

Nomination: 7217

Mefar İlaç Sanayii A.Ş.

**Page: General Information**

Provide information about the company to be considered for the award. If you will be nominating an individual, specify the nominee's employer.

**Name of Organization/Company**

Mefar İlaç Sanayii A.Ş.

**Additional Contacts**

I would also like to have others receive emails about the disposition of our entries.

**Page: Entry Information**

**Entry Title**

Mefar İlaç Sanayii A.Ş.

**Category**

A01 - A31 Employer of the Year > A25 - Employer of the Year - Pharmaceuticals

**Employer of the Year Submission Format**

Written Answers

**a. Briefly describe the nominated organization: its history and past performance (up to 200 words). Required**

Our history has started with the establishment of Birgi Production Co. in 1963, taking public health priority and continues with the goal of becoming a global player today.

Birgi Mefar Group, Pharmaceutical Development and Contract Manufacturer (CDMO) of small- and medium- volume parenteral solutions, in ampoules, pre-filled syringes (polypropylene or glass), vials, lyophilisation, as well as sterile solutions in blow-fill-seal (BFS) containers.

Mefar Pharmaceuticals, is the highest-capacity production and development service provider (CDMO) in Turkey and the neighboring region for sterile injectable products.

Mefar offers full service Pharmaceutical CDMO services to wide range of local and Fortune 500 Pharmaceutical companies from solution preparation, aseptic filling, packaging, cold chain management and serialization.

Mefar also has full service analytical labs performing scale up batches to stability studies and technology transfer.

Mefar has certifications from the Turkish Health Authority, EMA, SFDA, Russian, and total of 14 GMP certifications.

Birgi produces empty ampoules and vials to be used in pharmaceutical production from Type 1 tubular glass.

**b. Outline the organization's employee-relations achievements since the beginning of 2021 that you wish to bring to the judges' attention (up to 250 words). Required**

With the "Focus On People" approach of the Birgi Mefar Group, in relation with the staff that has direct reports; the goals were as follows:

- Make significant contributions to the sustainable competitive advantage of the organization,
- Create a talent pool consisting of high potential and high performance employees to fill these positions,
- Develop a differentiated human resources architecture that will facilitate the filling of these positions with competent employees and ensure their loyalty to the organization,
- Ensure sustainability in the organizational development and key positions of the organization,
- In case of a loss in critical positions, managing the process more smoothly thanks to the backup system,
- Ensuring employee motivation and employee loyalty (Measured by employee satisfaction surveys.)
- Determining the competencies to be required by the employees in the business processes,
- Activating a process management that could be applicable in terms of employee efficiency,
- Gaining competitive advantage for the company in terms of corporate culture and reputation,
- Forming a strategic human resources management and creating an applicable business strategy,
- Having an impact that reduces turnover.

**c. Explain why the achievements you have highlighted are unique or significant. If possible compare the achievements to the performance of other players in your industry and/or to the organization's past performance (up to 250 words). Required**

With the Performance Management System (PMS) implemented within the organization; the corporate goals are integrated with the individual goals for the purpose of directing the value created by the employees in line with the common goals and objectives, and encouraging employees to demonstrate superior performance, by ensuring full agreement between employees and managers regarding what and how they will achieve.

Development Plan Program covers all employees included in the PMS.

Development Plan program, which was designed according to the outputs of the PMS; the Development Method Matrix was prepared to support each competency

Development Method Matrix Tools: Coaching, Mentoring, Training, Seminar, Reading Material, Podcast

After analyzing whether the training contents support the organization's competencies in terms of content and method during the discussions with the training organizations, The HR Team accredited 6 training organizations and added them to the Training Catalogue.

According to these principles which is created and shared with the HR Department, development plans of all the employees. Regarding the development plans, the HR Department has taken the following actions:

- Internal coaching sessions were planned.
- Plans were made and arranged for all trainings to be attended by the employees.
- Technical training demands stated by the employees in their development plans were collected, and the necessary arrangement was made by HR.
- Accounts were allocated to all employees for Vizgo Academy, which offers the opportunity to watch podcasts online.
- Events were held in line with the relevant demands regarding professional seminars/fairs.

**d. Reference any attachments of supporting materials throughout this nomination and how they provide evidence of the claims you have made in this nomination (up to 250 words). Optional**

30 employees requested coaching. This process was executed professionally by Özlem Arslan, the CHRO, who has successfully passed the relevant exam after the ICF-approved coaching trainings at the Adler Coaching School and the Practicum program and who has been awarded the title of "Adler Certified Professional Coach".

Following one-on-one coaching sessions:

- The employees had the opportunity to look at the challenges that they encounter in their business and private lives from a different and new perspective,
- Improvement was observed in their decision making and problem solving skills,
- Significant improvements were observed in terms of job satisfaction and achievement of goals,
- An increase of efficiency and productivity was observed in interpersonal communications,
- Significant increases were observed in work performance, improvement in management skills, time management and teamwork competencies.
- Most of the employees involved in the coaching process were promoted after passing through the assessment process.
- 31 classes of training were opened, and 185 of the employees benefited from these trainings.

This project, which was designed to further strengthen the strong areas identified according to the performance management system outputs of each employee and to further develop their development areas, has enabled us to analyze the outputs of the project clearly with the results of the 2021 performance management system.

The competencies of the employees such as their ways of doing business, social relationships, understanding and interpreting the events were observed in terms of both behavioral and performance notes.

**Webpage Link**

<https://www.greatplacetowork.com.tr/workplace/item/4793/B%C4%B0RG%C4%B0+MEFAR>  
(<https://www.greatplacetowork.com.tr/workplace/item/4793/B%C4%B0RG%C4%B0+MEFAR>)

**Would you like to add an additional webpage link?**

Yes

**Webpage Link 2**

<https://www.mefar.com/> (<https://www.mefar.com/>)

**Would you like to add an additional webpage link?**

No

**Supporting Document**

Download File ([https://stevies-sage.secure-platform.com/file/17638/eyJ0eXAiOiJKV1QiLCJhbGciOiJIUzI1NiJ9.eyJtZWVpYXkiOiJ0eXZyOCwiYWxsYXN0b3R0aWduZWVcmwiOiJGYWxzZSIsImNbnm9yO0GmcWuv\\_rhH-2E-TxTVI?Human%20Resources%20Manuel.pdf](https://stevies-sage.secure-platform.com/file/17638/eyJ0eXAiOiJKV1QiLCJhbGciOiJIUzI1NiJ9.eyJtZWVpYXkiOiJ0eXZyOCwiYWxsYXN0b3R0aWduZWVcmwiOiJGYWxzZSIsImNbnm9yO0GmcWuv_rhH-2E-TxTVI?Human%20Resources%20Manuel.pdf))

**Would you like to add an additional supporting document?**

No

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