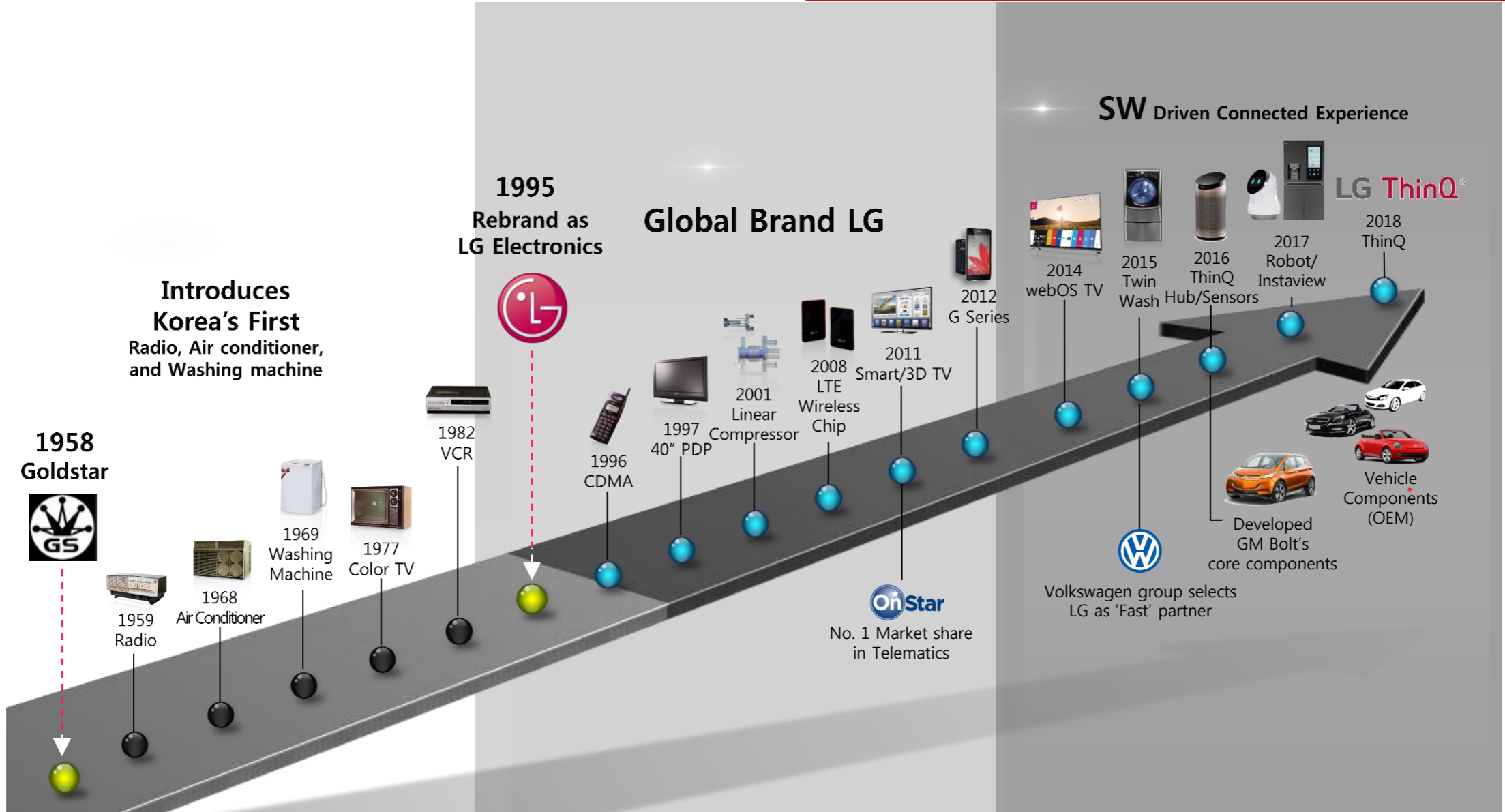


# LG Electronics HR Assignments for Digital Transformation (DX)

Introduction to LGE Business

Introduction to LGE HR Assignments



Home Appliance & Air Solution



Home Entertainment



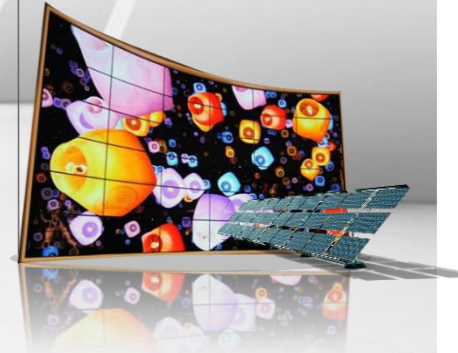
Mobile Communications



Vehicle Components Solutions



Business Solution



