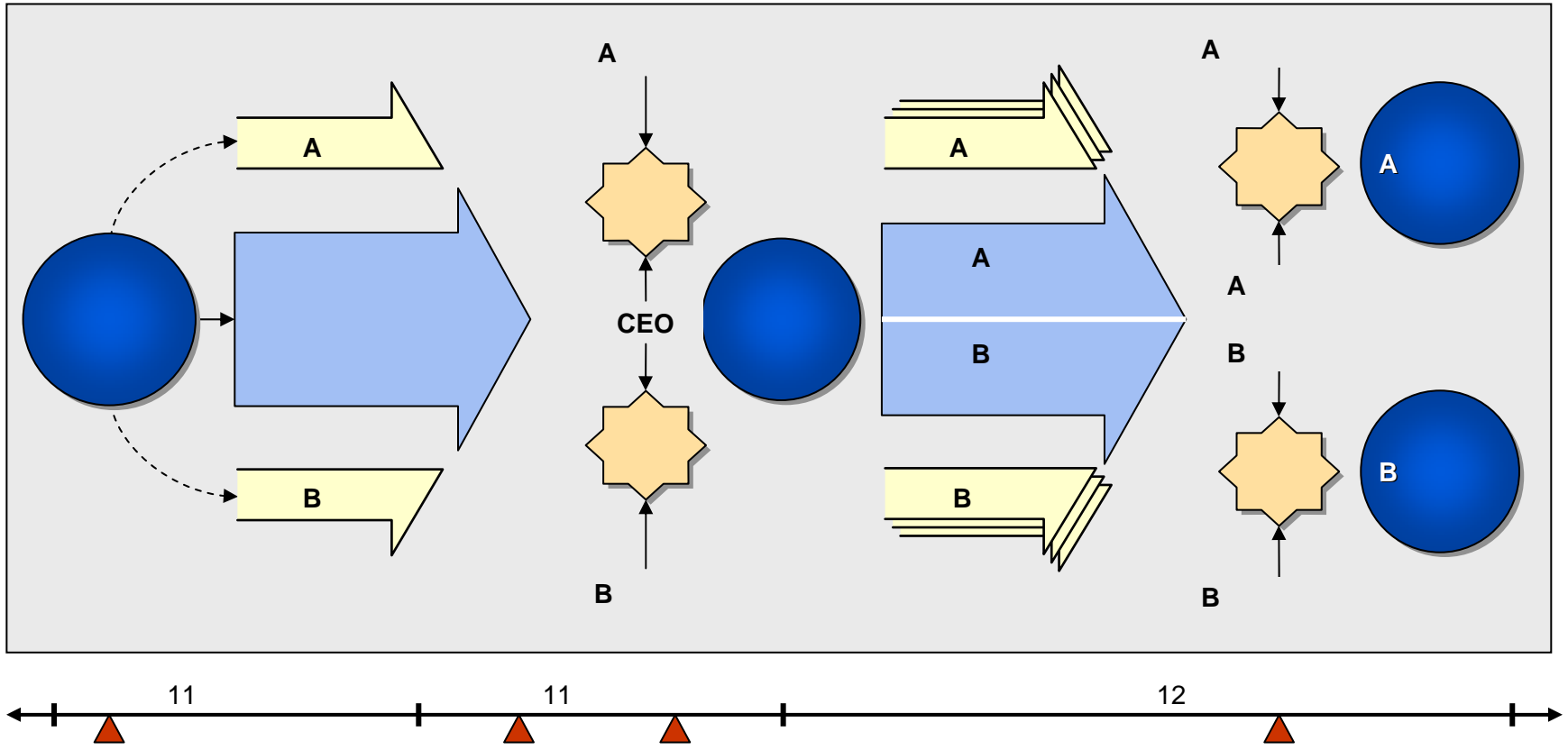


- / KPI
- 가 KPI/가
- /
- /
- 가



가

A B



가
MOU



MOU SAMPLE

MOU (Memorandum of Understanding)

가 가 가 가

Profit Center Value

ABSCenter

Process

ABC Profit Center MOU BSC(KPI) 가 Value Center KPI + MBO

Peer Group Gap

Peer Group

IPB/RM Gap

MOU

MOU (Memorandum Of Understanding)

(80%)

1	2001	32002		5	6
		Guideline	Guideline		
가					
가					
가					
Cost Ratio					
CSI					
Human Capital Return On Investment					

a)

(20%)

No.	7	8		9	10
		Guideline	Guideline		
1.					
2.					
3.					
4.					

b)

가 (100%)

POOL

Note : = a) + b)

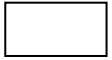


Illustration of a person using a magnifying glass to inspect a large object.

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■

가 가

Illustration of two men in business suits sitting at a round table, talking.

가 가

-
-
-

■

Follow-up

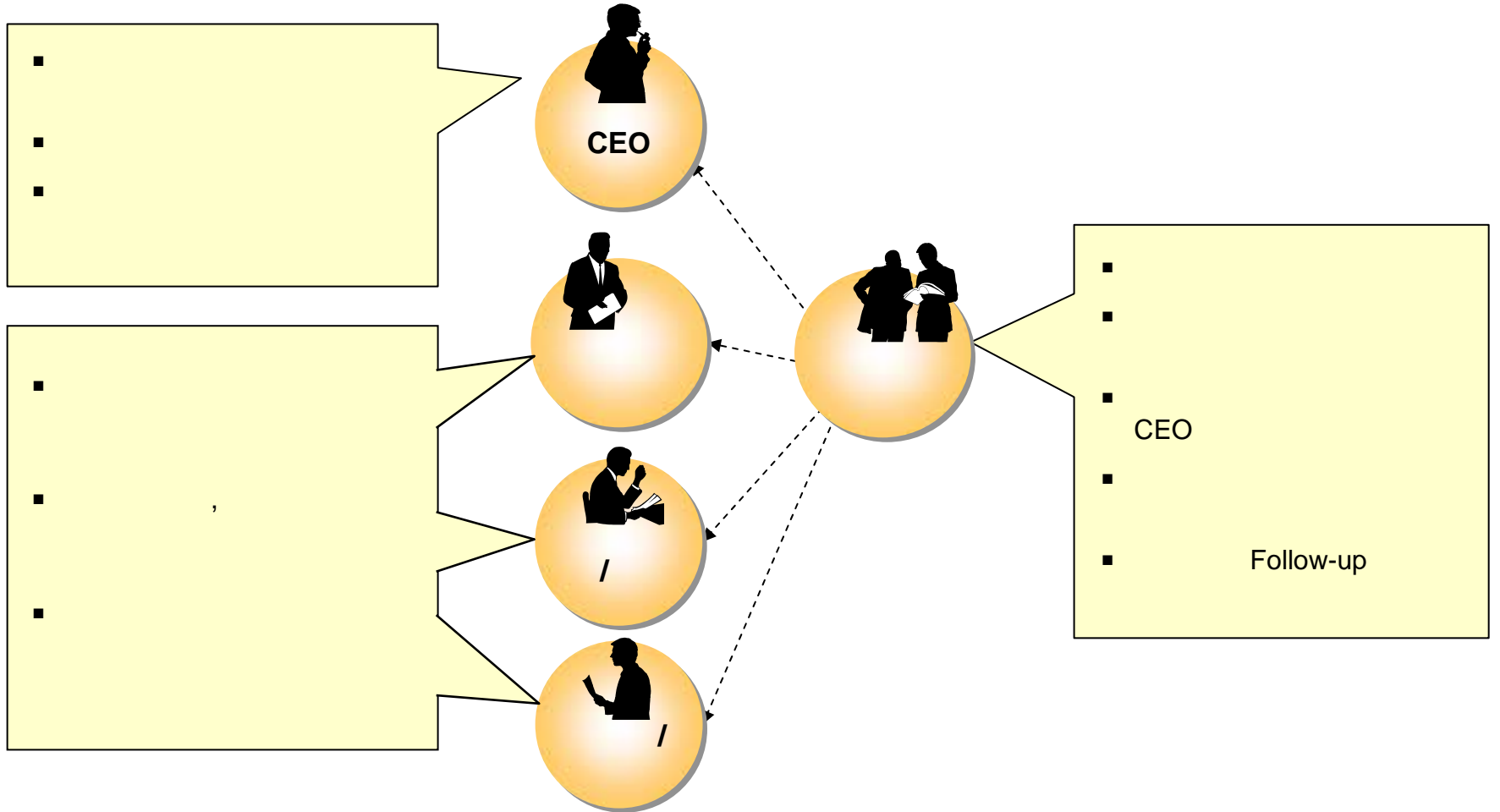
Illustration of a target and a man in a suit aiming an arrow at it.

