

Case Studies

Job Redesign under Productivity Solutions Grant (PSG-JR)

September 2022



Case Study 1



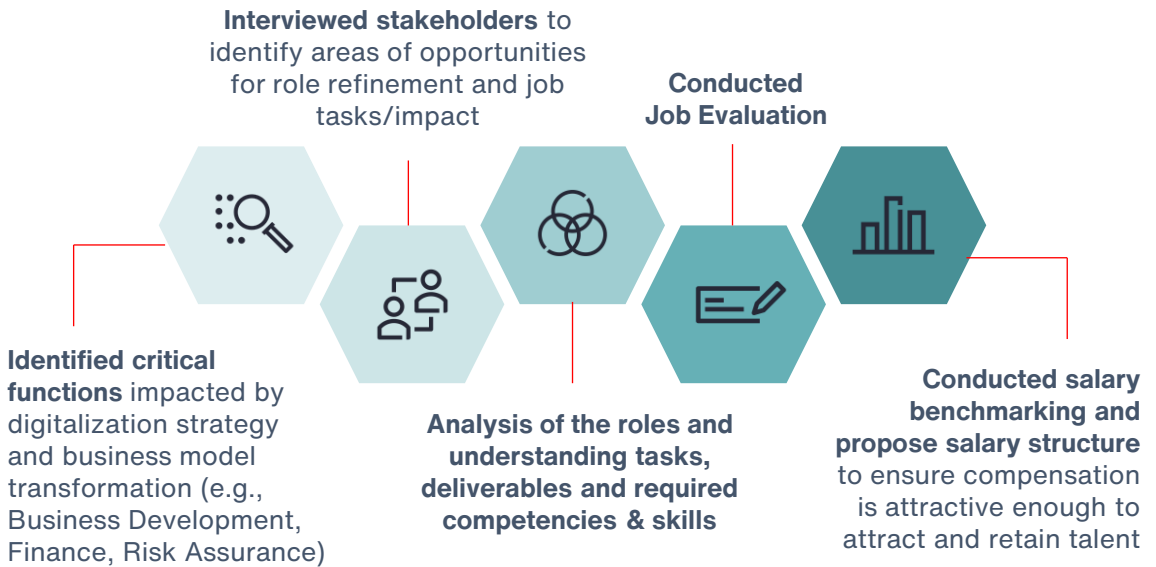
Objectives

The firm needed to **improve its capabilities to manage both business expansion and development of solutions and revenue streams**. With the emergence of new skills and ways of delivering value to clients, the company found itself competing with firms outside its traditional talent market and was having difficulty attracting and retaining employees.



Aon Solution

The firm partnered with Aon to evaluate high impact critical jobs within the organization



Aon was eventually awarded with scope expansion that focused on senior management roles, as well as to review graduate pay packages, paving the way for improved wage outcomes of workers with potential industry-wide implications

Case Study 1

Results

Impacted Job Factors

Knowledge

Refinement and automation of tasks meant that roles were expected to spend more time on higher-order tasks, rather than on administrative tasks




Accountability

Increased emphasis on project-based way of working resulted in increased independence required within junior roles to influence and collaborate cross-functionally

Problem Solving

Removal of administrative tasks allows for increased innovation, thus enhancing problem-solving requirements

PSG-JR Outcomes

-  Improved job attractiveness to the local workforce
-  Worker's job size enlarged and/or job value increased
-  Improved wage outcomes of workers

Case Study 2



Objectives

The organization originated through a series of mergers and acquisitions. With global restructuring of one of its core businesses, and with increasing focus on the Asian segment of the gaming market, there was a need to identify and align synergies with the rest of the organization.



Aon Solution



Case Study 2

Results

Impacted Job Factors

Knowledge

Refinement and automation of tasks meant that roles were expected to spend more time on higher-order tasks, rather than on administrative tasks

Accountability / Leadership

Transiting to a project-based way of working means that roles within the organization need to take on project / program management mandate, translating to increased leadership / accountability

PSG-JR Outcomes



Worker's job size enlarged and/or job value increased



Jobs have been redesigned to better support business transformation in the organization



If you are interested in Job Redesign, please reach out to

Chua Ke Le

ke.le.chua@aon.com



Aon is in the Business of Better Decisions