# LGE Business

## LGE's Future Technology

### Artificial Intelligence



### Robot



### Autonomous Driving Connected Car





## Various other future preparation





### Electronics

LG Electronics  
LG Display  
LG Innotek

### Chemicals

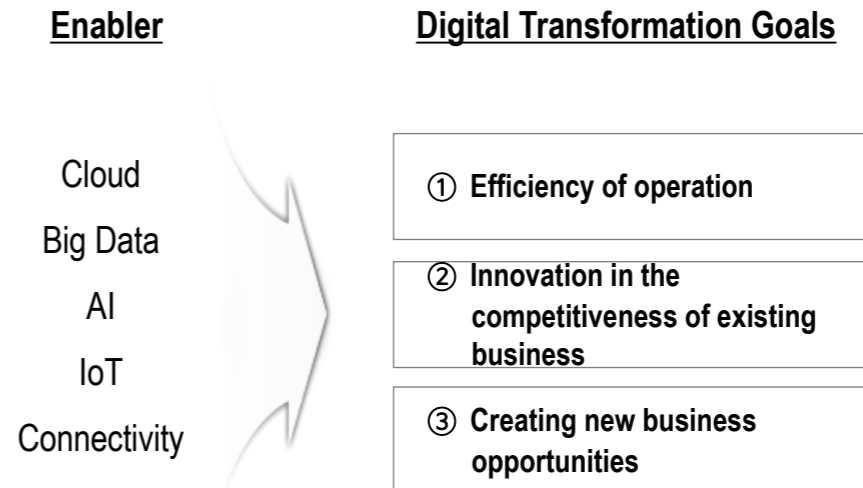
LG Chem  
LG Hausys  
LG Household  
& Health Care