-
-

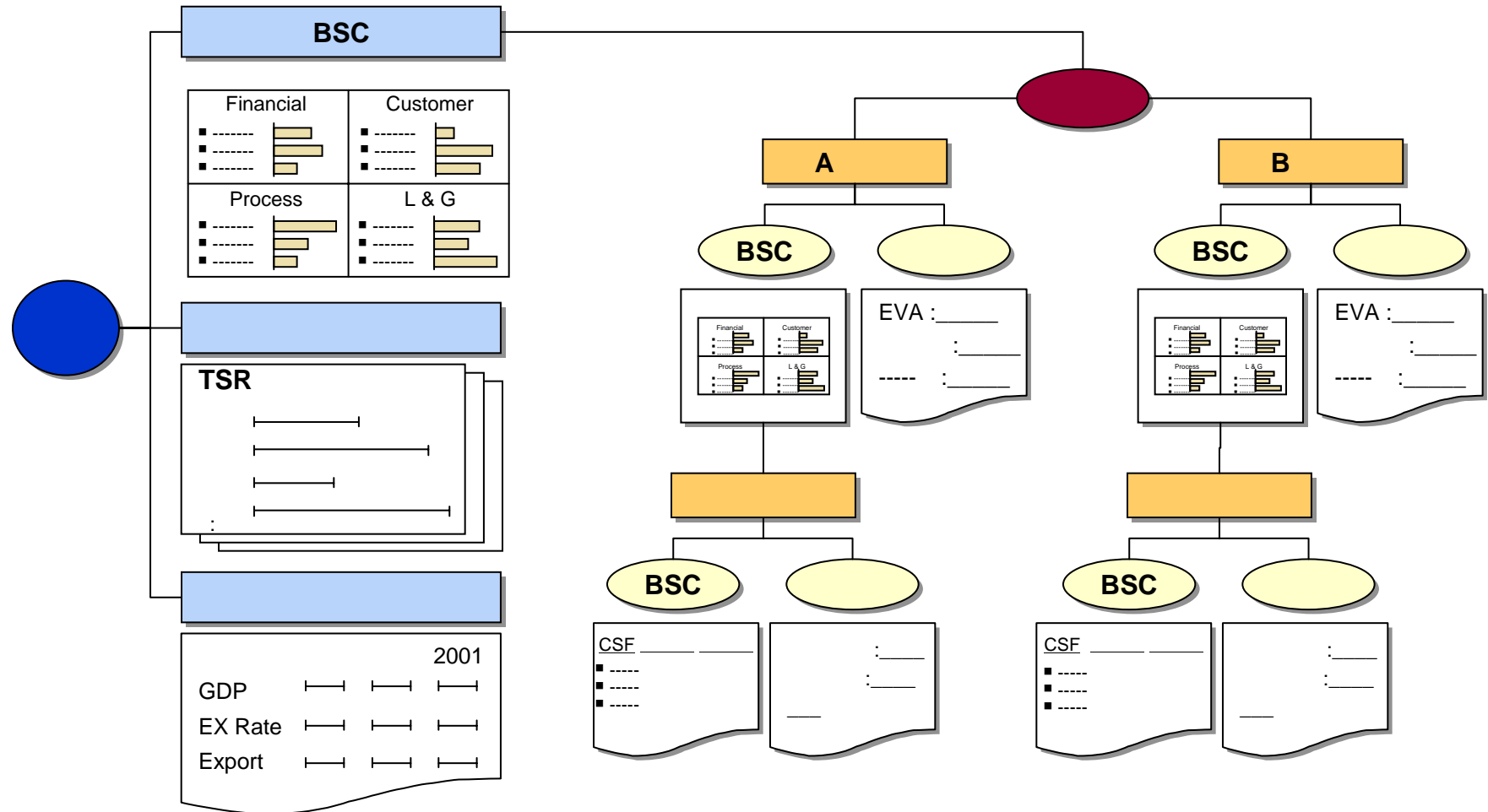
■

가

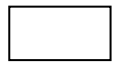
가



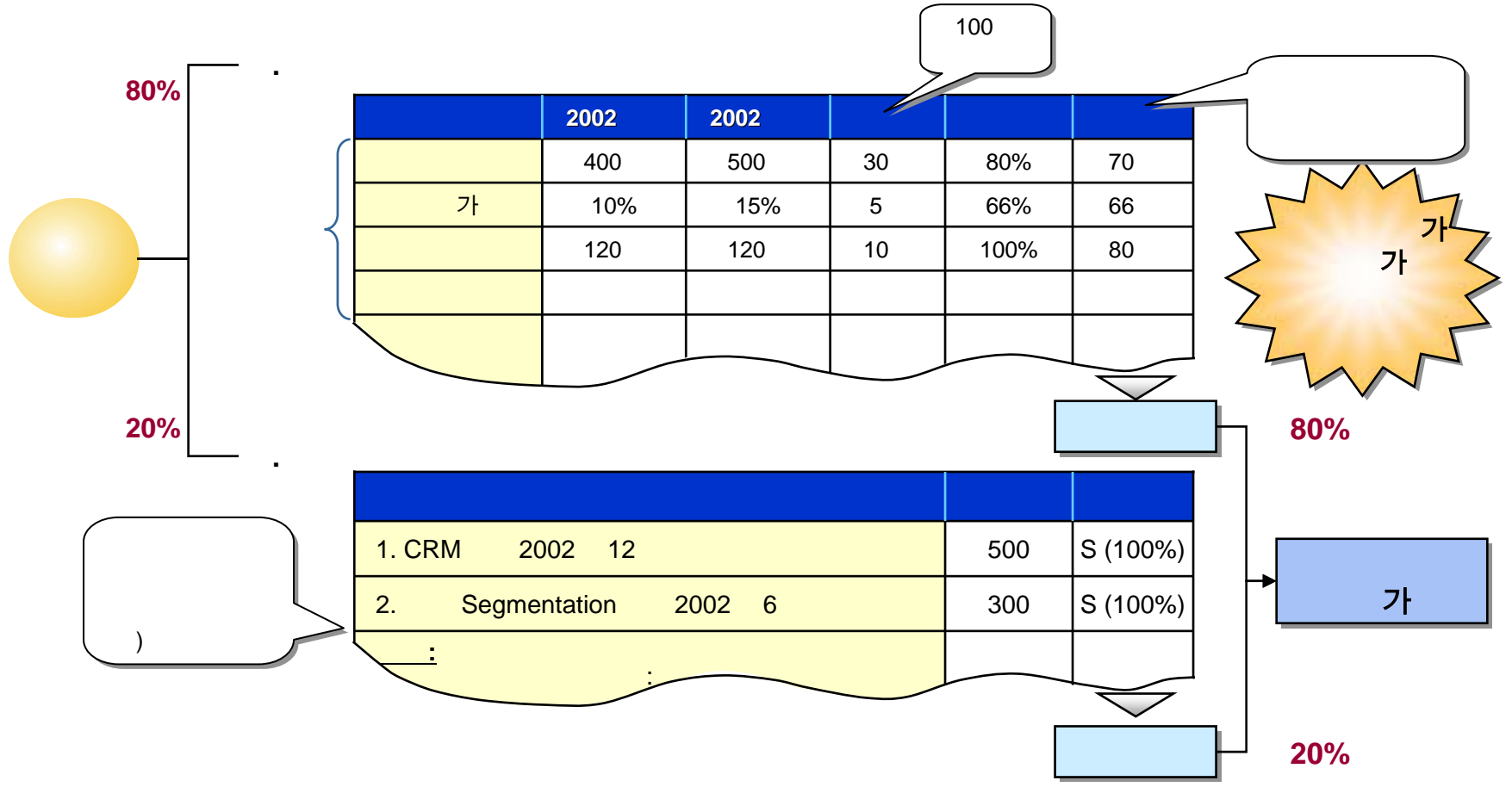
Drill Down



가 CEO MOU 가 MOU 가 가



A MOU

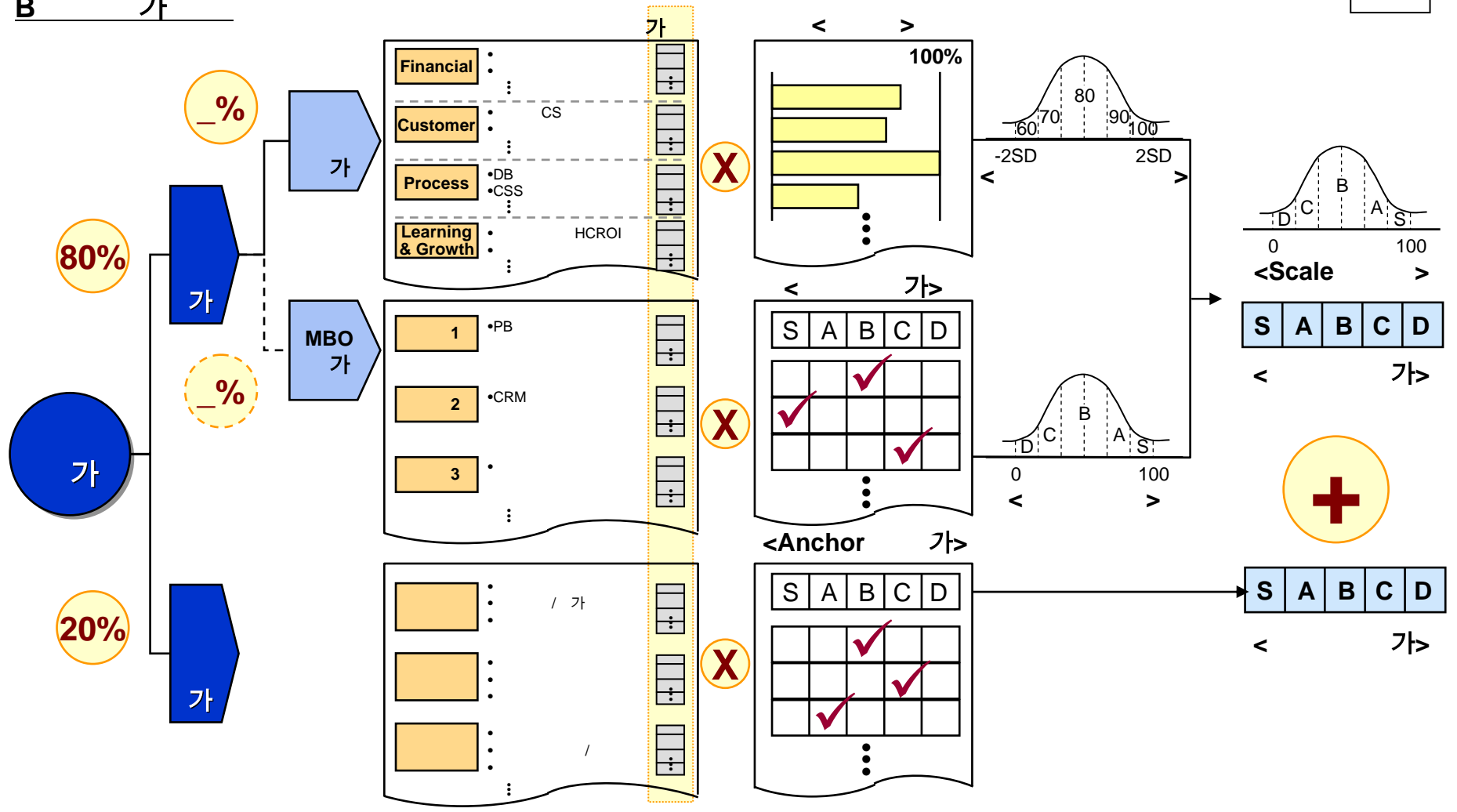


가

가

MBO 가

B 가

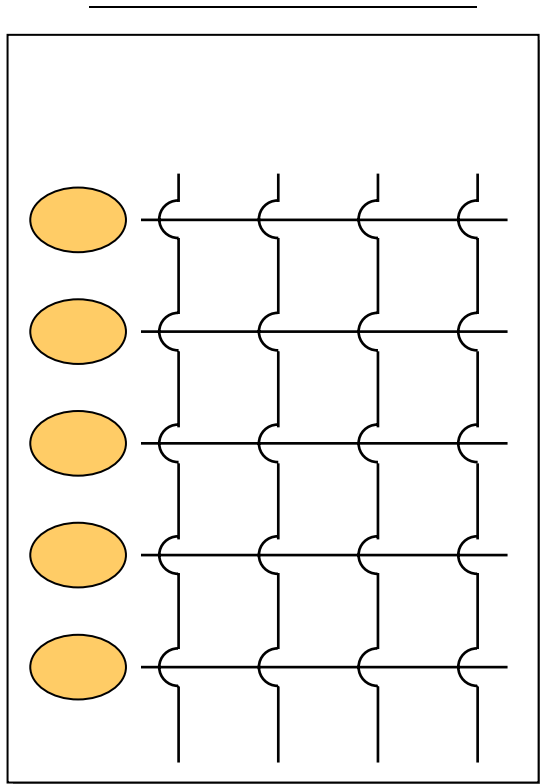


- BSC

- 가

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- Discussion



1.

