

What to attract employees? The key is a quality product and flexibility

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Although you hear everywhere that they are not people, one of our most prestigious pharmaceutical companies, Cayman Pharma, is not worried about this problem. Although they have approximately 130 employees, almost all positions are currently filled. So it would seem that there is nothing to improve in the company in this field and that everything runs "by itself" like a well-oiled machine. Only HR professionals Hanka Kantuláková and Zuzka Kušová know what energy is behind it, and at the same time they are spouting ideas on how to improve work with people.



Cayman Pharma is the number one pharmaceutical company producing prostaglandin-based active substances.

It exports worldwide and employs approximately 130 people

Money is not everything

You seem to have no shortage of people. What are you tempting them to do? And are young people joining you?

Hanka: Recently, they are often young people after school, either high school or university students, but otherwise it varies depending on the position. We have a very wide range of employment opportunities and our team is gender-balanced, although it tends to get younger - young people mainly go into research.

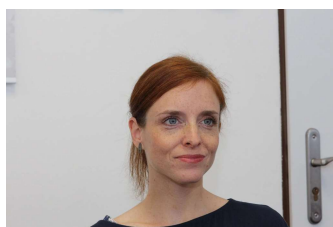
Zuzka: We no longer entice them with salary and benefits, even though we have a lot of them, from allowances for meals, five weeks of vacation to flexi passes, allowances for English and the opportunity to participate in professional conferences abroad. And I didn't list everything. However, they take it for granted. They are most interested in joining a company whose product they can identify with and be proud of. They want to know the perspective and have the opportunity to develop further, they want to know what kind of team they will work in.

Hanka: In this case, we are helped by the fact that our company produces a prestigious product, which as a result can prolong the lives of patients or make them more pleasant. We just need to strengthen the brand even more, most people don't know our company. This is because we do not produce end products, medicines, but their effective ingredient, the active pharmaceutical substance, so they do not directly come across our brand. We can offer a variety of work on modern equipment. However, we would score even higher if we allowed more flexibility.



Zuzana Kušová has been working at Cayman Pharma since 2013.

She came to the HR position from a different field, having graduated from the Faculty of Civil Engineering at the Czech Technical University



A spell called flexibility

So is it true that younger generations no longer want to work from dawn to dusk even for a dream salary and that they prefer a certain amount of freedom and free time?

Hanka: Yes, one of the first questions we get during interviews is whether we allow flexible working hours, i.e. whether it will be possible to work at least one day a week from home. Adept's rather expect us to offer a home office even more days, but we have to disappoint them, because our company does not yet have such an option.

Why?

Zuzka: It is due to the nature of our production, which strictly requires strict compliance with production procedures and safety measures, mostly certified. However, my colleague and I take it as a challenge and we would like to find a way to change some things together with the management of the company. Digitization, which we are now introducing into our processes, will certainly contribute to this. Although it will not be possible to abolish all "papers", as they document the production process and are required by the control authorities within the framework of the legislation, some activities will be simplified. Additional modules are gradually being added to the electronic attendance system, which we introduced four years ago - now Human Resources, Health Checkups, and more are planned. It would certainly be possible, for example, to figure out how to allow some messages and reports to be processed from home.

Hanka: We promise ourselves that new technologies will free our hands from our regular agenda and we will be more in touch with our employees, we will spend more time connecting individual departments, working on company culture. We would like not only our colleagues to be proud of our company, but also for it to have prestige among the general public. We want to work on that. Firstly, they deserve it, and secondly, it will pay us back when we are looking for new workers.



Even quality control at Cayman Pharma requires a coordinated team

Text: Jana Jenšíková

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