### Communication & Service

LG U+  
LG CNS



### Utilizing Digital technology ≠ DIGITAL TRANSFORMATION

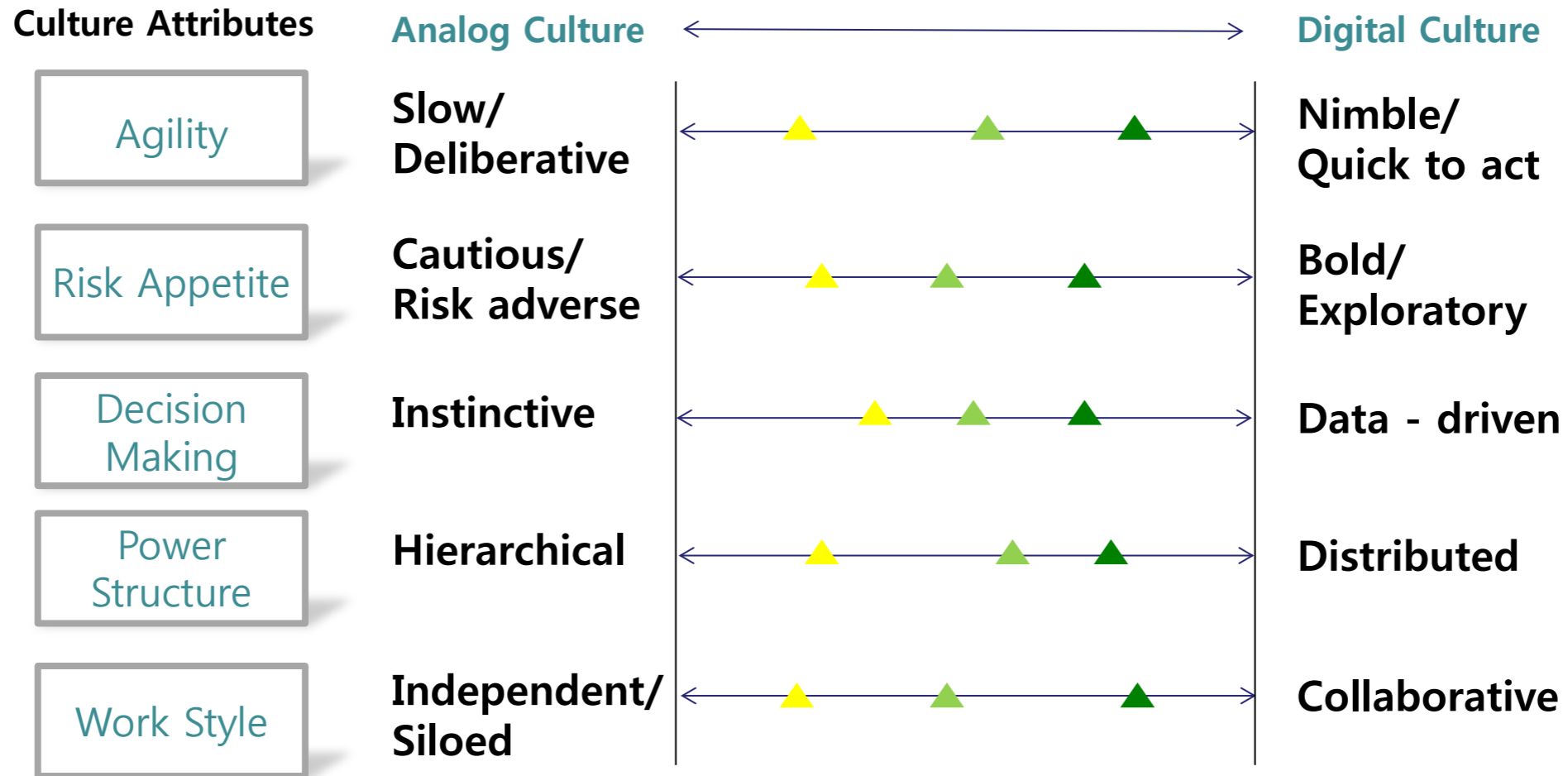


→ Manufacturers need to drive **digital transformation (e.g., SW, solution, service, etc.)** to move beyond the **role of integrating SW** in their HW-oriented business.

# LGE HR Assignments for DX

**Digital Culture**

Global Leading companies are improving their DNA and creating new growth engines through digital transformation



▲ Early Company    ▲ Developing Company    ▲ Maturing Company

Source : 2016 Digital business global executive study and research project by MIT Sloan Management Review





# LGE HR Assignments for DX

Activate

**Horizontal  
Organizational  
Operation**

✓ **Simplified Grade System** for horizontal and speedy organizational operation

**Evaluation &  
Compensation**

emphasizing team-  
Work and collaboration  
in R&D projects

✓ **Absolute Performance Evaluation**

✓ **“Work Talk”** for real-time evaluation

✓ **Peer Evaluation**

✓ **Project Performance-based Compensation**

# LGE HR Assignments for DX

## Career Growth Path

to be immersed in research and functional expertise

- ✓ **Research and Functional Fellow (Career Management) Schemes**

## DX Expert Pool

to strengthen DX capabilities at a global level

- ✓ **AI & Big Data Expert Pool** using global R&D hubs
- ✓ **SW Expert Training & Certification System** to enhance competitiveness in SW
- ✓ **AI & Big Data Training Program** to build DX capabilities internally

# LGE HR Assignments for DX

## Dynamic Workplace Culture

to cultivate an open working environment to inspire creativity and diversity

- ✓ **Flexible Working Hours**
- ✓ **Casual Dress Code** every day
- ✓ **Meeting/Report Culture**
- ✓ **Idea Power Plant** to express one's creative ideas and personalities
- ✓ **Shared Office** to inspire creative and collaborative working environment



# LGE HR Assignments for DX

Data-based  
**Decision  
Making** in HR

- ✓ **Talent Navigator System**
- ✓ **Key Management Indicator Automation System**
- ✓ **AI-based Hiring and Retention System**
- ✓ **R&D Expert Searching System**