가

- Line of Sight
- Performance Leadership

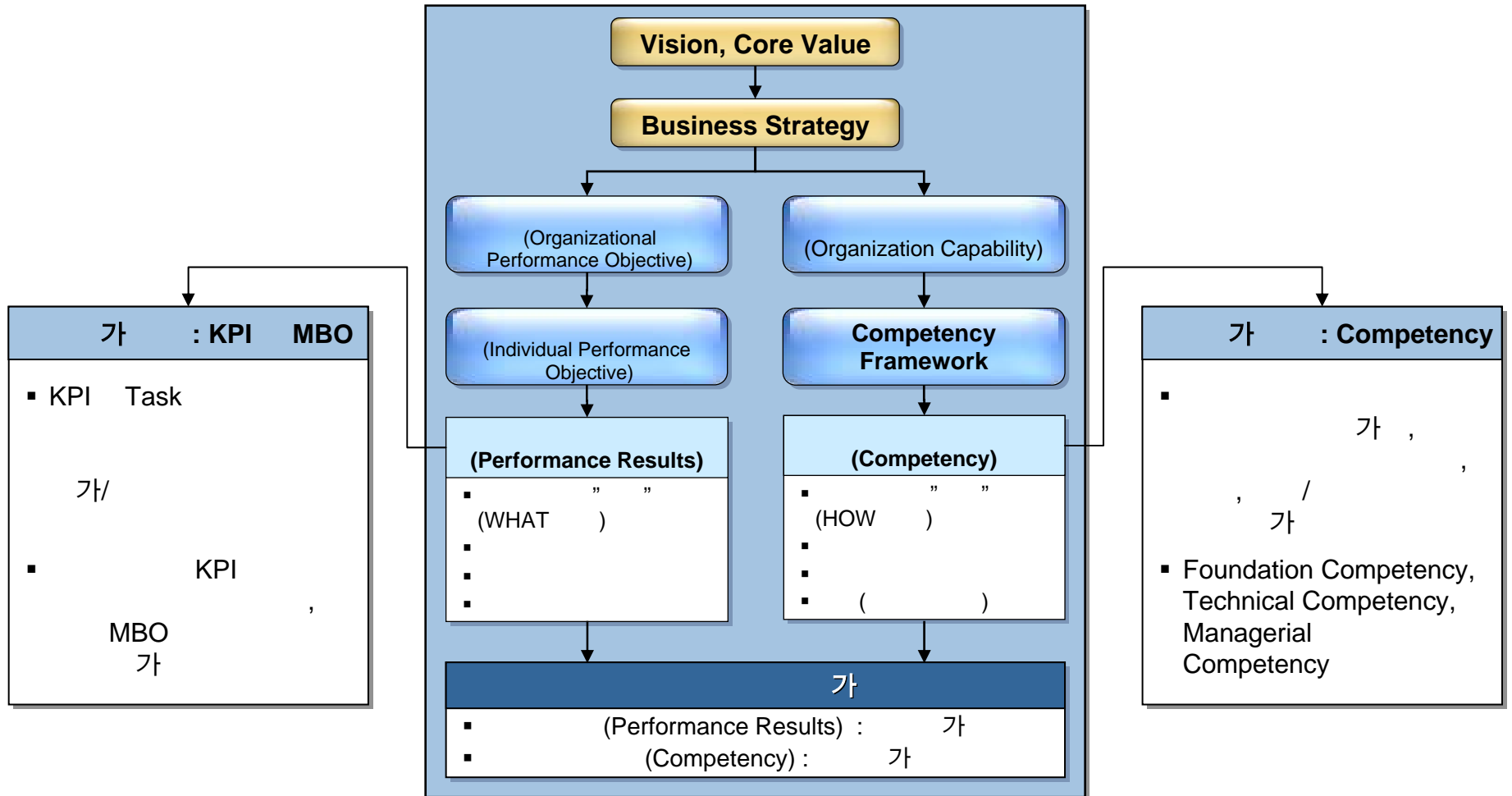
2.

-
-
-

가
(Competency) 가

(Performance)

