

An aerial, high-angle photograph of a city street intersection. The image shows several tall, multi-story buildings with many windows, creating a dense urban environment. The streets are visible, with some vehicles and traffic lights. The overall tone is dark and moody, with a focus on the geometric patterns of the buildings and streets.

The People Factor - NIO

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NIO

“Blue Sky Coming”

Founded: 2014

Headquarter: Shanghai, China

Annual revenue: \$2,5B

NIO House, NIO Life, NIO Power,
NIO Service



„We are convinced that – like us – Our users value technological innovation, beautiful and smart design, and the freedom of boundless worry-free journeys. We share our optimism for the future of a global society.“



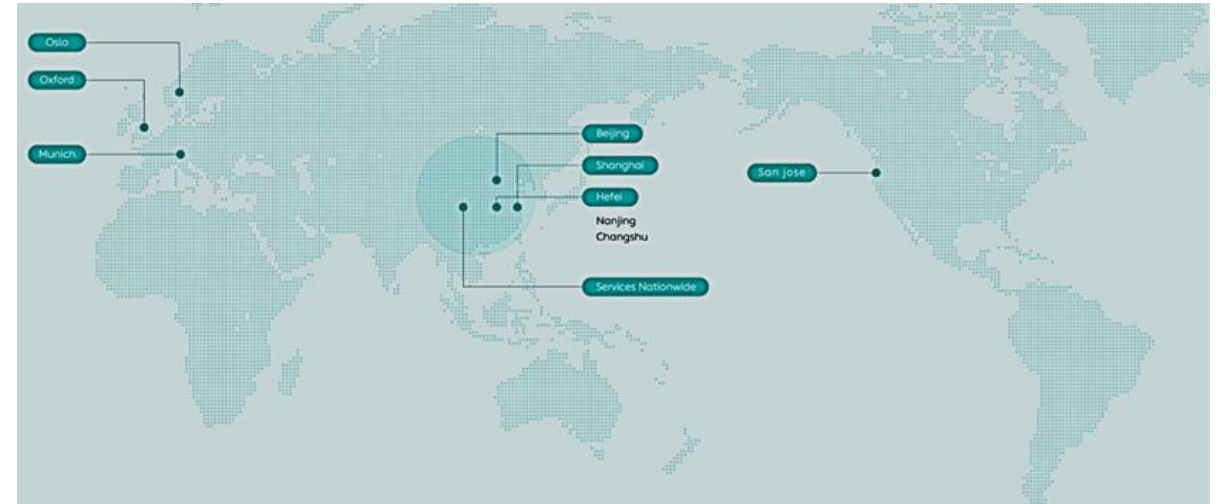
NIO – Employees

7000+ employees

Key competences of the company:

1. Technology
2. Intelligent
3. Feel good again when you own a car
4. Joy and happiness
5. Premium service
6. Autonomous
7. NIO LIFE

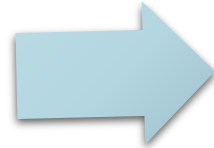
„Our success depends substantially on the continued efforts of our executive officers and key employees.“



Individual competences:

Creativity, open-mind, technical background-engineer, IT, business orientation, public speaking, communication skills, language knowledge, problem solving mindset, loyalty

NIO - Selection technique



Logic test
(problem
solving /
creativity)

Interview
online

Personal
meeting

NIO - Harrasment



Bullying and physical or psychical harassment, discrimination, ethical and moral issues, sexual harassment, long working time, extra hours, stress, deadline, no financial compensation for extra hours, no praise, thank, no respect, no fairness, being isolated, not part of the team, too much pressure, no freedom-space for individual work, no good relationship with the team or with managers

Individual, company needs:

Transparency, trust, respect, communication, able to accept other ideas, professional behaviour, avoid harrasment, able to listen, give feedback

Best practice:

Team building, psychologist (external), maternity insurance, housing fund

NIO – Building a team

Teambuilding

Communication

Feeling
special
valued

Trainings

Building
bonds

Feedback
(both
sides)



*NIO LIFE, NIO Days/weeks, NIO App
Employees benefits, higher wage*



NIO - Acknowledgment, career development and retention of talents

Strategy:

- 1- High quality hiring process
- 2- Opportunity for personal and professional growth
- 3- Challenges (worker of the month)- challenges motivate employees to improve (financial compensation) + higher qualified workers
- 4- Workshops, discussions
- 5- Extra benefits (sport-gym, language school)- stronger bond, relationship between employees
- 6- Communication- good, honest relationship
- 7- Teambuilding







THANK YOU FOR YOUR
ATTENTION!



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