가



가

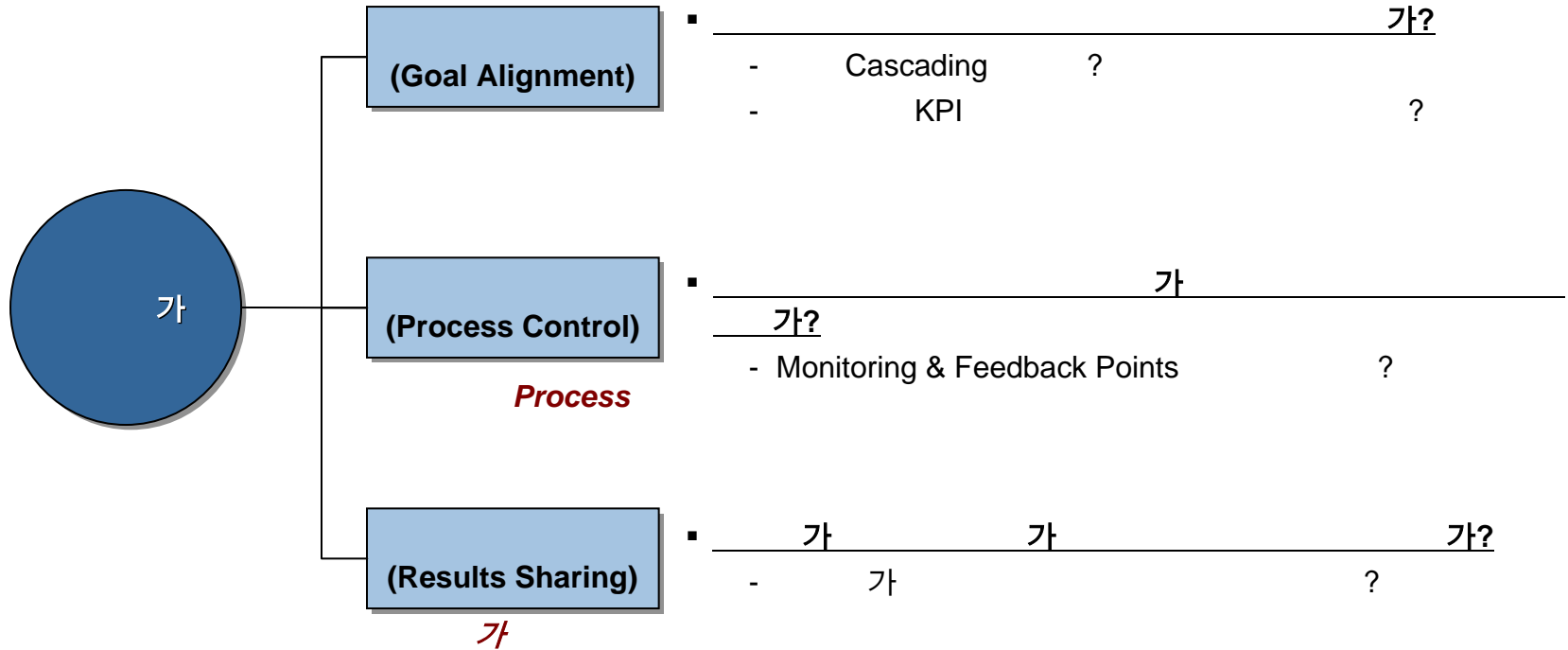
3

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,

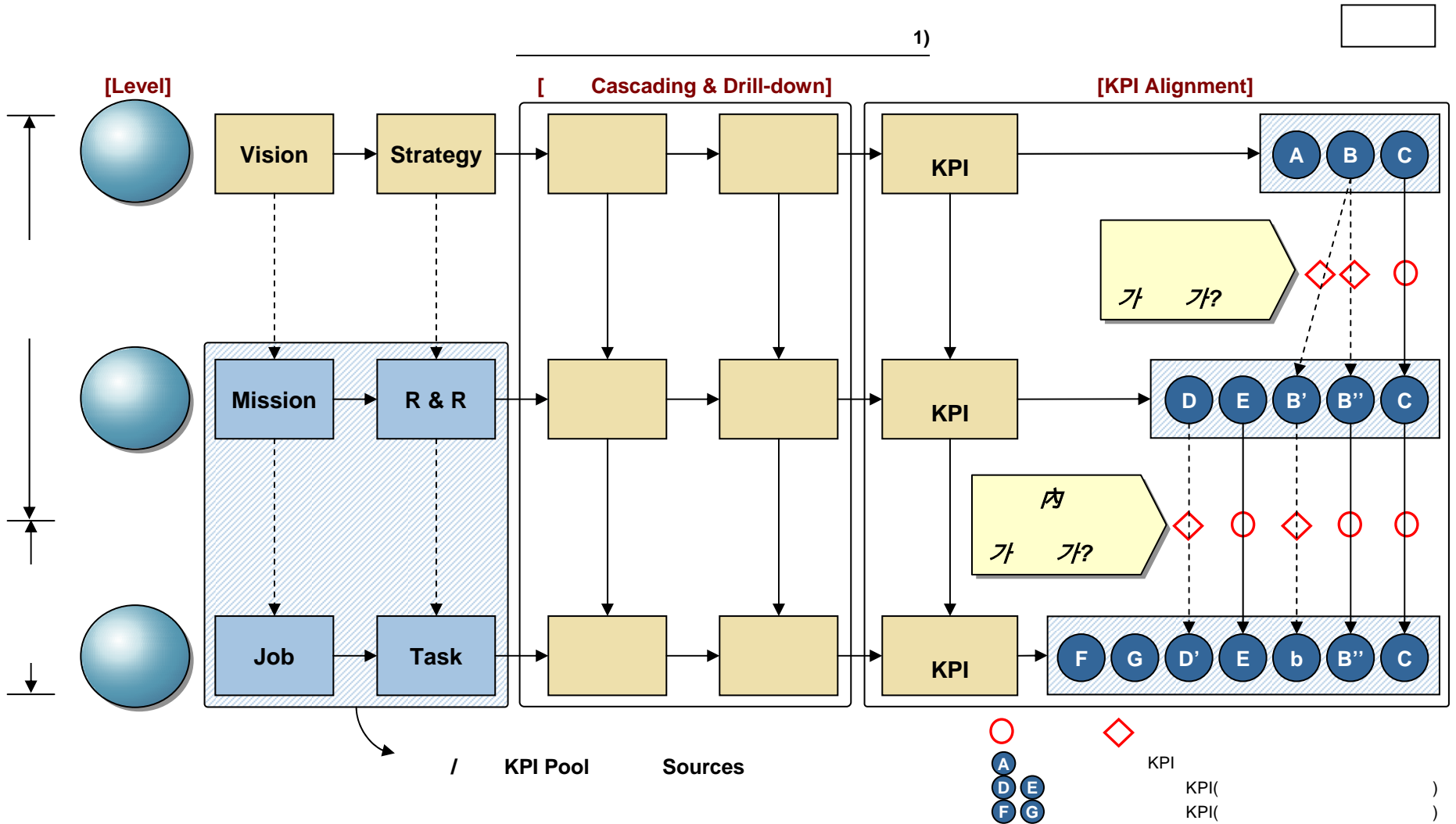
가

Key Questions



Cascading

Drill-down KPI



1)

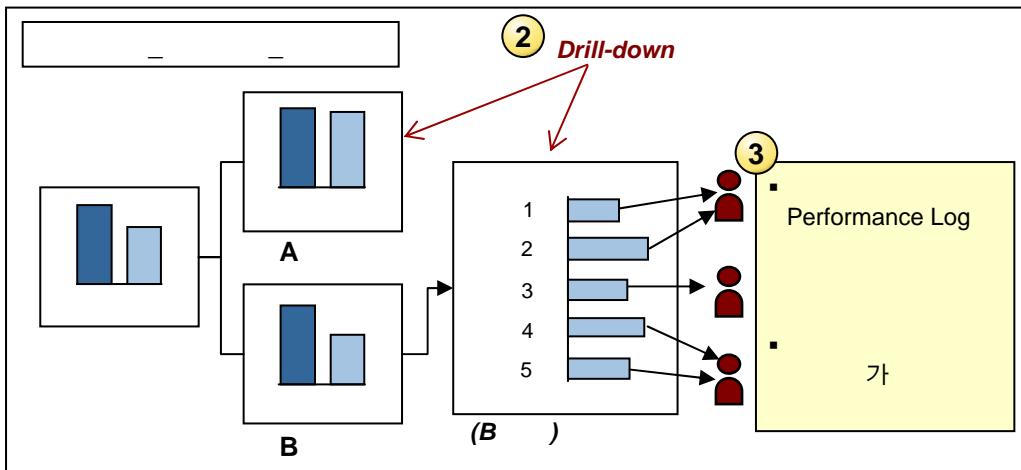
1): 가 Key Focus



ooo

KPI				1
		XXX,XXX	XXX,XXX	25%
		XXX,XXX	XXX,XXX	15%
		XXX,XXX	XXX,XXX	16.2%

(가)



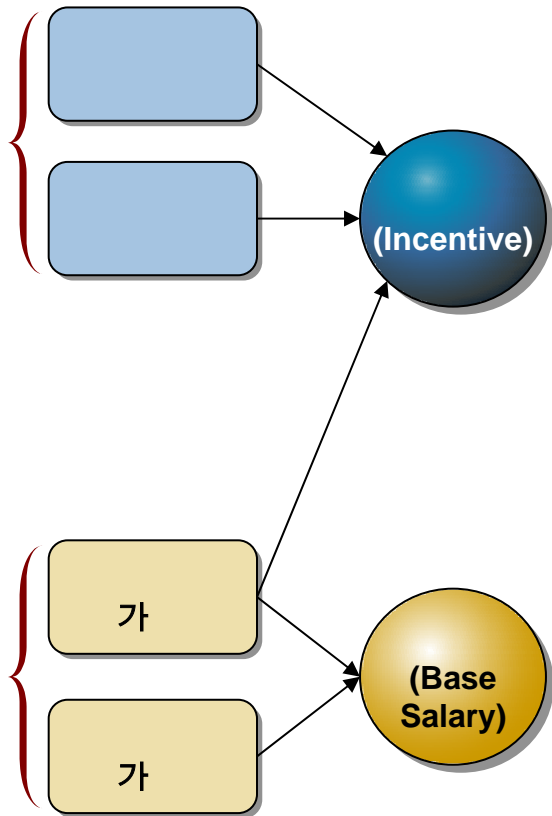
Monitoring & Feedback Points¹⁾

		Level
1	<ul style="list-style-type: none"> (/) * 100 	
2	<ul style="list-style-type: none"> KPI Drill-down 1. KPI 2. KPI (Drill-down) 3. () 	
3	<ul style="list-style-type: none"> 1. (Check) 2. Performance Log (Monitoring) 3. (Communication) 4. (Feedback) 5. (Implementation) 	
	<ul style="list-style-type: none"> Communication 	



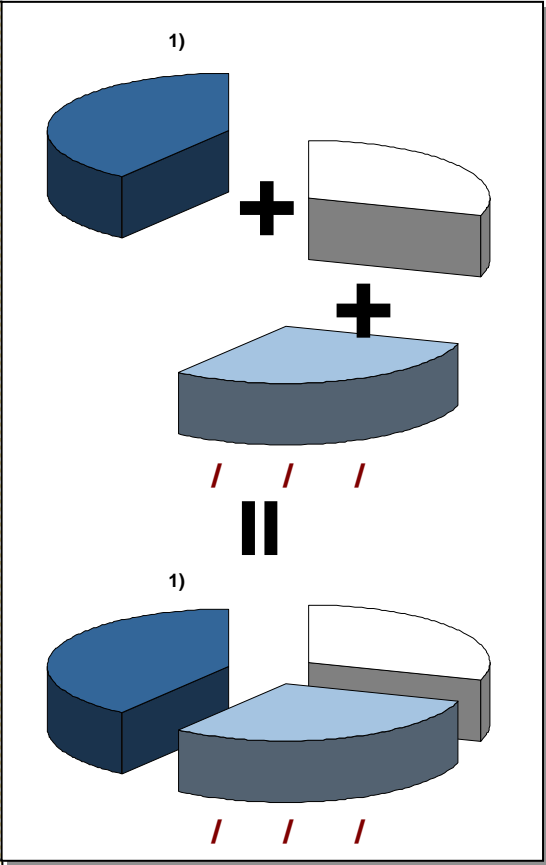
Descriptions

(Cake)



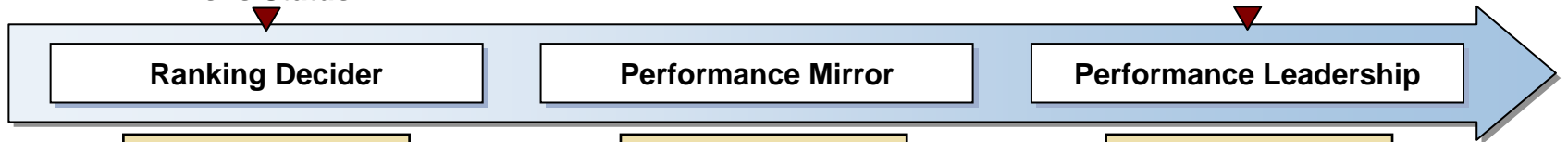
- Drive
- _____
- _____
- _____
- _____
- (At risk) : High risk, High Return, Profit

- Guaranteed Pay
- _____
- (Performance) (Contribution)
- _____
- Competency



가 - HCG's Approach

As-Is Status



가

가

가

Key
s

- 가 가 가 가?
- 가?

- 가
- 가?

- 가?

가

- 가 가

- Data

- Feedback
- Communication

가

- 가
- () 가
- / Group

- 가
- 가,
- () 가

- 가
- Communication
- 가
- 가 /

가

Police / Judge

Coach, Mentor, Counselor

- BSC

- 가

-

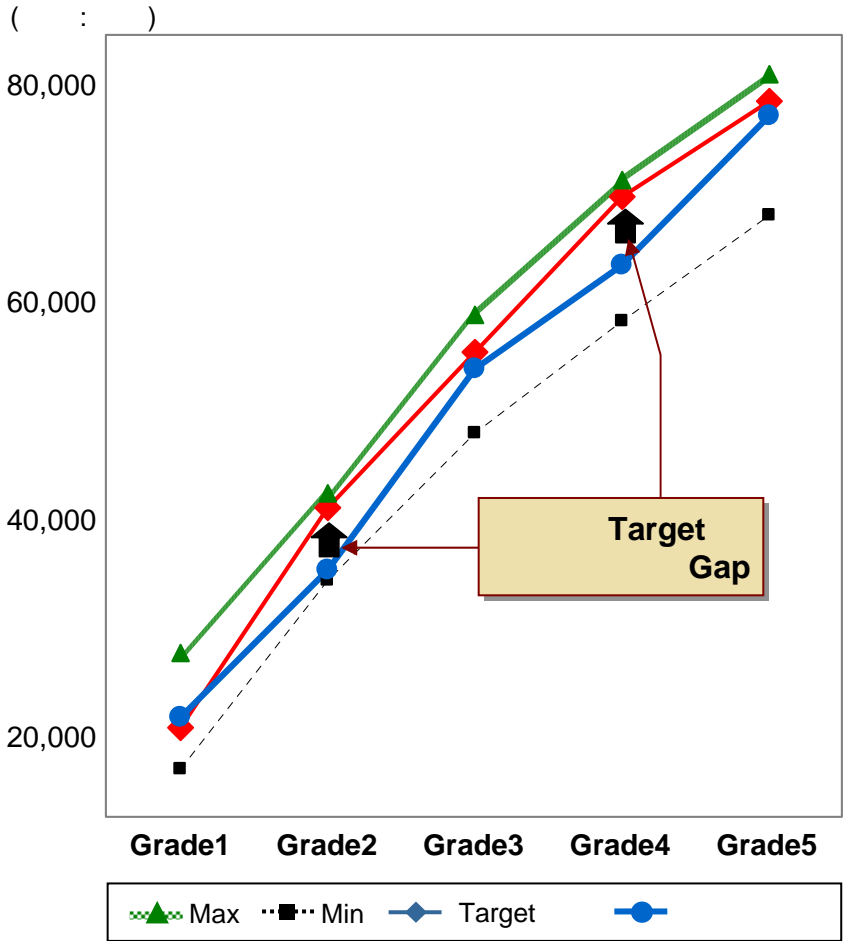
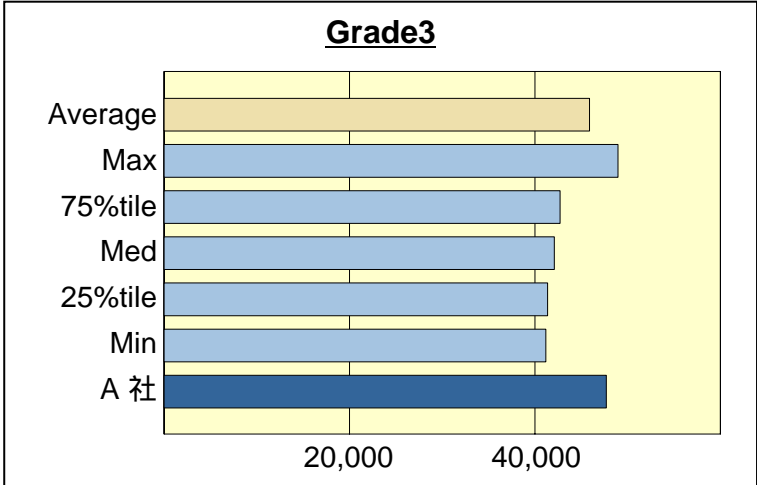
- Discussion

- 가?
- 가?
- 가?
- 가?
- 가?

1.	2.
<ul style="list-style-type: none"> <p>Pay Level for Job Family</p> 	<ul style="list-style-type: none">
<ul style="list-style-type: none"> 	<ul style="list-style-type: none">
3.	4.

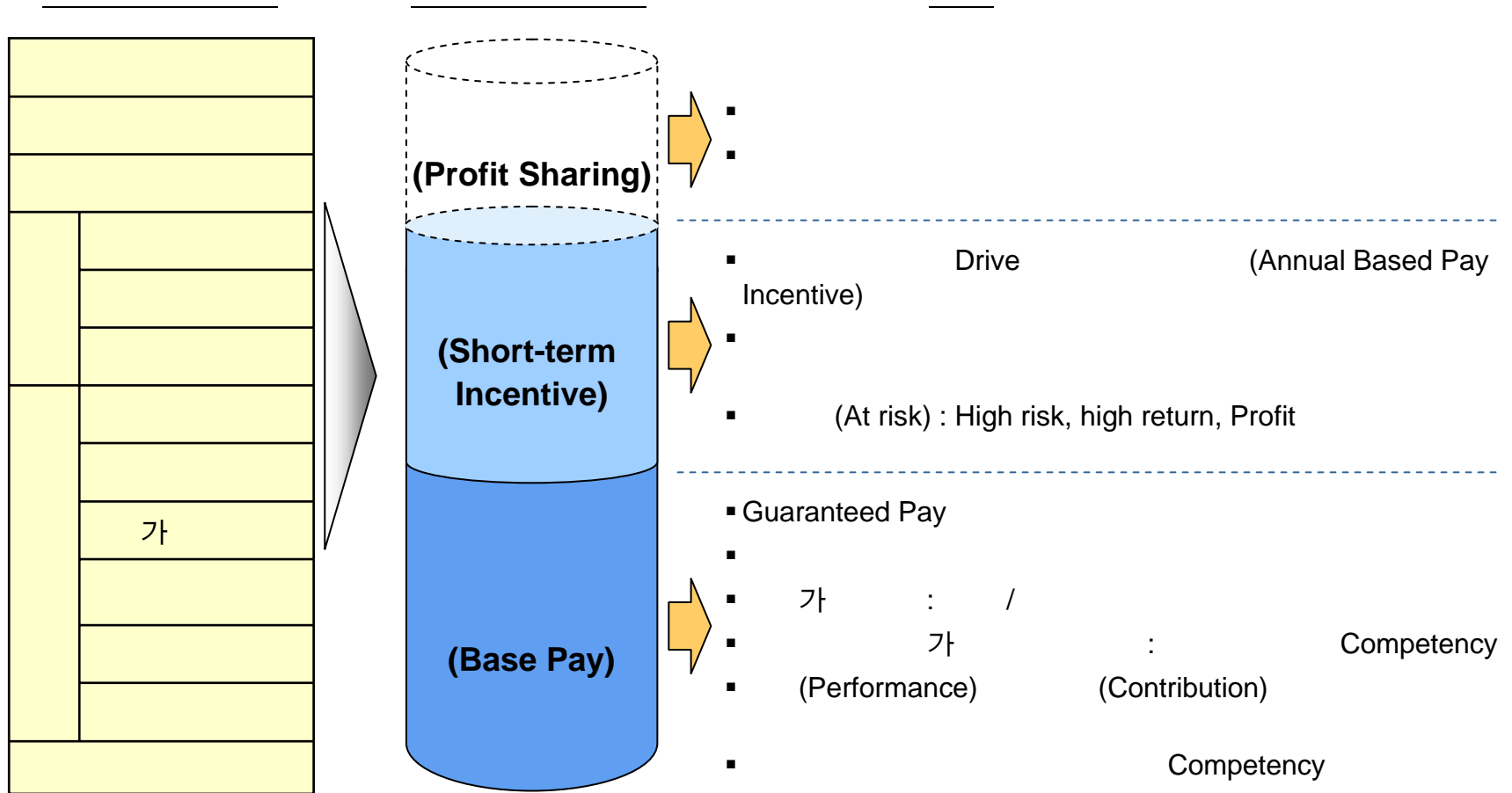


	Grade1	Grade3
Average	20,896		45,847	
Max	31,323		48,992	
75%tile	28,449		42,716	
Med	26,723	42,102
25%tile	24,327		41,331	
Min	18,620		41,174	
A社	20,896		47,716	

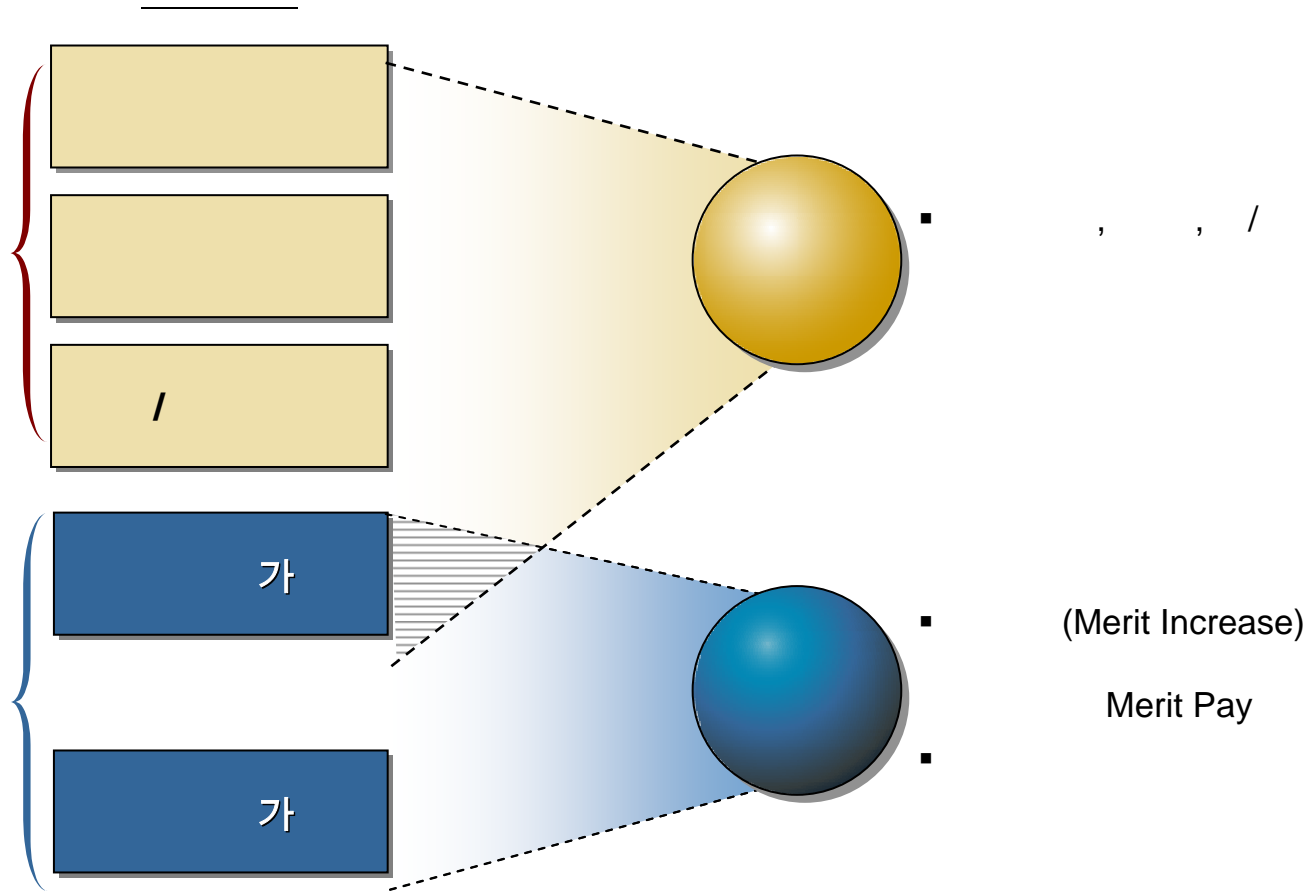
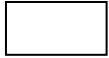


가

가



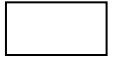
(Base Salary) , / 가 가 ,



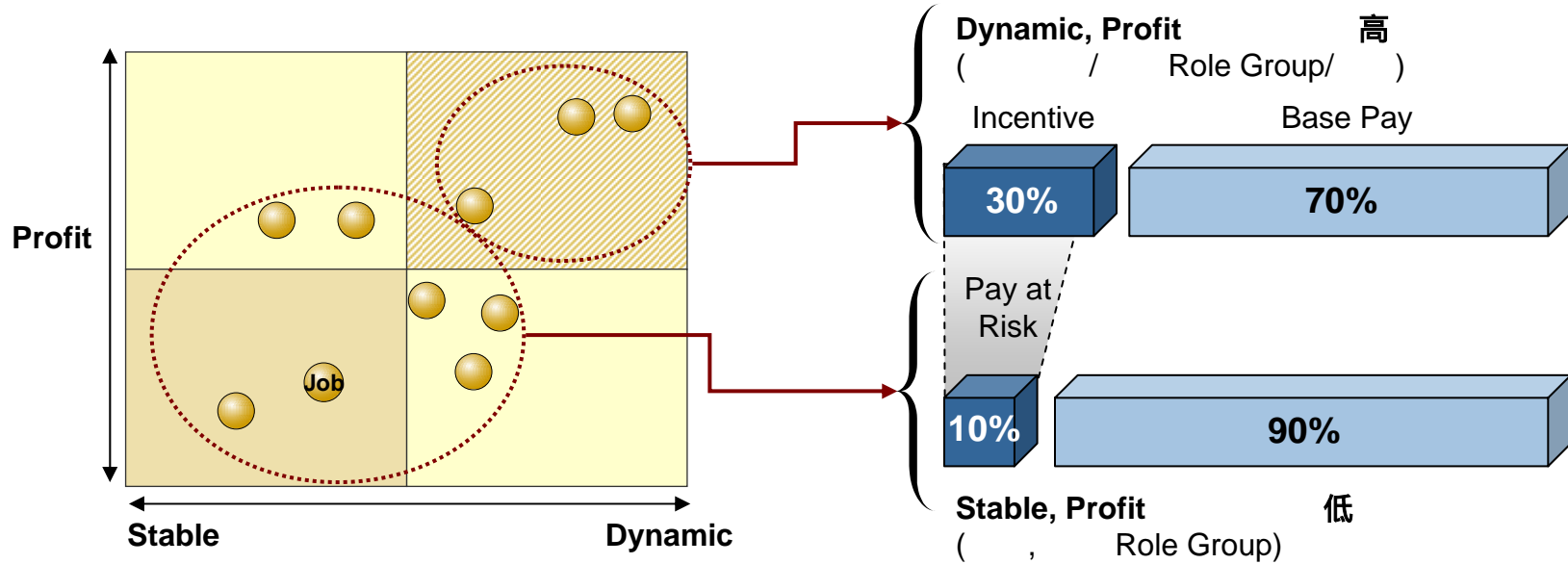
Profit

Dynamic

Pay Mix*



Pay Mix		
①	()	②
-	가	-
		가
		③
		-

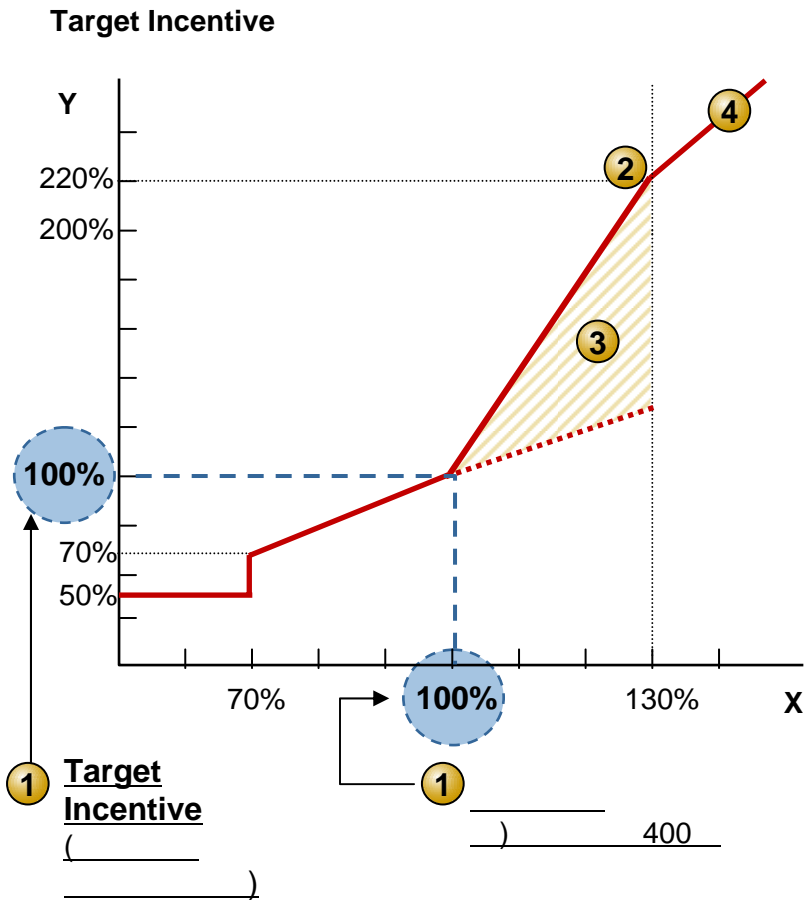


* Pay Mix:

Target Incentive

100%

Target Incentive¹⁾



①	<u>Target Incentive</u>	Target
-	Incentive	
②	_____	
-		
③	_____	가
-		
④	_____	가
-		

: 1) Target Incentive

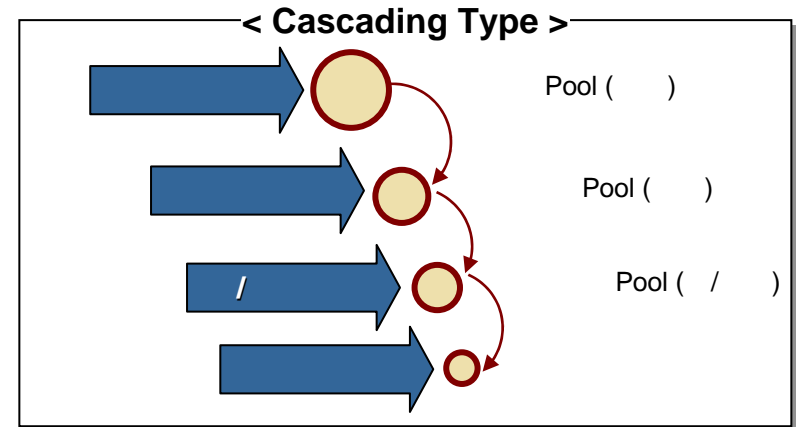
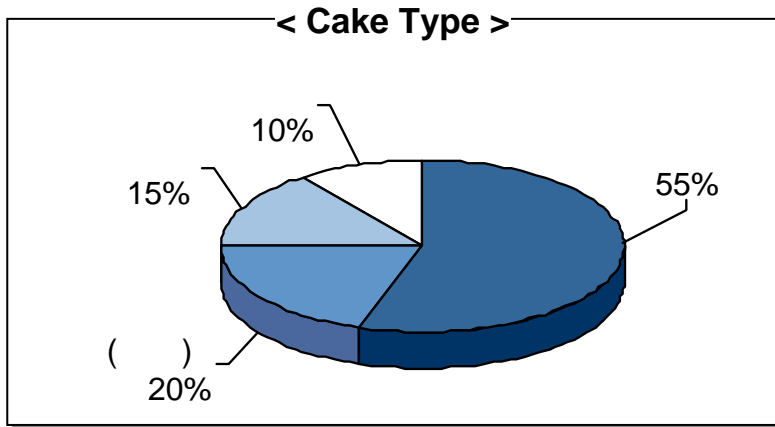
Target Incentive

Incentive

가 Type

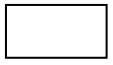


Incentive

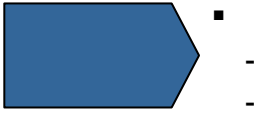


- Target Incentive Portion Portion Portion Portion ,
- Drive (Portion)

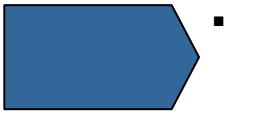
- / Pool , / ,
- Pool
- Pool 가



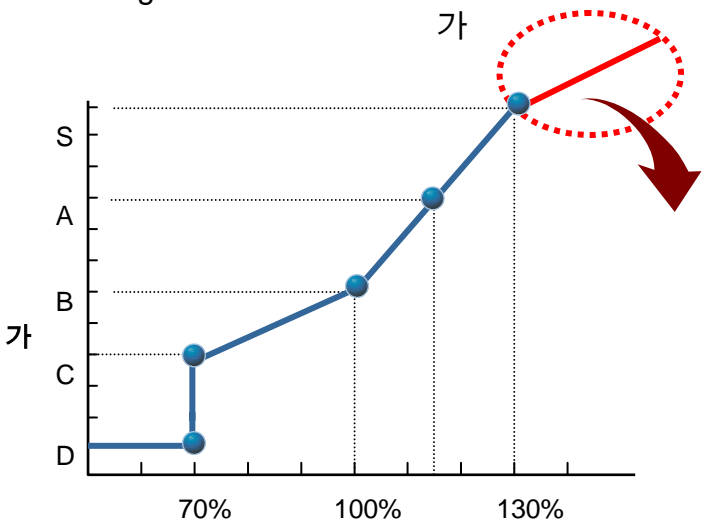
가



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▪
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,
,
Target

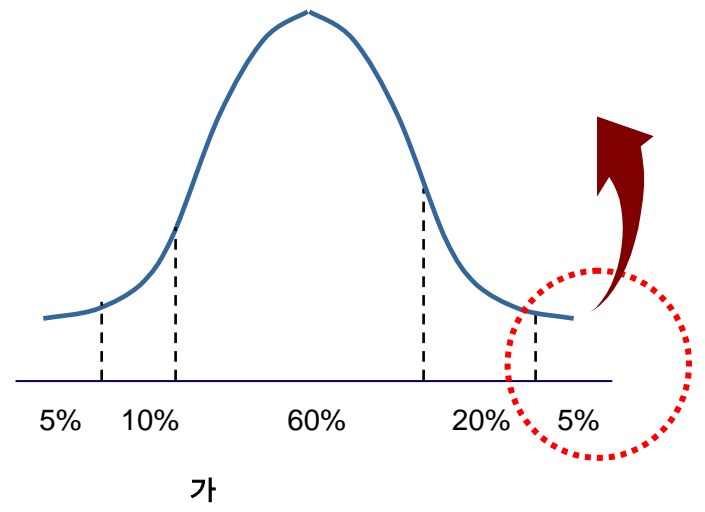


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- BSC

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- Discussion

End of Document

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